



Creating employment opportunities for people with disability for over 65 years.

Annual Report

2023-2024



“Shawn is a trained barista who makes amazing coffee every day for customers.”

A word from the Chair



Fiona Payne Chair

What a wonderful story lies between these pages, of an organisation that is transforming workplaces and society through disability employment.

What a great privilege it has been to step into the role of Board Chair, continuing the successful stewardship of Good Sammy resources under previous Chair Trent Bartlett and my committed colleagues on the Board.

Thanks go to our past Chair of the Investment Committee Elisa Fear, and welcome to our newest Director Anna Shave, who assumed this role in September 2023.

What a lot of learning I've had to do getting to know our wonderful people, the many different businesses they operate and the many stakeholders outside the organisation who are an important part of our mission, or who want to become part of the good work we are doing.

What a lot of change has happened in the past year... lots of new faces, some new enterprises, new ways of doing things, new relationships with companies that believe in what we are doing and lots of new information about how to do things better, safer, more efficiently.

One of the most exciting things we have done this year at the Board is work with Kane and his new executive team to review our Strategic Plan to make sure it is achievable and focused on the things that will make the most difference. When there is so much we all want to do, it's important to take the time to have these conversations and agree on what's most important for us at Good Sammy. It's hard not being able to do everything, but we keep those ideas in mind, and regularly check how things are going to make sure we're on track.

Another important development has been an increased focus on quality and safeguarding, including the establishment of a new executive role to ensure we are supporting people in ways that enable them to work safely and productively. The recent NDIS midterm review highlighted the significant progress we have made in this area, which was great news.

As we begin work on building our new training facility at Canning Vale, we have a unique opportunity to look back at where we've come from since 1958 and be super excited about what the future holds.

I really look forward to being part of that exciting future for Good Sammy, the people we serve and the community we are transforming one job at a time.

A word from the CEO



Kane Blackman
Chief Executive Officer

I am pleased to present the Annual Report for the 2023-24 Financial Year.

It is an immense privilege to lead Good Sammy Enterprises, a for-purpose organisation striving to transform society and workplaces via disability employment.

This year saw Good Sammy significantly expand the number of employment opportunities delivered to people with disability. We created over 100 new jobs for people with disability in the last 12 months within Good Sammy's diverse social enterprises.

Good Sammy now employs over 420 people with disability, who represent more than 50% of its workforce.

I am particularly proud of the 40+ Good Sammy trainees who are mid-completion through a Certificate II or III in Retail, Supply Chain, Hospitality or Business Administration, and the 30 employees who have obtained a vehicle, forklift or truck licence in the past year.

Furthermore, it was wonderful to see Good Sammy expand the number of open employment pathways and outcomes delivered during the year. Our participation in the Australian Human Rights Commission's IncludeAbility trial with Woolworths, which saw 12 of our employees obtain ongoing roles, was a highlight.

The year also saw Good Sammy welcome a new Executive Team and Board Chair, both chosen to enhance our capability and capacity to deliver our Strategy, including the implementation of a number of acquisitions throughout the year.

It is a pleasure to work with such a talented group who focus every day on building a sustainable organisation that delivers life-changing results.

Thank you to all of the Good Sammy team.

Impact snapshot



Karen works in our HR team and is completing a Certificate IV

422

people with disability employed.



51%

of workforce with a disability.



36

people with disability obtained open employment.



173

people with disability completed a training program.



CEO Kane Blackman with Kelly, who has become a fire warden and keeps us safe, and Beyond Bank's Michelle Coelho



Arthur's passion blooms



Meet Arthur, our gardening expert from the Good Sammy Property Care team.

“This job is the absolute best, I love what I do!” says Arthur.

Arthur takes great pride in his work and enjoys making sure our partners' gardens are kept in top condition. Whether it is lawn mowing, pruning, pressure washing or general grounds maintenance, Arthur and the team are happy to assist.

“I enjoy doing gardening in the open air and peaceful environment. If you are looking for gardening services, I'm your guy. I am a multi-skilled gardener with a disability and would love to work with you on your gardening needs,” says Arthur.

Our Good Sammy Property Care team creates opportunities for people like Arthur to pursue their career goals.

“I believe our lives are like a messy garden, we have weeds growing around but through care and support from other people we can pull those weeds out and have a beautiful life.”

Financial highlights

Continued growth

Revenue up 16% to

\$34.6m

Capital investment

\$0.9m

in new work sites and equipment to create new jobs and improve workplaces

Strong balance sheet

Equity

\$28.9m

Final result

Total surplus

\$484k

from strong investment returns

Our audited financial statements are available on the Australian Charities and Not-for-profits Commission website: acnc.gov.au

Rhea operates a forklift in our warehouse

Phillipa volunteers at our Mt Lawley store and creates amazing window displays

Our reach



1.1 million customers

purchased something from our stores. A 10% increase on the previous year.



5.2 million kilograms

of textiles and other donated materials were processed, with most entering the circular economy for reuse.



52 million containers

were recycled. 22 million more than the previous year.

We run Western Australia's largest network of Containers for Change refund points. For every 10c you receive, Good Sammy gets an extra 7c to continue our mission.

We opened...



1 new store
in Kelmscott



9 new Containers
for Change
refund points

Not just op shops! As well as 27 stores, Good Sammy runs an **online store**, the **Good Thanks Café**, **logistics operations**, and offers **Property Care**.

We won awards for...



Change Maker Awards 2023

Large Refund Point Operator of the Year
(Pictured above)

WorkSafe WA Safety Excellence Awards 2023

Leadership Excellence Award

We also sponsored the inaugural
**2024 CCIWA and BHP
Diversity & Inclusion Awards**

And earned...

WorkSafe Plan Gold Certificate

for demonstrating a best practice approach to health and safety management.



Social Traders certification



Business for good

We were proud to partner with...

Universities and TAFEs, local government authorities, state and federal government departments, and numerous organisations that have supported our various circular economy and social enterprise initiatives.



And are grateful for the support of...

Corporate, government and philanthropic funding partners.



181

devoted volunteers.



21

corporate and school volunteer groups.



Sam is a truck driver working in our transport and logistics team

Leadership

Board

Fiona Payne, Chair

Chris Walker, Deputy Chair

Dom Del Borrello

Ian Thubron

Tamsin Eldridge

Mark Weller

Anna Shave

Amanda Gell

Sarah Jarman

Executive

Kane Blackman, Chief Executive Officer

Aaron Harding, Chief Operating Officer

Manraj Ludher, Chief Financial Officer

Marisa Kouts, Chief People Officer

Samantha Berglin, Executive Manager
Quality and Safeguarding

Sonia Nolan, Executive Manager
Marketing, Fundraising and Partnerships

Anne Roberts, Executive Assistant

We acknowledge and express sincere appreciation and gratitude to the following Board Members who stewarded Good Sammy during their terms and who we farewelled during 2023-24:

Trent Bartlett (Board Chair 2011 – 2023) and **Elisa Fear**





Mission and Values

Our mission is to create employment opportunities for people with disability.

Brave

We have a go, courageously push boundaries and explore all possibilities to make a positive impact.

Safe

We make safety a priority, ensuring a secure environment for our clients, employees and stakeholders.

Good

We are committed to doing the right thing in all aspects of our work, helping our clients and community with kindness and compassion.

Empowered

We empower our employees and partners to reach their fullest potential, providing them with the tools and support needed to thrive.



Good Sammy is an agency of the Uniting Church in Western Australia.