



Diversity and Disability Alliance

ANNUAL REPORT

2024– 2025



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WHO WE ARE

People from multicultural communities with disability leading change.

Coming together. For ourselves. For our communities.

Diversity and Disability Alliance is a user-led and peer-led disability support organisation, run by and for people with disability from diverse backgrounds with the support of families and allies.

We support people to live the lives they choose. We believe that each person with disability has the right to a genuine voice, choice, and control of their lives and participation in genuine and meaningful inclusion in the social, economic, cultural, and political life of the communities in which they choose to belong.

Our core business is peer support. We draw on our common lived experience and our diversity and use peer support to create change.

We are an independent, collective voice committed to diversity and full inclusion.

OUR VISION

An inclusive, diverse, and just society where people with disability have a voice, choice, and control over their lives.

WHAT WE DO

- Maximise and build the knowledge, skills, and capacity of people with disability, their families, and allies from diverse backgrounds
- Build the capacity of all communities to include people with disability
- Share our collective lived experiences
- Contribute to a society where the diversity of our communities is valued and our rights contained in principles and articles of the United Nations Convention on the Rights of Persons with Disability are upheld.



PRESIDENT'S MESSAGE

Image description: Julie Magill seated at a wooden table in a warmly lit indoor space. She is wearing a red floral shirt and glasses, smiling gently with a large green plant and window view behind her.

Looking back over the past year, DDAlliance has continued to build a strong, connected, and inclusive community. Our events and initiatives have empowered people with disability, their families, and peers to learn, share, and celebrate together.

Achievements of the year

- Mentoring get-together in July
- Peer facilitation team meeting in January
- Community events we ran, such as:
 - NDIS forums in Fairfield and Campsie
 - Independent Living in North Ryde
 - Southeast Sydney peer café's International Women's Day
- Engagement with young people at the Western Sydney Employment Lifeskills & Leisure Expo
- Creative initiatives such as the Short Film Festival and storytelling with Tammy

Our work gives members a platform to express themselves and be heard, reminding us of the power of lived experience in shaping community.

Transitions and gratitude

This year also marked significant transitions. We were sorry to see three incredible women move on from DDAlliance: Ace Boncato, our dedicated coordinator; Pauline David, peer worker, and former president; and Joyce, our project officer. Their leadership, advocacy, and commitment to peer support have been central to our growth and success. Their impact will continue to be felt throughout our community for years to come.

Celebrating community

Our social gatherings, including the end-of-year lunch at Dooleys and the Vietnamese Café end-of-year party, reminds us of the joy and connection that make DDAlliance such a special community. These moments of celebration are not just events – they are affirmations of the strength, resilience, and solidarity that define us.

Acknowledgments

Thank you to all members, volunteers, and staff for your ongoing energy and dedication. Together, we continue

to strengthen our community, support one another, and amplify the voices of people with disability from diverse backgrounds.

I would also like to extend special thanks to Julie Duong, who served as our Interim Coordinator from March 2025 to the end of June 2025. Her contributions, leadership, and commitment during this transitional period were invaluable, and we are grateful for the energy and care she brought to DDAlliance.

Personal reflections

As President, I am both humbled and proud of what we have done this year. Leading an organisation like DDAlliance continues to be an honour, and I am moved by the resilience, creativity, and strength of our peers and CALD communities. The challenges we have faced have reminded us that solidarity is our greatest resource, and they have strengthened my commitment to advocating for systemic change and amplifying the voices of people with disability from culturally and linguistically diverse backgrounds.

Looking ahead

As we move into 2026, I am eager to build on our foundations and explore new opportunities that will

secure DDAlliance as the leading peer-led organisation for people with disability from CALD communities. A key aspiration for the year ahead is to strengthen partnerships with Canterbury-Bankstown, Fairfield City, and Liverpool Councils. Through relationships with Canterbury Bankstown City Council on reference groups and ongoing community engagement including the South West Sydney Disability Forums and meetings, we will deepen collaboration, amplify our shared knowledge, lived experiences, and ensure that local decision making reflects the voices of our diverse communities.

Together, we will continue to nurture connection, celebrate diversity, and ensure that our lived experiences are still at the front and centre of inclusion and social justice within the decision-making processes.

I wish you all a safe and joyful holiday season. Thank you for your incredible contributions to DDAlliance. I look forward to continuing this vital work with you in the year ahead.

Julie Magill
President

LIST OF BOARD MEMBERS FOR 2024-2025

Starting 2024:

President – Pauline David
Vice President – Julie Magill
Treasurer – Ismail Khan
Secretary – Paul Seo

Board members:

Khadeija Darouiche
Qian Fang
Sozan Georgees
Mirella Manna
Sophon Neang
Nidhi Shekaran
Mark Tonga

Current:

President – Julie Magill
Vice President – Vacant
Treasurer – Mark Tonga
Secretary – Paul Seo

Board members:

Khadeija Darouiche
Qian Fang
Sozan Georgees
Mirella Manna
Sophon Neang
Nidhi Shekaran

The Board held 6 meetings in 2024 – 2025.

COORDINATOR'S MESSAGE

Image description: Julie Duong sitting in her wheelchair wearing a white shirt and black blazer. She has a warm smile with her hands crossed over her knee.



It is yet another privilege to be able to wrap up and reflect on another powerful year of DDAlliance. My first privilege was coming back to support DDAlliance in March 2025 as Interim Coordinator for a short and sweet, but jam packed three months. I would like to extend my sincere gratitude to the DDAlliance Board, the staff, DDAlliance members and our valued partners and volunteers for their support and unwavering dedication during this year.

This year has been a challenge for DDAlliance as we worked with limited funding, reduced staffing and a slowdown of our core peer work. It hit our community hard when our wonderful Ace Boncato stepped down as Coordinator and we deeply felt her absence across the organisation. However, I am incredibly proud and thankful of our President at the time, Pauline, and Board members for stepping up to lead the organisation and keep things running. They did this entirely on a voluntary basis,

showing genuine dedication to our mission and to the community we are part of. This type of leadership, generosity, and commitment to peer support leaves a lasting mark on DDAlliance.

As DDAlliance entered its next chapter, we focused on revitalising our peer work and building connections with our community. We were proud to host a series of community events through our community grants that offered a space for learning, sharing, and empowering people with disability and their supporters. Through this work, we reached new members and formed new partnerships, helping to grow our network and emphasising the power and value of lived experience.

Our business-as-usual peer support work has continued to provide a much-needed resource for people from CALD backgrounds. It's what makes DDAlliance unique and so valuable, recognising the unique needs of people from CALD backgrounds. We were also excited to start sharing and learning from and with CDAH in our ongoing partnership with the 'Powerful Peers' project. This collaboration has helped us stay focused and do what we do best in our community, at least until June 2027.

As a peer-led organisation, our peers are what make it possible to do what we do. This year we also focused on rebuilding our peer network and strengthening the

structures that support our work. A highlight was our storytelling workshop, which brought peers together to share and celebrate the richness of our community. Thank you for your generosity and spirit, you truly are the heart of everything we do!

I would also like to express my heartfelt appreciation to the dedicated staff, Joyce and Bill, whose commitment and energy made everything we achieved possible. Their behind-the-scenes efforts keep our programs running and our peers connected, even in challenging times, has kept DDAlliance buzzing.

Now, whilst my time has come to an end as Acting Coordinator, it has been such a pleasure to welcome Jeongmin Park (Cecilia) as DDAlliance's new captain. I am confident that under her leadership, DDAlliance will continue to move in a positive direction and build on the strong foundations laid by our peers, staff, and allies.

Thank you once again to everyone who has been part and continues to be part of our journey. Together, we continue to strengthen DDAlliance to lead a society where everyone belongs and where people with disability have voice, choice and control.

Julie Duong

Interim Coordinator between March 2025 to June 2025

I'm truly honoured to join the DDAlliance team and excited to contribute to the meaningful work DDAlliance does. I look forward to working closely with everyone and learning from you all. The strength of our peer networks and the passion within the DDAlliance community is something I deeply value. I'm eager to grow with DDAlliance and support our vision for inclusion and participation.



HELLO FROM JEONGMIN PARK (CECILIA)

DDAlliance Coordinator

Image description: Jeongmin Park (Cecilia) standing with her hands together to make the shape of a love heart. She wears a brown coat and black pants.

OUR YEAR IN REVIEW

The year of 2024-2025 has been a busy year with lots of activities. Many of them can be seen in the photos, unfortunately not every event (there's just too many!).

To name a few, we've had...

- an Empowered Conversation workshop for peers to build skills! If you're looking to do a refresher course in peer mentoring, get in touch with us to learn more about this.
- a Short Film Festival where a few young peers, who work with Adobe software, shared their skills and talents with the public.
- our successful Vietnamese peer café, run by mainly by family members including mothers with their children who have disability.
- an NDIS Forum event where Bill Shorten came to Fairfield to give a talk about the NDIS. DDAlliance was lucky to be there with our information stand, separate from all the NDIS service providers.
- an end of year gathering for an informal lunch catch up to celebrate 2024 and our achievements. The Vietnamese peer café hosted a similar event at their peer café too.

- International Women's Day at Rockdale Library with interpreters available in a number of languages, depending on the needs of the people.
- our NDIS community event at Campsie where DDAlliance peers shared their lived experienced knowledge to the audience.
- another community event on Independent Living event in North Ryde and Bankstown.
- an information stand at Western Sydney Employment Lifeskills & Leisure Expo to tell young school leavers about us – our young adults peer café, peer support or getting a peer mentor.
- a storytelling workshop, where peers had the opportunity to share stories and get to know each other especially through the “I am...” poems peers wrote about the things they connect with.

We are proud of our community and the activities we hold to bring us closer together, advancing the inclusion of people with disability from diverse backgrounds. We especially thank the volunteers that have supported us throughout our journey to make this happen, especially Tammy Burnstock and Miguel Ferero.

Now please enjoy the photos that show a small part of DDAlliance's year in review!



Image description: A group of ten peers pose together in front of a large screen for Focus Ability: Short film festival.



Image description: A group of eight peers from the Vietnamese peer café sitting on chairs in a bright, open room while a woman takes a selfie with the group.



Image description: A group of 10 peers sit on chairs listening to a guest speaker in front of the room.



Image description: A public forum with Bill Shorten and Dai Le. A presentation in the background reads "Fowler NDIS Forum with the Hon, Bill Shorten MP".



Image description: A group of 20 people from multicultural backgrounds including Bill Shorten in the middle of the group.

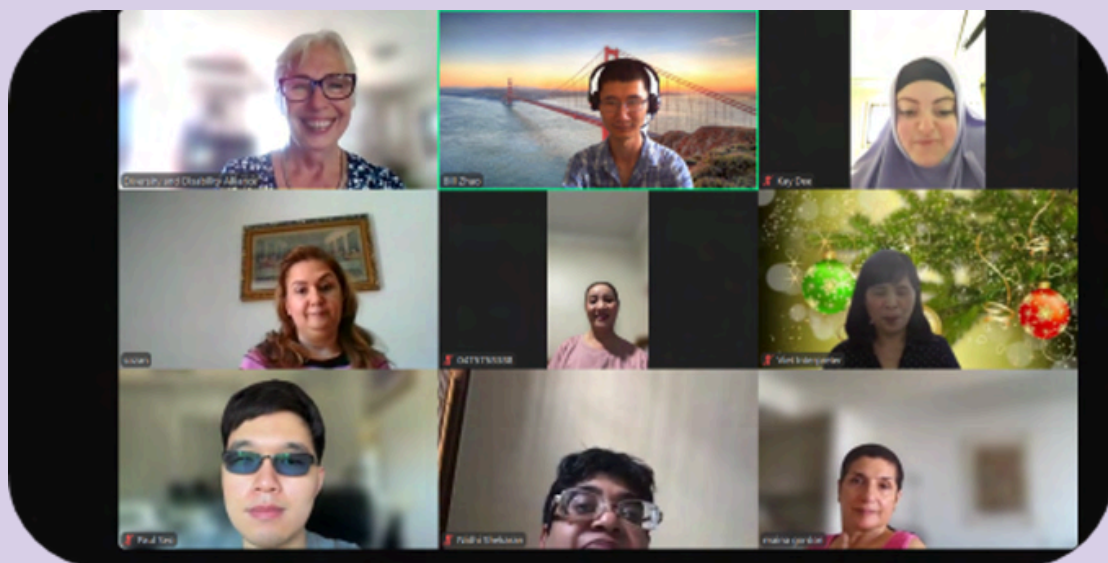


Image description: A group of nine peers on an online Zoom call smiling for a photo.



Image description: Three peers standing behind a desk with flyers on a large green tablecloth that reads d+da Diversity and Disability Alliance.



Image description: A group of six peers sitting around a table, enjoying a meal.



Image description: A group of 12 peers sitting in a restaurant around two tables, enjoying a meal.



Image description: A group of 15 peers sitting around a table in a bright room. The photo has decorative Christmas stickers.

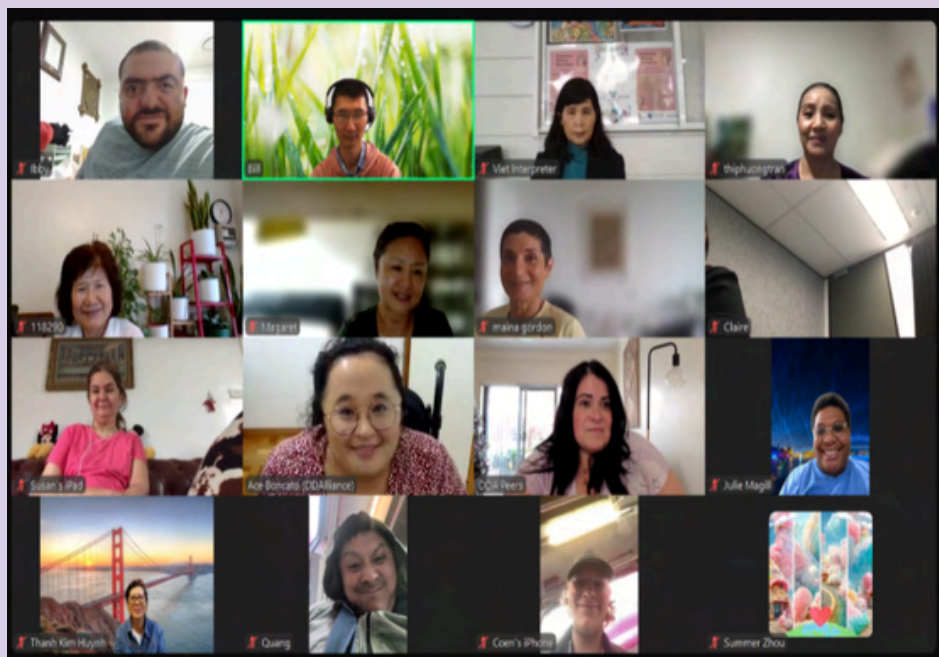


Image description: A group of 16 peers in an online Zoom call.



Image description: A group of six peers sitting behind a table in front of a background of a tree at Rockdale library.



Image description: A man communicating in sign language to a woman.



Image description: Two women sitting at a desk having a conversation.



Image description: Three women in wheelchairs with one speaking into a microphone held by a fourth woman.



Image description: A woman sitting at a desk speaking into a microphone. In the background there is some flowers and another woman.



Image description: A man in a red shirt facing another man as they have a conversation.



Image description: Four people having a panel discussion, looking engaged with the speaker.



Image description: A room with a large audience looking at speakers at the front of the room with two speakers.



Image description: A large audience group in a large room.



Image description: Two peers standing behind a desk with flyers on a large green tablecloth that reads d+da Diversity and Disability Alliance.



Image description: Two women looking at with brochures and items at a community event stall inside a busy indoor hall filled with people and displays.



Image description: A group of 14 peers from the in a bright, open room while a man takes a selfie with the group.

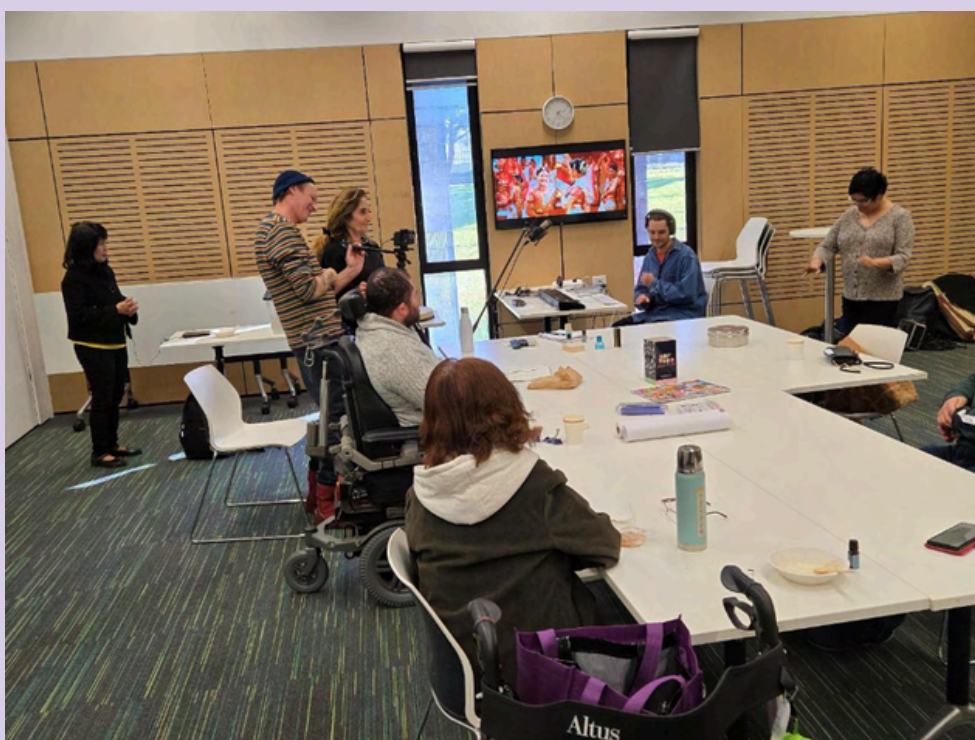


Image description: People participate in an indoor group session with several seated around a table and others standing.



Image description: A group of 19 peers from multicultural backgrounds smiling.



Image description: Three people sit together at a table with forms and cups in front of them during a community gathering, with others socialising in the background.



Image description: A group of six peers in a small meeting room with big smiles.



Image description: A woman wearing a purple and black dress holding a microphone as they take a speech.

OUR STORIES: TALK WITH US

Written by Tammy Burnstock



Image description: A diverse group of 19 people pose together in a bright community space. The group includes people with and without disability, with several people using wheelchairs in the front row.

In June 2025, peers from Diversity and Disability Alliance participated in a two-part story workshop. Storytellers were invited to explore and share an aspect of their lives. To talk, listen and discover enjoyable ways to express themselves through spoken and written word, poetry, song, photography and video. This relaxed collaborative experience was designed for participants to explore and share what really matters to them as individuals.

**COME TOGETHER AND “CELEBRATE WHO WE ARE
— BEYOND LABELS — THROUGH STORY,
CREATIVITY AND CONNECTION. AND OF COURSE,
WE’LL SHARE A DELICIOUS LUNCH IN TRUE
DDALLIANCE STYLE”**

– JULIE DUONG

Together with storytelling facilitator (and DDAlliance ally) Tammy Burnstock, our peers discovered creative ways to tell their stories — inspired by childhood photos, meaningful objects, food, scent memories, and a set of simple questions building to an “I am poem.”

Musician Frank Dasent, filmmaker Tiger Gill, and cook Mili Mehta helped to bring these diverse stories to life in different formats and creative ways. Everyone had an opportunity to reflect on their own personal experience, culture, strengths and passions.

When thinking about a story to tell and potentially share, peers were asked to consider:

- Why are you telling this story now? (purpose)
- Who do you want to hear your story? (audience)
- What is it that you want your audience to understand or do? (action)



Image description: A person wearing glasses against a blue background, smiling while holding a film clapperboard with the text: "Storytelling & DDA".

Bill's I am poem

I am cooking steaks, mushrooms with mashed avocados.

I am getting new shoes before the New Year, when
they're on special.

I am the smell of burning toast/bushfires because it
reminds us to turn off or close windows.

I am a range of food, except chilli as I'm staying away
from that.

I am a loud explosion, reminding me of danger.

I am the surprise when things go according to plan.

I am stressed when working in the kitchen and they're
pushing beyond my limit.

I am Christmas lights in December, vibrant and colourful.

I am trustworthy, love and humility. Being around those
treats makes me feel fulfilled.

I am Bill.

“OUR STORIES ARE DESIGNED TO SPARK CONVERSATION, TO MAKE PEOPLE FEEL COMFORTABLE AND TO UNDERSTAND THAT DDALLIANCE IS MADE UP OF DIVERSE INDIVIDUALS. WE WANT TO INVITE PEERS TO JOIN US. YOU MAY ALSO CHOOSE TO SHARE YOUR STORY A WIDER AUDIENCE WHO ARE CURIOUS AND DON’T GET A CHANCE TO TALK WITH PEOPLE WITH DISABILITY. AN OPPORTUNITY TO LET THEM KNOW THAT EVERYONE HAS AN INTERESTING STORY TO TELL. AND WHAT DDA IS ALL ABOUT- PEER SUPPORT AND PROMOTING THE SOCIAL MODEL THROUGH CORE VALUES OF INCLUSION AND MEANINGFUL CONTRIBUTION.”

- TAMMY BURNSTOCK

The first public event and showcase: “Stories over Tea – Fly high with us,” will take place in Ryde on November 19th. It is a friendly and inclusive morning tea with stories, conversation, delicious snacks and an opportunity to tell your own story through origami.

PEER CAFÉ UPDATES

Southeast Sydney peer café

Written by Suzie Georgees

My peer café on the 8th of March 2025 was held at Rockdale Library with a focus on the topic of International Women's Day. The meeting had a total of nine attendees, including peers and support staff. The positives to take out of this meeting was the group collaboration, where everyone was involved in good conversation. I believe it was successful because the topic was interesting and relatable to all involved.

In regard to the facility at Rockdale Library, it accommodated all of us as it was wheelchair friendly, accessible and the bathrooms were in close proximity. The room was large, and the layout allowed for multiple tables and chairs with enough space for wheelchairs. It also had a small kitchen which was convenient, as well as a screen, projector and all technology needed to conduct the meeting. A negative about the facility is that there was only one lift and no emergency exit for people using a wheelchair. This means that we will need to change the facility for future meetings to accommodate for this.

Some things that I would like to work on include more attendees for future peer cafés, with a goal of 15 people or more. I would like to work on more advertising within local communities and disability providers to get more attendees involved with future peer meetings. I plan to do this by engaging more and networking with the local community and disability provider groups by going to seminars, meetings and having advertising tools like flyers and presentations. We hope to get more funding to allow for more advertising and catering which could potentially influence more attendees.

Young adults peer café

Written by Bill Zhao

The young adults peer group has remained active and has been quite successful with regular peers attending and strong levels of engagement in conversations. Our peers have great things to share with the group with great topics including checking in to see how they are going. We have had a few informal catch ups throughout the reporting period and peers were excited to see each other. It seems like we are building stronger connections in the group, even if it can be hard to get together as we all have different interests and hobbies.

However, a difficult challenge we've faced is getting new peers to sign up. We have tried different strategies to promote the young adults peer café like holding a stall at the Western Sydney Employment Lifeskills & Leisure Expo in June that targeted young school leavers with disability. But we still need to find a way to attract more people from the Ryde area. Not only do we require more promotion, but we also need to target and build relationships with other networks. We want to work on encouraging our current peers to communicate within their community and spread the word about DDAlliance and the value of peer support, helping people with disability to live more independent lives.

As a facilitator running the peer group, I try to organise different activities to make our cafés enjoyable. For example, organising bowling or catch up. I'm always looking for meaningful discussions and new ideas from peers. We have a WhatsApp group, and while the chat is usually quiet, peers respond when there's a topic or event coming up but I see this as a learning opportunity to keep exploring what helps people feel more comfortable and what works for them.

Canterbury Bankstown peer café

Written by Sophon Neang

I want to give peers a quick update on the peer work happening in Canterbury Bankstown for people with disability. Starting in May 2025 because of the weather, we have had nine peer cafés held at Chester Hill library every second Friday. Some of our topics include keeping healthy and active, getting through winter, accessible space and place, and some social peer cafés.

I feel peers have come together to share experiences and to learn from each other. We have learned a lot from each other. They bring their expertise, their skills and experiences to share with the group of their peers who attend. The Canterbury Bankstown peer café is like a place where people with disability feel valued, accepted and loved. Peer2peer cafés are a safe space to share.

When it got colder in winter, we could not go to the venue to keep people from the cold and getting sick. I felt unhappy as I couldn't meet my peers in person, but this didn't stop us to do our sessions as we continued to meet on Zoom.

I feel peer support is strong. I want to develop and improve peer support and have connection and engagement in the peer movement.

Women's peer café

Written by the women's peer facilitators

The women's peer café had great topics this year and it has been a wonderful experience to share with our fellow women with disability at Fairfield HQ.

Our topics have included:

- Welcome to 2025
- Human values and perspectives
- Health check in
- Sharing our mental health with lived experience

Some feedback and observations we have heard and seen include our cafés being a safe place to share as there's only women, there's no judgement so the place is comfortable to share. Our group feels supported and heartwarming.

Every month we get support from DDAlliance staff (thanks Bill) who helps us book our venue so we can meet face to face. This has been an important way for us to connect and build closer friendships with each other. Thanks to all the women that show up and continue to support each other so generously. We want to keep promoting our group so more women with disability join.

Vietnamese peer café

Written by Thanh, Phuong and Quang

During the past year, we, the mothers of young adult children with disability, have all come together to maintain and develop the Vietnamese peer café, with ongoing support from DDAlliance. It is not only a space where we can meet but it is also a close knit family where we can share, listen and support each other in this journey of bringing up our adult children whilst being their companions.

We meet each other to share our lived experience, new information, and work on strategies to overcome difficulties in our life. Despite the modern times we are living in now, people with disability and their families still face a lot of challenges. Each meeting is an opportunity to learn from each other, to find better approaches to help our young people gain confidence to achieve social inclusion and an independent meaningful life.

Topics discussed in 2024:

- How to help young peers boost life skills and self confidence
- Employment support for young people with disability
- Self-assessment and independent living

- Benefits of Circles of Support
- Benefits and differences between School Leaver Employment Supports (SLES) and Disability Employment Services (DES)

The above mentioned topics created a wonderful learning space for the mothers, therefore they always focus and try to make the most of them. They are very delighted to explore more and have benefited a lot from the Vietnamese peer café. They have expressed their worries about the possibility of falling ill and having medical problems in the future. When it happens, their adult children, who might still be totally dependent on their parents, would suffer from a shortage of care and services. Due to these concerns, the mothers must come forward to help their adult children learn how to live independently.

We would like to extend our heartfelt gratitude to Diversity and Disability Alliance for its ongoing support and standing by us during the past several years. DDAlliance has made it possible for us to carry out our regular monthly meetings either on zoom or face to face, where we always feel warmth and closeness. DDAlliance has also helped with inviting guest speakers with lived experience to share knowledge and valuable skills that can be applied in our daily life. Without DDAlliance's

support, the Vietnamese peer café might not have been able to survive and be around to send this report to the Management Board.

2025 is a landmark year of strong transformation for the group. Co-facilitators have learned how to work independently and as a team when it comes to planning sessions, debrief sessions or writing summaries and reports. New members have joined in, bringing with them new positive energy, lived experiences and meaningful stories. Topics for discussions have become more diversified, especially those related to the laws and rights of people with disability. Several parents have expressed their interest in exploring more about the law and legislations to protect young adults with disability from bullying, financial scams or emotional exploitation.

Topics for discussion in 2025 will include:

- Anger management
- How to build a positive family relationship
- Healthy eating and healthy living
- Health checkup
- Healthy living for adults and children
- Independent living for people with disability
- How does the law protect people with disability?
- Legal advice for parents or guardians of people with disability

Our Vietnamese peer café will continue to be the connection between parents and young adult children with disability, so that we altogether can learn, support each other and promote the voice of the Vietnamese disability community in Australia. Once again, we would like to express our deepest thanks to DDAlliance for its companionship, understanding, and support throughout this journey.

In 2026, we will:

- Maintain and expand regular group activities
- Organise monthly Zoom meetings and in-person gatherings 3 to 4 times a year
- Invite more mothers to join, especially new families
- Invite guest speakers and experts to share their experiences
- Organise forums and talks on the law, rights and services for people with disability
- Invite experts in psychology, special education, and social law to share their experiences and knowledge
- If DDAlliance plans to organise skills development training programs, encourage members to participate in the training courses organised by DDAlliance

Ms Thanh has always been active in promoting the voice of the parents of young people with disability in the Vietnamese community.

Yours sincerely,

Thanh, Phuong and Quang

Nhóm Vietnamese Peer Café

Trong suốt những năm vừa qua, chúng tôi, những người mẹ có con khuyết tật, đã cùng nhau duy trì và phát triển nhóm Vietnamese Peer Café do DDA tài trợ. Nơi đây không chỉ là chỗ gặp gỡ, mà còn là một mái nhà ấm áp để chia sẻ, lắng nghe và nâng đỡ nhau trong hành trình nuôi dạy và đồng hành cùng con mình.

Chúng tôi gặp nhau để trao đổi kinh nghiệm sống, chia sẻ thông tin mới, cùng tìm cách vượt qua những khó khăn trong cuộc sống hiện đại, nơi người khuyết tật và gia đình họ vẫn còn phải đối mặt với nhiều thử thách. Mỗi buổi sinh hoạt là một cơ hội để học hỏi lẫn nhau, cùng tìm ra hướng đi tốt hơn giúp con cái chúng tôi tự tin hòa nhập với cộng đồng và sống độc lập một cuộc đời có ý nghĩa.

NHỮNG ĐỀ TÀI ĐÃ ĐƯỢC THẢO LUẬN 2024

- Kỹ năng sống và tăng cường sự tự tin.
- Hỗ trợ việc làm
- Tự thẩm định và cuộc sống độc lập.
- Lợi ích của vòng tròn hỗ trợ.
- Lợi ích và khác biệt giữa SLES và DES.
- Kỹ năng sống và tăng cường sự tự tin.
- Lợi ích của vòng tròn hỗ trợ

Đó là những buổi học tuyệt vời

Chúng tôi luôn tập trung và tìm hiểu về nó.

- Họ rất vui khi được học hỏi thêm và học được rất nhiều điều từ quán cà phê đồng đẳng
- Họ lo sợ rằng một ngày nào đó, cha mẹ ốm đau sẽ gặp vấn đề về sức khỏe, con cái họ sẽ thiếu các dịch vụ chăm sóc, khiến con cái họ phải phụ thuộc vào họ, điều này buộc họ phải giúp con cái học cách tự lập.

Chúng tôi thật sự biết ơn DDAlliance (Diversity and Disability Alliance) – một tổ chức đã luôn đồng hành và hỗ trợ nhóm trong suốt nhiều thời gian qua. DDA đã tạo điều kiện cho chúng tôi được sinh hoạt đều đặn qua các buổi họp trực tuyến trên Zoom, cũng như những buổi gặp gỡ trực tiếp đầy thân tình. DDA còn giúp mời những diễn giả, chuyên gia và khách mời có kinh nghiệm sống thực tế, để chia sẻ kiến thức, kỹ năng quý báu mà chúng tôi có thể áp dụng trong đời sống hằng ngày. Nếu không có sự hỗ trợ tận tâm của DDA, Vietnamese Peer Café có lẽ đã không thể tồn tại và phát triển cho đến ngày hôm nay để có thể gửi đến quý tổ chức bản báo cáo này.

Năm 2025 là một năm chuyển mình mạnh mẽ của nhóm. Người điều hành nhóm đã và đang tự viết báo cáo tóm tắt và lập kế hoạch cho cuộc họp tiếp theo. Có nhiều bà mẹ mới đã tham gia, mang đến năng lượng tích cực và nhiều câu chuyện thực tế, sâu sắc. Các chủ đề được thảo luận cũng trở nên đa dạng hơn, đặc biệt là những vấn đề liên quan đến luật pháp và quyền lợi của người khuyết tật.

Nhiều phụ huynh bày tỏ mong muốn được tìm hiểu rõ hơn về luật bảo vệ người khuyết tật, nhất là khi con cái của họ đã trưởng thành và cần được pháp luật bảo vệ trước các nguy cơ trong xã hội – như bị bắt nạt, lừa đảo tài chính, hay lợi dụng tình cảm.

NHỮNG ĐỀ TÀI ĐÃ ĐƯỢC THẢO LUẬN 2025

- Làm sao để kiềm chế cơn nóng giận.
- Làm thế nào để xây dựng mối quan hệ gia đình lành mạnh?
- Ăn uống lành mạnh và sức khỏe
- Kiểm tra sức khỏe.
- Cuộc sống khỏe mạnh cho người lớn và trẻ em
- Sống tự lập của người khuyết tật
- Luật pháp bảo vệ người khuyết tật như thế nào?
- Tư vấn pháp lý cho cha mẹ hoặc người giám hộ của người khuyết tật
- Hiện nay số thành viên tham dự buổi họp hàng tháng 15 người

Bắt đầu họ tìm hiểu về luật pháp khi con cái họ trưởng thành.

Chúng tôi tin rằng, người khuyết tật có quyền được quan tâm, được bảo vệ và được cất tiếng nói của chính mình. Nhóm Vietnamese Peer Café sẽ tiếp tục là cầu nối, nơi các phụ huynh và người khuyết tật có thể cùng nhau học hỏi, hỗ trợ và thúc đẩy tiếng nói của cộng đồng người khuyết tật Việt Nam tại Úc.

Xin chân thành cảm ơn DDA đã luôn đồng hành, tin tưởng và nâng đỡ chúng tôi trong suốt chặng đường này.

KẾ HOẠCH HOẠT ĐỘNG NĂM 2026

1. Duy trì mở rộng sinh hoạt định kỳ.

- Tổ chức họp Zoom hằng tháng và gặp mặt trực tiếp 3-4 lần/năm.
- Mời thêm các bà mẹ tham gia, đặc biệt là những gia đình mới.

2. Mời các diễn giả khách mời và chuyên gia chia sẻ:

- Tổ chức buổi nói chuyện về luật pháp, quyền lợi và các dịch vụ cho người khuyết tật.
- Mời chuyên gia tâm lý, giáo dục đặc biệt và luật xã hội chia sẻ kinh nghiệm.

3. Nếu DDA tổ chức các khóa học phát triển năng lực.

- Khuyến khích thành viên tham gia khóa học, tập huấn do DDA tổ chức.

Chị Thanh luôn tăng cường tiếng nói đại diện phụ huynh của người khuyết tật Việt Nam

Trân trọng

Thanh, Phương, Quang.

POWERFUL PEERS MENTORING OVERVIEW

Written by Joyce van Akkeren

The 2024–2025 period was a year of strong personal growth, meaningful collaboration and sector impact for DDAlliance's peers in our peer mentoring program. Our peer mentors demonstrated leadership, commitment, and the power of lived experience in building skills, influencing national policy conversations, and proudly sharing their work on a national research stage.

Key achievements in 2024–2025 included:

- 15 active peer mentors trained and engaged
- Successful skill development through workshops and reflective practices
- Collaboration with JFA Purple Orange on Australia's Disability Strategy
- Presentation at a major sector research conference

DDAlliance currently has 15 active peer mentors, all of whom have completed the 16 hour DDAlliance Peer Mentoring Training course.

During 2024–2025, mentors actively continued to develop their mentoring skills through various activities and workshops.

Key skills development activities included:

- A 2-day workshop in July 2024 run by Empowered Conversations, focusing on asking better questions to empower mentoring relationships
- Weekly reflective questions provided after the workshop, used during fortnightly peer mentoring check-ins
- Peer buddies collaborating between check-ins for additional practice
- Accidental Counselling training offered free by Lifeline
- Fortnightly sessions involving case studies and feedback discussions

Due to limited grant funding in 2024–2025, the regular fortnightly skill practice sessions for peer mentors were discontinued. However, some mentors voluntarily continued peer buddy and self-reflective sessions using the weekly questions sent via email.

Peer mentors also actively participated in a range of collaborative projects that amplified our lived experience voices and contributed to broader policy efforts in Australia. This included participation in a focus group organised by JFA Purple Orange for peers of Vietnamese

background. The group explored attitudes toward people with disability within the Vietnamese community and the broader community. This project contributed to Australia's Disability Strategy 2021–2031 by tracking changes in attitudes toward disability across the country. Peer mentors assisted peers in preparing for and engaging in discussions.

In November 2024, DDAlliance peer researchers excitingly presented at the 16th Biennial Australian and New Zealand Third Sector Research Conference (ANZTSR): 'Partnerships for Stronger Communities.' Julie Magill and Julie Duong presented the DDAlliance and Community Disability Alliance Hunter (CDAH) Evaluation Research paper titled 'Peer Support – A Way Forward Driven by People with Disability, a Co-Production Project' which was well received by the research community.

POWERFUL PEERS WORKSHOP HIGHLIGHT

On 11 July 2024, some of our peer mentors joined an online Empowered Conversations workshop run by a facilitator named Lindsay.

During the workshop, we learned that “Empowered Conversations” is all about passionately supporting people see and to find their place in the community. The course covered useful topics, such as:

- why communication is one of the most powerful tools to engage with and unlock potential and motivation
- the importance of openness, mindfulness, and humanity in conversations
- reflecting on our listening skills using self-reflection
- how to have better listening abilities
- exploring what makes a good question

We also learned about:

- Why thinking skills are important, tips for effective listening and what are good questions
- The difference between telling and asking

- The importance of listening: words (7%), tone of voice (38%), body language (55%)

We are hoping to have more peers complete this training and those who have already done it are welcome to join a refresher course. If you're interested, just let us know!

TREASURER'S MESSAGE

Image description: Mark Tonga is sitting in his wheelchair wearing a white shirt and black suit jacket. He has a friendly smile.



I would like to thank DDAlliance for the privilege of serving as Interim Treasurer from May 2025 onward. DDAlliance remains financially stable despite a tough year. We ended 2024–2025 with \$587,303 in cash reserves, only a 12% decrease from last year. Our total liabilities dropped sharply by 33%, from \$203,978 to \$136,132, which has helped maintain strong net assets of \$464,041, giving a very small decrease of just 1.5%. The independent audit confirmed our accounts are accurate and fully compliant, giving us a clean bill of financial health.

At the same time, the year brought serious revenue challenges. Total income fell from \$1.13 million to \$206,284, an 82% drop, almost entirely due to reduced grant funding. This led to a small operating deficit of \$6,990, compared with last year's significant surplus. Operating cashflow remained negative at \$78,191, though this is a major improvement with an 89% turnaround from

the previous year's larger deficit. We also carry a deferred government grant liability of \$84,649, which means we must deliver specific work in the coming year.

Overall, DDAlliance remains financially secure, but the volatility in funding is a real risk. To protect our future, we need to broaden our income streams, strengthen forward financial planning, and ensure our programs and spending align with confirmed, dependable funding.

On behalf of the Board, I want to sincerely thank our accountant, Sylvia Chou, for her outstanding support and guidance, and our auditor Judy Brown for ensuring our reports meet all accounting standards. I also want to thank everyone whose hard work has enabled DDAlliance to continue delivering the important work we do.

Mark Tonga
Interim Treasurer

Diversity and Disability Alliance

ABN 34 756 597 466

Financial Statements

For the Year Ended 30 June 2025

Diversity and Disability Alliance

ABN 34 756 597 466

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Level 1
14 Bulwer Street
Maitland NSW 2320
ABN - 51 611 569 003

Diversity and Disability Alliance

Auditor's Independence Declaration under Section 307C of the Corporations Act 2001 to the Directors of Diversity and Disability Alliance

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 Corporations Act 2001 in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

Chartered Accountants

Judy Brown

B Bus RCA
Managing Director
Brown Auditing Services Pty Ltd

Location Maitland NSW

Dated this ...23 November day of ...2025..

Diversity and Disability Alliance

ABN 34 756 597 466

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2025

		2025	2024
	Note	\$	\$
Sales revenue	4	200,213	1,122,433
Finance income		6,071	11,830
Other income	4	-	131
Marketing expenses		(3,286)	(9,890)
Administrative expenses		(209,988)	(871,179)
Surplus before income tax		(6,990)	253,325
Income tax expense		-	-
Surplus from continuing operations		(6,990)	253,325
Profit for the year		(6,990)	253,325
Other comprehensive income, net of income tax			
Total comprehensive income for the year		(6,990)	253,325

The accompanying notes form part of these financial statements.

Diversity and Disability Alliance

ABN 34 756 597 466

Statement of Financial Position

As At 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	587,303	665,494
Trade and other receivables	6	402	220
Other assets	7	12,468	9,295
TOTAL CURRENT ASSETS		600,173	675,009
NON-CURRENT ASSETS			
TOTAL ASSETS		600,173	675,009
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	19,980	82,944
Employee benefits	10	21,475	99,514
Other financial liabilities	9	84,649	-
TOTAL CURRENT LIABILITIES		126,104	182,458
NON-CURRENT LIABILITIES			
Employee benefits	10	10,028	21,520
TOTAL NON-CURRENT LIABILITIES		10,028	21,520
TOTAL LIABILITIES		136,132	203,978
NET ASSETS		464,041	471,031
EQUITY			
Retained earnings		464,041	471,031
TOTAL EQUITY		464,041	471,031

The accompanying notes form part of these financial statements.

Diversity and Disability Alliance

ABN 34 756 597 466

Statement of Changes in Equity For the Year Ended 30 June 2025

2025

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2024	471,031	471,031
Deficit attributable to members of the entity	(6,990)	(6,990)
Balance at 30 June 2025	464,041	464,041

2024

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2023	217,706	217,706
Surplus attributable to members of the entity	253,325	253,325
Balance at 30 June 2024	471,031	471,031

The accompanying notes form part of these financial statements.

Diversity and Disability Alliance

ABN 34 756 597 466

Statement of Cash Flows For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		290,933	1,134,394
Payments to suppliers and employees		(369,124)	(1,848,972)
Net cash provided by/(used in) operating activities		(78,191)	(714,578)
CASH FLOWS FROM INVESTING ACTIVITIES:			
Net cash provided by/(used in) investing activities		-	-
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net cash provided by/(used in) financing activities		-	-
Net increase/(decrease) in cash and cash equivalents held		(78,191)	(714,578)
Cash and cash equivalents at beginning of year		665,494	1,380,072
Cash and cash equivalents at end of financial year	5	587,303	665,494

The accompanying notes form part of these financial statements.

Diversity and Disability Alliance

ABN 34 756 597 466

Notes to the Financial Statements

For the Year Ended 30 June 2025

The financial report covers Diversity and Disability Alliance as an individual entity. Diversity and Disability Alliance is a not-for-profit Association, registered and domiciled in Australia.

The functional and presentation currency of Diversity and Disability Alliance is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Association expects to receive in exchange for those goods or services.

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Association have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Other income

Other income is recognised on an accruals basis when the Association is entitled to it.

(b) Income tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(c) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Summary of Significant Accounting Policies

(c) Goods and services tax (GST)

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(d) Volunteer services

No amounts are included in the financial statements for services donated by volunteers.

(e) Financial instruments

Financial instruments are recognised initially on the date that the Association becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Association classifies its financial assets into the following categories, those measured at:

- amortised cost

Financial assets are not reclassified subsequent to their initial recognition unless the Association changes its business model for managing financial assets.

Amortised cost

The Association's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Association has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Summary of Significant Accounting Policies

(e) Financial instruments

Financial assets

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Association renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Financial liabilities

The Association measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Association comprise trade payables, bank and other loans and lease liabilities.

(f) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(g) Employee benefits

Provision is made for the Association's liability for employee benefits, those benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

3 Critical Accounting Estimates and Judgments

Those charged with governance make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - fair value of financial instruments

The Association has certain financial assets and liabilities which are measured at fair value. Where fair value has not able to be determined based on quoted price, a valuation model has been used. The inputs to these models are observable, where possible, however these techniques involve significant estimates and therefore fair value of the instruments could be affected by changes in these assumptions and inputs.

Notes to the Financial Statements

For the Year Ended 30 June 2025

3 Critical Accounting Estimates and Judgments

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

4 Other Revenue and Income

Revenue from continuing operations

	2025	2024
	\$	\$
Revenue from contracts with customers (AASB 15)		
- Grant Income	200,213	1,122,433
	200,213	1,122,433
Revenue recognised on receipt (not enforceable or no sufficiently specific performance obligations - AASB 1058)		
- Donations	-	131
- Interest	6,071	11,830
	6,071	11,961
Total Revenue	206,284	1,134,394

5 Cash and Cash Equivalents

	2025	2024
	\$	\$
Cash at bank and in hand	588,849	669,332
Other cash and cash equivalents	(1,546)	(3,838)
	587,303	665,494

6 Trade and Other Receivables

	2025	2024
	\$	\$
CURRENT		
Trade receivables	220	220
Other receivables Bond	182	-
Total current trade and other receivables	402	220

7 Other Non-Financial Assets

2025	2024
\$	\$

Diversity and Disability Alliance

ABN 34 756 597 466

Notes to the Financial Statements For the Year Ended 30 June 2025

7 Other Non-Financial Assets

	2025	2024
	\$	\$
CURRENT		
Prepayments	12,468	9,295
	<u>12,468</u>	<u>9,295</u>

8 Trade and Other Payables

	2025	2024
	\$	\$
CURRENT		
Trade payables	14,476	13,289
GST payable	(1,848)	4,763
Sundry payables and accrued expenses	4,861	57,993
Employee Benefits	2,491	6,899
	<u>19,980</u>	<u>82,944</u>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

9 Other Financial Liabilities

	2025	2024
	\$	\$
CURRENT		
Government grants	84,649	-
Total	<u>84,649</u>	<u>-</u>

10 Employee Benefits

	2025	2024
	\$	\$
Current liabilities		
Provision for employee benefits	21,574	98,488
Other employee benefits	(99)	1,026
	<u>21,475</u>	<u>99,514</u>
	2025	2024
	\$	\$
Non-current liabilities		
Long service leave	10,028	21,520
	<u>10,028</u>	<u>21,520</u>

Notes to the Financial Statements

For the Year Ended 30 June 2025

11 Auditors' Remuneration

The Auditor doesnot provide any other services outside of the audit engagement letter.

12 Contingencies

In the opinion of those charged with governance, the Association did not have any contingencies at 30 June 2025 (30 June 2024:None).

13 Related Parties

The Association's main related parties are as follows:

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

14 Events After the End of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

Diversity and Disability Alliance

ABN 34 756 597 466

Responsible Persons' Declaration

The responsible persons declare that in the responsible persons' opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.

President

Julie Magill

Treasurer

Mark Tonga

Dated 30/10/2025

06/11/2025



Level 1
14 Bulwer Street
Maitland NSW 2320
ABN - 51 611 569 003

Diversity and Disability Alliance

Independent Audit Report to the members of Diversity and Disability Alliance

Opinion

We have audited the financial report of Diversity and Disability Alliance, which comprises the statement of financial position as at 30 June 2025, the Detailed Profit or Loss Statement, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible persons' declaration.

In our opinion the financial report of Diversity and Disability Alliance has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- i. giving a true and fair view of the Registered Entity's financial position as at 30 June 2025 and of its financial performance for the year ended; and
- ii. complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

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 Registered Entity in accordance with the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act) and 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.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Registered Entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Responsible Entities for the Financial Report

The responsible persons of the Registered Entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a 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 responsible persons are responsible for assessing the Registered Entity'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 responsible entities either intend to liquidate the Registered Entity or to cease operations, or have no realistic alternative but to do so.

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 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 the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Registered Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.
- Conclude on the appropriateness of the responsible entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Registered Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Registered Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Chartered Accountants



Judy Brown
B Bus RCA
Managing Director
Brown Auditing Services Pty Ltd

Location Maitland NSW

Dated this 23..... day of November..... 2025

Liability limited by a scheme approved under Professional Standards Legislation



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