



2025

fairhaven

ANNUAL REPORT

Your Voice
Your Choice
Our Mission



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ACKNOWLEDGEMENT OF COUNTRY

Fairhaven acknowledges the Darkinjung people, the Traditional Custodians of the lands on which we live and work across the Central Coast. We pay our deepest respects to Elders past and present, and to all Aboriginal and Torres Strait Islander peoples who continue to care for Country, community, and culture.

We also acknowledge the carers, families, and support networks who provide love, strength, and connection every day. Their care sustains not only individuals, but the heart of our community.



CHAIR'S MESSAGE SUMMARY

This year represents a pivotal moment for Fairhaven as we confront a challenging financial landscape and commit to building a stronger, more sustainable future. Through the Fairhaven 2030 Strategic Plan, we are reimagining how we operate — embracing innovation, driving efficiency, and aligning every part of our organisation to deliver long-term stability and impact. To thrive for the next 60 years, we must adapt boldly, make thoughtful decisions about our services and operating models, and ensure financial discipline guides every step forward. Amidst these changes, our purpose remains constant: empowering people of all abilities to live meaningful and connected lives, supported by a community built on trust, care, and inclusion.





OUR PURPOSE, PEOPLE & PROGRESS

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MESSAGE FROM THE CHAIR

As Chair of Fairhaven Services, I am honoured to present this report at a time of both challenge and renewal. The broader service environment remains financially constrained, with increasing costs, workforce pressures, and tightening government funding continuing to test the

resilience of all community service organisations. For Fairhaven, this climate has reinforced the importance of financial discipline, operational reform, and strategic innovation. To remain sustainable for the next 60 years, we must continue to adapt, making difficult but necessary decisions about how we operate, invest, and deliver services, while staying true to our mission of supporting people with disability to live fulfilling, independent lives.

“Ruth is nonverbal but she is using her words increasingly and she told me that Fairhaven is her home, HAPPY”



OUR PURPOSE, PEOPLE & PROGRESS

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Our Fairhaven 2030 Strategic Plan provides a clear and ambitious roadmap for this transformation. It focuses on strengthening our financial position, modernising our operating models, and fostering innovation across every level of the organisation. We recognise that sustainability and purpose must go hand in hand. Initiatives such as the Green Pathways Project reflect this commitment, combining environmental responsibility with social enterprise to create a new, sustainable stream of revenue. This initiative embodies the future of Fairhaven: innovative, community-focused, and financially resilient.

I wish to acknowledge the extraordinary dedication and adaptability shown by our staff and leadership team throughout the year. Despite a demanding operating climate, they have continued to provide high-quality care and support across our Supported Employment, Residential, and Community programs. Our family meetings further strengthen our culture of transparency and collaboration, ensuring that the voices of our residents, clients and families continue to shape our direction.



OUR PURPOSE, PEOPLE & PROGRESS

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On behalf of the Board, I extend my deep appreciation to Diana Mason, who stepped down as Chair in early 2025 after a period of outstanding service and leadership. Diana guided Fairhaven through years of significant change with wisdom, compassion, and a steadfast commitment to our values. I also acknowledge Ian Winn, who concluded his service as Treasurer after several years of dedicated financial stewardship, helping to build strong governance foundations that continue to guide us today. We acknowledge with deep sadness the sudden passing of Glen Auld, a talented and generous Board Director who served Fairhaven with insight, warmth, and integrity leaving a lasting mark on all who worked with him; his legacy will continue to inspire the Board in the spirit with which he served.

For the first time, Fairhaven's Annual Report is being presented in a fully digital format, reflecting our commitment to sustainability, accessibility, and contemporary governance. In the same spirit of inclusivity, this year's Annual General Meeting will be conducted as a hybrid event, enabling members and stakeholders to participate either in person or online.



OUR PURPOSE, PEOPLE & PROGRESS

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Lastly, Fairhaven functions with a fabulous Board of Directors, passionate staff, engaged supported employees, and the enthusiasm of our volunteers, I truly thank you all for your resilience, care, and unwavering commitment to our mission, you are truly remarkable people. Together, we will steer Fairhaven fearlessly and with courage towards a stronger, more sustainable, and future-ready organisation. We are committed to continuing to support and empower people with disability on the Central Coast for decades to come.

OUR STRATEGIC PRIORITIES

Fairhaven 2030 Plan

Green Pathways Project

Staff Dedication & Adaptability

EXECUTIVE LEADERSHIP: NAVIGATING CHANGE, CREATING OPPORTUNITY

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Meaningful change rarely follows a straight path, and this year has tested organisational resilience, sharpened strategic focus, and ultimately strengthened the resolve to build an organisation that can serve the community not just today, but for generations to come. Through deliberate strategic action, innovative thinking, and the unwavering dedication of the team, Fairhaven has made significant strides towards a more sustainable and impactful future, one that honours the organisation's 60-year legacy whilst embracing the bold changes needed to thrive in the decades ahead.



KEY HIGHLIGHTS

- Revenue Growth
- Financial Strengthening
- Green Pathways Launch
- Youth Program Expansion
- Operational Excellence



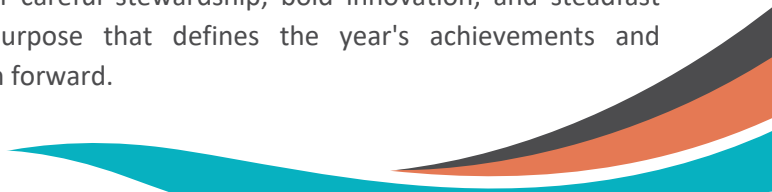
EXECUTIVE LEADERSHIP

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Throughout 2024-25, Fairhaven's executive leadership team navigated this period of transformation with clear purpose, balancing immediate operational pressures with the long-term vision of the Fairhaven 2030 Strategic Plan. Under the guidance of the Board, difficult but necessary decisions were made about resource allocation, service delivery models, and operational efficiency, each one carefully weighed to ensure that financial discipline never came at the expense of service quality or participant outcomes. The challenge was not simply to survive changing circumstances, but to emerge stronger, more sustainable, and better positioned to fulfil the organisation's mission.

The results of this strategic focus are evident across the organisation. The successful restructuring of management systems within Residential Services has strengthened accountability, improved communication channels, and enhanced person-centred care delivery. Meanwhile, the executive team championed the development of new revenue streams, most notably the Green Pathways Project, which exemplifies innovative thinking by combining social enterprise with environmental sustainability. In responding proactively to workforce challenges affecting the broader disability sector, leadership implemented strategies to attract, retain, and develop skilled staff who share Fairhaven's values and commitment to excellence.

Despite constrained funding environments and increasing operational costs, the organisation maintained service continuity whilst progressing strategic initiatives that position Fairhaven for long-term resilience. It is this combination of careful stewardship, bold innovation, and steadfast commitment to purpose that defines the year's achievements and illuminates the path forward.





OUR MISSION & VISION

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We see you and we get you. We'll work hand in hand with you to achieve what you want from your life. That's our promise.

Our vision is a world where every individual matters, starting right here.

Our purpose is to create opportunities where people living with disability can achieve what they want from life.

OUR VALUES

Have Fun

Work Together

Be Fair

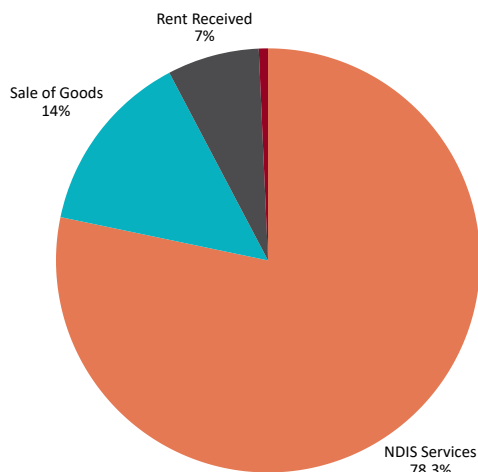
Always Improve

Be Enthusiastic

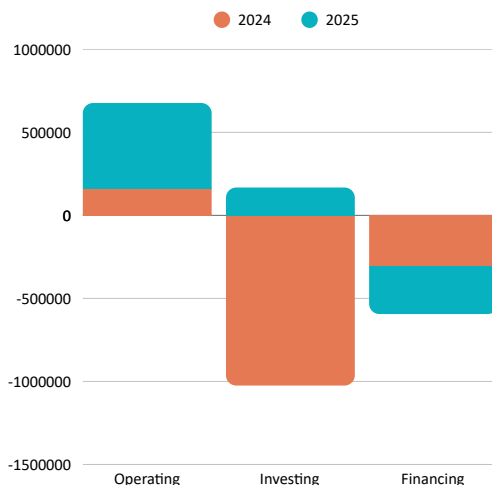
OUR YEAR IN REVIEW: BY THE NUMBERS

Fairhaven Services Limited achieved 11.8% revenue growth to \$8.66 million in 2024-25, driven by expanded NDIS service delivery which now comprises 78% of total income. The organisation maintained strong asset positioning with net assets of \$9.56 million and nearly doubled cash reserves to \$810,609. While a deficit of \$267,685 was recorded, this represented a 13.6% improvement from the previous year. Revenue diversification through production and retail sales, rental income, and fundraising continues to strengthen the organisation's financial resilience as it delivers quality disability services across supported employment, accommodation, youth, and community participation programs.

Revenue Sources



Cash Flow Comparison



OUR PEOPLE, OUR STORIES

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At Fairhaven, every voice matters and every story inspires. This year has been filled with moments of growth, connection, and joy across all our programs. From learning new skills to building confidence, from finding friendship to discovering independence, our community continues to flourish.

Building Confidence and Achieving Dreams

For many participants, Fairhaven has been a gateway to pursuing their passions. Sean shares how support has transformed his journey: "She helped me get into an automotive TAFE which is my passion. April has assisted in travel training and gaining my confidence on public transport. She has assisted me in cooking and we always have fun and has been helping me to get my Ls."

The Fairhaven program is fun, and I have learned a lot and has helped me reach my goals and make friends – thumbs up



OUR PEOPLE, OUR STORIES

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A Place to Call Home

The sense of belonging at Fairhaven runs deep. Ruth, who is nonverbal but using her words increasingly, told us that "Fairhaven is her home, HAPPY". This is a simple but profound expression of contentment.

Philip captures the warmth of the community: "I feel so happy here I didn't think everyone would be so friendly and there's lots to do and I love living in the independent house with Michael."

Aleta beautifully expresses how Fairhaven has exceeded her expectations: "I feel safe at Booker Bay and because I am now blind, I thought I couldn't do much but I am doing more than I did before my eyesight completely went. I feel included."

Community, Connection, and Fun

The joy of shared experiences shines through in many voices. Amelia simply says: "I love coming here, I have so much fun."

Michelle has discovered new passions and has started to go to Karaoke on a Friday night. She says "I really like it when my home can help me do these things."

Vicki appreciates the comprehensive support: "I like not having to worry about transport as Fairhaven takes care of the whole day, from start to finish."

OUR PEOPLE, OUR STORIES

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Belinda values the opportunities to connect: "I like being able to enjoy different activities with my friends and Fairhaven making it possible to do cool things out of work."

Zach highlights the care and adventure in his days: "I enjoy being able to experience different days out with my support workers, who look after me and make sure I am safe, like days out on the railways and at museums."

Celebrating Our Team

The dedication of Fairhaven's staff doesn't go unnoticed. Karen shares: "Whenever I have Grace I know we are going to have a good time because she is funny, and we sing songs together. Grace helps me cook in the kitchen with her when we are preparing dinner for the house."

Christopher expresses his appreciation: "Love every minute of [community activities] with Fairhaven. They always help me when I'm in need."

Malcolm reflects: "I joined Fairhaven as a volunteer. I am now part of a great team that has fun and lots of laughs."

These stories represent just a glimpse into the vibrant, supportive, and empowering community that is Fairhaven. Every day, our participants are achieving their goals, forming meaningful connections, and living life on their own terms. Their voices, their choices, our shared mission.



RESIDENTIAL SERVICES: STRENGTHENING CARE, CONNECTION, AND COMMUNITY

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The past year has been one of growth, stability, and connection within our Residential Services, with our new leadership structure now fully embedded and delivering exceptional outcomes. This refreshed approach has strengthened accountability, communication, and hands-on care, ensuring every resident continues to receive the highest standard of person-centred support.

Quality Care and Continuous Improvement

A key achievement for 2024–25 was the successful implementation of a new medication management system, enhancing compliance, safety, and consistency across all homes.



RESIDENTIAL SERVICES

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The system has supported staff confidence, streamlined processes, and reinforced Fairhaven's strong commitment to quality and clinical governance.

Our Residential Services currently support 20 residents across our homes in Kincumber and Booker Bay, with a dedicated team providing compassionate, individualised care every day.

Community, Belonging, and Everyday Joy

Creating a true sense of home and community remains central to our approach. Throughout the year, our residents and staff enjoyed a range of new social activities, from birthday barbecues and karaoke nights to picnics and onsite entertainment, all designed to foster connection, laughter, and belonging.



RESIDENTIAL SERVICES

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We also took time to farewell a much-loved resident, whose passing reminded us of the deep relationships built within our homes and the privilege we hold in supporting individuals through every stage of life. Their memory continues to hold a special place in our Fairhaven community.

Growth, Stability, and Future Focus

This year also saw the welcoming of new residents into our homes, strengthening our community and reaffirming our commitment to providing safe, inclusive, and empowering environments. Looking ahead, we are excited to continue advancing our work through Fairhaven's strategic pillars, exploring opportunities for growth, long-term partnerships, and service innovation within the residential space.

RESIDENTIAL SERVICES

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Fairhaven's Residential Services continue to exemplify our mission, delivering quality, compassion, and connection for people living with disability, supported by a team that places dignity and care at the heart of everything we do.





OP SHOPPING VILLAGE: WHERE COMMUNITY PARTNERSHIPS DRIVE SUSTAINABLE SUCCESS

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Fairhaven's Op Shopping Village has continued to thrive as a cornerstone of community sustainability and social enterprise throughout 2024–25, marked by exciting partnerships, innovative retail initiatives, and ongoing recognition for our commitment to fair pricing and exceptional service.

Community Partnerships and Sustainable Fashion

A major highlight of the year was our groundbreaking collaboration with Erina Fair through the ReLoved Fashion initiative. Partnering with professional stylist Caitlin Stewart, our team curated a collection of high-quality pre-loved fashion pieces, showcased through two highly successful pop-up shop events.



OP SHOPPING VILLAGE

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This initiative brought sustainable fashion to a wider audience across the Central Coast, attracting significant local attention, including a promotion through Coast Magazine's channels (reaching 8,300 followers) and additional social media coverage from local influencer *That Achelles Girl*, viewed by more than 4,000 people.

Garage Sale Trail Success

We were also proud to participate in the Central Coast Council-supported Garage Sale Trail, which encouraged reuse and sustainability through community retail. Customers mentioning the Trail received a 10% discount, leading to outstanding results:

- Sales increased 30% on the previous Saturday,
- 52% up on the same period last year, and
- 18.5% higher during the second weekend, despite major traffic disruptions.



OP SHOPPING VILLAGE

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Fair Pricing and Customer Engagement

Fairhaven's dedication to affordable, high-quality retail continues to earn strong recognition, including being named #1 on Goodarchitect.com.au's list of the best Central Coast op shops.

Building on this momentum, we relaunched our customer loyalty program with a fresh design and expanded social media promotion, resulting in stronger engagement and repeat visits.

Community Generosity and Environmental Impact

The generosity of our community continues to amaze us, highlighted by the donation of over one tonne of brand-new books in a single day in November.



OP SHOPPING VILLAGE

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We've also strengthened our environmental credentials through a new partnership with Allcoast Metal Recycling, supporting our goal of zero-cost, environmentally responsible waste management wherever possible.

Growth, Reach, and Sector Leadership

Reintroducing Sunday trading in early 2025 has proven highly successful, attracting customers from as far as Sydney and Newcastle which is a testament to the growing demand for Fairhaven's unique retail offering.

Our participation in the Charitable Reuse National Member Forum also connected us with national partners such as Clean Up Australia and the McGrath Foundation, reinforcing our leadership and collaboration within the charitable retail sector.

OP SHOPPING VILLAGE

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Looking Ahead

Our Op Shopping Village continues to demonstrate that social enterprise retail can drive positive community change while remaining commercially strong.

Through innovative partnerships, fair pricing, and a steadfast commitment to environmental responsibility, Fairhaven is proud to remain a cornerstone of Central Coast community life, creating meaningful opportunities for people living with disability and advancing our mission of inclusion and empowerment.





SCHOOL LEAVER AND YOUTH PROGRAMS: EXPANDING OPPORTUNITIES AND FUTURES

25

The Fairhaven School Leaver and Youth Program has experienced remarkable growth throughout 2024–25, expanding to include Youth Participants across a range of funding categories. This evolution reflects our commitment to providing diverse pathways, skill development, and community connection for young people as they transition from school into adulthood.

Expanding Pathways and Skills

Our programs now extend well beyond traditional job readiness, encompassing life skills, social development, and creative expression.



SCHOOL LEAVER AND YOUTH PROGRAMS

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Participants have engaged in a variety of activities including drumming, art, games, movement and dance, music, car washing, mentoring school students, and the innovative Create 2 Sell Program, where young people design, create, and market their own products.

Social inclusion remains at the heart of the program, with activities such as in-house movie days, Holey Moley, and Luna Park excursions providing opportunities for connection, confidence-building, and fun.

Onsite Work Experience and Real-World Learning

Fairhaven is uniquely positioned to offer onsite work experience across several of our social enterprise operations, including our Retail Facility, Café, and Tuggerah Co-Pack site.



SCHOOL LEAVER AND YOUTH PROGRAMS

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These experiences provide valuable, supported opportunities for participants to develop workplace confidence, build employability skills, and gain real-world experience in safe, inclusive environments.

Training and Education Partnerships

We have proudly partnered with Zeal College to deliver accredited training opportunities, including RSA & RCG, White Card, First Aid, and a two-day Barista Course.

Building on this success, Fairhaven is preparing to launch a new Green Pathways Program, offering 8–10 weeks of training focused on sustainability, job readiness, and skill building, creating another exciting avenue for young people to prepare for meaningful employment.



SCHOOL LEAVER AND YOUTH PROGRAMS

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Hands-On Experience and Creative Learning

Our woodworking facility grant concluded this year, marking the end of three incredible years of hands-on learning. During that time, we proudly hosted 11 schools and 132 students, who gained practical experience through projects such as birdhouses, toolboxes, herb planters, and STEM creations.

Participants also completed two rounds of retail-based work experience, gaining exposure to quality checking, price tagging, and merchandising. All of which are key skills in the retail sector.



SCHOOL LEAVER AND YOUTH PROGRAMS

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Program Enhancements and Innovation

We've successfully secured additional funding to further enhance our Youth and School Leaver Programs, enabling the purchase of new resources such as a Wii Fit, car simulator, drum kit, camera, and circuit equipment to support the Create 2 Sell and skills development initiatives.

In another highlight, we delivered a targeted eight-week school-based program where students created and cooked products before proudly running their own Retail Market Stall, raising \$125 through their entrepreneurial efforts.

SCHOOL LEAVER AND YOUTH PROGRAMS

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Growth and Future Outlook

By the end of October 2025, the Youth Program is projected to support nine participants, a significant increase from just one participant at the same time last year, with another student already confirmed to commence in the following term.

This impressive growth demonstrates the increasing demand for Fairhaven's inclusive, skills-based programs and the positive outcomes achieved through community partnerships, creativity, and supported learning.

Fairhaven's School Leaver and Youth Programs continue to empower young people to explore their potential, gain confidence, and build the foundations for a bright and independent future.





CASE STUDIES: THE GREEN PATHWAYS PROJECT

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This year, Fairhaven continued to focus on sustainable growth and creating real opportunities for people living with disability. Our strategy has been all about expanding programs that build skills, confidence, and independence, while keeping environmental sustainability at the heart of everything we do.

A major highlight was the launch of our Green Pathways plant nursery program, starting with a pilot 10-week program that gives participants hands-on experience in horticulture and nursery work. The program helps people develop practical skills in plant care, propagation, and sustainability, while also building confidence and preparing them for the workplace in a supportive environment.



CASE STUDIES: THE GREEN PATHWAYS PROJECT

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Excitingly, graduates of Green Pathways will have the opportunity to move into paid supported employment roles running Fairhaven's very own plant nursery, set to open in June 2026 - a clear pathway from learning to work.

Building on its early success, we plan to grow Green Pathways further and explore new ways to combine social enterprise with skill development and environmental care. Fairhaven remains committed to growth that creates lasting, positive impact for the people and communities we support.

"I want to be a horticulturist and I love everything I'm learning with Green Pathways"



CASE STUDIES: PACIFIC COPACK GROWTH

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It's been a dynamic and rewarding year at our Tuggerah Factory! The team has achieved some fantastic milestones and continues to thrive as we grow, evolve, and embrace new opportunities.

All supported employees have now been registered to complete their assessments. This is a major step in ensuring everyone's skills and contributions are recognised and supported into the future. This process highlights our commitment to personal development, inclusion, and continuous improvement for every member of our workforce.

We've also celebrated the well-earned retirements of some long-term supported employees who have been an important part of Tuggerah's story for many years. Their dedication, hard work, and positive spirit have left a lasting legacy, and we wish them all the best in their next chapter.



CASE STUDIES: PACIFIC COPACK GROWTH

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Exciting new partnerships have been secured this year, creating fresh and diverse work opportunities for our team. These collaborations are not only expanding our production but also strengthening our connections with local businesses and the community.

To support our growth, we've welcomed additional supervisors to the Tuggerah team. Their guidance and leadership are helping us manage an expanding workforce, maintain quality and safety, and continue providing meaningful, supported employment.

The future at Tuggerah Factory looks bright! With more opportunities on the horizon, a growing team, and a commitment to excellence, we're ready for another year of innovation, teamwork, and success.



CHRISTOPHER

“Love every minute of [community activities] with Fairhaven. They always help me when I’m in need.”



ALETA

“I feel safe at Booker Bay and because I am now blind, I thought I couldn’t do much [but] I feel included.”



PHILIP

“I feel so happy here I didn’t think everyone would be so friendly and there’s lots to do.”



MALCOLM

“I joined Fairhaven as a volunteer. I am now part of a great team that has fun and lots of laughs.”

Financial Annual Report

Fairhaven Services Limited

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30 June 2025

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Responsible entities' declaration

Fairhaven Services Limited
Responsible entities' report
30 June 2025

The responsible entities present their report, together with the financial statements, on the company for the year ended 30 June 2025.

Responsible entities

The following persons were responsible entities (directors) of the company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Dr Melanie Bournnell
 Anthony Anderson
 Jim Eve (Resigned on 10 October 2025)
 Glen Auld (Resigned on 21 July 2025)
 Colby Taylor (Resigned 13 June 2025)
 Jayde Woodward (Appointed on 19 March 2025)
 Laurel Akra (Appointed on 19 March 2025)
 Patrick Kerlin (Appointed on 18 June 2025)
 Diana Mason (Resigned on 19 March 2025)
 Ian Winn (Resigned on 18 June 2025)
 Carolyn O'Brien (Appointed 18 August 2025)
 Adrienne Smith (Appointed 18 August 2025)

Principal activities

During the financial year the principal continuing activities of the company were to provide supported employment, supported accommodation and community participation to people living with disability. The company's Australian Disability Enterprises operated under the brand names: Fairhaven CoPack and a range of goods were retailed through a shopping village at Point Clare. Fare Cravin' Café operates under separate management under licence at the Point Clare site. Other than stated, there have been no significant changes in the nature of these activities during the year.

Operating results

The deficit of the company for the financial year after providing for income tax amounted to \$267,685 (2024: deficit of \$309,936).

Short-term objectives

- Research and identify potential participant offerings and insights; refresh services and develop/evaluate new offerings; Foster and enhance productive networks, partnerships and relationships
- Attract new participants and customers
- Attract retain and skill our people; foster an engaged and accountable culture
- Improve our financial and risk settings; strengthen systems and processes, maintain sound governance

Long-term objectives

- Offer relevant contemporary and expanded service offerings and networks;
- Attract new participants and customers to Fairhaven
- Attract and retain a skilled team working in an engaged and accountable culture
- Be an efficient, effective and sustainable organisation

Strategy for achieving the objectives

- Offer relevant contemporary and expanded service offerings and networks;
- Awesome Client Experience: We see you and we get you. We'll work hand in hand with you to achieve what you want from life. That's our promise.
- Business Smart: Our business is thriving and financially viable; operational performance indicators demonstrate that our resources are used efficiently and effectively.
- Innovative: Fairhaven is responsive and agile; we are ahead/ of the game because we are creative in our approach to existing and emerging challenges.

Vision, Purpose & Promise

The company's vision is a world where every individual matters, starting right here, its purpose is to create opportunities where people living with disability can achieve what they want from life and its promise is that we see you and we get you. Fairhaven will work hand in hand with you to achieve what you want from your life in a world where every individual matters.

Fairhaven Services Limited
Responsible entities' report
30 June 2025

Environmental regulation

The company has retained Australian Organic Certification. Fairhaven's Op Shopping Village operates by recycling donated goods from residents of the Central Coast saving many thousands of items per month from being dumped in landfill. We continue to implement sustainable practices, including energy and water efficiency initiatives and responsible waste management, to support the communities in which we operate.

The responsible entities believe the company has complied with all significant environmental regulations under a law of the Commonwealth or of a state or territory.

Significant events

In the opinion of the responsible entities there were no significant changes in the state of affairs of the company that occurred during the year under review or are expected to occur subsequent to year end.

Future developments

Fairhaven has completed its FY25–FY30 Corporate Strategic Plan, which outlines our long-term priorities and growth strategies. The plan focuses on expanding supported housing and supported employment, enhancing our service offerings to deliver the greatest value to the people we support, and securing additional resources to strengthen our communities into the future.

Events subsequent to the end of the reporting period

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

Information on responsible entities

Name:	Dr Melanie Boursnell
Title:	Director
Experience and expertise:	Dr Boursnell (PhD, MSocHlth, PgDPH, BA) is an experienced Non Executive Board Director in the NGO and NF sectors. Dr Boursnell has a rich background as a Senior Executive and transformative Chief Learning Officer within the public and private sectors. She is experienced in the design and development of professional education, culture change, leadership and management development, facilitation, quality improvement, governance and research. She has undertaken significant work to enable teams to thrive, introduced new educational practices and technologies enabling equity in learning, and reviewed educational and business practices to improve the delivery of education in both tertiary and vocational sectors. She thrives within complex environments undergoing rapid change focused on supporting flourishing communities. Dr Boursnell describes herself as a 'generalist' with a passion for learning and development as her core belief is that education can fundamentally change the lives of everyone!

Name:	Anthony Anderson
Title:	Director
Experience and expertise:	Anthony retired from full time work in November 2014 as CEO of Inala, an organisation supporting adults living with a disability. He was on the Inala Board of Directors from 1997 and became Deputy Chairman before being appointed as CEO. Previously Tony held a number of senior positions with Kimberly-Clark Australia. As General Manager Kimberly-Clark Professional, Tony had responsibility for the B2B business in Australia and New Zealand and was a member of the Leadership Team for Asia Pacific.

Name:	Jim Eve (Resigned on 10 October 2025)
Title:	Director
Experience and expertise:	Jim has had a long career as a business leader and Company Director. Jim has successfully led businesses as CEO in Australia and Asia. He has been a Non-Executive Director of not for profit organisations, industry associations and private businesses and most recently he was the Chair of a family owned Australian wine business. Jim and his family have lived on the Central Coast for 30 years. He graduated as a Bachelor of Science from the University of Sydney and is currently a Fellow of the Australian Institute of Company Directors.

Fairhaven Services Limited
Responsible entities' report
30 June 2025

Name: Glen Auld (resigned on 21 July 2025)
Title: Director
Experience and expertise: Glen is a Masters qualified, commercially astute Executive with a breadth and depth of experience gained in diverse environments across the Public and Private Health Care sectors. Glen is passionate about patient care and developing cultures that support high performing health services which deliver exceptional patient outcomes and superior patient experience.

Name: Colby Taylor (Resigned 13 June 2025)
Title: Director
Experience and expertise: Colby holds a Master of Business Administration and Bachelor of Public Relations. She brings a wealth of expertise in strategic engagement, relationship-building, and enhancing communication to assist organisations in achieving their client and customer experience objectives. Currently, Colby serves as the Stakeholder Relationship Manager at Housing Australia, where she plays a pivotal role in crafting and executing communication and stakeholder engagement strategies for the independent national housing authority that delivers Federal Government programs to improve the supply of sustainable, long term social and affordable housing, and support home ownership for more Australians. Previously, Colby held the position of Director - Strategic Engagement Director at the Greater Cities Commission, Engagement & Communications Manager at Landcom, Associate Director - Stakeholder Engagement at Infrastructure Australia, Associate Director - Engagement at Urbis, and formerly served as the State Manager for Stakeholder Engagement in NSW/ACT for NBN Australia. Her strengths are to provide strategic counsel, manage partnerships effectively, and offer expert senior leadership guidance. Colby has a deep passion for disability advocacy and support.

Name: Jayde Woodward (Appointed on 19 March 2025)
Title: Director
Experience and expertise: With over 25 years of experience in the telecommunications industry, Jayde is a results-driven sales leader specialising in strategic partnerships across the IT and Energy sectors. His expertise lies in fostering strong relationships, driving business growth, and delivering impactful solutions.

As a newly appointed board member of Fairhaven Services, he is committed to leveraging his strategic and commercial acumen to support the organisation's mission and growth. With extensive experience working within a listed company that has successfully navigated multiple mergers and acquisitions, Jayde brings a growth mindset, a focus on creating synergies, and deep change management expertise.

Holding an MBA (Executive) from AGSM @ UNSW Business School, Jayde have a strategic approach to navigating complex business landscapes, securing large-scale business engagements, and delivering value-driven solutions across Australia.

Jayde is a proud family man with four children, I have lived on the Central Coast for over 45 years and have built strong relationships within the local community. He is passionate about contributing to initiatives that create meaningful impact and long-term sustainability.

Name: Laurel Akra (Appointed on 19 March 2025)
Title: Director
Experience and expertise: With qualifications in Computer Science and a Master of Teaching, Laurel brings a diverse background to the Fairhaven Board. She has led the operational management of three healthcare businesses—Spring GP, Spring Emergency, and Gosford Specialist Day Hospital—demonstrating strong leadership in clinical governance and service delivery.

As a mother of four and an advocate for her child with a disability, Laurel brings a valuable consumer perspective to the board. Her lived experience informs strategic decisions that prioritise inclusion, accessibility, and family-centred care. She is passionate about ensuring services meet the real needs of the community.

**Fairhaven Services Limited
Responsible entities' report
30 June 2025**

Name: Patrick Kerlin (Appointed on 18 June 2025)
Title: Director
Experience and expertise: Patrick is a former CFO with over 25 years experience managing organisational strategy and finance in the For Purpose Sector. Prior to working in the For Purpose sector Patrick worked for a variety of middle tier accounting firms providing business services, taxation and management support. Patrick sees his role on the Board as ensuring Fairhaven has capacity to implement the goal of creating opportunities where people living with disability can achieve what they want from life.

Patrick is a Chartered Accountant, with a Masters of Policy Studies from Sydney University and a Graduate Diploma in Company Secretarial Matters from the Governance Institute.

Name: Diana Mason (Resigned on 19 March 2025)
Title: Director / Chair
Experience and expertise: Diana joined the NSW Department of Community Services and began working with children and young people living with disabilities in the 1990s. Her move to the for-purpose sector took place in the mid-90s in the UK working for Action for Children. Over the past 20 years she has contributed to the for-purpose sector in Australia through advisory committees, training development, presentations at public forums, opinion pieces and strong leadership. Diana has worked for Vision Australia, Save the Children and ChildFund Australia. She has also taught youth workers at TAFE and been a phone counsellor with Lifeline. Diana has a Master of Psychology from Sydney University, Bachelor of Arts (Psychology) from Macquarie University and Graduate Certificates in Human Resource Management and Psychological Practice. Throughout her career she has worked with children, youth and adults, developed effective community education and involvement strategies, delivered millions of dollars worth of funding to secure activities, advocated to the government and public, developed organisational policy and led strategic planning.

Name: Ian Winn (Resigned on 18 June 2025)
Title: Director/Treasurer
Experience and expertise: Ian is a former CEO with more than 15 years in senior leadership roles in high growth companies, working with a range of boards, founders, and private equity. Ian has spent a considerable part of his career in the franchising industry. Most recently he was CEO of Smartline Personal Mortgage Advisers, a franchised mortgage broking business. Before Smartline, he held senior roles at Oporto, Sumo Salad and Yum! Brands. Earlier in his career, he trained as an accountant at Coopers and Lybrand (now part of PWC) and then spent 10 years at Unilever. Ian is a CPA, holds a Master of Management from MGSM and graduated with a Bachelor of Commerce from the University of Witwatersrand in South Africa.

Name: Carolyn O'Brien (Appointed 18 August 2025)
Title: Director
Experience and expertise: Carolyn (Caz) O'Brien is the Executive Director of YWCA Hunter Region, where she leads programs that empower women, families, and communities. With over 20 years of experience in occupational health and safety, she specialises in psychological safety and suicide prevention. Her career includes Not-for-profit national leadership roles, where she advanced mental health initiatives across Australia.

Caz brings an extensive background in program development and research, having designed and delivered evidence-based initiatives that address complex social challenges. She is passionate about social justice, community collaboration, and creating inclusive environments where people can thrive. Her work has included grassroots mental health campaigns, strategic partnerships, and advocacy for improved access to support services in regional communities.

Outside of work, Caz enjoys staying active with her husband and three children. Her values empathy, empowerment, and connection guide both her professional and personal life.

Fairhaven Services Limited
Responsible entities' report
30 June 2025

Name: Adrienne Smith (Appointed 18 August 2025)
Title: Director
Experience and expertise: Adrienne had a strategic and progressive career in iconic brands across the Australia and New Zealand financial sector. She maintained a strong customer centric focus; sustainable revenue growth; uplift in market share and the creation of values-based and high performance culture. She held a very strong focus in compliance within regulatory frameworks; establishing and growing business partner relationships; operational efficiencies and uplift in brand awareness and reputation.

Adrienne is a strategic and transformational leader. This is underpinned by being recognised as a SME in transformation programs, developing and motivating engaged teams with sustainable culture (to delivery on organizational goals).

Adrienne, originally from New Zealand, lives in Blacksmiths in the Lake Macquarie area. She is a mother to two adult sons and three grandchildren. Now with more time, she enjoys getting engaged in community activities, is a sports fanatic and avid chess player, and a self proclaimed politics and history nerd.

Meetings of responsible entities

The number of meetings of the company's Board of Responsible entities ('the Board') held during the year ended 30 June 2025, and the number of meetings attended by each responsible entity were:

	Board Attended	Held
Dr Melanie Bournselli	8	12
Anthony Anderson	5	12
Jim Eve (Resigned on 10 October 2025)	12	12
Glen Auld (Resigned 21 July 2025)	8	12
Colby Taylor (Resigned 13 June 2025)	6	12
Jayde Woodward (Appointed on 19 March 2025)	2	4
Laurel Akra (Appointed on 19 March 2025)	3	4
Patrick Kerlin (Appointed on 18 June 2025)	1	1
Diana Mason (Resigned on 19 March 2025)	9	9
Ian Winn (Resigned 18 June 2025)	10	12

Held: represents the number of meetings held during the time the responsible entity held office.

Contributions on winding up

In the event of the company being wound up, ordinary members are required to contribute a maximum of \$5 each. Honorary members are not required to contribute.

The total amount that members of the company are liable to contribute if the company is wound up is \$110, based on 22 current ordinary members.

Indemnifying officer or auditor

During the financial year, the company effected a Directors and Officer's liability policy. The insurance policy provides cover for the responsible entities named in this report, the company secretary, officers, and former responsible entities and officers of the company.

The policy prohibits the disclosure of the nature of the indemnification and the insurance cover, and the amount of the premium.

No indemnities have been given or insurances paid, during or since the end of the financial year, for any person who is or has been an auditor of the company.

Auditor's Independence declaration

A copy of the auditor's independence declaration is set out immediately after this responsible entities' report.

Fairhaven Services Limited
Responsible entities' report
30 June 2025

This report is made in accordance with a resolution of responsible entities.

On behalf of the responsible entities



Dr Melanie Boursnell
Chair

15 October 2025

HEAD OFFICE
Suite 6, 6 Reliance Drive
Tuggerah NSW 2259



BISHOP COLLINS
AUDIT PTY LTD
ABN 98 159 109 305

ALL CORRESPONDENCE
PO Box 3686
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T: (02) 4314 8020

**INDEPENDENT AUDITOR'S DECLARATION
TO THE MEMBERS OF FAIRHAVEN SERVICES LIMITED**

We hereby declare that to the best of our 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 *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.

Name of Firm

Bishop Collins Audit Pty Ltd
Chartered Accountants

Name of Registered Company Auditor


Johan Van Der Westhuizen

Auditor's Registration No.

431227

Address

Suite 6, 6 Reliance Drive, Tuggerah NSW 2259

Dated

15 October 2025



LIABILITY LIMITED BY A SCHEME APPROVED UNDER THE PROFESSIONAL STANDARDS LEGISLATION



Directors: Martin Le Marchant CA, Johan Van Der Westhuizen CA

Associate Directors: Cecile Caputo CA

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**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF FAIRHAVEN SERVICES LIMITED**

Audit Opinion

We have audited the accompanying financial report of Fairhaven Services Limited ('the Company') which comprises the statement of financial position as at 30 June 2025, statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information and the Responsible Entities' Declaration.

In our opinion the accompanying financial report of Fairhaven Services Limited is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2025 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures (including the *Australian Accounting Interpretations*) and the *Australian Charities and Not-for-profits Commission Regulation 2022*.

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 Company 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 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.

Information Other than the Financial Report and Auditor's Report Thereon

The Responsible Entities are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



LIABILITY LIMITED BY A SCHEME APPROVED UNDER THE PROFESSIONAL STANDARDS LEGISLATION





Responsible Entities' Responsibilities for the Financial Report

The Responsible Entities ("Directors") of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012, and for such internal control as the Directors determine 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 Directors are responsible for assessing the Company'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 Directors either intend to liquidate the Company 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 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.

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 Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting in the preparation of the financial report. We also conclude, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company'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 disclosures in the financial report about the material uncertainty or, if such disclosures are inadequate, to modify the opinion on the financial report. 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 Company 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 the Directors 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.



We also provide the Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Name of Firm

Bishop Collins Audit Pty Ltd
Chartered Accountants

Name of Registered Company Auditor


Johan Van Der Westhuizen

Auditor's Registration No.

431227

Address

Suite 6, 6 Reliance Drive, Tuggerah NSW 2259

Dated

15 October 2025

Fairhaven Services Limited
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue	4	8,658,989	7,744,363
Other income	5	<u>122,838</u>	<u>175,250</u>
Total revenue		<u>8,781,827</u>	<u>7,919,613</u>
Expenses			
Raw materials and consumables used		(203,393)	(190,057)
Advertising expenses		(10,165)	(2,486)
Auditor remuneration	24	(29,000)	(28,700)
Cleaning expenses		(104,124)	(88,343)
Consultancy fees and contract labour		(47,080)	(73,416)
Depreciation and amortisation expense	6	(481,056)	(517,042)
Employee benefits expense		(6,886,401)	(6,108,233)
Finance costs	7	(58,384)	(72,174)
Insurance expenses		(394,484)	(487,675)
Motor vehicle expenses		(69,565)	(53,816)
Occupancy expenses		(202,602)	(145,535)
Printing, postage and stationery expenses		(24,784)	(19,385)
Repairs and maintenance expenses		(334,848)	(319,204)
Telephone and internet expenses		(36,588)	(45,005)
Other expenses		(167,038)	(78,478)
Total expenses		<u>(9,049,512)</u>	<u>(8,229,549)</u>
Deficit before income tax expense		(267,685)	(309,936)
Income tax expense		<u>-</u>	<u>-</u>
Deficit after income tax expense for the year	22	(267,685)	(309,936)
Other comprehensive income			
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Gain on the revaluation of land and buildings, net of tax		<u>-</u>	<u>1,528,553</u>
Other comprehensive income for the year, net of tax		<u>-</u>	<u>1,528,553</u>
Total comprehensive income/(loss) for the year		<u>(267,685)</u>	<u>1,218,617</u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Fairhaven Services Limited
Statement of financial position
As at 30 June 2025

	Note	2025 \$	2024 \$
Assets			
Current assets			
Cash and cash equivalents	8	810,609	414,547
Trade and other receivables	9	340,198	286,422
Financial assets	10	2,549,996	2,799,996
Other	11	32,709	32,891
Total current assets		<u>3,733,512</u>	<u>3,533,856</u>
Non-current assets			
Property, plant and equipment	12	7,169,339	7,277,823
Right-of-use assets	14	1,093,741	1,361,928
Intangibles	13	-	9
Total non-current assets		<u>8,263,080</u>	<u>8,639,760</u>
Total assets		<u>11,996,592</u>	<u>12,173,616</u>
Liabilities			
Current liabilities			
Trade and other payables	15	455,013	462,406
Lease liabilities	18	112,234	287,113
Employee benefits	17	398,072	458,075
Other liabilities	16	370,981	500
Total current liabilities		<u>1,336,300</u>	<u>1,208,094</u>
Non-current liabilities			
Lease liabilities	20	995,025	1,089,864
Employee benefits	19	107,677	50,383
Total non-current liabilities		<u>1,102,702</u>	<u>1,140,247</u>
Total liabilities		<u>2,439,002</u>	<u>2,348,341</u>
Net assets		<u>9,557,590</u>	<u>9,825,275</u>
Equity			
Reserves	21	7,104,472	7,104,472
Retained surpluses	22	2,453,118	2,720,803
Total equity		<u>9,557,590</u>	<u>9,825,275</u>

The above statement of financial position should be read in conjunction with the accompanying notes

Fairhaven Services Limited
Statement of changes in equity
For the year ended 30 June 2025

	Asset revaluation \$	Retained surpluses \$	Total equity \$
Balance at 1 July 2023	5,575,919	3,030,739	8,606,658
Deficit after income tax expense for the year	-	(309,936)	(309,936)
Other comprehensive income for the year, net of tax	1,528,553	-	1,528,553
Total comprehensive income/(loss) for the year	1,528,553	(309,936)	1,218,617
Balance at 30 June 2024	<u>7,104,472</u>	<u>2,720,803</u>	<u>9,825,275</u>
	Asset revaluation \$	Retained surpluses \$	Total equity \$
Balance at 1 July 2024	7,104,472	2,720,803	9,825,275
Deficit after income tax expense for the year	-	(267,685)	(267,685)
	-	-	-
Total comprehensive income for the year	-	(267,685)	(267,685)
Balance at 30 June 2025	<u>7,104,472</u>	<u>2,453,118</u>	<u>9,557,590</u>

The above statement of changes in equity should be read in conjunction with the accompanying notes

Fairhaven Services Limited
Statement of cash flows
For the year ended 30 June 2025

	Note	2025 \$	2024 \$
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		8,755,195	7,835,955
Payments to suppliers and employees (inclusive of GST)		<u>(8,357,877)</u>	<u>(7,708,942)</u>
		397,318	127,013
Interest received		118,538	105,761
Interest and other finance costs paid		<u>-</u>	<u>(72,174)</u>
Net cash from operating activities	23	<u>515,856</u>	<u>160,600</u>
Cash flows from investing activities			
Payments for investments		-	(1,000,000)
Payments for property, plant and equipment	12	(86,711)	(24,874)
Proceeds from disposal of investments		250,000	-
Proceeds from disposal of property, plant and equipment		<u>4,300</u>	<u>-</u>
Net cash from/(used in) investing activities		<u>167,589</u>	<u>(1,024,874)</u>
Cash flows from financing activities			
Repayment of lease liabilities		<u>(287,383)</u>	<u>(306,927)</u>
Net cash used in financing activities		<u>(287,383)</u>	<u>(306,927)</u>
Net increase/(decrease) in cash and cash equivalents		396,062	(1,171,201)
Cash and cash equivalents at the beginning of the financial year		<u>414,547</u>	<u>1,585,748</u>
Cash and cash equivalents at the end of the financial year	8	<u><u>810,609</u></u>	<u><u>414,547</u></u>

The above statement of cash flows should be read in conjunction with the accompanying notes

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 1. General information

The financial statements cover Fairhaven Services Limited as an individual entity. The financial statements are presented in Australian dollars, which is Fairhaven Services Limited's functional and presentation currency.

Fairhaven Services Limited is a not-for-profit unlisted public company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

209 Brisbane Water Drive, Point Clare NSW 2250

A description of the nature of the company's operations and its principal activities are included in the responsible entities' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of responsible entities, on 15 October 2025.

Note 2. Material accounting policy information

The accounting policies that are material to the company are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the company.

Going concern

The financial report has been prepared on a going concern basis.

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB') and the Australian Charities and Not-for-profits Commission Act 2012, as appropriate for not-for profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income, investment properties, certain classes of property, plant and equipment and derivative financial instruments.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 3.

Comparatives

Certain comparative figures have been reclassified to conform to the current year's presentation.

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 2. Material accounting policy information (continued)

Revenue recognition

The company recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the company: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Rendering of services

Revenue from contracts to provide services are recognised over time as the services are rendered. These are based on either a fixed price or an hourly rate.

Government grants

A number of the company's programs are supported by grants received from the federal, state and local governments.

If conditions are attached to a grant which must be satisfied before the entity is eligible to receive the contribution, recognition of the grant as revenue is deferred until those conditions are satisfied. Where a grant is received on the condition that specified services are delivered to the grantor, this is considered a reciprocal transaction. Revenue is recognised as services are performed and at year end a liability is recognised until the service is delivered.

Revenue from a non-reciprocal grant that is not subject to conditions is recognised when the entity obtains control of the funds, economic benefits are probable and the amount can be measured reliably. Where a grant may be required to be repaid if certain conditions are not satisfied, a liability is recognised at year end to the extent that conditions remain unsatisfied.

When the entity receives a non-reciprocal contribution of an asset from a government or other party for no or nominal consideration, the asset is recognised at fair value and a corresponding amount of revenue is recognised.

Donations and bequests

Donations collected, including cash and goods for resale, are recognised as revenue when the entity gains control, economic benefits are probable and the amount of the donation can be measured reliably.

Bequests are recognised when the legacy is received. Revenue from legacies comprising bequests of shares or other property are recognised at fair value, being the market value of the shares or property at the date the entity becomes legally entitled to the shares or property. Where the bequest specifies a period over which the services must be provided, the income is brought to account over the aforesaid period.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Rent

Rent revenue from is recognised on a straight-line basis over the lease term. Lease incentives granted are recognised as part of the rental revenue. Contingent rentals are recognised as income in the period when earned.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 2. Material accounting policy information (continued)

Income tax

As the company is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

The company is a registered public benevolent institution (PBI). Accordingly, the consolidated entity was endorsed by the Australian Taxation Office to access tax concessions including fringe benefits tax (FBT) exemption, GST concession, Income tax exemption and is a deductible gift recipient (DGR).

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no right at the end of the reporting period to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectable are written off by reducing the carrying amount directly. A provision for impairment of trade receivables is raised when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation and default or delinquency in payments (more than 60 days overdue) are considered indicators that the trade receivable may be impaired. The amount of the impairment allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate. Cash flows relating to short-term receivables are not discounted if the effect of discounting is immaterial.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Property, plant and equipment

Land held for use in production or administration is stated at revalued amounts. Revalued amounts are fair market values based on appraisals prepared by external professional valuers once every three to five years or more frequently if market factors indicate a material change in fair value.

Any revaluation surplus arising upon appraisal of land is recognised in other comprehensive income and credited to the revaluation reserve in equity. To the extent that any revaluation decrease or impairment loss has previously been recognised in profit or loss, a revaluation increase is credited to profit or loss with the remaining part of the increase recognised in other comprehensive income. Downwards revaluations of land are recognised upon appraisal or impairment testing, with the decrease being charged to other comprehensive income to the extent of any revaluation surplus in equity relating to this category and any remaining decrease recognised in profit or loss. Any revaluation surpluses remaining in equity on disposal of the asset is transferred to retained earnings.

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 2. Material accounting policy information (continued)

Buildings held for use in production or administration are measured using fair value based on appraisals prepared by external professional valuers once every three to five years or more frequently if market factors indicate a material change in fair value.

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Buildings	40 years
Leasehold improvements	life of lease
Plant and equipment	3-10 years
Computer hardware	3-7 years
Motor vehicles	4-10 years
Office equipment	3-13 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

Leasehold improvements are depreciated over the unexpired period of the lease or the estimated useful life of the assets, whichever is shorter.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the company. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss. Any revaluation surplus reserve relating to the item disposed of is transferred directly to retained profits.

Right-of-use assets

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the company expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The company has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Intangible assets

Software

Significant costs associated with software are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of 5 years.

Impairment of non-financial assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Note 2. Material accounting policy information (continued)

Trade and other payables

These amounts represent liabilities for goods and services provided to the company prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the company's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave, long service leave and accumulating sick leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled. Non-accumulating sick leave is expensed to profit or loss when incurred.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. The liability for long service leave is recognised in the provision for employee benefits for employees with 8 years service or more. In determining the liability, consideration is given to employee wage increases.

Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Goods and Services Tax (GST) and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Note 2. Material accounting policy information (continued)

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

Note 3. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Allowance for expected credit losses

The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience and historical collection rates.

Estimation of useful lives of assets

The company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Impairment of non-financial assets other than goodwill and other indefinite life intangible assets

The company assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by evaluating conditions specific to the company and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Impairment of property, plant and equipment

The company assesses impairment of property, plant and equipment at each reporting date by evaluating conditions specific to the company and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Impairment of right-of-use assets

The company assesses impairment of right-of-use assets at each reporting date by evaluating conditions specific to the company and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Lease term

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the company's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The company reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 3. Critical accounting judgements, estimates and assumptions (continued)

Incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the company estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

Employee benefits provision

As discussed in note 2, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Economic dependence

The company is dependent upon individual participants' NDIS funding, grants and community and corporate donations to ensure the ongoing continuance of its programs. At the date of this report management has no reason to believe that this financial support will not continue. At the date of this report management has no reason to believe that this financial support will not continue.

Note 4. Revenue

	2025 \$	2024 \$
<i>Sales revenue</i>		
Sale of goods	1,212,046	979,677
NDIS service revenue	6,768,646	6,153,539
Rent received	609,881	550,309
Fundraising and donation income	60,120	58,265
	<u>8,650,693</u>	<u>7,741,790</u>
<i>Other revenue</i>		
Other revenue	8,296	2,573
Revenue	<u>8,658,989</u>	<u>7,744,363</u>

Note 5. Other income

	2025 \$	2024 \$
Insurance claim income	-	19,256
Interest received	118,538	105,761
Gain on sale of assets	4,300	50,233
Other income	<u>122,838</u>	<u>175,250</u>

Note 6. Depreciation and amortisation

	2025 \$	2024 \$
Depreciation of property, plant and equipment	195,195	185,029
Depreciation of right-of-use asset	285,852	318,148
Amortisation of intangible assets	9	13,865
	<u>481,056</u>	<u>517,042</u>

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 7. Interest and finance cost paid

	2025 \$	2024 \$
Interest - lease liability (AASB 16)	<u>58,384</u>	<u>72,174</u>

Note 8. Current assets - cash and cash equivalents

	2025 \$	2024 \$
Cash at bank and on hand	<u>810,609</u>	<u>414,547</u>

Note 9. Current assets - trade and other receivables

	2025 \$	2024 \$
Trade receivables	327,741	283,339
BAS receivable	<u>12,457</u>	<u>3,083</u>
	<u>340,198</u>	<u>286,422</u>
	2025 \$	2024 \$

Impairment of receivables

Movements in the provision for impairment of receivables are as follows:

Opening balance	(21,394)	(25,229)
Reversal of provision for impairment	<u>6,292</u>	<u>3,835</u>
	<u>(15,102)</u>	<u>(21,394)</u>

Note 10. Current assets - financial assets

	2025 \$	2024 \$
Term deposits	<u>2,549,996</u>	<u>2,799,996</u>

Note 11. Current assets - other

	2025 \$	2024 \$
Prepayments	<u>32,709</u>	<u>32,891</u>

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 12. Non-current assets - property, plant and equipment

	2025 \$	2024 \$
Land and buildings - at independent valuation	6,665,000	6,665,000
Less: Accumulated depreciation	(80,888)	-
	<u>6,584,112</u>	<u>6,665,000</u>
Leasehold improvements - at cost	824,605	820,866
Less: Accumulated depreciation	(537,855)	(522,440)
	<u>286,750</u>	<u>298,426</u>
Plant and equipment - at cost	1,632,320	1,564,086
Less: Accumulated depreciation	(1,333,843)	(1,249,689)
	<u>298,477</u>	<u>314,397</u>
	<u>7,169,339</u>	<u>7,277,823</u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Land and buildings \$	Leasehold improvements \$	Plant and equipment \$	Total \$
Balance at 1 July 2024	6,665,000	298,426	314,397	7,277,823
Additions	-	2,762	83,949	86,711
Depreciation expense	(80,888)	(14,438)	(99,869)	(195,195)
Balance at 30 June 2025	<u>6,584,112</u>	<u>286,750</u>	<u>298,477</u>	<u>7,169,339</u>

Valuations of land and buildings

The land and buildings located at Kincumber Road at Kincumber and Bream Road at Ettalong Beach were last revalued in June 2024 based on independent assessments by a member of the Australian Property Institute having recent experience in the location and category of land and buildings being valued. The directors do not believe that there has been a material movement in fair value since the revaluation date. Valuations are based on current prices for similar properties in the same location and condition.

Note 13. Non-current assets - intangibles

	2025 \$	2024 \$
Software - at cost	69,326	69,326
Less: Accumulated amortisation	(69,326)	(69,317)
	<u>-</u>	<u>9</u>
	Software \$	Total \$
Balance at 1 July 2024	9	9
Amortisation expense	(9)	(9)
Balance at 30 June 2025	<u>-</u>	<u>-</u>

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 14. Non-current assets - right-of-use assets

	2025 \$	2024 \$
Land and buildings - right-of-use	1,288,115	1,634,230
Less: Accumulated depreciation	(211,745)	(292,978)
	<u>1,076,370</u>	<u>1,341,252</u>
Equipment - right-of-use	17,665	119,031
Less: Accumulated depreciation	(294)	(98,355)
	<u>17,371</u>	<u>20,676</u>
	<u>1,093,741</u>	<u>1,361,928</u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Land and buildings \$	Equipment \$	Total \$
Balance at 1 July 2024	1,341,252	20,676	1,361,928
Additions	-	17,665	17,665
Depreciation expense	(264,882)	(20,970)	(285,852)
Balance at 30 June 2025	<u>1,076,370</u>	<u>17,371</u>	<u>1,093,741</u>

Note 15. Current liabilities - trade and other payables

	2025 \$	2024 \$
Trade payables	114,728	170,976
Other payables	340,285	291,430
	<u>455,013</u>	<u>462,406</u>

Note 16. Current liabilities - other liabilities

	2025 \$	2024 \$
Unspent grant funding	<u>370,981</u>	<u>500</u>

Note 17. Current liabilities - employee benefits

	2025 \$	2024 \$
Annual leave	256,323	290,397
Long service leave	139,484	166,902
Time off in lieu	2,265	776
	<u>398,072</u>	<u>458,075</u>

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 18. Current liabilities - lease liabilities

	2025 \$	2024 \$
Lease liability - Land and buildings	108,966	264,714
Lease liability - Equipment	3,268	22,399
	<u>112,234</u>	<u>287,113</u>

Note 19. Non-current liabilities - employee benefits

	2025 \$	2024 \$
Long service leave	<u>107,677</u>	<u>50,383</u>

Note 20. Non-current liabilities - lease liabilities

	2025 \$	2024 \$
Lease liability - Land and buildings	980,898	1,089,864
Lease liability - Equipment	14,127	-
	<u>995,025</u>	<u>1,089,864</u>

Note 21. Equity - reserves

	2025 \$	2024 \$
Asset revaluation reserve	<u>7,104,472</u>	<u>7,104,472</u>

Asset revaluation reserve

The reserve is used to recognise increments and decrements in the fair value of land and buildings, excluding investment properties.

Movements in reserves

Movements in each class of reserve during the current financial year are set out below:

	Asset Revaluation Reserve \$	Total \$
Balance at 1 July 2024	<u>7,104,472</u>	<u>7,104,472</u>
Balance at 30 June 2025	<u>7,104,472</u>	<u>7,104,472</u>

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 22. Equity - retained surpluses

	2025 \$	2024 \$
Retained surpluses at the beginning of the financial year	2,720,803	3,030,739
Deficit after income tax expense for the year	<u>(267,685)</u>	<u>(309,936)</u>
Retained surpluses at the end of the financial year	<u>2,453,118</u>	<u>2,720,803</u>

Note 23. Reconciliation of deficit after income tax to net cash from operating activities

	2025 \$	2024 \$
Deficit after income tax expense for the year	(267,685)	(309,936)
Adjustments for:		
Depreciation and amortisation	481,056	517,042
Net gain from change in lease of right-of-use asset	-	(50,233)
Net gain on disposal of property, plant and equipment	(4,300)	-
Change in operating assets and liabilities:		
Increase in trade and other receivables	(53,776)	(17,300)
Decrease in prepayments	182	4,760
Increase in trade and other payables	363,088	91,901
Decrease in employee benefits	<u>(2,709)</u>	<u>(75,634)</u>
Net cash from operating activities	<u>515,856</u>	<u>160,600</u>

Note 24. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by the auditor of the company:

	2025 \$	2024 \$
<i>Fees to Bishop Collins Audit - Assurance services</i>	<u>24,500</u>	<u>24,200</u>
<i>Other services - Preparation of Financial Statements</i>	<u>4,500</u>	<u>4,500</u>
	<u>29,000</u>	<u>28,700</u>

Note 25. Key management personnel disclosures

Compensation

The aggregate compensation made to responsible entities and other members of key management personnel of the company is set out below:

	2025 \$	2024 \$
Aggregate compensation	<u>552,058</u>	<u>426,181</u>

Fairhaven Services Limited
Notes to the financial statements
30 June 2025

Note 26. Capital commitments

	2025 \$	2024 \$
<i>Capital commitments</i>		
Committed at the reporting date but not recognised as liabilities, payable:		
Property, plant and equipment	-	44,990

Note 27. Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 25.

Transactions with related parties

The following transactions occurred with related parties:

	2025 \$	2024 \$
<i>Payment for other expenses:</i>		
Total fees paid to a director for providing consulting services	4,675	-

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

Terms and conditions

All transactions were made on normal commercial terms and conditions and at market rates.

Note 28. Events after the reporting period

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

Fairhaven Services Limited
Responsible entities' declaration
30 June 2025

In the responsible entities' opinion:

- the attached financial statements and notes comply with the Australian Accounting Standards - Simplified Disclosures, the Australian Charities and Not-for-profits Commission Act 2012 and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the company's financial position as at 30 June 2025 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of directors.

On behalf of the responsible entities



Dr Melanie Boursnell
Chair

15 October 2025

THANKING OUR PARTNERS, SPONSORS & CONTRIBUTORS

Be You Support Coordination

Caring Support

Narara Valley High

Kincumber High

Lake Munmorah

Henry Kendall School

Wadalba Community School

Coles

Bunnings

Aspect School Terrigal

Bendigo Bank

Berkeley Vale High School

Bingo Team

Ettalong Memorial Bowling Club

Everglades Men's Lawn Bowlers

Gosford RSL

Husqvarna

Johnson's Boat Hire

Masterfoods (Mars)

Plan Tracker

Platform To

Prism HQ

Ross Seabrook and Staff at

Everglades Country Club

Royal Touch Paper Products

Sandy Lewis

Scott Carlyle

Self-Advocacy Sydney INC

Survival First Aid

Thrive in Life Care

Tuggerah Lakes Secondary College -

The Entrance and Bateau Bay

Vince Chetcuti

Wendy Gill Support Coordination



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Fairhaven is a registered charity with the Australian Charities and Not-for-profits Commission (ACNC), Deductible Gift Recipient (DGR) status with the Australian Tax Office ABN 83 058 123 729. Charitable Fundraising Number 15891. Fairhaven is a registered NDIS provider. Fairhaven operates in accordance with the practice standards set by the NDIS Quality and Safeguards Commission, and complies with the NDIS Practice Standards 2020.



Registered NDIS Provider

