



Annual Report

2024-2025 FY

Acknowledgement of Country

In the spirit of recognition The Junction Works acknowledges The Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Our Mission & Values

Our Mission

Creating Possibilities in People's Lives



Our Values

Respect

We embrace the diversity of all people.

Integrity

We are honest, ethical and compassionate in our actions.

Creativity

We are flexible now and imaginative about the future.

Excellence

We adapt and strive to produce the best results.

Vitality

We are filled with energy, confidence and belief

From the Chair

The Junction Works Ltd - Year Ending 30 June 2025

Three moments from this year stand out for me.

First: establishing the Our Voice Committee to deepen our engagement with Participants and families. Some of the initial feedback was pretty robust, but the Committee is really hitting its straps now thanks to the great work of board member Scott Wagstaff, our CEO Terry, and our wonderful team.

Second: our engagement scores. Highest ever across both employees and participants. Attending the end-of-year concert was a real highlight—the energy, enthusiasm and sense of community was palpable.

Third: the numbers. We're profitable, growing our asset base, and investing in our future while maintaining and improving service quality. Our ongoing challenge is to stay true to our mission as we sail through some pretty choppy waters in the disability sector in Australia.

That's the year in three snapshots: stronger financially, more connected culturally, more focused on creating real possibilities in people's lives.

Message From Chair

Richard Amos

Chair for The Junction Works

"Together, we're building something that matters."



What changed in 2025?

The Board and Senior Management have worked hard over the last few years to reestablish our financial sustainability and to reconnect with our Participants and families. We've moved steadily from firefighting to building. Our risk and compliance frameworks are enabling - there is creativity and freedom within that framework. Our capital position lets us invest. But the real story is cultural.

Led by Terry, The Junction Works team continues to show extraordinary dedication, compassion, and professionalism - and this year they're doing it in an environment designed to energise them and everyone around them.

What's ahead?

Our theme for the coming year is Building for the Future. That means sustainable growth, continuous improvement, and lasting impact. We'll keep investing in our people, nurturing our culture, and delivering services that actually expand what's possible for our participants.

To our team members, participants, families, and volunteers: thank you. Your energy, belief, and trust makes everything we do possible. Together, we're building something that matters.

From the CEO

For the Financial Year Ending 30 June 2025
The Junction Works Ltd

It gives me great pleasure to present The Junction Works' Chief Executive Officer's Report for the financial year ending 30 June 2025. This year has been one of strong performance, meaningful progress, and continued alignment with our purpose - to create possibilities in people's lives. Despite a dynamic operating environment, The Junction Works has remained focused, resilient, and forward-looking.

Our financial results, organisational culture, and service impact demonstrate the depth of capability and commitment across our teams, our Board, and our community of participants, families, and partners.

Strong Financial Performance and Sustainable Growth

The 2025 financial year has delivered a strong and stable financial outcome for The Junction Works. Through prudent management, responsible cost control, and a clear focus on service excellence, we achieved a positive financial result that positions the organisation for sustainable growth.

Our diversified funding base, combined with sound investment and asset management strategies, has supported the delivery of high-quality services while enabling reinvestment into our people, infrastructure, and systems. This approach ensures that The Junction Works remains financially resilient and well-placed to respond to both opportunities and challenges in the sector.



Message From CEO

Terry Wilson

CEO for The Junction Works

“Together, we will continue building for the future - a future defined by opportunity, inclusion, and connection for all.”

Our People, Our Strength

At the heart of The Junction Works' success is our people, the dedicated employees and volunteers whose passion, skill, and commitment drive everything we do. This year we achieved record-high employee engagement, reflecting the effectiveness of our leadership, communication, and wellbeing initiatives.

Our workforce continues to demonstrate exceptional professionalism and compassion, upholding the values that define our culture: respect, integrity, connection, and excellence. These values underpin the relationships we build with participants, families, and communities every day.

Culture, Leadership, and Organisational Development

Throughout 2025, we have continued to invest in leadership capability, employee development, and cultural initiatives that strengthen engagement and performance.

Our focus on recognition, professional growth, and wellbeing has created a workplace culture that not only attracts talented people but also retains them. Leadership programs and collaborative forums have helped build capability across all levels, ensuring a strong and connected leadership pipeline for the future.

We are proud to have sustained a strong organisational culture, reflected in our employee feedback and the high levels of pride our employees take in their work. This culture is the cornerstone of our ongoing success.

From the CEO (cont'd)

Looking Ahead: Building for the Future

As we enter the 2026 financial year, we do so with optimism and confidence under our strategic theme: "Building for the Future."

This theme captures our commitment to investing in our people, strengthening our infrastructure, embracing innovation, and enhancing the impact of our services. Our focus in FY2026 will include:

- Expanding service capacity and reach across Western Sydney
- Accelerating digital transformation to improve efficiency and experience
- Continuing to build workforce capability, inclusion, and leadership
- Enhancing participant voice and co-design across all service areas
- Strengthening our partnerships and community engagement

These priorities will ensure The Junction Works continues to deliver on its purpose and remains a leader in quality, person-centred services.

Acknowledgements

I wish to acknowledge and thank the Board of Directors for their ongoing guidance, oversight, and support. Their strategic insight and governance have been instrumental in positioning the organisation for long-term success.

To our team members and volunteers, thank you for your dedication, compassion, and professionalism. Your commitment to the people and communities we serve is what makes The Junction Works truly special. Finally, to our participants, families, and partners, thank you for your trust, collaboration, and inspiration. Everything we achieve is made possible through your engagement and belief in our shared purpose. Together, we have achieved an exceptional year, and together we will continue building for the future, a future defined by opportunity, inclusion, and connection for all.



Our Strategic Plan

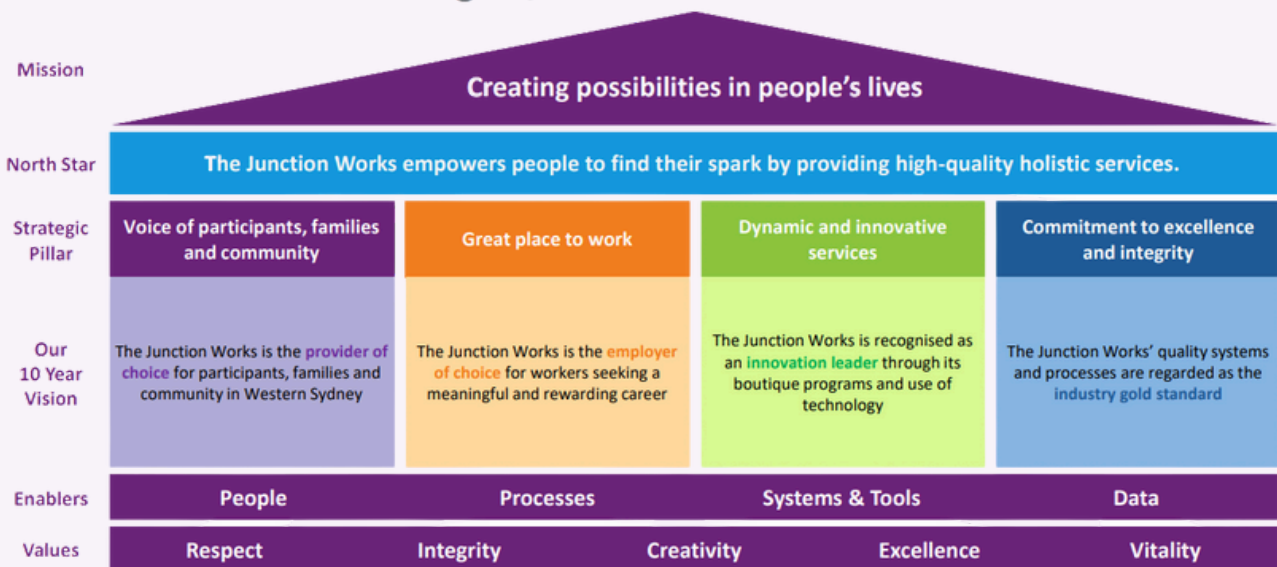
Our 10-Year Vision

At The Junction Works, we're creating possibilities in people's lives – empowering individuals to find their spark through high-quality, holistic services.

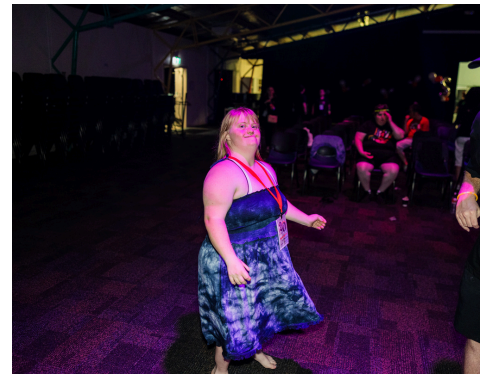
Our 10-year vision is to be a leader across four strategic pillars – the provider of choice for participants, families and community, the employer of choice for people seeking meaningful careers, an innovation leader delivering dynamic services, and the gold standard for excellence and integrity.

Driven by our people, systems and values – respect, integrity, creativity, excellence and vitality – we're building a future where every person has the opportunity to thrive.

The Junction Works has a 10-year vision to be a **leader** across each of its four strategic pillars



Our journey continues – with every program, every partnership, and every person, we're moving closer to our vision of being a leader in creating possibilities across South West Sydney and beyond.



Over the past year, our participants have enjoyed countless fun and engaging experiences, learning new skills, making friends, and creating lasting memories.



Programs That Empower People and Communities

We provide a range of programs that support people with a disability, youth and families through community participation, supported employment, life skills development, and therapeutic and social programs that create real possibilities for every individual.



Day Program

Our Day Programs offer engaging, skill-building activities that support participants in developing independence, confidence, and community connections through structured, meaningful daily routines.



Allied Health

We provide tailored Allied Health services, including physiotherapy, occupational therapy, and speech therapy, designed to improve health outcomes and enhance the quality of life for participants with specific needs.



Community & Youth (incl. OOSH)

Our Community and Youth Programs, including Out of School Hours (OOSH), provide a safe, inclusive space for people to engage in meaningful social, recreational, and educational activities creating a strong sense of belonging and self-confidence.



Supported Independent Living (SIL)

Through our SIL programs, we support participants to live independently in their own homes with personalised care and support, empowering them to make choices and lead fulfilling lives in a safe environment.



Support Coordination

Our Support Coordination services help participants navigate the NDIS system, connecting them with essential services, managing funding, and coordinating care to ensure they receive the full benefit of their plan.

Celebrating a Year of Impact and Possibilities: Community & Youth Highlights 2024–25

Our CYC Team at Wattle Grove has delivered a diverse range of programs aimed at supporting children, young people, and families within our community:

- Children's Emotional Regulation Workshop – A 4-week program helping primary school students identify emotions and develop healthy coping strategies.
- High School Men's Groups – A 4-week series for boys focusing on confidence, friendships, relationships, and masculinity.
- Tiny Tots Playgroup - providing a social space to children aged 0-5 years old
- Transition to High School – Sessions providing Year 6 students with practical tips on study skills, self-care, and high school prep.
- Performing Arts & Wellbeing Workshop – Linking dance, drama, and circus performance to mental health and wellbeing.
- Mental Health 101 Workshop – Introducing primary students to mental health basics through interactive activities.

Our CYC Team at Claymore successfully transitioned to the brand-new Claymore Opportunity Hub, a vibrant space that has become a cornerstone of community engagement. Despite the move, the team has continued to deliver essential services and programs that directly benefit local families and young people.

- Community Lunches & OzHarvest Hampers - Providing vital meals and food security through regular community lunches and the distribution of OzHarvest hampers to those in need.
- Next Gen Youth Program - Offering young people a platform to grow, learn, and lead. Participants have explored leadership skills, mental health first aid, and have taken part in impactful community events.
- Mental Health First Aid Training & Events - Empowering people with the knowledge and tools to support their peers, creating a culture of care and awareness.



Building Bright Futures: Creating Possibilities with OOSH



Throughout the 2024-2025 financial year, our OOSH program continued to provide valuable before and after school care, along with engaging vacation care experiences, with over 120 children enrolled. We received positive feedback from parents and children alike, particularly about the long-term benefits of attending the program, especially in preparing kids for the transition to high school.

Our themed activities have fostered creativity and personal growth, with opportunities for children to get involved in creating vibrant wall art throughout the centre. These initiatives not only engage children in fun, educational activities but also help build a sense of ownership and pride in their space.





Expanding Our Social Enterprise Initiatives

We proudly introduced social enterprises into our organisation, creating new opportunities for engagement, inclusion, and sustainability.

One of our key initiatives is the launch of our fortnightly podcast, Behind the Works. This platform features interviews with employees, participants, and their families, providing a unique space to share stories, celebrate achievements, and highlight what's happening across our organisation.

We also developed an e-commerce website that enables participants to sell their handmade products or curate items they love for drop-shipping. This initiative not only supports skill development and independence but also empowers participants to explore entrepreneurship in a supported environment.

Together Works

Another highlight of 2025 was the introduction of our community program, Together Works. Each week, we deliver a pantry-style food initiative across three schools, giving families access to affordable grocery items. Feedback from the school communities has been overwhelmingly positive, with many expressing their appreciation for the partnership and the tangible support it provides.



Empowering Independence

Supported Independent Living Highlights

Over the past year, our Supported Independent Living (SIL) homes have continued to provide high-quality, person-centered care for individuals with disabilities.

We've focused on fostering greater independence by offering tailored support that empowers residents to manage daily tasks, pursue personal goals, and engage meaningfully in their communities.

Our dedicated employees ensured that each resident received the appropriate assistance, fostering both skill development and social inclusion.

Aaron's Story

Earlier this year, Aaron faced a major setback when his request for Supported Independent Living (SIL) funding was declined. Despite this, The Junction Works team remained committed to finding a solution that would support Aaron's independence and wellbeing. Through collaboration and creativity, Aaron transitioned to one of our SIL homes under his Core Supports budget, with a short transition plan involving overnight stays to help him adjust.

From the very beginning, Aaron embraced his new environment with enthusiasm - taking to his new home like a duck to water. He quickly settled into the Archway routine, forming strong connections with his housemates, many of whom he already knew from his day program.

Today, Aaron is thriving in his new home. He enjoys participating in outdoor activities, going on community outings, and spending time with his housemates in a supportive, fun environment. His journey is a wonderful example of how person-centred planning, teamwork, and resilience can make independent living not only possible - but successful.



A Year of Engagement and Growth: Day Program Highlights

In the last financial year, our Day Program played a pivotal role in fostering growth and development for our participants. Through a variety of tailored activities, individuals gained essential life skills, built stronger social connections, and increased their independence. The program helped participants achieve significant milestones, including improved communication, greater community engagement, and enhanced self-confidence. This year, we've seen real progress in personal growth and empowerment, with participants embracing new challenges and achieving their goals more than ever before.

Collaboration with Heroes with Abilities

DP started a new collaboration with Heroes with Abilities (local sports program). The participants attend each week, and also participated in the annual gala day, competing against other providers. TJW won the gala day and obtained the HWA shield.



Care Team Meetings

Care Team Meetings for participants connected with SIL, DP, SC, TWP commenced in July. The purpose is to receive extensive updates from areas such as participant's health and wellbeing, therapy services, funding, and goals which are then actioned to best support these participants. These have been successful and families have also been involved and are appreciative of the extensive support received. These meetings now occur on a quarterly basis.



Moments That Matter: Event Highlights

This year, our participants had the opportunity to engage in a wide variety of fun and enriching activities, from exciting musicals and unique outings to creative events and wellness days.

These activities have not only provided joy and entertainment but also supported personal growth, community engagement, and the development of new skills. It's been a year full of adventure, creativity, and connection.

Musicals and Thrills

Participants enjoyed a variety of respite activities, including musicals like Michael Jackson and Back to the Future, as well as thrilling outings like NRL Games and a Monster Truck Show.

Wellness and Fun

Wellness-focused activities such as RUOK Day, PJ's and Pancake Day, and Loud Shirt Day were highlights of the year.

Unique Outings

Unique experiences such as the Summer Bay Tour, Tulip Farm & Southern Highland Cows visit, and Roar and Snore added excitement to the year.

Talent and Celebration

Participants showcased their talents during the TJW's Got Talent event and celebrated Halloween with decorations and a disco.

Creative Events

The 2025 Day Program featured creative events like Crazy Hair Day, Australia's Biggest Morning Tea, and Book Week Dress Up.

Adventure and Growth

The year concluded with the adventurous SPARK Camp, marking another successful year of growth and fun.



Connecting Care and Support: Allied Health & Support Coordination Highlights



Salim's Story

Salim connected with Support Coordination, Allied Health, and Day Program, he had a 4-week respite stay with us that was successful.

His behaviors significantly decreased. He enjoyed his stay so much that he didn't want to pack up his bags and return home. The team is actively advocating for SIL funding to support his goal of developing the independent living skills needed to move out on his own.

Our allied health services have made a remarkable impact this year, providing participants with personalised therapy and support that fosters independence, well-being, and growth. Through physiotherapy, behaviour support, occupational therapy, speech therapy, and more, our dedicated professionals have worked closely with participants to address their individual needs, improve daily living skills, and enhance communication. The outcomes have been truly transformative, with participants experiencing improved mobility, increased confidence, and greater participation in their communities.

New physiotherapy services included Hydrotherapy, Reformer Pilates, and Lusio Mate (similar concept to Wii Controller) which has increased engagement with participants in their therapy sessions.



Meet some of the people making a difference



Eimear Coakley

Psychologist

How long have you been at TJW?

I joined TJW in December 2024, right before the Christmas holidays

How would you describe TJW in 3 words?

No dull moments

What do you do here at TJW?

I'm a psychologist here at TJW. I have the huge privilege of supporting our participants as they learn more about themselves and smash their goals!

What has been your favourite project or activity that you have been involved in at TJW?

I'm currently part of a new Behavior Support Practitioner training run by our brilliant Senior BSP, Alice Sayde. It's been a great opportunity to grow my role at TJW and learn alongside team members from a variety of professional backgrounds.



Patrick Valdivia

Disability Support Worker

How long have you been at TJW?

I've been at TJW for over a year.

How would you describe TJW in 3 words?

Interesting, potential, surprising.

What do you do here at TJW?

I support participants to learn, enjoy, laugh and make friends at day program. I also prepare meals and provide personal care. I also assist in personal development and accessing the community.

What has been your favourite project or activity that you've been involved in at TJW?

SPARK Camp. The SPARK camp opened my eyes to a beautiful world that I feared was not possible for my son, it has rejuvenated my ambitions and provided inspirations to a better quality of life for all.

Quality and Compliance Update

Service Delivery Quality & Assurance

This year, The Junction Works continued to strengthen the quality and consistency of its service delivery assurance, ensuring that participant experience and employee practice align with our organisation's high standards and compliance requirements.

A comprehensive internal assurance matrix was developed to assess service delivery across our disability services. This framework uses a robust rating scale-from "Unacceptable" to "Best Practice"-to evaluate observed practices, documentation, participant engagement, and safety. The metrics are designed to support the development of a PowerBI dashboard for ongoing monitoring and improvement.

Key Areas of Focus:

Improvement actions identified through internal audits are tracked across all key categories, ensuring that areas for development are addressed promptly. This approach fosters a culture of excellence, innovation, and co-design, with best practices shared across the organisation.

PARTICIPANT EXPERIENCE

Emphasis on meaningful engagement, choice, control, self-direction, and achievement of personal goals and outcomes.

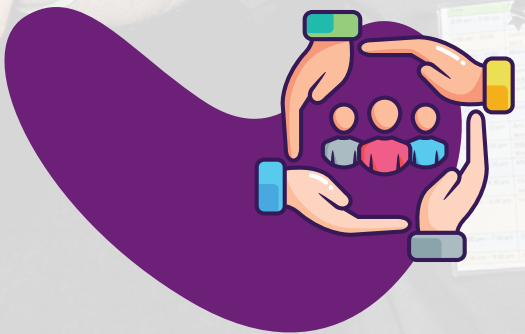
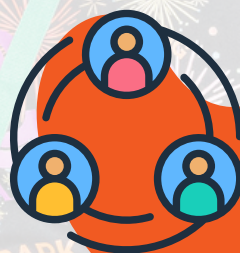


PROMOTION

Monitoring of restrictive practices, adaptation of environments, management of personal information, health and wellbeing, and risk management.

STAKEHOLDER ENGAGEMENT

Collaboration with families, guardians, friends, and allied health professionals to support holistic care.



EMPLOYEE EXPERIENCE

Focus on clear shift duties, teamwork, communication, system accessibility, and effective reporting pathways.

SITE ENVIRONMENT

Maintenance of property cleanliness, accessibility, personalisation, and robust safety and emergency management protocols.



Quality and Compliance Update (cont'd)

Service and Clinical Governance

The Service and Clinical Governance Committee continues to drive continuous improvement, compliance, and service safety. Through strong operational oversight and stakeholder collaboration, the committee ensures lessons from audits, incidents, and regulatory changes inform better practices.

Key initiatives this year included:

Enhanced reporting and analytics through upgraded incident, complaint, and hazard systems, improving transparency and faster resolutions.

Health and Wellbeing App Development to help participants and employees track key indicators and respond to risks, aligning with NDIS Practice Standards.

Promotion of a 'Speak Up' culture to empower participants and employees to raise concerns safely.

Business Continuity and Emergency Preparedness

Emergency readiness remains a critical priority. This year, Go Bags were implemented at all sites, muster points updated, and scenario-based evacuation drills conducted to build capability and confidence.

Regular Business Continuity Plan (BCP) exercises test our resilience against disruptions such as power outages, cyber incidents, fire, and flooding. These simulations help identify gaps in response, data security, communication, and recovery procedures.

Continuous improvement from these exercises led to:

- Introduction of Emergency Ready Levels to guide appropriate response and escalation.
- Development of alternative facility arrangements and partnerships with local councils and schools for emergency relocations.
- Enhanced communication protocols using multiple backup methods, including satellite phones and walkie-talkies.
- Updated access to key information for staff and participants in both digital and hard copy formats.

Through these initiatives, The Junction Works continues to build a culture of safety, quality, and preparedness ensuring that services remain reliable, responsive, and aligned with our mission to create possibilities in people's lives.

Advancing Digital Capability at The Junction Works: Information Technology

AI Use at The Junction Works

The Junction Works has introduced Artificial Intelligence (AI) tools, including Microsoft Copilot, to improve efficiency, accuracy, and productivity across the organisation. AI is primarily used to support employees with administrative tasks, such as writing reports, and managing documents, while maintaining strict privacy and data protection standards.

AI helps employees save time on repetitive work, enhance communication, and improve consistency in documentation - allowing more focus on direct support and service delivery. TJW have also begun engagement with several AI app building platforms. AI app building platforms can transform natural language descriptions into full-stack web applications. Our TJW team can describe what they want to build and the AI app builder generates the complete application including frontend, backend, and database.



IT Infrastructure Upgrade

During the year, The Junction Works (TJW) completed the rollout of 30 new laptops and 25 new mobile phones to employees as part of the organisation's technology renewal program.

This upgrade was necessary to prepare for Microsoft Windows 10 reaching end-of-life in October 2025 and to ensure all devices are compatible with Windows 11. The new laptops improve performance, security, and reliability for while the updated phones enhance communication and mobile access to essential systems.

The project was delivered on time and within budget, strengthening TJW's cybersecurity posture, ensuring operational continuity, and supporting a modern, efficient digital workspace.

People Update

Our People

At The Junction Works, we remain deeply committed to creating possibilities in people's lives, beginning with our own. In 2025, our focus on culture, engagement, and leadership has strengthened the sense of purpose, pride and belonging that defines our workforce.

Through our collective efforts, we have continued to nurture a culture grounded in our values and mission, creating an environment where our people feel connected, empowered, and inspired to deliver exceptional outcomes for our participants and the communities we support.

Cultivating our Culture

Our culture is the heartbeat of The Junction Works, one of collaboration, compassion, and shared purpose. Throughout the year, we have continued to build on this foundation through initiatives that foster connection, recognition, and wellbeing across every level of the organisation.

The launch of our Peer Support Program has been a milestone in strengthening psychological safety and wellbeing, providing our people with access to trained peer officers who offer confidential, compassionate support when it's needed most.

We also continued our focus on celebrating and recognising our people through the introduction of the Graduation and Service Awards, an annual event that honours both professional achievement and enduring commitment. More than 40 employees and their families attended this inaugural celebration, recognising graduates who completed their Certificate III and IV qualifications, as well as employees achieving 5, 10 and 15 years of service. The overwhelming feedback reflected a deep sense of pride and belonging.

Our commitment to health and wellbeing also came to life through our monthly wellbeing calendar series, which encourages our people to take proactive steps in nurturing their own wellbeing.

Listening to Our People

The results of our 2025 Employee Engagement Survey demonstrated growing trust, pride, and connection across our workforce. Participation increased from 63% to 78%, and our overall engagement score rose from 73% to 79% representing a notable achievement that reflects both the strength and inclusivity of our culture.

The survey measured five key engagement themes, showing improvement across all areas of the business. These results affirm that our people feel increasingly valued, connected, and confident in the organisation's direction.

The insights gained from this survey are informing our ongoing actions to strengthen communication, recognition, and leadership connection through initiatives such as Town Halls, and the introduction of regular LeaderConnect meetings for people leaders and specialists.



People Update (cont'd)

Developing Our Leaders

Leadership capability continues to be a cornerstone of our People Strategy. In 2025, we expanded our investment in leadership development through a series of initiatives designed to empower and equip our leaders to guide high-performing teams.

Our LeaderConnect Series brings together people leaders from across all business areas to foster alignment, engagement, and capability. This year's sessions have featured a combination of business and sector updates and masterclasses focusing on resilience, adaptability, and positive leadership.

Our Leaders Hub continued to grow in attendance, with over 40 employees engaging in interactive sessions focused on navigating challenging conversations, applying the TJW Leadership Characteristics — *Visionary, Integrity, Empathetic, Inspirational, Accountable* and developing personal improvement plans through the MyPath Individual Development Framework.

To further enhance leadership coverage and succession capability within Supported Independent Living, we began doubling the number of Senior DSW positions through structured leadership pathways. This program provides emerging leaders with coaching, shadowing, and tailored learning, building a strong internal talent pipeline for the future.

Investing in Wellbeing and Safety

We continue to evolve our Work Health and Safety Framework, built on six key pillars as well as new approaches to Injury Management, including structured panels and manager participation, have improved return-to-work outcomes and provided stronger support for injured employees.

Our ongoing focus on safety, learning, and wellbeing ensures that our people feel cared for, the foundation for sustainable engagement and high performance.

Looking Ahead

In 2026, our focus will remain on deepening our culture of connection, recognition, and growth. Building on the momentum of our engagement results, we will continue to invest in our leaders, expand peer-led support, and integrate wellbeing and recognition more deeply into the employee experience.

Through these efforts, The Junction Works will continue to create a workplace where every person; employee, participant, and leader, can thrive and create possibilities in people's lives.



Our People

Creating possibilities and meaningful opportunities for individuals and families to connect, grow, and thrive within their communities.



258
employees

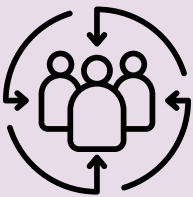


14
contractors



16 volunteers
27 students

Employee Engagement & Retention



79% employee engagement score (6% increase since 2024)

reflects stronger commitment, satisfaction and stability across the workforce

19.6% employee turnover, a 14.3% decrease since FY24

13 casual employees converted to permanent roles to enhance job security

Learning and Development

9

employees completed TJW Traineeships (Cert III in Individual Support)

17

achieved Certificate IV in Mental Health

Wellbeing and Workplace Culture

Supports holistic wellbeing and a healthy work-life balance

6 employees joined the new Fitness Passport program

12% of employees have 10+ years tenure

Recognition and Service

Celebrates dedication, loyalty, and long-term contribution.

72 service awards presented for 5, 10 and 15 years of service

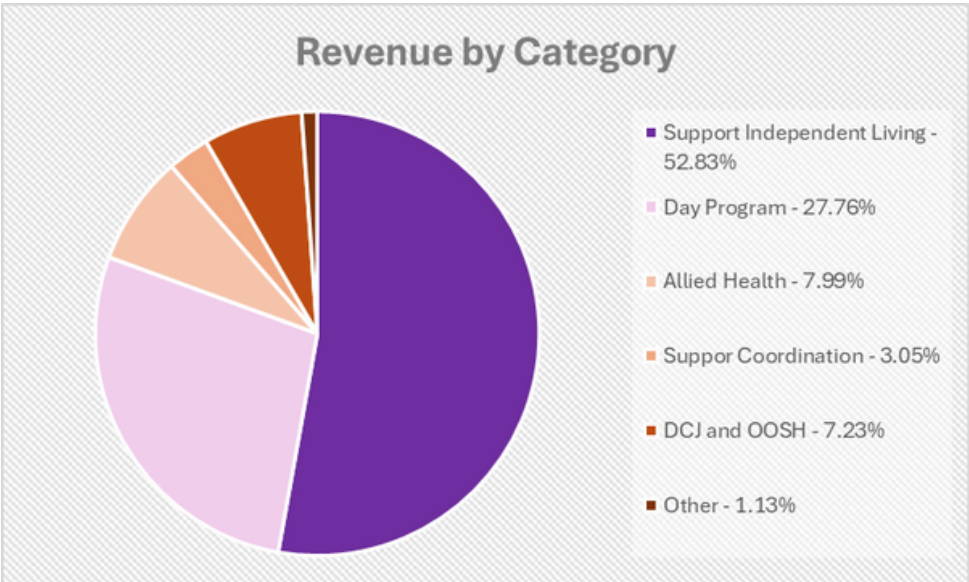
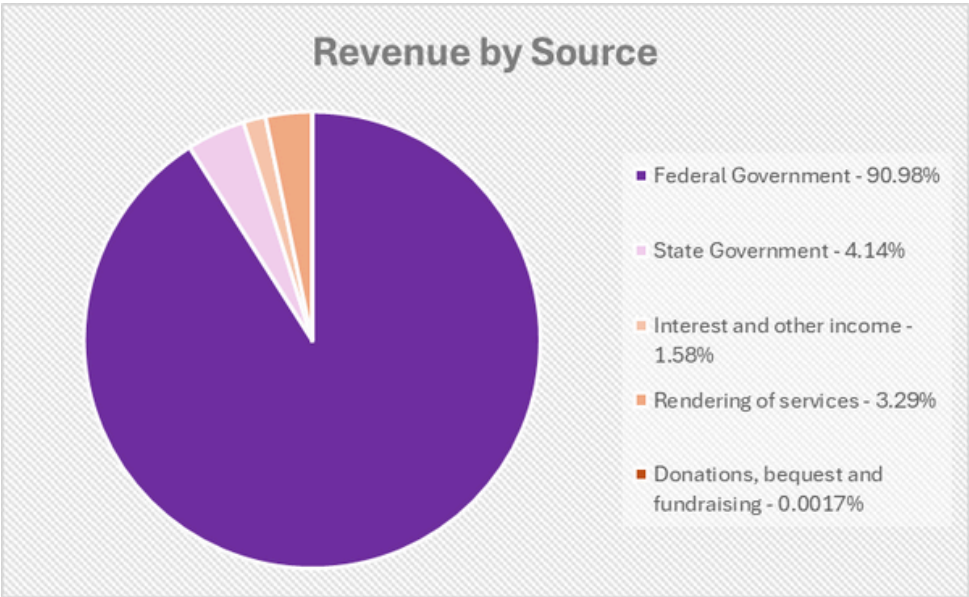
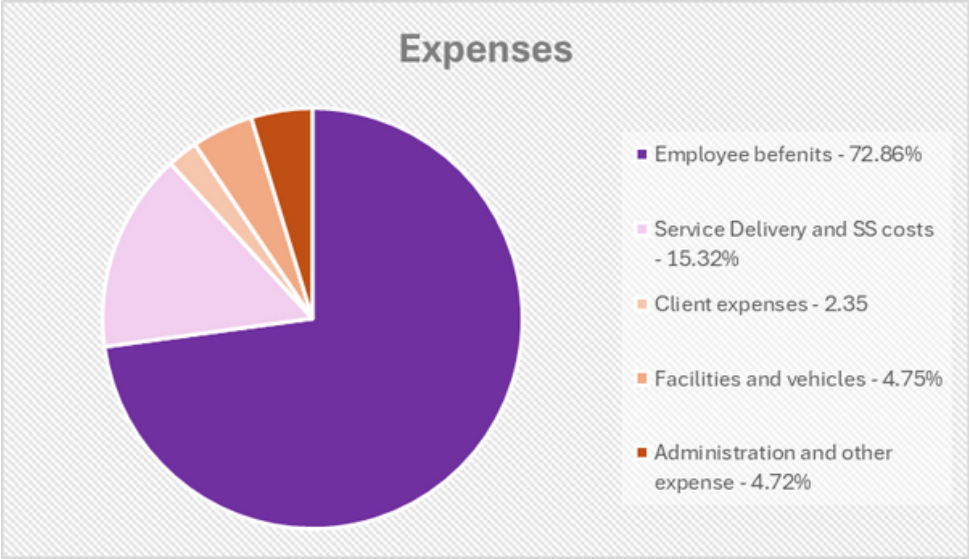
Financial Summary

	Note	2025	2024
Income & Expenditure		\$	\$
Revenue from continuing operations		\$26,698,269.00	\$24,895,876.00
Other income		\$447,789.00	\$542,757.00
Expenses from continuing operations		\$25,485,951.00	\$24,770,794.00
Surplus/(deficit) from continuing operations		\$1,660,107.00	\$667,839.00
Deficit from discontinued operations		-	-\$1,541,750.00
Surplus/(Deficit) for the year		\$1,660,107.00	-\$873,911.00
Other comprehensive income for the year		\$3,308,502.00	\$1,332,384.00
Total comprehensive income for the year		\$4,968,609.00	\$458,473.00
Assets & Liabilities			
Total assets		\$25,556,938.00	\$20,340,540.00
Total liabilities		\$3,786,095.00	\$3,538,306.00
Net assets		\$21,770,843.00	\$16,802,234.00
Cash Flows			
Net cash provided by/ (used in) operating activities	12	\$2,252,955.00	\$2,447,689.00
Net cash used in investing activities		-\$566,261.00	-\$96,391.00
Net cash used in financing activities		-\$273,150.00	-\$229,657.00
Cash and cash equivalents, end of year	4	\$9,164,881.00	\$7,751,337.00

98%

of our total income comes from Government Funding

How we are funded, and how we spend our funds



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The Junction Works is a not-for-profit, community-based organisation serving the greater Western Sydney Region since 1987. It is a Public Benevolent Institution, registered as a Charity endorsed with both Tax-exempt status and DGR (Deductible Gift Receipt) status. The Junction Works carries a full range of insurances which include public liability, professional indemnity and workers compensation

CFN (Charitable Fundraising Number): 16962 | NDIS Provider Number: 405 000 2486

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The Junction Works