

2025 Annual Report



Our Mission.

To partner with the community to deliver support and services designed to improve the lives of people with a disability.

Our Values

Rights – We listen and support the aspirations of our people, clients and staff.

Inclusion – We believe everyone has a valued contribution to make and the right to feel safe in all environments.

Collaboration and partnerships – Are the keys to achieving great outcomes. We encourage others, look for win-wins, and celebrate our success and that of others.

With, not for – We aim to develop capability, not create dependence.

Impact – We believe in accountability, doing what we say, and getting things done. We set goals, make plans and meet deadlines.

Learning – We are always learning and are well-placed to meet the challenges of tomorrow.

Kaurna miyurna, Kaurna yarta, ngadlu tampinhi.

Barkuma acknowledges and pays respects to the Kaurna people, the traditional custodians whose ancestral lands, the Adelaide Plains, we live and work on. We acknowledge the deep feelings of attachment and relationship of the Kaurna people to country and we respect and value their past, present and ongoing connection to the land and cultural beliefs.



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Adelaide

Level 3, 151B South Terrace, Adelaide

Elizabeth

191-193 Philip Highway,
Elizabeth South

Hindmarsh

71 Bacon Street, Hindmarsh

Holden Hill

37 Jacobsen Crescent, Holden Hill

2025 in numbers



\$18 million

Annual revenue



200

Commercial partners



124,919

Bottles of olive
oil filled



171,248

Olives packed



8,715

Wheelbarrows assembled



300+

Employment partners



18,084

Website Visitors



74,724

Social Media followers



3.4 million

Food stockings sewn



400+

Participants supported
in open employment



21

Client Voice
meetings held

Chairperson and CEO's Report

Over the last 12 months our dedicated voluntary Board has actively participated in 31 Board and subcommittee meetings, with an attendance rate of 94%. Their commitment and collaborative efforts have been instrumental in the organisation's decision-making processes, resulting in 32 significant decisions being made at Board Level. We sincerely thank each Board member for their invaluable contributions and unwavering dedication to the stewardship of Barkuma.

Governance

As per Barkuma's Constitution, the Board continued its focus on continuous improvement by participating in an external board evaluation. The outcomes are currently being implemented to improve effectiveness, efficiency and decision-making.

A key part of strong governance is ensuring that a diverse range of voices with fresh views and ideas are given the opportunity to participate in the Governance of the organisation.

In 2024-2025, in line with its ongoing commitment to showcasing the voices of people with a disability, the Barkuma Board was pleased to welcome Gavin Partridge to the Board as our inaugural Board Observer. Gavin's insight and contribution have been highly valuable over the last few months, and we look forward to continuing to work with him until the end of this year's program in November 2025, before welcoming a new observer in 2026.

An interview with Gavin on his experiences appears later in the report.

Other changes at Board level have included

- Ursula Hickey was nominated for and accepted the role of Chairperson.
- We farewelled Caroline Ellison as a director after 5 years.
- After 40+ years as a director, the last 21 as Chairperson, long serving Board Member Chas Allen stepped down as Barkuma Chairperson, and into the role of Deputy Chairperson to support Barkuma's new Chairperson Ursula Hickey, in his final year on the Board.
- CEO, Simon Rowberry, resigned from the board as a voting member.
- Barkuma's Executive Team attending all meetings.
- With the support of an external recruitment agency, the Barkuma Board commenced recruitment for 4 new directors.

Key Decisions/achievements

In 2024-2025 the Barkuma Board made the following decisions that will shape the future of Barkuma.

- Supported the application for a \$497,500 Structural Adjustment Fund Grant which will be used to transform our commercial operations.
- Supported the establishment of a developmental pathways team to build a more developmental focussed approach to servicing and delivering on the structural adjustment fund grant.
- Supported the organisation's tender for an Inclusive Employment Australia Contract to continue the strong work of Barkuma's open employment program which has been operating continuously since 1987.
- Supported the decision to exit NDIS funded Positive Behaviour Support Program and transition all existing customers to existing providers in the market.
- Supported the continued exploration of updated HR/Payroll and Finance Systems to improve Barkuma's effectiveness and efficiency.
- Agreed to set maximum terms of office which was supported by the membership at a special General Meeting held in June 2025.
- Agreed to establish board remuneration amounts which was supported by the membership at a special General Meeting held in June 2025.

External Oversight

To provide the association members with a level of comfort that Barkuma is being run ethically, effectively and efficiently, the organisation confirms that in addition to a robust internal review process, it is subject to a range of external 3rd party audits where policy, procedure and practice are reviewed. In 2024-2025 Barkuma completed the following audits without any major non-conformance.

- National Standards for Disability Services
- National Disability Insurance Scheme Quality & Safeguard Commission Audit
- ISO 9001:2015 Audit.
- HACCP – Food Safety
- External Financial Audit

Financial Position

The past 12 months have been a challenging time for Barkuma and the Disability Sector more broadly. According to Stewart Brown (Financial Auditor), 55.7% of providers operated at a total financial loss in 2023-2024, with this trend continuing in the 2024-2025 period.

The main contributing factor to these continued losses for providers is that price increases are only partially covering wage rises, leaving providers to absorb inflation, increased insurance costs and rising compliance expenses. Unfortunately, 2024-2025, whilst remaining in a strong overall financial position, Barkuma returned a loss of \$693,000. In an effort to avoid multiple consecutive loss-making years, Barkuma, through its Finance Strategic Assets and Investments Subcommittee, has embarked upon the development of a five-year financial plan to act as a guide through these turbulent financial times.

Finally, on behalf of the Barkuma Board, management and staff, we would like to acknowledge the continued support of our members and corporate partners, who share the vision that people with disabilities make a valued contribution to communities.



Ursula Hickey

Barkuma Chairperson



Simon Rowberry

Barkuma Chief Executive Officer

A message from former Chair Chas Allen

After more than 40 years serving as a volunteer director on the Barkuma Board (the last 21 as Chairperson), I have made the difficult decision that 2025 will be my final year as a Board Member.

To enable a smooth transition, the Board has supported my decision to step down from the role of Chairperson, effective from 29 April 2025. I am delighted to inform you that Ursula Hickey has agreed to be the next Barkuma Chairperson and that I will support her as Deputy Chairperson between now and the Annual General Meeting.

On a personal note - Over the last 40+ years, I have witnessed first hand the work that Barkuma does to positively improve the lives of people with a disability, and it has been my privilege to serve on the Board with high-quality people who have done their best to provide direction and stewardship to the business in both positive and turbulent times.

To the membership, customers, and staff, you have played a significant role in my life over the last 40 + years, and I have loved getting to know you, and I look forward to keeping in contact as a life member.

Board of Directors

The Board of Barkuma Incorporated accepts overall responsibility for the corporate governance of the organisation. The Board directs and monitors the business and affairs of Barkuma and delegates the responsibility for the management of the organisation to the Chief Executive Officer (CEO).

Chairperson

Ursula Hickey

Secretary

Simon Rowberry

Director

Martine Feckner

Deputy Chairperson

Chas Allen OAM

Director

Caroline Ellison

Director

Sandra Parr

Finance Director

Jodi Wright

Director

Stephen Diprose

Executive Team

Chief Executive Officer: Simon Rowberry

Executive Manager - Safeguarding Services: Todd Williams

Executive Manager - Corporate Services: Katy Bone

Executive Manager - Operations: Maureen Lawlor

Board Observership Program

Amplifying Client Voice: Gavin's Journey as a Board Observer

Barkuma's Board Observership Program was created to amplify the voices of people with disability in governance and decision making.

It gives participants the chance to observe meetings, contribute to discussions, and build leadership skills. Gavin Partridge, the program's first participant, has embraced the opportunity with enthusiasm and a strong desire to help others.

Motivation and Early Experience

Gavin joined the program to continue learning and support others. "That's exactly what I've been trying to do for a long time," he said.

"So it's good I can finally get somewhere and take the learnings from this and continue to learn more."

His journey began with the Safety, Safeguarding, Quality & Risk Subcommittee.

"That was my first one," Gavin said. "We talk about incidents and where client feedback is coming from and what things can be done."

Learning Governance

He soon attended full board meetings focused on strategy and finance. "We learned about the next strategic plan and the five-year financial plan," he explained. "It's actually been really good."

He has gained an understanding of roles and decision-making. "You've got your board chair, and then members underneath. That drills down to the CEO, who makes decisions if the paper's going through," he said.

"Everyone has a different role within the board or subcommittee."



Building Skills

Gavin also completed online modules on board responsibilities and financial literacy.

"I started learning how financial tables work... red means bad, green means good, and black means we're in the good range." Though challenging at first, he now feels more confident. "Better than I did before. Which is really good," he said.

Balancing study and meetings was another adjustment. "At first it was hard to find time for online learning and board meetings," he admitted. "But then I realised it's doable. The videos are only an hour long, so I can smash through a lot of them in one hit if I've got the time."

Supporting Others and Culture

Gavin is passionate about helping peers into leadership. "A lot of them said they want a supervisor role in the future," he said.

"Hopefully, we can figure out a way to get a program where they can move into more responsibility."

Gavin also sees accountability as central. "Holding them accountable is always really good," he said. "They're actually saying, 'We can be doing things better,' by hearing from the people we work with."

Amplifying Client Voice

“Now we’ve got someone on the inside who knows what’s going on and is actually working with them that’s really good to see,” Gavin said. “I’ve already proven I’ll speak to the Barkuma Voice Groups and share their stories directly with the board.”

The Future

Gavin’s journey shows how lived experience can enrich governance. His insights and advocacy are helping shape a more inclusive organisation, and his story highlights the value of client voice in leadership.

Meet Graphic Designer Ruth Elliot

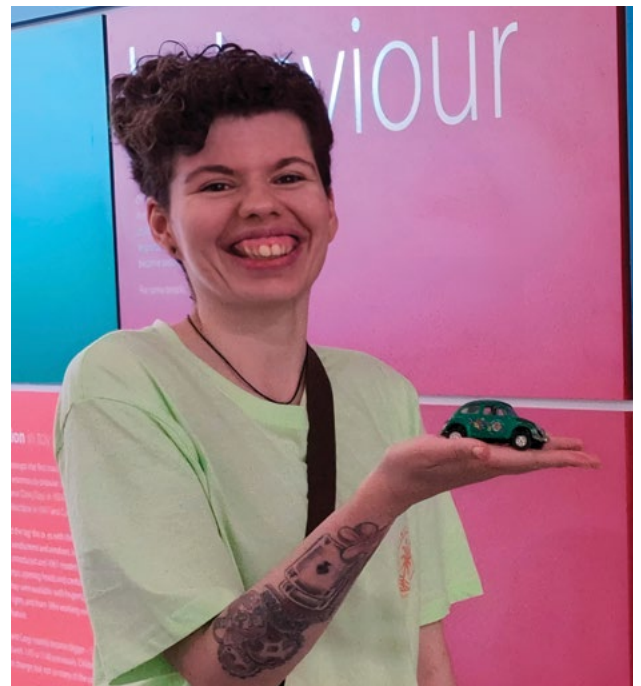
Ruth Elliot is a passionate and talented graphic designer whose journey into the creative world began in 2019 when she took a leap to pursue her love for design.

She enrolled in the Certificate IV in Design program at TAFE SA, later completing an Advanced Diploma in Design, equipping her with a strong foundation in visual communication and creative thinking.

As a proud participant in Barkuma’s Disability Employment Services (DES) program, Ruth receives support for her role at KFC in Gawler while also contributing her design expertise to Barkuma through a series of paid contracts. Her work includes designing recent editions of Barkuma’s Annual Report, transforming the strategic plan into engaging infographics, creating graphics for the Staff Forum, and producing print advertisements and social media visuals.

Ruth is also an active member of the Buzz Editorial Committee. Her standout contribution to Edition 5—entirely designed by Ruth in a paid position—showcases her ability to bring warmth, clarity, and creativity to editorial design. She has also contributed cover art to three editions of the Buzz magazine, adding her unique visual style to each publication.

Ruth brings a playful and heartfelt touch to every project. Her creative flair also extends to magazine design and commissioned artwork,



where she enjoys crafting visuals that connect with audiences.

“I would be delighted to assist anyone interested in bringing warmth and fun to their design projects,” says Ruth.

Known for her thoughtful and collaborative approach, Ruth builds respectful relationships with her clients, always taking the time to listen carefully and respond to feedback. Her goal is to work side by side with each client to achieve designs that are not only visually striking but also meaningful and effective. Her dedication, creativity, and collaborative spirit make Ruth a valued contributor to Barkuma and a designer to watch.

Safeguarding and Quality

Business Improvement, Quality and Risk

Barkuma is committed to fostering a culture of continuous improvement, prioritising high-quality services, client safety, and organisational accountability.

In FY 2024–2025, the Safeguarding and Quality Team was established to oversee compliance, incident management, and feedback systems.

This dedicated team plays a critical role in ensuring services align with legislative requirements and best practice standards.

A series of independent audits highlighted Barkuma's commitment to quality:

- National Standards for Disability Services (July 2024) Open Employment Services
- ISO 9001:2015 Quality Management System (July 2024) – Factories in Elizabeth and Holden Hill
- NDIS Practice Standards (August 2024) SLES, Accommodation and Supported Employment
- HACCP Certification (November 2024) Food handling in both factories

Client feedback reflected strong satisfaction, with comments noting respect for privacy, feeling safe and supported, and improved home environments.

The Safeguarding Team strengthened accountability through robust reporting to the Board, providing greater analysis of incidents and emerging trends. Proactive risk management and timely resolution of issues ensure clients' rights and wellbeing remain at the forefront.

Incident reporting rose internally by 3%, indicating greater awareness, responsiveness and a strong reporting culture. External reports to the NDIS Commission declined by 34%, reflecting improved early intervention and a reduction in the severity of incidents.

Specialised training on disability rights, restrictive practices, and incident management was delivered to leaders and Commercial Services teams.

This program will expand to all staff in FY 2025–2026 through a blended learning model, ensuring consistent understanding and application of quality and safeguarding principles.



Client Voice

This year has offered many exciting opportunities for Barkuma clients to amplify their voices and showcase their skills through a range of Client Voice initiatives.

Barkuma Voice Meetings

Over the financial year, 21 Barkuma Voice meetings were held, with 13 dedicated members attending monthly sessions. These members represented three key service areas: Accommodation, Commercial Services, and Employment Pathways. In June, Barkuma Voice members proudly attended both days of the SACID Conference, continuing their commitment to advocacy and inclusion.

Annual Board of Conversations

In February, Barkuma hosted its Annual Board of Conversations, where 10 clients met with Barkuma Board Directors to share their experiences with the services they access.

Clients represented Accommodation, Commercial Services, SLES, DES, and new this year those who have transitioned from Commercial Services to DES.

These conversations provided valuable insights and strengthened the connection between clients and leadership.

SALA Festival Participation

Barkuma once again participated in the South Australian Living Artists (SALA) Festival.

For the first time, we held a physical exhibition at St Agnes Shopping Centre throughout August 2024. The exhibition was proudly promoted in SA Life magazine by the shopping centre, showcasing the artistic talents of our clients to the broader community.

In the 2024 - 2025 period

21

**Barkuma
Voice meetings**

Subscribe to
the Buzz Magazine
to get it delivered
to your door!



Accommodation

At Barkuma Accommodation, we continue to uphold our philosophy of giving customers the opportunity to create their own space in their own home. Our focus remains on delivering high-quality, person-centred support in safe, inclusive, and empowering environments.

Despite ongoing challenges across the disability sector, we have stayed focused on what matters most: helping our customers reach their personal goals. We have created welcoming spaces where people can build confidence, learn new skills, and grow their independence, all with the support of a team who understand the importance of individual choice.

A key part of building a positive culture has been expanding our housing options to better suit individual preferences. Over the past year, we have collaborated closely with customers, families and external stakeholders to ensure they have choices that reflect how they want to live. For example, two young women who previously shared a home were supported to move into individual units within the same complex. This gave them both the independence that most young adults want, and the ability to stay socially connected, with 24/7 support available on-site whenever needed.

For those who prefer a more social setting, we continue to offer shared living options. Our new five-unit site, which opened in late 2024, has been a fantastic addition. It is ideal for people who want independence but may not feel ready to live entirely on their own. Customers enjoy the privacy of their own units or spend time in shared spaces; whatever suits them best. Regular coffee catchups and movie evenings in the shared space have also helped build a strong sense of community.

These new and existing sites reflect Barkuma's commitment to personalised support, no matter how our customers choose to live. We work closely with individuals, families, and networks to ensure needs and preferences are understood. Through active support, we encourage customers to participate in daily activities and make choices about their routines.

Our experienced and compassionate team ensures every support provided aligns with individual goals.

We remain committed to making sure all our customers feel heard, respected, and empowered to live their best life.



Highlights: Celebrating the festive season



Highlights: Social Activities



In the 2024 - 2025 period

24

Accommodation clients

55

Support Staff

Hear from Sophie on what living Independently means to her.



Commercial Services - Supported Employment

Barkuma Commercial Services (BCS) are proud to continue creating meaningful employment opportunities that make a lasting, positive difference in the lives of people with disabilities. By working closely with Barkumas Disability Employment Services (DES), we are supporting more employees to explore and pursue pathways into open employment, expanding their skills, confidence, and future career options.

Our work is strengthened by the loyalty of our local commercial customers, who choose us to add value to their products and services. Their ongoing support not only sustains our operations but also helps us grow the opportunities available to our employees.

Congratulations

Neville Hanna - 50 year's service
Adele Clarke - 45 year's service
Michelle Lake - 40 year's service
Yvonne Deregt - 40 year's service
Bill Truran - 30 year's service
Bayan Raslan - 25 year's service
Truong Tran - 20 year's service
Ted Foley- 20 year's service



Highlights of the year

- 60% of supported employees were assessed under the Supported Wage System, with full transition on track for completion by March 2026.
- Launch of Peer Hubs at both Elizabeth and Holden Hill, offering Peer Supervisors an inclusive IT environment to grow their digital literacy and leadership skills.
- New commercial partnership with Promat, opening fresh opportunities for collaboration and growth.
- Investment in specialised equipment for our Elizabeth clean room, increasing production capacity and enhancing job variety and complexity for our employees.
- Peer Supervisors completed the SACID "I Can Lead" workshop, strengthening leadership capability within our workforce.
- Maintained HACCP and ISO:9001 accreditation, demonstrating our ongoing commitment to quality and excellence.

Building skills and fostering growth



Meet Alyssa

Meet Alyssa, a vibrant member of the BCS team for the past 18 months! She thrives in her role on the Cleaning Team, where she takes pride in her work, especially in the bustling Barkuma kitchen.

With each day, Alyssa is not just honing her barista skills but also boosting her confidence in customer service - creating delicious moments for everyone she serves.

What truly excites Alyssa is the chance to explore new tasks and the unwavering support she receives in her personal and professional development.

She enjoys the inclusive atmosphere of her workplace, where builds her skills and strong connections with her co-workers and staff.



Meet Martin

Martin has been part of the Barkuma team for over 10 years, working across sewing lines, Promat, click and press, and general assembly. He's also earned his forklift license and plays a key role in operations.

As a Peer Supervisor, Martin supports his team to meet production goals. "I like coming to work because it gives me purpose," he says. "I've made a lot of friends, and I'm proud to be a Peer Supervisor." Martin's ambition is clear: "One day, I'd like to be a Production Supervisor at Barkuma," he says. He's also working towards another big goal saving for his own home. With his dedication, we know he's well on his way. "Barkuma is a good place to work and everyone supports me." Martin's leadership and encouragement make a real difference every day.

In the 2024 - 2025 period

138

Supported
Employees

4

Supported
employees
registered with
Barkuma DES

6

Supported employees
successfully transitioned
to ongoing open
employment.

See what our
Commercial
Services can
do for you.



Employment Pathways

At Barkuma, we are uniquely positioned to support people with developmental disability throughout their entire employment journey—from the pivotal transition from school, to securing their first job, and progressing into long-term career pathways. Our holistic approach ensures that individuals receive tailored support at every stage, empowering them to build confidence, develop skills, and achieve meaningful employment outcomes.

Through our Employment Pathways programs, we offer a continuum of services designed to meet diverse needs and aspirations. These include:

- The Transition Program – supporting students with developmental disability as they prepare to leave school and explore future opportunities.
- NDIS School Leaver Employment Supports (SLES) – providing personalised assistance to help young people build job readiness and gain work experience.
- Disability Employment Services (DES) – connecting individuals with sustainable employment and ongoing workplace support.

Together, these programs reflect Barkuma's commitment to inclusive employment and our belief in the potential of every person to thrive in the workforce.

The Transition Program

Barkuma's 12-month Transition Program is a dynamic and future-focused initiative designed to support final-year students with disability as they take confident steps from school into the world of work. With a blend of structured learning, hands-on skill development, accredited training, and real-world work placements, students are equipped with the tools they need to thrive beyond the classroom.

This program is more than a bridge it's a launchpad. Participants not only gain nationally recognised vocational qualifications and credits toward their SACE but also build the confidence and capability to pursue meaningful employment.

Proudly self-funded by Barkuma, the Transition Program offers flexible options for schools and students, with a strong focus on achieving positive, lasting outcomes. It's our commitment to creating inclusive pathways and unlocking potential one student at a time.



Class of 2024 Graduation

In December, Barkuma celebrated its students' success at the 2024 Transition Graduation ceremony. Hosted by Employer partner, Adelaide Convention Centre, 27 students received their certificates of completion, celebrating their accomplishments alongside their peers. Students shared inspiring stories of growth in independence, learning new skills, and making connections and friends, building strong social and interpersonal skills.

Pathway to Success!

Meet Chloe

Meet Chloe, who began her Barkuma journey in the 2023 Transition Program, where she first explored her passion for cooking and hospitality.

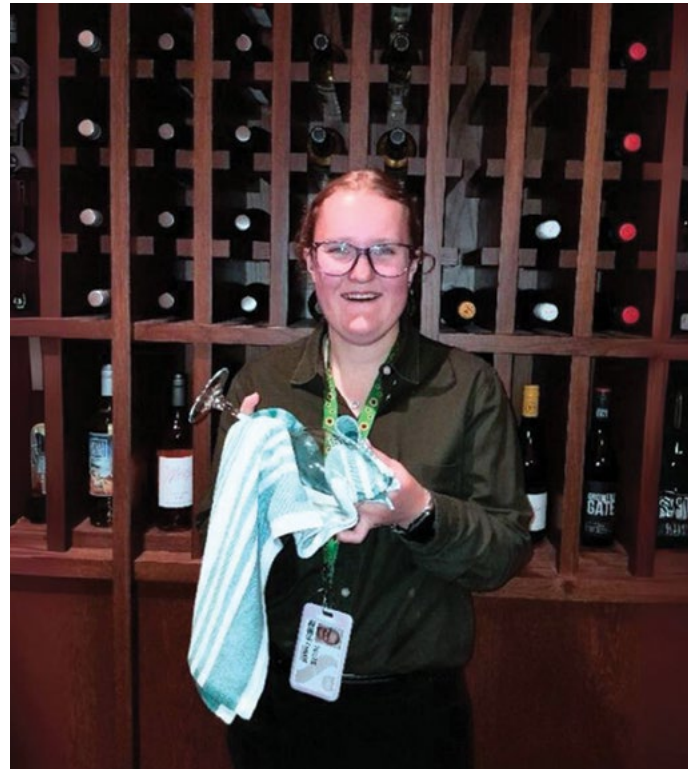
After successfully completing the program, Chloe transitioned into School Leaver Employment Supports (SLES) with Barkuma. Through SLES, she received tailored support to prepare for work, build confidence, and explore different career pathways.

During this time, Chloe formed meaningful friendships and felt empowered to try new things including a supported work experience in childcare.

Although she discovered that childcare wasn't the right fit for her, the experience helped her clarify her true passion working in hospitality.

Chloe appreciated that Barkuma encouraged her to explore various career options without pressure, helping her feel confident in making her own choices.

Her hard work paid off when, with support from Barkuma, she secured a casual position



at The Guardsman, a role she continues to thrive in with ongoing support from Barkuma's Disability Employment Services (DES). Chloe shared that she values the guidance DES provides, especially in helping her understand her job and feel reassured in her role.

Reflecting on her journey, Chloe said: "I really enjoy Barkuma because they support me with my career journey in whatever direction I want to go."

In the 2024 - 2025 period

92

Young people
received SLES

21

Referrals to
Barkuma
employment
programs

27

Transition
program
Graduates

See what our
SLES services
can do for you.



Employment Pathways

School Leavers Employment Supports

At Barkuma, we believe every young person deserves the opportunity to discover their potential and step confidently into the world of work. Our School Leaver Employment Supports (SLES) program is designed to do just that, helping school leavers with disability build the skills, independence, and self-belief needed to thrive in employment.

What makes Barkuma's SLES truly stand out is our individualised, development-focused approach. We work closely with each participant to understand their goals, strengths, and interests, tailoring support to meet their unique needs. Whether it's exploring career options, developing workplace skills, or gaining hands-on experience, our team is there every step of the way.

Through engaging activities, real-world learning, and ongoing mentoring, young people are supported to grow their confidence, build resilience, and take meaningful steps toward employment. It's not just about finding a job, it's about building a future.

This year, Barkuma proudly supported 92 young people to explore their career potential and pave a pathway on their employment journey.

A Strengthened Model of Support

Following the realignment of Employment Services in 2024, we undertook a comprehensive review of our service model and delivery approach. This process involved engaging with participants and their support networks to gather meaningful feedback on their experiences and expectations.

Insights from this consultation informed a series of targeted improvements, including a review of both individualised one-on-one supports and group-based services. As a result, we have developed a strengthened, developmentally focused model of support that is now more closely aligned with Barkuma's broader Employment Pathways framework.

This refined model ensures a more cohesive and responsive service experience, better supporting participants in achieving their employment goals.

Braiden's Journey

Confidence, Community, and Career Exploration



Braiden's journey with Barkuma began in the Transition Program, and he has continued to thrive as an active participant in School Leaver Employment Supports

Currently, Braiden volunteers at The Salvation Army, where he takes pride in tagging items and contributing meaningfully to his community. Volunteering has become a valued part of his weekly routine, reinforcing his sense of purpose and connection.

One of Braiden's standout achievements has been learning to navigate public transport independently. With guidance from his case manager, Braiden has built the confidence to travel by bus unlocking new opportunities to explore his interests and potential career paths.

Braiden summed up his experience best: "I really enjoy Barkuma because they support me with my career journey in whatever direction I want to go."

Developmental Pathways Team

In March, Barkuma was delighted to learn of our success in securing a Structural Adjustment Fund grant, Round 2 from the Department of Social Services. This funding is designed to strengthen employment opportunities for people with disabilities by helping organisations embed the guiding principles for the future of supported employment into their operations.

This grant enables Barkuma to further invest in our transitional employment model, supporting more employees to progress from supported employment into open employment.

As part of this initiative, we have established a Developmental Pathways Team. Working closely with our service areas, this team provides an environment where participants receive tailored support and development to achieve their goals. This includes guidance through key life stages such as leaving school, starting work, moving towards independent living, and preparing for retirement.

Disability Employment Services (DES)

Barkuma's Disability Employment Services are designed to support people with developmental disability to find, secure, and thrive in meaningful employment.

As a specialist DES provider operating across metropolitan Adelaide, Barkuma works exclusively with individuals with Intellectual Disability, Learning Disability, Autism Spectrum Disorder, and Down syndrome, offering tailored support that evolves with each person's career journey.

What makes Barkuma's DES truly unique is our person-centred, strengths-based approach. We take the time to get to know each participant their goals, interests, and challenges so we can match them with the right job and provide the right support.



This year, Barkuma Employment proudly supported 580 individuals on their journey to meaningful work. With a strong focus on long-term success, 78% of participants were supported to maintain ongoing employment, while 22% received tailored assistance to explore new job opportunities.

We helped launch 96 new job placements, opening doors to fresh possibilities and career growth. Behind these achievements are our 300+ employer partners, who share our commitment to inclusive workplaces and continue to play a vital role in creating opportunities for people with developmental disability.

Celebrating Growth and Excellence

Olivia's Journey at Atlas McNeil Healthcare



We celebrated Olivia's remarkable milestone three years as a Warehouse Assistant at Atlas McNeil Healthcare. Olivia's journey, supported by Barkuma Disability Employment Services (DES), is a powerful example of how dedication and the right support can lead to extraordinary outcomes.

Since joining the team, Olivia has become an integral part of Atlas McNeil Healthcare, contributing tirelessly to the packing and distribution of essential medical supplies.

Her commitment, reliability, and positive spirit have made a lasting impact on her colleagues and the broader workplace culture.

In addition to her on-the-job achievements, Olivia completed her Certificate III in Warehousing an important step in her professional development. Her efforts have not gone unnoticed: Olivia has been nominated for the prestigious National Trainee of the Year Award, a testament to her hard work and growth.

Olivia's story is a shining example of capability and the value of inclusive employment. We are incredibly proud of her accomplishments and look forward to seeing what she achieves next.

In the 2024 - 2025 period

580

Participants to find
and keep a job

96

New job starts

300+

Employment Partners

Hear from DES
participant Darren
about his job at
The Advertiser.



Property

Building Independence and Organisational Strength

In 2024/25, Barkuma strengthened its foundations—investing in quality housing and organisational capability to support people living with disability.

Property

We opened a new Supported Independent Living home at Ridley Road, Northern Suburbs (December 2024). The property features five fully self-contained one-bedroom units, each with a private kitchen, bathroom, and living area. Shared 24/7 on-site support provides a balance of privacy and connection, with early feedback from tenants and families overwhelmingly positive.

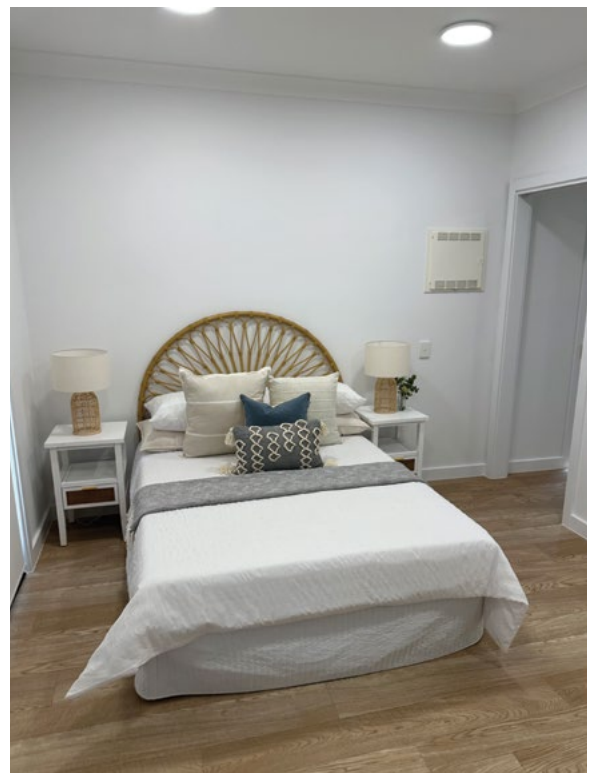
Corporate Services

Key achievements included delivering Stage 1 of the Nightingale Project, enhancing internal systems and laying the groundwork for digital transformation. We submitted updated Risk Management and Governance documentation to the NDIS Commission through our RFFR self-assessment, strengthened cybersecurity with a new Technology Surveillance Procedure, and launched a comprehensive Wellbeing Program for staff. Governance, compliance, and leadership development initiatives ensured strong organisational foundations and improved capability across all teams.

Ridley House



Ridley House Bedroom



The Buzz Magazine

The Buzz magazine was launched in 2023, created to showcase our stories, giving a voice to Barkuma clients in the community. Content is provided by clients sharing their passions and hobbies, such as art, sport, or places to visit in Adelaide.

This year has been an exciting time for the latest edition of the Buzz magazine, which has been brought back in-house, allowing for greater client involvement and creativity. Ruth, a DES client and talented graphic designer, took full creative lead on the most recent issue.

The Barkuma staff assist with photography, videos, and transport to various locations in Adelaide for reviews, with the clients' voices never being edited. This year also featured new content, including an extended puzzle section and an art segment on how to paint a guitar, allowing clients to showcase even more of their interests and hobbies.

Buzz Committee Members



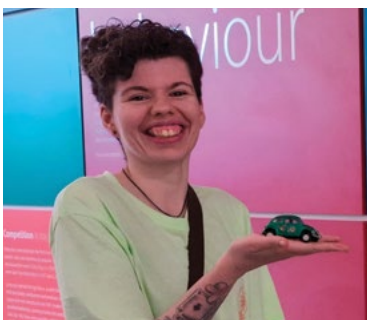
Cameron Bradshaw



Kylie Chum



Darcy Combe



Ruth Elliott



Phoebe Hanton



Ben Jarrett

The printed magazine is distributed to 2000 people, with more people subscribed to receive a digital version of the magazine online.

Any client of Barkuma is welcome to join the editorial committee. Applications can be made by contacting the Client Voice Facilitator at deborah.green@barkuma.com.au.

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Note	2025 \$	2024 \$
ASSETS			
Current assets			
Cash and cash equivalents	6	4,065,807	5,781,180
Trade and other receivables	7	1,345,231	2,131,798
Financial assets	8	564,873	256,458
<i>Total current assets</i>		<u>5,975,911</u>	<u>8,169,436</u>
Non-current assets			
Financial assets	8	5,753,700	3,650,964
Property, plant and equipment	9	11,894,058	12,059,068
Right-of-use assets	10	622,487	872,793
<i>Total non-current assets</i>		<u>18,270,245</u>	<u>16,582,825</u>
TOTAL ASSETS		<u>24,246,156</u>	<u>24,752,261</u>
LIABILITIES			
Current liabilities			
Trade and other payables	11	1,608,992	1,406,882
Borrowings	12	440,000	-
Provisions	13	1,997,789	1,947,280
Lease liabilities	14	265,343	387,184
<i>Total current liabilities</i>		<u>4,312,124</u>	<u>3,741,346</u>
Non-current liabilities			
Borrowings	12	-	440,000
Provisions	13	670,211	496,854
Lease liabilities	14	427,582	544,640
<i>Total non-current liabilities</i>		<u>1,097,793</u>	<u>1,481,494</u>
TOTAL LIABILITIES		<u>5,409,917</u>	<u>5,222,840</u>
NET ASSETS		<u><u>18,836,239</u></u>	<u><u>19,529,421</u></u>
FUNDS			
Accumulated funds		15,621,379	16,360,801
Reserves		<u>3,214,860</u>	<u>3,168,620</u>
TOTAL FUNDS		<u><u>18,836,239</u></u>	<u><u>19,529,421</u></u>

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

	Note	2025 \$	2024 \$
Revenue	4	17,835,952	18,835,815
Other income	4	669,410	844,264
		<u>18,505,362</u>	<u>19,680,079</u>
Expenses			
Client programs		(31,936)	(35,825)
Cost of sales		(102,837)	(111,747)
Corporate and other expenses		(1,034,850)	(1,047,518)
Depreciation	5	(666,588)	(627,068)
Equipment expenses		(91,554)	(100,781)
Motor vehicle expenses		(155,663)	(211,657)
Property expenses		(531,412)	(415,475)
Salaries and wages		(16,424,519)	(16,496,805)
Other employment expenses		(205,425)	(304,770)
		<u>(19,244,784)</u>	<u>(19,351,646)</u>
Surplus (deficit) before income tax		(739,422)	328,433
Income tax expense		-	-
Surplus (deficit) for the year		(739,422)	328,433
Other comprehensive income			
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Gains on revaluation of land and buildings	10	46,240	-
Other comprehensive income for the year		<u>46,240</u>	<u>-</u>
Total comprehensive income (loss) for the year		<u><u>(693,182)</u></u>	<u><u>328,433</u></u>

**STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 30 JUNE 2025**

	Accumulated Funds	Asset Revaluation Reserve	Capital Profits Reserve	Total
	\$	\$	\$	\$
Balance at 1 July 2023	16,032,368	3,088,254	80,366	19,200,988
Comprehensive income				
Surplus (deficit) for the year	328,433	-	-	328,433
Other comprehensive income	-	-	-	-
Total comprehensive income (loss) for the year	<u>328,433</u>	<u>-</u>	<u>-</u>	<u>328,433</u>
Balance at 30 June 2024	<u>16,360,801</u>	<u>3,088,254</u>	<u>80,366</u>	<u>19,529,421</u>
Balance at 1 July 2024	16,360,801	3,088,254	80,366	19,529,421
Comprehensive income				
Surplus (deficit) for the year	(739,422)	-	-	(739,422)
Other comprehensive income	-	46,240	-	46,240
Total comprehensive income (loss) for the year	<u>(739,422)</u>	<u>46,240</u>	<u>-</u>	<u>(693,182)</u>
Balance at 30 June 2025	<u>15,621,379</u>	<u>3,134,494</u>	<u>80,366</u>	<u>18,836,239</u>

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025**

	Note	2025 \$	2024 \$
Cash flows from operating activities			
Receipts from customers and government		20,071,617	18,918,324
Payments to suppliers and employees		(19,538,981)	(19,080,056)
Donations and bequests received		9,675	5,031
Investment income received		357,542	448,120
Interest paid - other		(30,074)	(32,627)
Interest paid - leases		(41,938)	(53,317)
<i>Net cash flows from operating activities</i>		<u>827,841</u>	<u>205,475</u>
Cash flows from investing activities			
Proceeds from sale of property, plant and equipment		369,687	656,582
Proceeds from sale of financial assets		27,955	219,254
Purchase of property, plant and equipment		(555,664)	(1,963,249)
Purchase of financial assets		(2,146,293)	(303,738)
<i>Net cash flows from investing activities</i>		<u>(2,304,315)</u>	<u>(1,391,151)</u>
Cash flows from financing activities			
Repayment of lease liabilities		(238,899)	(248,372)
<i>Net cash flows from financing activities</i>		<u>(238,899)</u>	<u>(248,372)</u>
Net increase (decrease) in cash and cash equivalents		(1,715,373)	(1,434,048)
Cash and cash equivalents at the beginning of the financial year		<u>5,781,180</u>	<u>7,215,228</u>
Cash and cash equivalents at the end of the financial year	6	<u>4,065,807</u>	<u>5,781,180</u>

BARKUMA INCORPORATED

ABN 63 477 154 168

FINANCIAL REPORT - 30 JUNE 2025

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF BARKUMA INCORPORATED**

Opinion

We have audited the financial report of Barkuma Incorporated which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in funds and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Board Members' Declaration.

In our opinion, the accompanying financial report of Barkuma Incorporated is in accordance with the *Associations Incorporation Act 1985* and the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a) giving a true and fair view of the Association's financial position as at 30 June 2025 and of its financial performance for the year then ended, and
- b) complying with *Australian Accounting Standards - Simplified Disclosures* and the *Australian Charities and Not-for-profits Commission Regulations 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 Responsibility for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the Board Members of the Association, would be in the same terms if given to the Board Members as at the time of this auditor's report.

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

Board Members' Responsibility for the Financial Report

Board Members of the Association 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 Board determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

The Board are responsible for overseeing the Association's financial reporting process.

BARKUMA INCORPORATED
ABN 63 477 154 168

FINANCIAL REPORT - 30 JUNE 2025

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF BARKUMA INCORPORATED

Auditor's Responsibilities for the Audit of the Financial Report

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

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

We communicate with the Board 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.



Stewart Brown
Chartered Accountants



S.J. Hutcheon
Partner

30 September 2025

Outstanding Service

Barkuma acknowledges our employees who achieved service milestones in 2025:

50 years of service

Neville Hanna

45 years of service

Adele Clarke

40 years of service

Michelle Lake
Yvonne Dereg

30 years of service

Bill Truran

25 years of service

Bayan Raslan

20 years of service

Truong Tran
Ted Foley

15 years of service

Michael Halteh
Tara Seaye
Angela Nocera
Hayley Wood
Paul Simon
Graham Everton

10 years of service

Blake Thompson
Utopia Jewer
Amy Barnes
Harlem Wright
Sarah Donato
Martin Andrew
Michelle Juers
Lisa Som

5 years of service

Matthew Alfonsi
Alan Dickens
Deborah Russell-Green
Naomi West
Dylan Palmer
Isabel Karnesis
Shannon Hill
Victoria Melville
Stephanie Volmer
Julie Barker
Steven St Clair
Mario Komljenovic
Mark Collie
Chelsea Walford

5 years of service

Katie Cock
Caitlyn Taylor
Lovine Mukanyandwi
Karen Negus
Regina Malek