



**Abilities Unlimited Australia**

**Annual Report  
2022-2023**

# Table of Contents

- Chair Report
- CEO Report
- AUA Overview
- Program Highlights
- Community Engagement and Partnerships
- Key Projects
- Awards and Events
- Governance
- Financials
- Sustainable Growth Model
- One Page Summary



# Board Chair Report



## CHRIS NUNN BOARD CHAIR

As I reflect on the activity Abilities Unlimited Australia (AUA) since taking on the role in April 2023 it is apparent AUA has taken significant strides in consolidating our current position within the local community and taking steps to further enhance our engagement.

We have welcomed new staff. Program Manager Brooke Sinclair has taken to her role with the passion and enthusiasm she had shown as a volunteer and brings with her 15 years' experience as a teacher. Recently appointed Jabrill Murphy adds another layer of stakeholder support in becoming our first point of contact in his administrative support role. We sincerely appreciate the efforts and contribution of the new staff and the complimentary skills they add to our team.

I thank Robin Arranz for taking on the CEO role over the past twelve months. Robin's engagement with AUA, at a time when we had limited staff, meant she was pulled in several directions at once dealing with our stakeholders, our programme participants, parents, staff, funding agencies and external organisations. As she transitions back into her family life, Robin assures me she will remain involved as an AUA volunteer for which we are grateful not to be losing her from the AUA family.

I wish to also recognise the contributions across a wide range of areas within AUA of Alex Gill. Alex has managed to oversee the growth of Waterabilities whilst providing support other staff, the CEO and our Board members. He is a highly valued member of our team and continues to improve the quality of the Waterabilities program.

To our wonderful staff who deliver our programmes, we literally could not have done what we have this year without you. I am so proud to have you as the face of AUA on a weekly basis.

Critical to the achievements this past twelve months has been the work of the AUA Board. Establishing working groups early in the year enabled the Board members to have direct input into strategic directions of AUA and provide support to the development of our operating policies and procedures. The past 6 months has seen a focus on consolidation in readiness for new initiatives and opportunities in the coming years. Collectively the Board has made an outstanding contribution, I thank each of you.

We remain grateful to our volunteers for their support and assistance in the delivery of the AUA programmes. I would like to specifically mention Bill Caddy for his ongoing efforts in overseeing the bike track project. This has been a massive commitment, and we anticipate early next year the track will be laid and ready for use. Well done, Bill, and thank you!

AUA would not be where it is today without the commitment from Fiona Jarvis. We are incredibly fortunate to have Fiona, as one of the 2 founding members of AUA, to guide and support every aspect of the work we undertake. Personally, I have found Fiona's support and guidance invaluable, thanks Fiona.

We are indebted to Michael Hatswell, Principal of the Evatt Primary School. Not only is he a valued member of our Board, but he drives community engagement with a passion and fortunately AUA is the beneficiary of his generosity. Our land-based programmes are conducted in the safe and friendly Evatt Primary School grounds, a relationship I am hoping we can nurture for many years to come.

It is with gratitude I recognise the generous support of Russell Boyd and Nathan Contractors in providing the office space for AUA to operate. As a small non-for profit organisation we value highly the contribution Russell has made to reduce our operating costs. We look forward to a long-lasting relationship with Russell and his team.

We have been well supported this year through the ACT Government and I thank Minister Yvette Berry for taking the time to visit us during the year and seeing firsthand the contribution AUA is now making to the families of children with diverse needs. The funding support generously provided through Ms Berry's department has afforded AUA the opportunity to engage key staff who now oversee the programmes we deliver.

We are also grateful for the various contributions made by numerous others, whether it be through time, in-kind or financial, your contributions are noted and valued.

So, what does the future hold for AUA during 2024? We will step into the growth phase of AUA and beginning in Term 1 next year we will deliver our first regional program in Wollongong. We will also develop relationships with some key sports to further enhance what we offer to our families and establish a pathway of opportunities for those who begin to outgrow the need for our current programs. I anticipate we will have a new bike track for the local cyclists.

I have no hesitation in saying AUA is heading into a new era, one which will not only continue to deliver excellent service to our families, but we will enhance what is currently on offer.

The final consolidation task this year has been the identification of a new CEO. The process has been thorough, and I am delighted with the quality of applicant we attracted. At the time of writing this report the process nears completion, however I am excited to know that we have an outstanding Board to support the incoming CEO as they immerse themselves in all that is the AUA family.

There are several key elements to our future the CEO will be tasked with:

- establishing relationships with organisations who can assist in the delivery of AUA services,
- seeking additional funding to enhance the work we are doing, and
- positioning the AUA brand as a preferred option in the delivery of programmes for children and others with diverse needs.

In closing, I ask our readers and our AUA family to share what we do with the broader community. We are changing the perception of what is possible for children and others with diverse needs, the opportunities which exist for their families and our ability to cater for the individual.

It is time to grow and extend our reach.

Christopher J Nunn OAM  
October 2023

# CEO Report



## ROBIN ARRANZ CEO

Stepping into the role of CEO of AUA has definitely been a career highlight of mine. Watching AUA grow at such a rapid pace has been both exciting and rewarding.

Over the past year, AUA has experienced phenomenal growth in not just participation numbers but in program development and delivery, as well as staffing.

The 2022-23 FY saw the implementation of the very popular programs: Teamabilities and Defendabilities and we welcomed the much anticipated re-introduction of Waterabilities in Term 4, 2022 after needing to be paused due to COVID-19.

AUA solely funded a community dirt track behind Evatt Primary School which was built by Iconic Trails to extend the very popular, and successfully proven Cyclabilities program. AUA gifted the track to community, and it is truly wonderful to see so many families utilising it regularly.

AUA is very proud to be recognised by the Minister for ACT Sport and Recreation, Yvette Berry MLA, by being the recipient of grant funding over three financial years. We also received grant funding from the Minister for Disability, Emma Davidson MLA to put towards AUA's improved IT infrastructure initiative. Over 2022, we were excited to welcome both Minister Berry and Minister Davidson to check out our programs in action.

I was honoured to represent AUA at numerous events this year, with my highlight being able to accept the very prestigious 'ACT Chief Minister's Inclusion Award for Excellence in Volunteer Support' on behalf of AUA's Founder, Fiona Jarvis who was unable to attend the event. To say that I was filled with pride is an understatement.

This year saw the partnership with Capital Chemist who provided sponsorship funding towards staff uniforms bearing AUA's new, and fun logo that was rolled out in October 2022.

This past year has brought me an incredible amount of pride, joy and I cannot wait to see what the future brings for AUA, our families and our communities.

Best wishes,

Robin Arranz

# AUA Overview for the 2022-23 FY

Founded on the core principle of fostering inclusivity and enhancing active and recreational community participation, AUA has firmly rooted itself as a vanguard of change.

2022-2023 FY was a landmark year for our organisation, reflecting not just an upward curve in participation but also in holistic program enhancement, augmented staffing, and community engagement.

## Our Purpose



At AUA, we bridge the gap between capability and opportunity. Our approach ensures that all children and their families, irrespective of ability, background or need, are provided inclusive opportunities and supports to build meaningful social community connections and lead fulfilling lives

## Our Goal



Our goal is to establish AUA as the foremost organisation for inclusive community initiatives for children and families. We believe in harnessing collective strength to uplift families, foster resilient partnerships, and shape a society where every person, no matter their challenges, is seen, valued, and empowered.

## Our Values



Innovation, Service, Integrity, Respect, Quality, Inclusive Learning and Teaching

## Programs Offered



Cyclabilities



Waterabilities



Shredabilities



Moveabilities



Teamabilities



Defendabilities

Builds cycling skills and road safety, enabling participants to safely engage in community cycling activities.

Enhances swimming capabilities and water safety, equipping children for safe water activities.

Imparts skateboarding skills and social interaction techniques, bolstering motor abilities and self-esteem.

Focuses on dance and movement to enhance physical health, build self-confidence, and foster emotional well-being.

Teaches team sport skills, builds collaboration, sportsmanship, and social emotional skills.

Equips participants with self-defense techniques, boosting self-assuredness, and enhancing personal safety and confidence.

## Our FY Projects



Bike Precinct – Stage 1



Branding Uplift



Governance Advancement

# Program Highlights

The 2022-23 fiscal year was marked by an exceptional growth in AUA's program offerings, reflecting AUA's commitment to expanding the spectrum of inclusive and diverse programs. A prominent highlight of this growth was the astounding 40% increase in participation numbers from the previous year. Here's an insight into this remarkable journey.



## Expanding Program Portfolio

- The year witnessed the launch of new programs, notably the Cyclabilities - Head for the Dirt, Defendabilities, and Teamabilities programs. Hoopabilities (basketball program) was also trialed as a holiday program and saw strong success.
- While existing programs continued to prosper, the new offerings quickly gained traction and contributed to the overall participation surge.

## Record Participation Numbers

- The combined enrolment for the year stood at 929 participants, a strong number that denotes AUA's increasing impact in the community.
- This equals a 46% growth rate signifying we supported 286 additional participants this year compared to the previous fiscal year.

## Expanding Program Portfolio

- Cyclabilities saw a robust participation of 340, boosted by the new community dirt track addition.
- Waterabilities saw a strong 249 participants from October to June and has a large wait list, underscoring AUA's trusted role in water safety.
- New entrants, Teamabilities and Defendabilities, quickly gained traction with 110 participants, highlighting relevance and need in the community.

## Expanding Program Portfolio

- A significant achievement was our ability to offer 50 scholarships during the year, ensuring that financial constraints don't hinder participation.
- The scholarships, coupled with high community engagement, have bolstered AUA's image as a community-centric organisation, further driving participation.

## Community Impact

The 2022-23 FY for AUA was not just about exponential growth, but about strengthening the foundational values of inclusivity, diversity, and community engagement.

The 46% growth in participation is a testament to AUA's evolving programmatic offerings and their ability to resonate with and cater to the community's needs. As we move forward, these numbers underscore the immense responsibility and opportunity that lies ahead for AUA to continue its mission of making a meaningful difference in the lives of children and families.



# Community Engagement and Partnerships



Throughout the year, AUA's community engagements and partnerships have brought collaboration, trust, and collective growth. These partnerships solidified AUA's community foothold and set the stage for even deeper and more impactful collaborations in the future.

## Information

## Outcomes



### Sports Clubs

- AUA forged meaningful partnerships with ACT community sports clubs to provide more holistic and inclusive sporting experiences.

- Basketball ACT Rats Club: Established 'Hoopabilities' pathway, offering basketball enthusiasts an inclusive program tailored to diverse needs.
- Ginninderra Athletics Club: Introduced 'Teamabilities' in little athletics, fostering inclusivity in grassroots sports.



### Schools

- AUA continued to deepen its ties with educational institutions, namely Evatt Primary School, Black Mountain School, Cranleigh School and Woden school.

- Ensured programs are easily accessible to children and families.
- Fostered a nurturing environment for the delivery of AUA programs.
- Strengthened community inclusivity and awareness.



### Royal Life ACT/NSW

- Championing the shared mission of a nation free from drowning, integrating Royal Life's expertise with AUA's Waterabilities program.

- Achieved greater community awareness about water safety, merging Royal Life's extensive expertise with AUA's inclusive Waterabilities approach.



### The Evatt Community Dirt Track Stage 1

- A pivotal community project funded by AUA, led by a passionate group of community volunteers and in partnership with Evatt Primary school, the track showcased the AUA's proactive community involvement.

- Stimulated community activity and engagement around the track.
- Enhanced Cyclabilities program participation.
- Reinforced AUA's community ties, especially with Evatt Primary School.



# Community Engagement and Partnerships



## Information

## Outcomes



Nathan

- Nathan Contractors has been a pillar of support for AUA through offering free office space for AUA operations and driving stage 2 of the Bike Track initiative, exemplifying how businesses can drive positive change within their communities

- Office Space: Facilitated smoother operations for AUA but also underscored Nathan Contractors' dedication to causes that champion inclusivity and community well-being.
- Stage 2 Bike Track Development: This partnership is integral to the development of Stage 2 of the community bike track, serving as a testament to commitment to promoting active lifestyles and community engagement.



Government Support

- The proactive engagement from key governmental figures, Minister Berry and Minister Davidson, has been instrumental in shaping AUA's trajectory and value over the past year.

- Grants have directly supported the growth and diversification of AUA's offerings, reaching more of the community.
- Endorsements from government officials have elevated AUA's brand trust and recognition.
- With reinforced trust and funding, AUA is well-poised for future scalability and expanded impact.



Capital Chemist

- Through the Capital Chemist Community Programmed financial support was provided to support funding of new uniforms for AUA staff and families.

- New uniforms for AUA staff and participants have provided brand recognition, fostered unity and professionalism, and enhanced safety and visibility during events and programs.
- Working with Capital Chemist has supported AUA's brand presence, infusing added trust and credibility in AUA's initiatives and objectives.



ACT Insurance Ball Beneficiary

- AUA was celebrated as the main beneficiary at the ACT Insurance Ball, a prominent event where business leaders, community figures, and other stakeholders attended.

- The event resulted in substantial funding, directly bolstering AUA's Scholarship Program, ensuring that more individuals could access AUA programs despite financial barriers.
- AUA's role at this event enhanced our visibility and reputation, further entrenching our position within the community.

# Key Projects

In the past FY AUA has led transformative projects that underscore our commitment to active community engagement. Through initiatives like the Bike Track, a comprehensive brand uplift, and the impactful Ride and Walk to School program, AUA has fostered enhanced physical literacy, invigorated our identity, and reinforced health-conscious and community-centric values across the ACT.



## Projects

### AUA Evatt Bike Track Community Project Stage 1



A collaborative project, between AUA and Evatt Primary School, led by AUA volunteers, the Bike Track Community Project aimed to create a dedicated and safe biking environment in the local community. It focused on enhancing the offerings of the Cyclabilities program and providing a recreational space for all ages.

#### Outcomes

The newly developed track has become a cornerstone of community engagement, attracting diverse groups of people. Its presence has not only driven a surge in the Cyclabilities program participation but has also fostered a culture of active living and outdoor recreation among local families.

### Brand Uplift



Recognising the need of refreshed and consistent branding, AUA undertook a significant branding refresh. This involved the design and distribution of a new logo and newly branded uniforms for both staff and participant families, symbolising a unified and modern face of AUA.

#### Outcomes

The branding overhaul has given AUA a refreshed and professional look, further establishing its identity in the community. The new uniforms have instilled a sense of pride and unity among staff and participants and have played a pivotal role in enhancing AUA's visibility and impact.

### Ride and Walk to School Programs



As Transport Canberra's trusted partner, AUA delivers the Ride and Walk to School program throughout the ACT. The initiative encourages students to actively commute daily, underpinned by a comprehensive suite of resources such as educational content, AUA led workshops, and community-driven events. This fiscal year, AUA successfully conducted 16 workshops across ACT schools, garnering strong feedback and recognition.

#### Outcomes

With this partnership program has shown impressive progress in the community. It has bolstered students' physical literacy, elevated the standard and inclusivity of sport and physical education sessions, empowered educators with methods for sports instruction. The consistent advocacy for active commuting has also enriched the broader school culture, emphasising health, self-assuredness, and community connection.

# Awards and Events

In the 2022/23 FY, AUA achieved significant outcomes, with our programs earning recognition at major awards and our events driving substantial community engagement and support for our initiatives.



- ★ **Australian Disability Service Awards:**  
**Innovation in Community Programs:** Winner 2022
- ★ **CBR Sports Awards:**  
**Minister for Sport and Recreation Award for Inclusion:** Finalist 2022
- ★ **ACT Chief Minister Inclusion Awards:**  
**Excellence in Inclusive Services and Disability Support:** Finalist 2022

## Events



**ACT Insurance Ball:** Beneficiary of the event, successfully generating funds and connections for the AUA Scholarship Program.



**Community Day:** Marked by participation from Santa, the RFS, the Brumbies, and numerous community members.

## Grant Funding

AUA is very thankful to be chosen as a recipient of grant funding from both the Minister for ACT Sport and Recreation, Yvette Berry MLA, and the Minister for Disability, Emma Davidson MLA.

These funds are going towards staffing and the Inclusive Technology Project, respectively, which will aid AUA's growth and inclusivity initiatives.



# Governance



The board of AUA together with Board sub-committees has been instrumental in guiding the organisation this year. Their integrity, drive, passion, expert leadership and strategic decision-making has resulted in transformative outcomes, solidifying AUA's position as a leading force in the sector.

The need for good governance is crucial when experiencing the rapid growth, we have seen at AUA over the last 12 months. A key focus for the board this year has been ensuring that we have a strong governance structure ensuring our future success and long-term sustainability.

We have successfully implemented this approach by:

- Strengthening board governance, optimising direction, and ethical decision-making
- Facilitating a strategic planning day allowing board members, staff, and key stakeholders to come together and align their visions, review accomplishments and identity areas for improvement. As well as articulating priorities, actions and timelines to achieve the AUA mission
- Engaging dedicated working groups to guide AUA's trajectory in a range of areas such as finance and governance, program management, sustainability and development, and human resources, infrastructure and ICT
- Introducing a new constitution
- Ensuring accountability and transparency in our operations helping to maintain AUA's excellent reputation and fostering public confidence, and
- Implementing robust financial management practices, including a new budget process, ensuring that resources are utilised efficiently and responsibly as well as fostering stability and resilience.

With robust governance mechanisms in place, we can continue to better manage risks, adapt to changing environments, plan for the future, and set the foundation for future growth and sustainability.



# Sustainable Growth Model – 12 Month Outlook



## Sustainable Growth Framework



## Activities

- Expand and build the reach and offerings of programs ensuring quality and consistency.
- Lead events raising awareness about AUA's mission and providing community inclusion opportunities.
- Harness technology to make programs and resources more accessible and far-reaching
- Champion standards for inclusive practices, making AUA a thought leader in the sector

**Shaping inclusive and connected future communities.**

## Enablers

### The Enablers



#### Strong Leadership & Governance

Conforming to high ethical and transparent standards

#### Effective Quality Programs and Services

Delivering impactful community and AUA aligned programs

#### Skilled and Committed Staff

Ensuring consistent, inclusive high quality service.

#### Engaged Stakeholders

Fostering meaningful relationships.

Leadership with Integrity, Inclusion and Care

### The Elements



#### Child centered

Priorities each child ensuring engagement is inclusive, consistent and of high quality.



#### Whole Family Focused

Recognising the importance of whole families and actively include and involve them.



#### Community Inclusion

Reflect and involve the broader community's needs and values.



#### Inclusivity

Provide programs that are accessible and inclusive, supporting all abilities, backgrounds, or circumstances



#### Collaborative Partnerships

Form partnerships to build a unified approach to community inclusion.



#### New Technology



#### Benchmarking, going beyond compliance



#### Quality Architecture and Delivery of Programs

### The Enablers

# AUA Annual Report Summary

## About Us



Established in 2000, AUA champions inclusive sport and recreations programs that empower individuals of all abilities, families and communities, combining integrity, passion with expertise and quality.

In 2022-23, AUA expanded programs, boosting participation and garnering positive feedback. Key partnerships enhanced our impact.

Our growing, well-trained staff ensures quality delivery. Community initiatives like the Evatt Primary Bike Precinct and a standout Community Day underscored our commitment, while robust governance set the foundation for future growth.

## Community Initiatives Reach



### Programs

- Introduced new offerings including *Teamabilities, Defendabilities and Hoopabilities*.
- 929 enrollments, marking a significant increase.
- Outstanding feedback across all programs, emphasising quality and impact



### Stakeholders

- Fostered and strengthened relations with sports clubs, Royal Life ACT/NSW and key ACT Schools.
- Beneficiary of the ACT Insurance Ball, amplifying community connection



### Staff and Volunteers

- Expanded team to a combined cohort of 61, including key management roles.
- Invested in upskilling initiatives and comprehensive training modules



### Governance

- Strengthened board governance, optimising direction and ethical decision-making.
- Introduced new constitution and engaged in dedicated working groups to guide AUA's trajectory.



### Community

- Launched stage 1 of the bike precinct at Evatt Primary, enhancing active community access.
- Successful Community Day with over 1,000 attendees, showcasing AUA's impact and engagement.

## OUTCOMES

## Finance Highlights

### Insights

- Total Income has increased over 180% on prior year due to the introduction of new programs and increased enrollments.
- Grant funding has increased by \$58,000 on prior year as AUA looks to take advantage of additional grant opportunities.
- The bike track at Evatt was installed and paid for during the year, providing off-road tracks for AUA participants and the public.

## Board of Directors



**CHRIS NUNN**  
| Chair |



**CARLY TAYLOR**  
| Vice Chair |



## Awards

2002

Winner: *Innovation in Community Programs* at Australian Disability Service Awards.

## Strategic Direction

Our focus remains:

- Strengthening communities through inclusive programs.
- Securing organisational sustainability.
- Enhancing infrastructure for increased inclusivity.



## Board

### EXECUTIVE BOARD MEMBERS

**CHRIS NUNN**  
| CHAIR |

**CARLY TAYLOR**  
| VICE CHAIR |

**CAITLIN PRESTON**  
| TREASURER |

**JODIE COLLINS**  
| SECRETARY |

### GENERAL BOARD MEMBERS

**ANDY GORDON**

**DAVID LEMON**

**LIZ YUEN**

**EMMA RYAN**

**FIONA JARVIS**

**ISAAC ARRANZ**

**KATH LAWTON**

**MICHAEL HATSWELL**

**NICOLE KEE**



PO Box 3085  
Weston Creek  
ACT 2611



Phone  
0435 843 140



E-Mail  
board@abilitiesunlimited.  
com.au



Visit  
www.abilitiesunlimited.  
com.au

### ◦◦◦ Social Media ◦◦◦



[www.linkedin.com/  
company/abilities-unlimited-  
australia/](https://www.linkedin.com/company/abilities-unlimited-australia/)



[www.facebook.com/  
AbilitiesUnlimitedAustralia](https://www.facebook.com/AbilitiesUnlimitedAustralia)



[www.instagram.com/  
AbilitiesUnlimitedAustralia](https://www.instagram.com/AbilitiesUnlimitedAustralia)