



Annual REPORT 2025



Acknowledgment of **Country**

We acknowledge the Jawoyn, Dagoman and Wardaman People of Katherine region, the Arrernte People of Alice Springs region, the Waramungu people of Tennant Creek region and the Larrakia People of the Darwin and Palmerston regions, as the Traditional Owners of the many lands on which we operate.

We commit to working respectfully to honour their ongoing cultural and spiritual connections to this country.





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Chairperson's Report

In a world that seems to be full of conflict, uncertainty, and unstable world leaders we can feel a little anxious about both the present and the future. We are over-exposed to the media and for many of us it is in our lounge rooms and our lives for many hours of each day, infiltrating every part of our lives.

The conflict, trauma, fear and crime is in our faces and it can feel very close to home. The space and industry NTFS operates in, also faces uncertainty with NDIS in a state of change, bringing an element of the unknown and even anxiety to us and our clients, participants and stakeholders.

We can forget that sometimes we need to stay grounded, to re-group, to focus on our mission and values, and to stop and look around at what and who we have in our lives.

I feel that this organisation does that for me. When I pause to look at what we have achieved and how we continue to deliver high quality services I am reminded of the importance of reflection, introspection and gratitude. When I do this it grounds me, and mostly NTFS reminds me about humanity, compassion, loyalty and integrity. It instils in me a sense of immense pride and most of all, hope.

Today we celebrate and recognise another year of achievements and solid ground for NT Friendship and Support. Another year of stability and proof that we are credible, solid, reliable, and here to stay. Another year of delivering quality services, advocacy and care to those who entrust us to walk beside them.

Our loyal NTFS team, who keep giving and working so hard in supporting the most vulnerable to achieve and love and laugh and live their best lives. Thank you.

The members of our Board of Management who turn up time and time again, year after year, giving up their precious time to provide great governance and direction and support to this beautiful organisation. Thank you.

To Tina, Sarah and Hiruni, who are the captains of this ever-growing ship. Your loyalty and dedication and leadership is second to none, always noticed, always appreciated. Thank you.

This year, along with many achievements (too many to list here) we have updated our constitution and Business Plan to reflect the changes in our industry and our organisation. We are working on providing more SIL homes, with our Katherine SIL home already a huge success. We continue to have a positive and productive presence in Alice Springs.

I could say so much about this amazing organisation. Much more than a few minutes and a short report at our AGM has for. So I will close by saying this.....NT Friendship and Support is solid. NT Friendship and Support is amazing. NT Friendship is here to stay.

We are 46 years old, and we have many more exciting years to come. WELL DONE US!!

Dani Ford

NTFS Chairperson



Chief Executive Officer's Report

It is a privilege to share this year's CEO Report, as we reflect on another significant year of growth, impact, and collective achievement across our organisation.

In what continues to be a complex and rapidly evolving sector, our team has remained steadfast in its commitment to creating inclusive, supportive, and empowering environments for the individuals and communities we serve.

At the heart of everything we do is a deep belief in the right of every person to live with dignity, independence, and purpose. This year, that belief has been reflected across all areas of our work, from direct service delivery to program innovation and strategic partnerships.

We have not only maintained the quality and integrity of our existing services but also continued to explore new ways of reaching people, breaking down barriers, and enabling meaningful change.

None of this would be possible without our incredible team. This year, I have been continually inspired by the dedication, passion, and resilience shown by our staff across every level of the organisation.

From frontline workers to team leaders and managers, our people continue to demonstrate a deep commitment to the individuals they support and to the broader values that underpin our work.

The strong culture within our organisation, grounded in respect, inclusion, and continuous learning, remains one of our greatest assets. We've seen great collaboration, higher staff retention, and a strong sense of pride in the work being done.

As sector challenges have intensified, so has our resolve to be a voice for justice, equity, and reform. We continue to advocate for better funding models, improved carer supports, and fairer, more accessible NDIS processes.

We have made submissions to government inquiries and participated in sector-wide working groups. We understand that our work extends beyond direct service, it is also about shaping the systems that affect people's lives.

That is a responsibility we take seriously, and one we will continue to pursue in partnership with community, sector allies, and the people we are here to serve.

This year, we also made important strides in strengthening our strategic foundation. We have focused on building stronger data systems, enhancing governance practices, and preparing for future sector reform.

With the evolving NDIS environment and changing expectations in disability services, we are committed to staying ahead ensuring we remain responsive, sustainable, and grounded in our values.





Looking ahead, our priorities include:

- Expanding our reach to more remote and under-served communities
- Deepening our focus on culturally safe and trauma-informed care
- Strengthening the voice of participants in service design and evaluation
- Growing our workforce through targeted recruitment and leadership development
- Exploring new partnerships that align with our mission and community needs

We understand that real, lasting change is built through collaboration, and we are committed to continuing this work alongside our participants, families, staff, funding partners, and the broader community.

I would like to extend my sincere thanks to management committee for their guidance, stewardship, and commitment to ethical governance. Their support ensures our long-term vision is aligned with strong foundations and accountability.

To our funding partners, your continued trust allows us to innovate, respond, and grow. We are grateful for your support and your shared belief in the value of inclusive, community-based services, and to the participants, families, and carers we work alongside, thank you.

Your voices, stories, and strength inspire everything we do. You remind us daily of why this work matters.

In closing, I am proud of what we have accomplished this year and excited for the opportunities ahead.

As an organisation, we remain committed to delivering services that are grounded in respect, innovation, and human connection.

Together, we are building a future where everyone has the opportunity to thrive regardless of ability, background, or circumstance.



NTFS Chief Executive Officer

Our Board



Dani Ford
Chairperson



Jo Gamble
Treasurer



Jackie Usher
Secretary



Tina Clerke
Public Officer

About Us

Our Vision

An accessible, inclusive and supportive community for all.

Our Mission

To provide professional care and promote an accessible, inclusive, and supportive community. Our standard of excellence means we are a service provider and employer of choice.

Our Values

Integrity

Being transparent and accountable

Empowerment

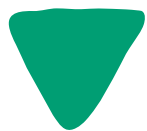
Support participants and clients to work towards their goals

Respect

Everyone is different!
We celebrate what makes us unique

Community

Responding to community needs within our Vision and Mission



Service Delivery Manager's Report



Over the past year, we have worked tirelessly to provide high-quality, person-centred support across a diverse range of programs.

From individual coordination to inclusive community initiatives, the collective efforts of our staff have enabled participants to achieve personal goals, build confidence, and deepen their connection to community life.

This report highlights key developments and successes across five core programs: Coordination of Supports, EqualiTEA, Supported Independent Living, ILC Employer Engagement, and the Kinship & Foster Care Team (KFAST). Each program reflects our commitment to inclusion, collaboration, and tailored service delivery.

Our Support Coordination team have continued to deliver exceptional service, ensuring participants are well-informed, connected to the right providers, and empowered to make choices about their own lives. The team has effectively navigated complex situations and worked alongside participants to develop clear pathways toward achieving NDIS goals. Their ability to adapt, advocate, and build strong relationships has been instrumental in the success of this service.

EqualiTEA has made a strong impact this year, not only by expanding across the Alice Springs region and the Katherine region but also by enhancing community participation for many of our participants.

The **NAILED IT** program has been a standout initiative, giving individuals the opportunity to engage in hands-on projects that foster creativity, responsibility, and pride in their work.

In addition, our ongoing park maintenance contract with the Alice Springs Town Council continues to provide supported employment experiences that strengthen participants' skills and community contribution.

Staff have excelled at providing inclusive, strengths-based support that has led to real personal and social outcomes.

The **EqualiTEA** program in Katherine has continued to grow, offering participants valuable opportunities for community access, skill development, and connection.

A key focus this year has been on micro-business activities, empowering participants to explore entrepreneurship, build confidence, and engage meaningfully with their community.

Through our **SIL** program, we have supported three individuals to build life skills, grow in independence, and engage meaningfully in their community. This year has been particularly rewarding, with the men attending local events such as the Katherine Show and NAIDOC Week celebrations, experiences that promote belonging, social connection, and cultural pride.

The consistency and care shown by our SIL staff has made a profound difference in the lives of these individuals, supporting not only day to day needs but long-term aspirations for autonomy and inclusion.

The **ILC Employer Engagement** funded project has enabled us to work with employers across Alice Springs and Katherine to build capacity around disability-inclusive employment.

This work has been especially impactful, with a number of employers now actively exploring or implementing inclusive hiring practices.

Our team has delivered targeted training and support that has helped break down barriers and build employer confidence.

We've received encouraging feedback, and our presence is helping shift workplace culture toward greater diversity and inclusion. The groundwork laid this year has set a strong foundation for future growth.

KFAST has remained a responsive and culturally informed program, providing tailored support to individuals and families throughout the Katherine region.

The team's flexibility and commitment have enabled carers and young people to access essential services while feeling safe, heard, and respected.

Whether through short-term crisis support or long-term planning, the team continues to meet people where they are and walk alongside them toward better outcomes. Their work is deeply rooted in relationship-building, and the trust they have established within the community is a testament to their professionalism and compassion.

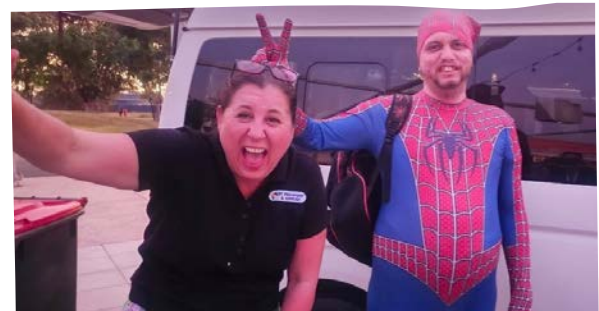
Our programs are thriving because of the strength of our frontline teams.

Their ability to stay grounded in values-based practice while also navigating a dynamic service environment has been impressive.

I want to acknowledge and thank every staff member for their commitment to quality, inclusion, and participant success.

Sarah Botto

Service Delivery Manager



Our Journey



“

Every step we take is built on the belief that strong communities grow from kindness, connection, and possibility.

”



Our Programs





EqualiTEA Katherine

The Katherine EqualiTEA Program has continued to be a vibrant and inclusive initiative, offering participants meaningful opportunities to build skills, connect with the community, and grow their independence through micro-enterprise and social activities.

We're thrilled to welcome Raukura Riwaka as the new Team Leader of the program. Raukura brings great energy, leadership, and a strong commitment to participant-focused support.

His arrival has already brought a fresh sense of momentum and we're excited about the direction the program is heading under his guidance.

Our participants have been working hard on a range of micro-businesses, showcasing their creativity and entrepreneurial spirit. Current projects include:

- Doggy Banners
- Decorated Flowerpots
- Rock Art Creations
- Handmade Jewellery

All of these wonderful items are available for viewing and purchase at our EqualiTEA location: 3/20 First Street, Katherine. Every piece is made with care and contributes to the skills development and confidence of our participants.



9 participants supported



4 hour average shift length



1 direct supported employee



9 participants involved in micro enterprise



7 Aboriginal or Torres Strait Islander participants

The team has also been actively involved in community events, including having the pleasure of running a BBQ at the Junk Festival this year, a fantastic opportunity to connect with locals and showcase what the program is all about.

Over the school holidays, we partnered with Katherine Town Council to provide BBQs during the community movie nights, which were a huge success and a great way to engage with families and young people.

Looking ahead, the EqualiTEA Program has exciting plans to expand into the Darwin region over the coming months.

This growth will allow us to reach more people, create new opportunities, and bring the same inclusive spirit to even more communities across the Territory.

We're incredibly proud of what our team and participants have achieved so far, and we're looking forward to even more progress and impact in the year ahead.



EqualiTEA Alice Springs

The EqualiTEA Alice Springs program continues to grow steadily across the region, delivering inclusive, community-focused initiatives that make a lasting impact.

Throughout the year, we have continued to support participants in actively engaging with employment opportunities and developing valuable skills related to community participation, teamwork, and confidence-building.

A highlight of the year was the successful launch of the NAILED IT program, which empowers individuals to design, build, and create practical items in a supportive and skill-building environment.

This hands-on program not only boosts participants confidence and creativity but also enhances their employability and capabilities.



 11 participants supported

 4 hour average shift length

 5 participants employed through EqualiTEA

 9 Aboriginal or Torres Strait Islander participants

Our dedicated team has also worked hard to maintain three local parks under our ongoing contract with the Alice Springs Town Council.

This work provides participants with meaningful employment experiences while enhancing local public spaces for the benefit of the entire community.

The program's success is a reflection of the passion and commitment of our staff, who continue to lead with innovation, inclusion, and care.

With exciting new ventures planned for the near future, we look forward to expanding our impact and continuing to empower participants through skill development, employment pathways, and community engagement.



► Coordination of Support (NDIS)

Our Coordination of Supports team continues to play a vital role in empowering participants to navigate the NDIS and access the services they need to live fulfilling lives.

The program has grown steadily over the past year, reflecting both the increasing demand for quality support coordination and the trust placed in our organisation by participants, families, and the community.

Our CoS team works closely with each individual to build capacity, connect them with appropriate services, and ensure their plans are implemented effectively. We also collaborate with key stakeholders, including families, service providers, and advocates, to ensure participants are receiving the right support at the right time.

Despite progress, the team continues to face systemic barriers within the NDIS framework, including inconsistent plan funding, delays in decision making, and a lack of clarity in processes. These challenges often place added pressure on participants and their families.

However, our staff remain committed and proactive in overcoming these hurdles. They regularly advocate for participants' rights, engage with NDIS representatives, and work in partnership with external advocates to ensure that people are not left behind.

This advocacy work has been instrumental in securing better outcomes and building greater equity across our services.



To our Coordination of Supports team, thank you. Your commitment, skill, and heart have been at the core of our achievements this year. Through your work with participants, families, and advocates, you are helping create a more inclusive and supportive community.

As we look to the future, our vision for support coordination is one of continued growth and innovation. We will strive to enhance our services, expand our reach, and advocate for the needs of our clients within the community.



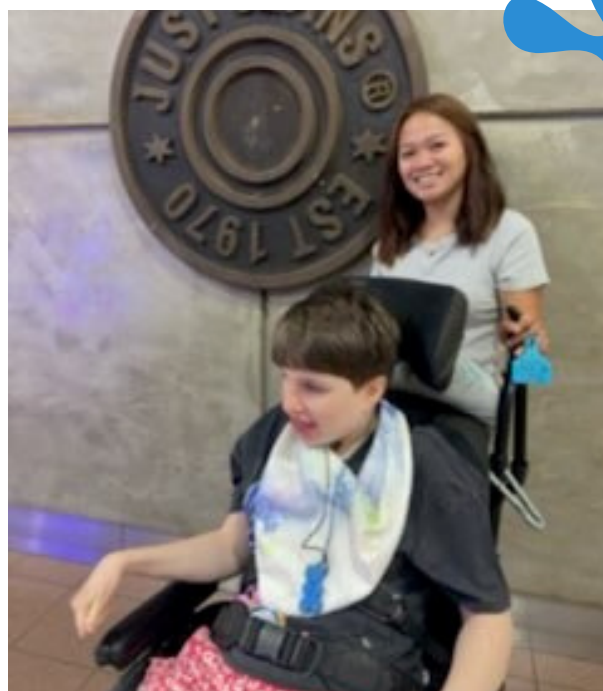
Participants Supported

Alice Springs - 108

Katherine - 96

Darwin - 9

Interstate - 5





Information, Linkages and Capacity Building (ILC)



The ILC (Information, Linkages and Capacity Building) Grant has played a pivotal role in advancing our mission to build inclusive communities by supporting employers across Alice Springs and Katherine to upskill and become confident in hiring and supporting people living with disability.

Over the past year, our team has worked closely with a growing network of local businesses, organisations, and service providers to provide education, resources, and practical guidance on disability inclusive employment.

Through tailored workshops, one-on-one consultations, and collaborative initiatives, we have successfully engaged a number of employers who are now actively seeking to diversify their workplaces by welcoming employees with disability.

The program has focused on breaking down common misconceptions about disability in the workplace and equipping employers with the knowledge and tools needed to create accessible, inclusive, and supportive environments.

Topics covered have included inclusive recruitment practices, workplace adjustments, communication strategies, and the benefits of inclusive employment not just for employees, but for workplace culture and productivity as a whole.

Our approach has been both proactive and collaborative, working alongside businesses to identify barriers, co-design solutions, and celebrate early successes.



Several participating employers have already made positive changes to their hiring practices, and some have successfully employed individuals with disability for the first time.

These employers are now becoming champions of inclusive employment in their respective industries, helping to lead cultural change in the broader community.

This momentum has been made possible by the commitment and hard work of our dedicated staff, who have shown great initiative in building strong relationships, delivering high-quality support, and adapting to the specific needs of each business.



Their efforts have not only enhanced the reach of the ILC Grant but have also created genuine opportunities for long-term change. Looking ahead, we are excited about the possibilities this program continues to unlock.

We aim to further expand our reach across Central Australia and the Top End, bringing more employers on board and deepening the capacity of existing partners.

The ILC Grant is helping to shift the conversation around disability and employment in a meaningful way focusing on ability, potential, and inclusion. We are proud of the progress made so far and remain committed to supporting businesses and communities to become more inclusive, equitable, and diverse.

Kinship & Foster Care

Over the past year, our Kinship and Foster Care Program has continued to grow in both reach and impact, particularly within the Darwin region.

In collaboration with the Department of Children and Families (DCF), we've worked to strengthen culturally safe, community-driven care models that prioritise the wellbeing and stability of children and young people in care.

We are pleased to report increased interest from carers and community members, and we're building on this momentum as we prepare to expand our recruitment efforts, we will be holding targeted recruitment drives in the Darwin, Katherine, and Alice Springs regions in the near future.

These efforts are aimed at further strengthening our network of dedicated carers and meeting the growing needs of young people in care across the Northern Territory.

Our ongoing partnership with DCF remains a key part of delivering high-quality, responsive care, and we are proud to be working together toward better outcomes for children, families, and communities.

We also want to take this opportunity to acknowledge and commend the incredible work of our staff. Their ongoing commitment, compassion, and professionalism have been central to the success of the program and the support we provide to kinship and foster families.

As we look ahead, we remain focused on growing our reach, building strong community relationships, and ensuring that every child in our care feels safe, supported, and valued.



13
Families
providing care



8
Carers in
Katherine

5

Carers in
Darwin



22
Children &
Young people
in care



3
Carers
approved
in 2024



Supported Independent Living (SIL)

Our Supported Independent Living (SIL) program continues to create meaningful opportunities for individuals to live more independently, with dignity, choice, and connection to their community.

This year, we have proudly supported three gentlemen through our SIL service, empowering them to live their best lives in a home environment that supports their personal goals, interests, and well-being.

With the support of our dedicated team, each individual has made significant progress in building daily living skills, developing greater confidence, and actively participating in community life.

Our person-centred approach ensures that each resident's unique needs and aspirations are prioritised, whether it's around personal care, health routines, social activities, or building independence at home.

This year, the gentlemen have embraced a wide range of social and cultural opportunities, strengthening their sense of belonging and enjoyment. Highlights have included attending NAIDOC Week celebrations, where they engaged with community and culture.

They also enjoyed a fun-filled day at the Katherine Show, where they explored exhibits and connected with familiar faces in a supportive and inclusive environment. These experiences have played a key role in enriching their lives and fostering a deeper connection to the community.

Our SIL staff have been instrumental in creating a supportive, nurturing environment where individuals feel safe, respected, and empowered. Their commitment, compassion, and consistency have made a lasting impact, and their work continues to be the foundation upon which these success stories are built.

Looking ahead, we remain committed to evolving and strengthening our SIL services, exploring new opportunities for engagement, skill-building, and community inclusion that align with the goals of those we support. Together, we are helping individuals live with purpose, connection, and joy.



Our Strategic Plan

Alignment and Achievements

Our Program Goals



EqualiTEA

To advance our commitment to EqualiTEA, we have significantly increased our capacity building programs. This initiative has been designed to empower individuals with the skills and knowledge they need to navigate various systems and advocate for themselves effectively.

By offering workshops, training sessions, and resources, we have fostered a more inclusive environment where everyone can thrive. These programs not only enhance personal skills but also promote awareness and understanding of diverse needs within our community.

In our efforts to strengthen kinship and foster care, we will be taking steps to expand our services to Alice Springs and Tennant Creek. This expansion allows us to reach more families and children in need of support.

We have been actively collaborating with the Department of Children and Families (DCF) to ensure that our initiatives lead to positive outcomes for those we serve. Regular meetings and joint initiatives have been established to align our goals with DCF, ensuring that we are responsive to the needs of the community and are continuously improving our services.



Kinship & Foster Care



Coordination of Supports

Our collaboration with the **National Disability Insurance Scheme (NDIS)** has been pivotal in enhancing our service offerings.

By increasing our team size and expertise, we are better equipped to provide comprehensive support to individuals in community settings.

This growth has allowed us to tailor our services more effectively to meet the diverse needs of our clients, ensuring they receive the necessary assistance to lead fulfilling lives.

We are committed to continuously reviewing and adapting our approaches to maximise the impact of our services.



Supported Independent Living (SIL)

In our current SIL residence, we are focusing on the needs of three gentlemen currently residing with us. We are also exploring Specialist Disability Accommodation (SDA) opportunities to expand our services.

This initiative is part of our broader strategy to provide not just housing, but holistic support that enhances the quality of life for individuals with disabilities.

Our Priorities

We strive to be a leader in our sector by continuously improving our practices, ensuring that we are at the forefront of best practices and innovations.

Additionally, we focus on becoming an employer of choice by fostering a workplace culture that prioritises staff well-being, professional development, and inclusivity.

Our efforts include training programs, mentorship opportunities, and a supportive work environment that values each team member's contributions.

Leadership in the Sector and Employer of Choice

Community Engagement

We recognise the importance of expanding our connections within the community.

Ongoing outreach efforts are aimed at building partnerships with local organisations, businesses, and community leaders.

By collaborating on initiatives and events, we enhance our visibility and strengthen our support network, ultimately benefiting those we serve.

We are committed to creating opportunities that foster relationships and engage the community in meaningful ways.

Our Environmental Action Plan

is dedicated to making our organisation environmentally friendly and sustainable.

This includes implementing practices that reduce our carbon footprint, promoting recycling, and utilising sustainable resources.

We are working towards setting measurable goals and overseeing our progress to ensure we are making a tangible impact on the environment.

Environmental Action Plan

Property and Resources

We are actively working towards providing fit for purpose infrastructure and are still in the process of looking for our own property. We regularly evaluate our current facilities, pinpointing areas for enhancement, and ensuring that our environments facilitate excellent support services.

Our goal is to create spaces that is both functional and inviting, fostering a supportive atmosphere for everyone who interacts with our organisation.



Our People

Our Corporate Services Team

This year, our Client Services (CS) team has demonstrated exceptional commitment, professionalism, and collaboration, ensuring that our participants and stakeholders continue to receive high-quality support.



Sarah Botto – Service Delivery Manager

Sarah has led service delivery with dedication and vision, ensuring programs run smoothly and consistently meet participant needs. Her ability to build strong relationships with staff and clients alike has strengthened our service model and enhanced outcomes across all regions.



Hiruni – Chief Financial Officer (CFO)

Hiruni has provided outstanding financial oversight, ensuring our programs are not only sustainable but positioned for growth. Her careful management of budgets, compliance, and reporting has enabled the CS team to focus on delivering quality services while maintaining financial stability.



Rasmita – Executive Administrator

Rasmita has been the organisational backbone of the CS team, streamlining administrative processes and providing invaluable support to leadership and frontline staff. Her efficiency, attention to detail, and proactive approach have allowed the team to operate seamlessly.

Together, Sarah, Hiruni, and Rasmita have exemplified teamwork and dedication, ensuring that our services remain participant-focused, accountable, and impactful. Their combined efforts have set a strong foundation for the year ahead and positioned the CS team to continue achieving great results.

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Together, we create opportunities that change lives.

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Our People

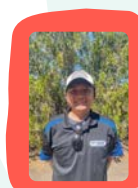
Our Program Leadership Team

This year, our leadership team has shown exceptional dedication and a results-driven approach, ensuring that each service area continues to thrive and deliver positive outcomes for participants.



Donna Andersen – Coordination of Supports (CoS) Manager

Donna has provided outstanding leadership to the CoS team, ensuring that participants receive personalised and individualised support. Her strong guidance and collaborative approach has enhanced service quality and improved participant outcomes.



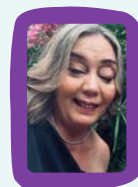
Russel Lo – EqualiTEA (EQAS) Team Leader

Russel has fostered an inclusive and vibrant environment within the EqualiTEA program, empowering participants to connect with community opportunities. His commitment to engagement and program development has strengthened the impact of our community initiatives.



Raukura Riwaka – EqualiTEA (EQK) Team Leader

Raukura has cultivated a supportive and collaborative environment within the EQ program, championing growth and connection across the Katherine region. His dedication to participant wellbeing and community engagement has enhanced opportunities for inclusion, while his leadership continues to strengthen the impact and reach of the program.



Kelly McGregor – Kinship & Foster Care (KFGAST) Manager

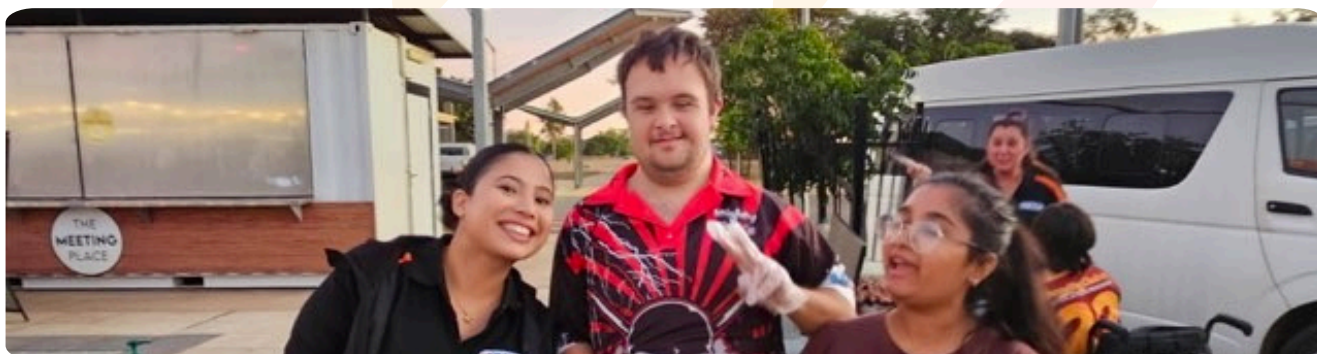
Kelly has demonstrated remarkable leadership in supporting our kinship and foster care program. Her focus on best-practice service delivery and advocacy for carers and families has helped build a stronger, more resilient care network.



Shuju Poudel – Supported Independent Living (SIL) Manager

Shuju has led the SIL team with dedication and innovation, ensuring that participants are supported to live as independently as possible. Her emphasis on quality service and participant-centred planning has improved outcomes and strengthened our SIL programs.

Together, Donna, Russel, Kelly, and Shuju have provided exceptional leadership across their programs, driving continuous improvement, building strong teams, and ensuring participants remain at the heart of everything we do.



Our People

Executive Team

Tina Clerke – Chief Executive Officer
Sarah Botto – Service Delivery Manager

Corporate Services

Rasmita Puri – Executive Admin Officer
Hiruni Manawadu – Chief Finance Officer
Felicity Brown – Marketing Officer
Allyson Riggs – Finance officer

Coordination of Supports (COS) Team

Donna Anderson – COS Manager
Aaron Ross – COS
Vino Ngai – COS
Kirtsy Emmott – COS
Daniel Wood – COS
Alyssia Turner – COS
Bernie Fernandez – COS

Kinship & Foster Care

Kelly McGregor – KFAST Manager
Katie Gilmore – KFAST Case Manager

EqualiTEA Katherine

Raukura Riwaka – EQ Katherine Team Leader
Lacey Meek – EEA
Vhlea Rossa – EEA
Christy Jones – EEA
Pat Roberts – EEA
Jackson Robertson – Supported Admin Assistant

EqualiTEA Alice Springs

Russel Lo – EQ Team Leader
David Weng – EEA
Karen Lo – EEA
Cong An – EEA
Lei Lei – EEA

ILC Employer Engagement

Hannah Savaniiea

Supported Independent Living (SIL)

Shuju Poudel – SIL Manger
Tashi Sherpa – DSW
Angela Bista – DSW
Bishleshan Karamachrya – DSW
Dominic Tanuai- DSW
Din Dayal Maurya – DSW
Jagruk Poudel – DSW

Margaret McBean – DSW
Nila Lamichhane -DSW
Pravesh Upreti -DSW
Prajwal Upreti – DSW
Russa Manandhar - DSW
Sinaj Aliyar – DSW
Alisha Adhikari- DSW

Our Carers

Rebecca & Scott Clancy
 Ana and John Egan
 Natalie Sarney
 Daniele Grieves
 Nicole & Jeremy Gadd
 Andrea & Adrian Gorman
 Monica & Ben Cuthbertson
 Caitlyn Young & Bella Assmus
 Sally & Andrew Dalglish
 Darby De Sousa
 Louise Wood
 Jade Filipo
 Laura Baddeley & Simba Mushingi



Our Funding Bodies and Partners

Department of Children and Families
 National Disability Insurance Agency(NDIA)
 Disability Advocacy Services
 National Disability Services
 Alice Springs Town Council
 Katherine Town Council
 Department of Industry, Tourism and Trade
 Kmart Alice Springs
 Woolworths Alice Springs
 Normist Katherine





Our Finances





FINANCIAL REPORTS

for full set of audited financial statements please go to: www.ACNC.gov.au
or request via email to finance@nffriendship.org.au



Auditor's Independence Declaration

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Northern Territory of Australia Associations Act and the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

LOWRYS AUDIT

Colin James, FCA
Registered Company Auditor

Date: 2 October 2025
Darwin

INDEPENDENT AUDITORS REPORT



To the Members of NT Friendship and Support Incorporated

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of NT Friendship and Support Incorporated (the Association), which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity, the statement of cash flows for the year then ended, the notes to the financial statements including a summary of material accounting policy information and the Management Committee's Certificate.

In our opinion, the accompanying financial report of the Association has been prepared in accordance with the *Northern Territory of Australia Associations Act*, the *Australian Charities and Not-for-profits Commission Act 2012* (the Acts) and the Association's Constitution (the Constitution), including:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards and the financial reporting requirements of the Acts and the Constitution.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Management Committee for the Financial Report

The Management Committee of the Association is responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards and for such internal controls as the Management Committee determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Management Committee is responsible for assessing the Association's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the Management Committee either intend to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The Management Committee is also responsible for overseeing the Association's financial reporting process.

INDEPENDENT AUDITORS REPORT



To the Members of NT Friendship and Support Incorporated **Report on the Audit of the Financial Report (continued)**

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf.

This description forms part of our auditor's report.

LOWRY'S ACCOUNTANTS

A handwritten signature in black ink, appearing to read 'Colin James', written over a light grey rectangular background.

Colin James, FCA
Registered Company Auditor

Date: 2 October 2025
Darwin



MANAGEMENT COMMITTEE'S CERTIFICATE

NT FRIENDSHIP AND SUPPORT INCORPORATED

ABN: 51101 586 808

I, Daniela Ford , the Chairperson of NT Friendship and Support Incorporated (the Association), certify that:

- a. the financial statements have been, to the best of my knowledge, information and belief, properly drawn up in accordance with all applicable Australian Accounting Standards, the Northern Territory of Australia Associations Act and the Australian Charities and Not-for-profits Commission Act 2012 and give a true and fair view of the financial position of the Association as at 30 June 2025 and of its performance for the year ended on that date;
- b. the financial statements are in accordance with the accounting policies and records of the organisation; and
- c. there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

Daniela Ford
Chairperson
Date: 2 October 2025



STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Income			
Grant revenue	2A	206,021	163,161
Fee for service revenue	28	4,006,017	3,864,754
Cafe trading statement	2C	3,697	1,077
Interest received	2D	39,291	17,697
Other revenue	2E	88,283	124,247
Total income		<u>4,343,309</u>	<u>4,170,936</u>
Expenses			
Employee benefits expense	3A	3,086,055	2,542,081
Contractors and supervision	38	9,687	11,877
Depreciation and amortisation	3C	207,117	132,027
Interest expense on lease liabilities	8	41,645	40,622
Other expenses	3D	430,562	331,965
Total expenses		<u>3,775,066</u>	<u>3,058,572</u>
Net surplus for the year		<u>568,243</u>	<u>1,112,364</u>
Other comprehensive income		-	-
Total comprehensive income for the year		<u><u>568,243</u></u>	<u><u>1,112,364</u></u>

Accompanying notes form part of these financial statements and can be found in the full set of audited financial statements. For a copy, please go to: www.ACNC.gov.au or request via email to finance@ntfriendship.org.au



STATEMENT OF FINANCIAL POSITION AS AT JUNE 2025

	Note	2025 \$	2024 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	2,326,178	1,818,064
Trade and other receivables	5	220,887	205,742
Other current assets	6	18,216	63,229
Total current assets		<u>2,565,281</u>	<u>2,087,035</u>
Non-current assets			
Property, plant and equipment	7	202,816	110,060
Right of use assets	8	363,722	406,386
Total non-current assets		<u>566,538</u>	<u>516,446</u>
Total assets		<u>3,131,819</u>	<u>2,603,481</u>
LIABILITIES			
Current liabilities			
Trade and other payables	9	121,760	178,616
Lease liabilities	10	143,774	113,345
Provisions	11	207,966	175,722
Total current liabilities		<u>473,500</u>	<u>467,683</u>
Non-current liabilities			
Lease liabilities	10	246,173	291,895
Total non-current liabilities		<u>246,173</u>	<u>291,895</u>
Total liabilities		<u>719,673</u>	<u>759,578</u>
Net Assets		<u>2,412,146</u>	<u>1,843,903</u>
ACCUMULATED FUNDS			
Retained surplus		<u>2,412,146</u>	<u>1,843,903</u>
Total accumulated funds		<u>2,412,146</u>	<u>1,843,903</u>

Accompanying notes form part of these financial statements and can be found in the full set of audited financial statements. For a copy, please go to: www.ACNC.gov.au or request via email to finance@ntfriendship.org.au



STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

	Retained Surplus	Total Equity
ACCUMULATED FUNDS	\$	\$
Opening Balance at 1 July 2023	731,539	731,539
Total comprehensive income for the year	1,112,364	1,112,364
Closing Balance at 30 June 2024	1,843,903	1,843,903
Balance at 1 July 2024	1,843,903	1,843,903
Total comprehensive income for the year	568,243	568,243
Closing Balance at 30 June 2025	2,412,146	2,412,146

Accompanying notes form part of these financial statements and can be found in the full set of audited financial statements. For a copy, please go to: www.ACNC.gov.au or request via email to finance@ntfriendship.org.au



STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Cash flows used in operating activities			
Grant income		206,021	163,161
Trading and other income		4,082,852	4,098,167
Interest received		39,291	17,697
Payments to suppliers and employees		(3,505,903)	(2,916,755)
Interest paid on lease liabilities		(41,645)	(40,622)
Net cash flows from operating activities	15	<u>780,616</u>	<u>1,321,648</u>
Cash flows used in investing activities			
Acquisition of property, plant and equipment		(119,782)	(53,000)
Net cash flows used in investing activities		<u>(119,782)</u>	<u>(53,000)</u>
Cash flows used in financing activities			
Payment of lease liabilities		(152,720)	(123,994)
Net cash flows used in financing activities		<u>(152,720)</u>	<u>(123,994)</u>
Net increase in cash and cash equivalents		508,114	1,144,654
Cash and cash equivalents at the beginning of the year		<u>1,818,064</u>	<u>673,410</u>
Cash and cash equivalents at the end of the year	4	<u><u>2,326,178</u></u>	<u><u>1,818,064</u></u>

Accompanying notes form part of these financial statements and can be found in the full set of audited financial statements. For a copy, please go to: www.ACNC.gov.au or request via email to finance@ntfriendship.org.au



Treasurer's Report

I am pleased to present the Treasurer's Report for the financial year ending 30 June 2025. This year has demonstrated the Organisation's continued financial resilience, operational growth, and commitment to responsible stewardship of resources.

The independently audited financial statements confirm our compliance with all relevant standards and legislation and reflect a healthy financial position that supports our mission to deliver high-quality support services across the Northern Territory.

Financial Performance

The Organisation achieved a net surplus of \$568,243 for the financial year ending 30 June 2025, underscoring a solid and sustainable financial outcome. This result reflects the organisation's disciplined approach to budgeting, effective cost management, and strategic allocation of resources. The surplus was driven by strong fee-for-service revenue, successful grant acquisition, and prudent control of operating expenses despite rising service demands. This financial performance positions the Organisation to reinvest in its programs, strengthen infrastructure, and continue delivering high quality support to the community with confidence and stability.

Revenue Highlights

- Fee-for-service income grew to \$4,006,017, reinforcing our core service delivery model.
- Grant income increased to \$206,021, demonstrating success in securing external funding.
- Interest income rose to \$39,291, reflecting improved cash reserves and investment returns.
- Micro enterprise and events income, though modest at \$3,697, showed positive growth.
- Other income totalled \$88,283, contributing to a diversified revenue base.

Expense Highlights

- Employee expenses rose to \$3,086,055, driven by expanded staffing to meet service demand.
- Depreciation and amortisation increased to \$207,117, reflecting investment in infrastructure.
- Other operating expenses reached \$430,562, which will be reviewed for cost-efficiency opportunities.

Financial Position

As of 30 June 2025, NT Friendship and Support Incorporated held net assets of \$2,412,146. This represents a significant increase and provides a strong foundation for future planning and investment.



TREASURER'S REPORT 2024 2025

Key Indicators

- Cash and cash equivalents rose to \$2,326,178, ensuring liquidity and operational flexibility.
- Property, plant and equipment increased to \$202,816, supporting service delivery.
- Lease liabilities decreased overall, indicating effective management of long-term obligations.

Strengths

- **Revenue stability and growth:** Fee for service and grant income continue to underpin our financial strength.
- **Cash flow discipline:** Operating cash flows of \$780,616 reflect strong internal controls and financial oversight.
- **Asset investment:** Strategic acquisitions enhance our service capacity and infrastructure.
- **Compliance and transparency:** The audit confirmed full adherence to accounting standards and regulatory requirements.

Areas for Attention

- **Rising costs:** Increased staffing and operational expenses require ongoing monitoring to ensure sustainability.
- **Grant reliance:** Continued diversification of income sources will reduce vulnerability to changes in funding environments.

Outlook

The Association is well-positioned to build on its financial strength and pursue new opportunities that align with our mission. With a solid balance sheet and strong governance, we can confidently invest in staff development, infrastructure, and innovative service models. As Treasurer, I remain committed to ensuring our financial strategies support long-term sustainability and community impact.

I'd like to extend my sincere thanks to our finance team for their precision and dedication, to our auditors for their professionalism, and to the Management Committee for their strategic guidance. I also acknowledge the broader staff whose commitment and hard work underpin our financial success and community impact.

Regards

NTFS Treasurer

NT Friendship and Support Incorporated




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Annual **REPORT 2025**

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