

Annual Report 2025-26

CPSN

cpsn.org.au



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CPSN acknowledges the Traditional Custodians of all the unceded lands on which we operate. We are dedicated to the consideration, support, and inclusion of people with complex disabilities, LGBTQIA people, and people from culturally and linguistically diverse backgrounds in all aspects of our organisation.

Acknowledgements

We would like to thank everyone who has helped shape CPSN over the past year - our Board, staff, supporters, members and subscribers.

CPSN exists to serve the cerebral palsy (CP) community in the best way we can, and we couldn't do that without you. Thank you to the many individuals, partner organisations and community groups who have shared their time, skills, expertise and heart with us.

A special thank you to our financial donors for your generosity and belief in our work. Your support makes a real difference.

We would like to thank the following individuals and organisations for their support over the past financial year:

We are grateful to all those who work with us in supporting individuals and families with Cerebral Palsy and complex disabilities.

Marketing and Communication Partners

Team Harvey
Fancy Films

Technology and Systems Partners

Infoxchange Group
Google Australia
FoundU
Go Salary
Salesforce

Specialist Disability Accommodation Project Partners

Illarra Living Pty Ltd
Guardian Living

Financial Partners

Kidmans Partners
Perpetual Investments
NAB

Consultants

Helga Svendsen
Joy Humphreys
Cadeyrn Gaskin

Sector Partners

Ability First Australia
Cerebral Palsy Australia
My CP Guide
CP Achieve
Murdoch Children's Research Institute (MCRI)
National Disability Services (NDS)
DSC
National Disability Insurance Scheme
National Disability Insurance Scheme Commission
SCO Co-Lab
Summer Foundation
Faircloth McNair and Associates

A Message from our Chair and CEO

The 2025-26 financial year has been one of progress, reflection and continuing to build a strong and sustainable future for CPSN



Kellie O'Shea
CEO



Estelle Fyffe
President and Board Chair



Throughout the year, CPSN has remained focused on what matters most - the people supported, their families and our commitment to providing safe, meaningful and person-centred services that make a genuine difference in people's lives.

It has certainly not been without its challenges. The disability sector continues to face financial pressures, workforce challenges and ongoing uncertainty about the future of the NDIS. Like many organisations, we have had to make some difficult decisions along the way, but we have done so with a clear understanding of our responsibility to the people who rely on us, the staff who deliver our services and the future of CPSN. Much has been achieved this year.

We have continued to strengthen the quality and safety of our services with a particular focus on supporting people with cerebral palsy and complex disability. The positive outcome of our NDIS Recertification Audit was a welcome recognition of the work undertaken across CPSN and the commitment of our staff to providing quality support to our community. There is always more to learn and improve - and it is equally important to take a moment to recognise how far we have come.

CPSN has invested in people, improved systems and processes, and continued to build a workplace where quality, accountability and compassion go hand in hand. We believe people do their best work when they feel valued, supported and trusted, and when they understand what is expected of them and why their contribution matters. Strengthening this culture has been an important focus for us throughout the year.

CPSN's financial performance is also pleasing. Despite the challenges of the NDIS funding environment, careful management of our resources and the efforts of people across the organisation have enabled a positive result. Financial sustainability is important, not simply because we need to balance the books, but because it allows us to continue supporting our community, invest in our people and plan for the future with greater confidence.

Connection with the cerebral palsy community, our members, clients and families remains central to CPSN. Our partnership with Cerebral Palsy Australia, contribution to My CP Guide and participation in establishing Parliamentary Friends of CP are important ways of continuing to support a stronger collective voice for people with cerebral palsy.

Looking ahead, we know there is considerable change on the horizon. The ongoing NDIS reforms, including changes to planning, funding arrangements, provider registration and regulatory expectations will have significant implications for participants, families and providers alike. While many of these changes are still taking shape, it is important that CPSN remains informed, involved and prepared.

During the year the Board has invested time in strategic planning sessions to reflect on where CPSN is heading, the challenges we may face, and opportunities to build on. Most importantly, CPSN will continue to advocate for a system that genuinely listens to people with disability and delivers on its promise of choice, control and better outcomes.

Thank you to our people

CPSN is fundamentally about people. It is their commitment, kindness, knowledge and willingness to go that extra mile that make the organisation what it is.

To support workers and staff across CPSN, thank you. The work you do is not always easy, and much of it happens quietly, away from the spotlight. Every day, you make a difference in ways that may seem small at the time but mean so much to the people we support.

To the Board of Directors, and our Committee members, thank you for your wisdom, encouragement and generosity of time. Your willingness to share your expertise, challenge our thinking and support the organisation through both opportunities and difficult decisions is deeply appreciated.

We would particularly like to acknowledge Jonathan Epstein and Tara Eaton who are stepping down from their respective roles as Treasurer and Secretary, and Liz Ellis, who is stepping down as a Board Director. All three have generously given their time, knowledge and commitment to CPSN, and we are sincerely grateful for everything they have contributed. Good governance relies on people

who care enough to give their time, share their experience and ask the important questions. Jonathan, Tara and Liz have each played a valuable part in CPSN's journey, and we warmly thank them.

We also extend thanks to Stella Barton and Adam Goodridge, our Board Observers, and Sean Lynch, who joined as a Committee Observer. They have brought different and valuable perspectives and experiences to the discussions while also developing their own governance skills.

To the members of our Finance and Audit Committee and Human Rights Committee, thank you for the time, care and expertise you bring. Your contribution is invaluable in helping the Board and staff to meet responsibilities for financial sustainability, quality, safety and, importantly, the rights and dignity of the people supported by CPSN.

And to CPSN members, clients, families and community partners, thank you for your trust, and for continuing to share your experiences, ideas and feedback. We don't always get everything right, but we are committed to listening, learning and doing better. Your voices help us stay connected to our purpose and remind us why the work we do matters.

On behalf of the Board and Management of CPSN, we finish the year proud of what we have achieved together and grateful to everyone who has played a part. While there will undoubtedly be challenges ahead, we can look to the future with confidence, knowing that the strength of CPSN’s people, relationships and community will continue to guide us.

Thank you for being part of CPSN and for sharing our commitment to supporting people with cerebral palsy and complex disability to live the lives they choose.



Our Service Reach

2328
CPSN Subscribers

174
Enquiries helped by the CPSN team

79,320
Hours of support delivered

84
Support Coordination Clients

259
Members

12
Oasis Sessions (Youth Mentorship Program)

131
CPSN Support Workers



66
Individual Supports clients

17
Mental Health First Aid Trainees

70
SWs onboarded FY 2025-2026

Over the long term we will materially uplift and expand our reach and influence, moving to our vision of a world with equal opportunities for people with CP.

From CPSN's 2023-2026 Strategy Plan

0-1 Years

Stabilise and Set up
Increase revenue streams and profitability by expanding service range and repositioning CPSN within the marketplace

1-3 Years

Establish and Grow
Grow our services, delivering them to a broader mix of cohorts in Victoria and in other states to improve outcomes to those with CP.

3-5 Years

Sustainable and Nationally recognised
We are known for being part of the national, influential voice for people with CP and we are recognised as a preferred specialist provider for people with CP in Australia.

Our Values

Underpin our behaviours and how we operate

Respect
Treat everyone equally, be kind and thoughtful

Responsive
Be available, proactive and act promptly

Courage
Be brave, ready for challenges and speak up

Be authentic, consistent and honest

Take initiative, deliver on plans, own mistakes, and take opportunities

Our Principles

Guide the decisions we make and how we operate

We are rights based and person-directed

We build capacity in others

We represent the voice of people with CP

We embrace innovation and technology

Services

We provide specialist disability support for people with cerebral palsy and complex disabilities through a hands-on tailored approach. With 30 years of experience in the sector and a commitment to employing people with cerebral palsy, we bring deep understanding of the challenges and nuances involved in providing support, and that insight guides the support we offer.



Our CPSN Team at the DEC expo

Personalised support services

The 2025-26 year continued to be a challenging but successful year as we navigated the complex and changing NDIS landscape and supported our community through planned and newly announced reforms.

We pride ourselves on our unique model of service delivery, ensuring a personalised approach to every person we support. We are grateful to our wonderful clients, their families and other supporters for placing their trust in us to support them to live the life they choose. We work alongside people to deliver relevant and responsive supports in a way that suits them.

Looking ahead, we remain committed to supporting our people through NDIS reform, innovation, best practice, continuous improvement, and strong collaboration so that we can thrive in this dynamic environment.

We love seeing and hearing great outcomes and updates from the people we support and feel such pride in and for our support workers who help bring goals to life.

Individual Supports

CPSN's Individual Supports model is designed to be built around the person, not the system. We do this through three simple principles: Start with the person, Build the right support around them, Adapt it as life (and policy) changes.

We understand the importance of individualised services and the impact that the right support service and structure can have on a person. This is why we recruit for individual programs and services, align and match workers to clients, and don't use a typical roster template approach.

Our Individual Supports programs have dedicated Client Liaison Coordinators (CLCs) who are there to shape the service, uphold quality and safeguarding, and support both clients and support workers to thrive. This team works closely and collaboratively with our Human Resources team to deliver quality recruitment and training across our services.

Our model ensures that our clients receive the right support for them and their individual needs while minimising their administrative burden. We deliver the best of both worlds, ensuring quality services while the people we support and their families get to shape and direct their programs. We offer a 24/7 after-hours service for emergencies and urgent matters, ensuring continuity and safety for all clients and staff.

Supported Independent Living (SIL)

CPSN's Supported Independent Living (SIL) model emphasises person-centred supports, collaboration, and flexibility to create a supportive home environment. We work closely with clients and families to tailor services to their needs and preferences, ensuring personalised outcomes, even in shared living environments.

Flexibility is key - our adaptable approach allows SIL services to evolve as circumstances change, while maintaining high standards of support. We work collaboratively with the people we support and those important to them to involve everyone in all aspects of their services and in a way that works for them.

We are dedicated to fostering a true sense of home for the people we support - where they feel safe, secure, and comfortable.

Each of our SIL services has a dedicated Team Leader who provides both administrative, leadership and rostering support as well as direct supports in the home. This set up means that those leading the service have a true understanding of the needs and preferences of the people we support and the practical experience of the support workers.

In February of this year, we were excited to take on a new SIL service in Cranbourne, Victoria. CPSN supports two clients who live there in stand-alone villas. Already, we have seen great outcomes from the people we support, and are proud to support them to feel more comfortable and confident in their own homes.

Support Coordination

CPSN continues to deliver important Support Coordination. The primary goal of Support Coordination is to empower NDIS participants to make informed choices about their services and supports, ensuring they receive the right assistance to live their best life. This year, our Support Coordinators worked alongside 84 individuals and families to help them understand their NDIS plans and connect with service providers best suited to their circumstances, needs and goals. best suited to their individual circumstances, needs and goals.

As in previous years the state of the sector and ongoing NDIS reforms pose challenges for our clients, creating a sense of uncertainty. Our Support Coordinators take time to understand reforms and changes, share their knowledge and operate with kindness and grace while supporting people to navigate new and different landscapes.

After Hours

CPSN continues to operate as a 24/7 service provider, having an after hours support service available. Our phone line is answered 24/7.

This service is focused on ensuring continuity of supports and safety of clients and staff, with the ability to source agency workers for urgent shift cover.

The after hours service is designed for emergencies, with clients and staff encouraged to contact their dedicated Client Liaison Coordinator or Team Leader during business hours for non-emergent situations.

Customer Service

CPSN's main line is answered during business hours by one of our dedicated team members, many times by one of our lived experience staff.

CPSN receives calls about supports and services from existing clients/family, prospective clients/family, staff members, support coordinators, allied health professionals, schools and general members of the public.

Our team works with each person to understand what they're looking for and how CPSN can support them. This can include sharing key linkages to support and information about cerebral palsy.

We understand the importance of a friendly, understanding voice on the other end of the line, and we genuinely care about helping people find the right linkages for them.

Oasis (Opportunities, Advocacy, Social Inclusion and Support)

During the first half of the year, the Oasis program focused on sharing our preferences and goals, connecting with each other and navigating new things.

Since then, we have been working on a community zine to share the thoughts and ideas of young people with disability. Members have been practising sharing their interests and skills, and building leadership, decision-making and teamwork skills along the way, within the context of the zine.



Amy Marks
Customer Engagement Officer

Service Delivery Success Stories

We love helping our clients succeed, not only in their NDIS goals but in helping them to live their life, their way

Lisa* experiences extreme anxiety about leaving the house, including going outdoors on her own property.

Lisa has gained more confidence over time with on-going guidance and support from her CPSN support worker. She has a pet bunny which lives outside on the back deck. Lisa's support worker has been going outside with her to feed the bunny which has been a huge step for her as she now goes outside on her own to feed her bunny.

*Names changed to protect privacy

After a disappointing NDIS review decision, Mark, our Support Coordinator assisted the nominee by taking the time to listen to how this was going to impact her son, not only in the short term but also in the long term. He ensured that he took the time to present tangible options and gave her the time to think about what she would like to do. Through various conversations and reassurance, he assisted her to proceed with an external review. This process continued for several months including liaising with various external stakeholders. Mark ensured that he was available where possible to offer his support. Eventually there was a favourable outcome for the participant. It demonstrated what effective support coordination can look like, to assist our clients on their learning journey and to strive to find available choices.

Anne

Anne was looking for a new SIL provider in December 2025 and chose CPSN to support her. Since then, Anne has been supported by CPSN in her specialist disability accommodation (SDA) unit in Cranbourne, allowing her to build a steady and stable life. During the preceding three years, Anne experienced inconsistent accommodation and support providers. She endured many lengthy hospital admissions and was let down by supports that did not have the patience needed to work with her. This inconsistency made it difficult for Anne to settle and focus on other areas of her life.

With the support of the SIL team in Cranbourne and her extended NDIS support team, Anne is now enjoying her longest stay in one place in the last five years. This has given her a stable base from which to explore new opportunities and enjoy life beyond her immediate support needs.

Over the last year, Anne has attended various community events, including cooking classes, AFL matches and disability expos. She has also reconnected with old friends she had not seen for many years.

Her biggest achievement, however, is a humble but incredibly meaningful one. Anne has shown great strength in reconnecting with her family, particularly her ageing mother. After only seeing her sporadically for years, Anne has re-established a beautiful relationship with her and has visited her more than 10 times in the last nine months. Anne now often visits her mother at her aged care home and enjoys helping her at mealtimes.

As Anne's Support Coordinator, Brian is proud of Anne and the work she has done alongside her team in Cranbourne and her other supports to reconnect with her family. She has shown great growth in how she manages herself and interacts with those supporting her.

Anne is one of the most charismatic clients we have at CPSN. She has an infectious laugh, is a jigsaw puzzle champion and she has a heart of gold.



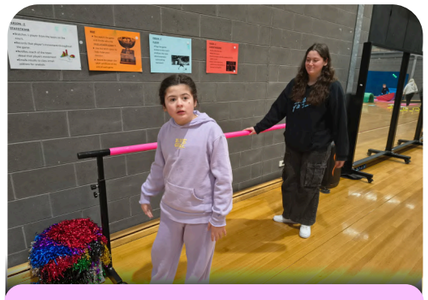
Anne with a local stormtrooper

Lily and Evie

Lily and her support worker Evie are a great example of our person-centred recruitment. From the onset Lily connected with Evie.

Lily is 12 years old and since having Evie as her support worker she has participated in many activities. Some of these have included going tenpin bowling, travelling to the city and attending a bubble exhibition, going to farms, parks and the zoo.

Lily's mum has noticed a significant change since Evie has been providing support. She has gained independence from her parents and has more confidence going out. She socialises more with others and verbalises more than she used to.



Lily with her support worker Evie

People

Our people are critical to the success of our organisation. They are confident, skilled, and dedicated to delivering exceptional services and supports every day. We know that without our people, we could not provide the quality of supports that we do. Our people are committed to our purpose and spend every day contributing to a world where people with cerebral palsy have equal opportunities and can live the life they choose.



Some of the CPSN team at our Family Fun day

Learning and Development

We recognise the importance of learning and development in ensuring our people feel confident in their skills and knowledge to deliver on their roles, while also supporting their individual career development and growth. Training remains a key focus for CPSN. For the financial year ending June 2026, our people completed 41 different modules. In addition to online learning, we continued to facilitate in-person competency assessments for high intensity and complex care services, ensuring staff develop both the required theoretical knowledge and practical competencies, alongside an understanding of the individualised support plans of the people they support.

As our workforce and training requirements have continued to grow, we have identified some capability challenges within our current learning and development platform. While the platform has supported our training needs to date, limitations in areas such as automated course allocation, monitoring of completion timeframes, renewal reminders, compliance visibility and reporting create additional administrative requirements and make it more difficult to consistently maintain a simple and streamlined learning experience for employees.

To address these challenges, CPSN is progressing the implementation of eTrainu's 'Activate', a learning management platform designed to support education and compliance requirements. Activate provides automated training notifications and reminders, role- and team-based training assignment through Playlists, compliance dashboards and reporting, assessments, and the ability to incorporate CPSN's own learning content within a customised platform.

The implementation of Activate will strengthen CPSN's ability to provide a simple, accessible and consistent learning experience for all new staff. It will also improve our capacity to assign required training, monitor completion within defined timeframes, proactively manage renewals and identify compliance gaps. It will also provide greater visibility for managers and the organisation, reducing reliance on manual tracking and follow-up and strengthening our ability to demonstrate workforce capability and training compliance.

This transition represents an important next step in ensuring CPSN's learning and development infrastructure continues to support a growing workforce, evolving compliance requirements and our commitment to building the capability, confidence and capacity of our people.

Staff Movements

In the last financial year, we welcomed 75 new employees, including 70 Support Workers and five office staff. As of June 30 2026, we had 131 staff in total.

The financial year ending June 2026 saw five office staff and 79 Support Workers exit CPSN for a range of reasons. The Support Worker figure also reflects a significant HRIS data clean up undertaken during the period, whereby Support Workers who had not actively delivered services for an extended period were removed from active employee records. This ensured workforce reporting more accurately reflected CPSN's active workforce and avoided inflating staffing numbers.

During the financial year ending June 2026, CPSN commenced a focused effort to strengthen its middle management capability and establish greater leadership across the organisation's specialist areas. This work recognised the importance of building a strong leadership layer that can provide clear direction, accountability and support to teams, while complementing the strategic leadership of the Executive Team.

This remains an ongoing area of focus, with continued investment in developing leadership capability, clarifying roles and responsibilities and strengthening decision making and ownership across key functions. The aim is to build a more capable and confident leadership structure that supports sustainable growth, improves organisational consistency and enables the Executive Team to maintain greater focus on strategic direction and CPSN's future.

Mental Health First Aid Training July 2025 — June 2026

This year, Mental Health First Aid Training continued being delivered to Support Workers, clients and families. The two-day training, led by CPSN's licensed instructors, Anna Perini and Sharon Marendaz, equips participants with practical skills to support individuals experiencing mental health problems until professional help is available and was delivered successfully again throughout the year. We continue to receive excellent feedback which validates how valuable the participants find it and therefore will look to implement this again throughout 2027.

Building on this, we are now offering MHFA as a paid opportunity to others across the sector. This reflects our commitment not only to our own workforce, but to contributing more broadly to a more informed, confident and responsive sector where people are better equipped to support mental health and wellbeing in a timely and meaningful way.



One of our Mental Health First Aid Training workshop in action, Kensington Town Hall, 2025

Pulse Survey November 2025

The November 2025 Staff Pulse Survey provided a valuable insight into employee experience across both office staff and support workers, with overall engagement remaining a strength for CPSN. Office staff engagement increased from 61% (2024 survey) to 76%, while support worker engagement remained strong at 83%. At the same time, the results highlighted several areas requiring continued focus, particularly systems and processes, communication and change management, access to the tools required to perform roles effectively, learning and development and day to day decision making.

The feedback also reinforced the importance of ensuring employees feel informed, consulted and supported through organisational change. Open ended responses identified communication, technology and processes, training and development, workload and feeling heard as key themes, with employees seeking clearer communication about changes, greater opportunities to contribute and more consistent follow-through when concerns are raised.

In response, CPSN established a staged improvement plan focused on practical action and follow through. Priorities included simplifying and reviewing key systems and processes, clarifying process ownership and decision making responsibilities, introducing more regular 'All staff' and individual cross department communication, strengthening consultation around change and developing a clearer learning and development framework supported by blended learning and capability pathways. Additional actions addressed rostering fairness, psychological safety and responses to concerns involving client families, as well as strengthening organisational confidence through clearer growth and marketing communication.

The survey and subsequent action plan have therefore provided an important foundation for CPSN's ongoing people and organisational development work. The focus has shifted from identifying concerns to demonstrating visible progress through ownership, communication and implementation. Continuing to close the feedback loop, simplify the employee experience, strengthen capability and ensure concerns are appropriately heard and actioned will remain important to maintaining the positive engagement results while reducing the risks of disengagement, burnout and attrition identified through the survey.

Staff Connection Days 2025-2026

Our All Staff Connection Days continued bimonthly into 2026. They provide a relaxed, fun atmosphere that allows staff to connect in with fellow colleagues and spend valuable in person time reconnecting due to working remotely. Highlights included:

Visiting Victoria Market and a group lunch — lunch catch up at Queen Victoria Market with some of us stopping off for jam donuts on the way home!

Lunch at a hotel in St Kilda — another fun group get together to share our lives, laughter and reconnect with others.

Diva Exhibition at Hamer Hall — a costume and clothing exhibition tracing back to opera stars to pop icons, celebrating the power and creativity of the diva.

Lunch in Abbotsford — another fun filled get together, celebrating a 10 year service milestone of some staff members.

Feedback has been overwhelmingly positive, and staff are really enjoying getting together and having fun.

Some of our connection days





Quality, Practice and Risk

CPSN has experienced a significant lift in continuous improvement over the past year. This improvement reflects the commitment of staff across the organisation to our Internal Audit and Best Practice Review process. A comprehensive internal audit was undertaken across all organisational systems and processes in late 2025 prior to our Recertification Audit in May 2026. This audit included a scope extension to include Module 2a Implementing Behaviour Support Plans in CPSN approved registration groups. Comments from the auditors included “CPSN demonstrated a strong understanding of the NDIS Practice Standards and how these requirements are embedded into governance, operations and service delivery. Staff interviews confirmed a clear commitment to providing safe, high quality, person centred supports. Participants reported feeling empowered to make their own decisions about their supports.”

The Continuous Quality Improvement Register has incorporated all outcomes from internal audit and the external certification audit which drives ongoing improvement of organisational systems and processes, service delivery practice and most importantly, positive outcomes for our clients.

Organisational and Client Risk Management continued to be actively monitored and identified by the external auditors as a key organisational priority with accountable mitigation strategies evidenced.



Pam Steele-Wareham
Quality, Risk & Practice Lead

Meet the team



Hey, I’m Manpreet
SIL Team Leader

“Checking in with families is key, so I make sure they’re kept in the loop. Throughout the day, I also assist with personal care for clients as needed, ensuring they receive the best support possible.”



Hey, I’m Harsh
SIL Team Leader

“The part that matters most (to me) isn't on any checklist. It's the time spent simply being with our clients. Sharing a conversation, a few laughs, and talking about the things they love.”

Community & Advocacy

Our partnerships and work with others will deliver innovative, contemporary, and responsive outputs that enable access, connection, and inclusion. People are committed to our purpose and spend every day contributing to a world where people with cerebral palsy have equal opportunities and can live the life they choose.



Our Zoo Event: Connecting our community

After the success of our first event held in 2024 CPSN once again held an end-of-year community event at Melbourne Zoo. This event was held in the Leopard Lodge and was a sit-down buffet-style lunch enjoyed by a total of 102 subscribers, staff and key partners who were in attendance on the day.



The day was hosted by our Service Delivery General Manager, Tish Custance-Thurston, who stepped in as MC with warmth and enthusiasm. While our CEO, Kellie O'Shea, couldn't join us in person due to illness, technology came to the rescue ensuring we had Kellie on screen warmly welcoming all attendees.

Our Marketing officer, Josh Daniel also stepped in to help to thaw out our shy guests by providing an entertaining icebreaker question: "If you could transform yourself into any animal at the zoo, what would it be and why?"

Following the formalities, we all gathered for a delicious buffet of barbecued delights, fresh salads, and tasty sides. Finally the sun made an appearance - perfect timing!

Once again CPSN Client Michaela Fernando joined us, lending her photography skills to help capture our event, along with Michael Motta.

We were also thrilled to be joined by our board members, Peter Halcomb, Tara Eaton, and Liz Ellis who came to show their support and say hello.

At the conclusion of the event we all went our own ways to go and explore some more of our wonderful zoo and its inhabitants. You can read the full event recap here.



My CP Guide

My CP Guide is an online platform that provides up to date information, data, and facts about cerebral palsy. Since its inception, My CP Guide and CPSN have worked closely to share their combined knowledge and expertise in the cerebral palsy sector. CPSN and My CP Guide content are routinely featured on each other's channels to share and capture the needs and experiences of people with cerebral palsy. As part of this collaboration, we have held informative webinars as well as contributed our voice to the ongoing effort of a national voice.

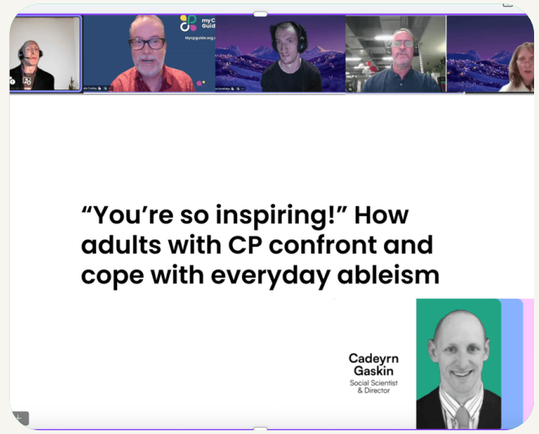
"You're so inspiring!" How adults with CP confront and cope with everyday ableism

In partnership with My CP Guide, CPSN hosted a webinar exploring ableism through both research and lived experience. The session shared findings from a research project conducted by Deakin University and CPSN, led by Cadeyrn Gaskin (social scientist and research lead) and a research team, comprising individuals who have lived experience of cerebral palsy and able-bodied allies. They explored the central issue of ableism, particularly as it shows up in everyday interactions.

As Cadeyrn explained, the goal was to centre lived experience and define success on participants' own terms:

"We wanted to know how adults with cerebral palsy had successfully confronted ableism...and how they successfully coped with ableism in general."

The session was presented by members of the research team, including Cadeyrn (social scientist and research lead), Adam Goodridge



(software engineer), Finn O'Keefe (community worker and advocate), and Alex Birnie (student and community leader). You can read more about this session or watch the recording here.

NDS State Conference

In June 2026, Kellie (CEO) and Tish (GM Service Delivery) proudly presented “The CPSN Model: Designing Support Around the Person Not the System” at the National Disability Services State Conference (South Australia).

It was a wonderful opportunity to share our model with valued sector partners, leaders, policy makers and people with disability, showcasing how services can be designed in a genuinely person centred, individualised and meaningful way.

We explored how CPSN continues to put people at the centre of our programs and services when the systems we operate within (including NDIS, Fair Work and other legislative requirements) can at times pull us in different directions.

The reality is that these systems are necessary. Good governance, compliance, workforce structures and operational consistency all matter, but what matters most is ensuring those systems support people rather than drive the decisions we make about them and their lives.

Our presentation explored the three principles of the CPSN model:

- Start with the person
- Build the right support around them
- Adapt it as life (and policy) changes.

Being truly person centred means continually listening, reflecting and being willing to adapt when something isn’t working. It sounds simple in principle and can be challenging in practice, but the impact on people's lives when we get it right can be significant.



We are incredibly grateful to our amazing clients and their families who generously share their stories and experiences with us. It helps us to understand what’s working, where we can do better and how we can continue to grow and evolve alongside them.

Our presentation included a powerful video created by Michelle (client) and her Team Leader, Cindy, which explored how CPSN’s model of supports has enhanced Michelle’s life and allows her to live independently and with agency over the decisions in her program, who works with her, and how her days and rosters are structured.

We left the conference attendees with three practical takeaways when delivering person centred services:

Ask, ‘who is this decision benefiting?’ — the person first, the organisation first, or the system first?

Focus on outcomes rather than activities — it’s not about the support being delivered, it’s about the difference it’s making.

Challenge the assumption that people must fit the service — how can we better respond to the person? Sometimes small is significant.

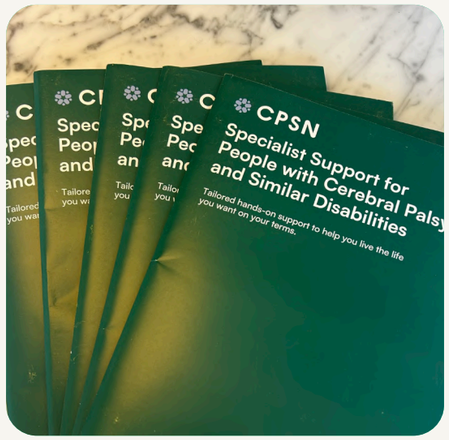
We look forward to continuing these conversations with our sector colleagues, government and the people we support to ensure we are ever evolving, meeting the needs of our people and being true partners in the delivery of our services.

Everything You Need to Know About Cerebral Palsy Resource

CPSN believes there is a need for more material in our community to educate people about living with cerebral palsy (CP) into adulthood and beyond. We have found that people with CP often do not know where to turn for adult-related health resources about CP and further support once they reach adulthood.

We produced an Allied Health practitioners' resource booklet about CP to further assist those involved in the ongoing care, wellbeing and awareness of people with CP across the lifespan. This includes professionals such as general practitioners, occupational therapists, physiotherapists, maternal and child health nurses, family nurses, students studying across various health disciplines, and other health professionals.

It was produced with the help of several of our staff members and other allied health professionals who have lived experience of CP. We hope it will be a valuable educational and reference tool that increases awareness of CP across the wider healthcare community, strengthens local and national medical and health referral pathways, and increases engagement across our sector.



It is a gentle reminder for practitioners and educators that CP is a lifelong disability, and the effects on our bodies as we age are often unknown. Older adults with CP have told us they feel forgotten or unheard once they age out of children's healthcare systems after turning 18. Often, their existing long-term medical concerns related to their disability are not taken seriously by medical treatment teams, such as GPs.

Physiotherapists and occupational therapists have given us valuable feedback, telling us the resource fills gaps in their CP education and knowledge, which were only briefly covered during their studies.

We believe that early detection of disabilities such as CP is vital, particularly during the early intervention support years (0—4 years of age), when families and their children are often allocated a local Maternal and Child Health Nurse.

The booklet is now available on our website.

Our Board

Our Board provides the strategic oversight of our organisation, monitors risks, and ensures that CPSN maximises outcomes for all of our members, the individuals we support, and their families. Board members for the year included:

President
Estelle Fyffe

Vice-President
Prof. Leanne Robinson

Treasurer
Jonathan Epstein

Secretary
Tara Eaton

General Members
Peter Halcomb, Elizabeth Ellis, Dr Monica Cooper, Alexandra Reimers

Human Rights Committee Members
Georgia McKenzie and Debbie Dorfan

2026 Board Observership Participants
Stella Barton and Adam Goodridge

Independent committee observer
Sean Lynch



Left to right:

Back: Tara Eaton, Kellie O'Shea (CEO), Peter Halcomb, Estelle Fyffe

Front: Monica Cooper, Prof. Leanne Robinson, Liz Ellis

Our Leadership Team

Our Leadership Team implements the Board's strategies and manages our operations, services, and teams to deliver CPSN's vision and purpose. Leadership Team members:

Chief Executive Officer
Kellie O'Shea

General Manager, Service Delivery
Tish Custance-Thurston

Human Resources Manager
Nettie Herselman

Quality, Risk & Practice Lead
Pam Steele-Wareham

Accountant
Vernel Alberto

Service Delivery Manager
Brian Vanega

Executive Assistant
Anna Perini

Board Observership Program

CPSN is committed to helping individuals gain governance experience and skills that enable them to contribute to the running of CPSN or any other organisation or body that they are interested in. The Board Observership program was successful again this year with Stella Barton and Adam Goodridge enjoying and benefiting from the experience and making a valuable contribution to the Board.

I have immensely enjoyed my time as a Board Observer at CPSN this year. As a participant living with cerebral palsy, I feel that CPSN has been a very good fit for me because I can express myself and my lived experience in a room full of people who understand my unique communication skills and who have the patience to listen to me. I have learnt a lot of new skills and knowledge about governance and the role of boards in the not-for-profit sector during my Board Observership with the CPSN this year and I look forward to following the organisation's progress in the future.



Stella Barton
Board Observer 2026

Taking part in the CPSN Observership program has been a truly rewarding experience. It has been great to see firsthand how passionate the board is about the organisation, its purpose, and its people. Observing the way decisions are made, discussions are had, and priorities are balanced gave me a much deeper appreciation for the work that goes on behind the scenes.

Throughout the program, I had the opportunity to sit in on board meetings, engage with experienced members, and gain insight into the governance and strategic thinking that shapes the organisation's direction. I look forward to continuing to use the skills I have developed, both within CPSN and in other areas of my life.



Adam Goodridge
Board Observer 2026

CPSN Treasurer's Report

Financial Year Ended 30 June 2026



Jonathan Epstein
Treasurer

My name is Jonathan Epstein, and I am the Treasurer of CPSN. I have great pleasure in presenting CPSN's financial performance for the 2025—26 financial year.

For the 2025—26 financial year, CPSN reported an overall operating surplus of $231,284, compared with $453,699 in the previous financial year. While this represents a reduction of $222,415, or 49%, CPSN has continued to deliver another strong positive financial result, building on the significant operational and financial turnaround achieved over the previous two financial years.

From an operational perspective, CPSN recorded total revenue of $7.53 million, a decrease of 3.6% compared with the previous financial year. While revenue has moderated following the strong growth achieved in 2024—25, the organisation has continued to maintain a substantial revenue base and deliver its key services and programs to clients and members. Nevertheless, there remain ongoing challenges and risks to revenue growth, particularly given the variability in our client base, continuing changes to NDIS programs and funding arrangements, and broader cost pressures across the disability services sector.

Pleasingly, CPSN continued to exercise prudent financial management, with total expenses decreasing by 0.7% to $7.29 million compared with the previous financial year. Employee costs, which represent the overwhelming majority of the organisation's expenditure, decreased by approximately 1%, reflecting continued attention to staffing and service delivery costs. However, with employee costs now representing approximately 91% of total revenue, ongoing cost management, operational efficiency and service delivery productivity remain critical to maintaining financial sustainability.

The overall balance sheet position of CPSN remains extremely strong, with positive net assets of $1,590,276 at 30 June 2026, an increase of $199,619, or 14.4%, compared with the previous financial year. This includes $31,665 allocated from the CP Future Fund towards the Tribal Wisdom project, reflecting CPSN's continued commitment to investing in initiatives that benefit its members and the broader community.

Importantly, CPSN's cash position also strengthened during the year, with cash and cash equivalents increasing by $233,469 to $1,637,876. Operating cash flow was positive at $289,786, compared with $230,055 in the previous financial year. This provides the organisation with a sound financial foundation and greater flexibility to manage future operational challenges and invest in its services and strategic priorities.

While the 2025—26 financial result reflects a moderation in profitability compared with the exceptional performance of the previous year, it nevertheless demonstrates CPSN's continued resilience and the benefits of the organisational restructuring and financial discipline implemented over recent years.

Management and the Board remain conscious of the challenges ahead, including NDIS funding and regulatory changes, rising employment and WorkCover costs, and the need to maintain a sustainable balance between service delivery, revenue generation and expenditure.

Looking ahead, the priority will be to consolidate CPSN's financial position, strengthen revenue opportunities, maintain prudent cost controls and continue investing in programs and initiatives that deliver meaningful benefits to our clients and members.

Overall, CPSN remains in a strong financial position, with a healthy balance sheet, growing cash reserves and a continued operating surplus. Maintaining this financial strength while responding to the evolving disability services environment will be essential to ensuring the organisation's long-term sustainability and its ability to meet its obligations to clients, members and the broader community.

In closing, I would like to acknowledge and thank the members and attendees of the Finance and Audit Committee, the Board of CPSN, management and all CPSN staff who have contributed directly or indirectly to the organisation's financial management and performance throughout the year.



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www.cpsn.org.au

CEREBRAL PALSY SUPPORT NETWORK INC.

Registration number A0035517V

Financial Report for the year ended 30 June 2026

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Cerebral Palsy Support Network Inc.
Members of the Board of Governance Report
30 June 2026

The Members of the Board of Governance submit their report, together with the financial statements, on the Association for the year ended 30 June 2026.

Board Members

Chair/President	Anne Estelle Fyffe
Vice President	Leanne Robinson
Treasurer	Jonathan Epstein
Secretary	Tara Eaton
General Member	Peter Halcomb
General Member	Elizabeth Ellis
General Member	Dr Monica Cooper
General Member	Alexandra Reimers

Cerebral Palsy Support Network Inc., incorporated and domiciled in Australia, is an incorporated association. The address of the registered office is Suite 4/255 Whitehorse Rd, Balwyn VIC 3103.

Principal activities

The Cerebral Palsy Support Network Inc. (the "Association") provides a vital link and access to information and support for individuals living with cerebral palsy across Melbourne and Victoria.

The Association provides essential support services and assistance to empower individuals with cerebral palsy and their families to exercise choice and control in their lives.

The ongoing objective of the Association is to share knowledge, create connections and provide support in partnership with its members leading to enriched lives for all. The Association is continually striving to change attitudes towards cerebral palsy through awareness campaigns within the wider community.

Significant changes

There were no significant changes in the nature of these activities during the year.

Operating result

The Association generated a profit before other comprehensive income for the year ended 30 June 2026 which amounted to $231,284 (2025: $453,699).

The Association's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

No person has applied for leave of Court to bring proceedings on behalf of the Association or intervene in any proceedings to which the Association is a part for the purpose of taking responsibility on behalf of the Association for all or any part of those proceedings. The Association was not party to any such proceedings during the year.

Signed in accordance with a resolution of the Members of the Board of Governance and on behalf of the Board of Governance by:

Estelle (Nov 13, 2026 08:58:58 GMT+11)

Anne Estelle Fyffe
Chair/President

Leanne Robinson
Vice President

Dated: 13/11/2026

Cerebral Palsy Support Network Inc.
Statement of Profit or Loss and Other Comprehensive Income
For the year ended 30 June 2026

	Note	2026 $	2025 $
Revenue			
Income	3	7,498,180	7,740,818
Interest income		27,868	59,584
Other income		-	3,059
Total revenue		**7,526,048**	**7,803,461**
Expenses			
Employee benefits		6,874,073	6,940,701
Administration		314,443	337,987
Depreciation		34,771	18,671
Finance costs		1,409	1,501
Other expenses		70,068	50,902
Total expenses		**7,294,764**	**7,349,762**
Profit before income tax		**231,284**	**453,699**
Income tax expense		-	-
Profit for the year attributable to the members of Cerebral Palsy Support Network Inc.		**231,284**	**453,699**
Net movement in CP Future Fund investment	12	(31,665)	(48,199)
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the financial year attributable to the members of Cerebral Palsy Support Network Inc.		**199,619**	**405,500**

The accompanying notes form part of this financial report

Cerebral Palsy Support Network Inc.
Statement of Financial Position
As at 30 June 2026

	Note	2026 $	2025 $
Assets			
Current assets			
Cash and cash equivalents	**4**	1,637,876	1,404,407
Trade and other receivables	**5**	166,258	196,518
Other assets	**6**	384,605	419,936
Total current assets		**2,188,739**	**2,020,861**
Non-current assets			
Property, plant and equipment	**7**	23,621	10,888
Intangible assets	**8**	45,774	68,626
Total non-current assets		**69,395**	**79,514**
Total assets		**2,258,134**	**2,100,375**
Liabilities			
Current liabilities			
Trade and other payables	**9**	324,016	305,548
Other liabilities	**10**	74,669	91,629
Provisions	**11**	260,418	299,217
Total current liabilities		**659,103**	**696,394**
Non-current liabilities			
Provisions	**11**	8,755	13,324
Total non-current liabilities		**8,755**	**13,324**
Total liabilities		**667,858**	**709,718**
Net assets		**1,590,276**	**1,390,657**
Members' Funds			
Retained earnings		786,070	684,419
Investment and Project Reserve		804,206	706,238
Total members' funds		**1,590,276**	**1,390,657**

The accompanying notes form part of this financial report

Cerebral Palsy Support Network Inc.
Statement of Members' Funds
For the year ended 30 June 2026

	Note	Retained Earnings $	Investment and Project Reserve $	Total $
30 June 2026				
Balance at 1 July 2025		684,419	706,238	1,390,657
Profit for the year		231,284	-	231,284
Net movement in CP Future Fund investment	**12**	(31,665)	-	(31,665)
Transfer to Retained Earnings		31,665	(31,665)	-
Additional allocation to Investment and Project Reserve		(129,633)	129,633	-
Balance at 30 June 2026		**786,070**	**804,206**	**1,590,276**
30 June 2025				
Balance at 1 July 2024		230,720	754,437	985,157
Profit for the year		453,699	-	453,699
Net movement in CP Future Fund investment	**12**	(48,199)	-	(48,199)
Transfer to Retained Earnings		48,199	(48,199)	-
Balance at 30 June 2025		**684,419**	**706,238**	**1,390,657**

The accompanying notes form part of this financial report

Cerebral Palsy Support Network Inc.
Statement of Cash Flows
For the year ended 30 June 2026

	Note	2026 $	2025 $
Cash flows from operating activities			
Receipts from donors, members and other income		7,551,531	7,619,165
Payments to suppliers and employees		(7,289,613)	(7,448,694)
Interest received		27,868	59,584
Net cash provided by operating activities	**17**	289,786	230,055
Cash flows from investing activities			
Payments for property, plant and equipment and intangibles		(24,652)	(73,751)
Payments for investment and project reserve		(31,665)	(48,199)
Net cash used in investing activities		(56,317)	(121,950)
Net increase in cash and cash equivalents		233,469	108,105
Cash and cash equivalents at the beginning of the financial year		1,404,407	1,296,302
Cash and cash equivalents at the end of the financial year	**4**	**1,637,876**	**1,404,407**

The accompanying notes form part of this financial report

Cerebral Palsy Support Network Inc.
Notes to the Financial Statements
For the year ended 30 June 2026

Note 1. Statement of significant accounting policies

Cerebral Palsy Support Network Inc. is an association incorporated under the *Associations Incorporation Reform Act 2012* and registered with the *Australian Charities and Not-for-profits Commission.*

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation

These special purpose financial statements have been prepared for the purposes of complying with the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012* . The Association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. The committee has determined that the Association is not a reporting entity.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

All amounts are presented in Australian dollars, unless otherwise stated.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money value or, except where specifically stated, current valuations of non-current assets.

The financial statements for the year ended 30 June 2026 were approved and authorised for issue by the Members of the Board of Governance.

New and amended standards adopted by the Association

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

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

No new standards and amendments have been applied for the first time in the annual reporting period commencing 1 July 2025.

The following significant accounting policies have been adopted in the preparation and presentation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Revenue recognition

The Association recognises revenue as follows:

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

Donations

Donations are recognised at the time the pledge is made.

Grants

Grant revenue is recognised in profit or loss when the Association satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the Association is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

Interest

Interest revenue is recognised as interest accrues using the effective interest method.

Other revenue

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

Volunteer services

The Association has elected not to recognise volunteer services as either revenue or other form of contribution received. As such, any related consumption or capitalisation of such resources received is also not recognised.

Income tax

No provision for income tax has been made as the Association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short-term highly liquid investments.

Trade and other receivables

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

The Association has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Property, plant and equipment

Leasehold improvements and office equipment are stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment over their expected useful lives.

The following rates of depreciation have been applied:

- Office equipment and computers (33.3%)
- Leasehold improvements (20%)
- Website (33.3%)
- Software (33.3%)
- CRM (20%)

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date. An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the Association. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

Cerebral Palsy Support Network Inc.
Notes to the Financial Statements (continued)
For the year ended 30 June 2026

Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented in the Statement of Cash Flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the Association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured

Impairment of assets

At each reporting date, the Association reviews the carrying values of its tangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the Statement of Profit or Loss and Other Comprehensive Income.

Current and non-current classification

Assets and liabilities are presented in the Statement of Financial Position based on current and non-current classification.

An asset is classified as current when:

- it is either expected to be realised or intended to be sold or consumed in the normal operating cycle;
- it is held primarily for the purpose of trading;
- it is expected to be realised within 12 months after the reporting period; or
- the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period.

All other assets are classified as non-current.

A liability is classified as current when:

- it is either expected to be settled in the normal operating cycle;
- it is held primarily for the purpose of trading;
- it is due to be settled within 12 months after the reporting period; or
- there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period.

All other liabilities are classified as non-current.

Comparative information

When required by Accounting Standards, comparatives have been adjusted to conform to changes in presentation for the current year.

Note 2. Significant accounting judgements, estimates and assumptions

The preparation of the financial statements requires the committee of management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

Management continually evaluates its judgements and estimates in relation to assets, liabilities, revenue and expenses. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Allowance for expected credit losses

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

Estimation of useful lives of assets

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

Employee benefits provision

As discussed in Note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date is recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Note 3. Revenue	**2026 $**	**2025 $**
Revenue from contracts with customers	7,491,386	7,737,604
Donations	6,794	3,214
	7,498,180	**7,740,818**

Note 4. Cash and cash equivalents	**2026 $**	**2025 $**
Cash at bank	908,243	683,769
Cash equivalents	729,633	720,638
	1,637,876	**1,404,407**

Note 5. Trade and other receivables	**2026 $**	**2025 $**
Trade receivables	174,513	199,518
Less: Allowance for expected credit losses	(8,255)	(3,000)
	166,258	**196,518**

Note 6. Other assets	**2026 $**	**2025 $**
Sundry debtors	353,195	373,375
Security deposits and prepayments	31,410	46,561
	384,605	**419,936**

Note 7. Property, plant and equipment	**2026 $**	**2025 $**
Plant and Equipment – at cost	136,837	112,185
Less: Accumulated depreciation	(113,216)	(101,297)
	23,621	**10,888**

Note 8. Intangible assets	**2026 $**	**2025 $**
CRM and Website – at cost	179,934	179,934
Less: Accumulated depreciation	(134,160)	(111,308)
	45,774	**68,626**

Note 9. Trade and other payables	**2026 $**	**2025 $**
Trade payables	33,989	8,577
Accruals	290,027	296,971
	324,016	**305,548**

Note 10. Other liabilities	2026 $	2025 $
Family funds	13,282	16,813
Payroll liabilities	61,387	74,816
	74,669	**91,629**

Note 11. Provisions	2026 $	2025 $
Current		
Employee benefits provision	237,394	274,293
Prior Years' Wages and Related Costs	16,424	16,424
Sundry provisions	6,600	8,500
	260,418	**299,217**
Non-current		
Employee benefits provision	8,755	13,324
	8,755	**13,324**

Note 12. Net movement in CP Future Fund investment	2026 $	2025 $
Tribal Wisdom project	(31,665)	(67,169)
Governance training program	-	8,970
Research	-	10,000
	(31,665)	**(48,199)**

Note 13. Registered address

The registered address of business is Suite 4/255 Whitehorse Rd, Balwyn VIC 3103.

Note 14. Auditor's remuneration

During the financial year the following fees were paid or payable for services provided by the auditor of the Association:	2026 $	2025 $
Audit services - Kidmans Partners Audit Pty Ltd		
Audit of the financial statements	5,295	5,100
Other services	-	-
	5,295	**5,100**

Note 15. Contingent liabilities

The Association had no contingent liabilities as at 30 June 2026 and 30 June 2025.

Note 16. Commitments

The Association had no commitments for expenditure as at 30 June 2026 and 30 June 2025.

Note 17. Cash flow reconciliation

Reconciliation of cash flow from operating activities with net current year profit	2026 $	2025 $
Profit after income tax expense for the year	231,284	453,699
Adjustments for:		
Depreciation and amortisation expense	34,771	18,671
Provision for doubtful debts	5,619	4,966
Changes in assets and liabilities:		
Decrease/(increase) in trade and other receivables	24,641	(41,757)
Decrease/(increase) in other assets	35,331	(87,921)
Increase in trade and other payables	18,468	100,096
(Decrease) in other liabilities	(16,960)	(161,033)
(Decrease) in provisions	(43,368)	(56,666)
	289,786	**230,055**

Cerebral Palsy Support Network Inc.
Statement by Members of the Board of Governance

The Board of Governance has determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the Financial Statements.

In the opinion of the Board of Governance, the financial statements, comprising the Statement of Profit or Loss and Other Comprehensive Income, Statement of Financial Position, Statement of Members' Funds, Statement of Cash Flows, and Notes to the Financial Statements are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:

i. Present a true and fair view of the financial position of Cerebral Palsy Support Network Inc. as at 30 June 2026 and its performance for the year ended on that date in accordance with Australian Accounting Standards and the Australian Charities and Not-for-profits Commission Regulations 2013; and

ii. At the date of the statement, there are reasonable grounds to believe that Cerebral Palsy Support Network Inc. will be able to pay its debts as and when they fall due.

iii. At the date of the statement, the Investment and Project Reserve has a balance of $804,206. This reserve is used for initiatives to benefit members and Cerebral Palsy Support Network Inc., which will continue to invest and resource organisational projects that improve its efficiency and effectiveness.

This statement is made in accordance with a resolution of the Board of Governance and is signed for and on behalf of the Board of Governance by:

Estelle (Nov 13, 2026 08:58:58 GMT+11)

Anne Estelle Fyffe
Chair/President

Jonathan (Nov 6, 2026 08:14:28 GMT+11)

Jonathan Epstein
Treasurer

06/11/2026

Dated: _____

KIDMANS PARTNERS

Accountants and Advisors

AUDITORS INDEPENDENCE DECLARATION TO THE MEMBERS OF CEREBRAL PALSY SUPPORT NETWORK INC.

I declare that, to the best of my knowledge and belief during the year ended 30 June 2026, there have been:

i. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and

ii. no contraventions of any applicable code of professional conduct in relation to the audit.

Kidmans Partners Audit Pty Ltd
ABN: 46 143 986 841

John Petridis
Director

Dated 16th November 2026

Kidmans Partners Audit Pty Ltd

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KIDMANS PARTNERS

Accountants and Advisors

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF CEREBRAL PALSY SUPPORT NETWORK INC.

Opinion
We have audited the financial report of Cerebral Palsy Support Network Inc., which comprises the Statement of Financial Position as at 30 June 2026, the Statement of Profit or Loss and other Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Statement by Members of the Board of Governance.

In our opinion the financial report of Cerebral Palsy Support Network Inc. has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

a) giving a true and fair view of the entity's financial position as at 30 June 2026 and of its financial performance for the year then ended; and

b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for opinion
We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Basis for Accounting
We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other Information
The Members of the Board of Governance are responsible for the other information. The other information comprises the information included in the entity's annual report for the year ended 30 June 2026 but does not include the financial report and our auditors report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Members of the Board of Governance for the Financial Report
The Members of the Board of Governance of the entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act. The entity's responsibility also includes such internal control as the entity determines 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.

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INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF CEREBRAL PALSY SUPPORT NETWORK INC. (CONTINUED)

In preparing the financial report, the Members of the Board of Governance are responsible for assessing the entity'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 Members of the Board of Governance either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

The Members of the Board of Governance are responsible for overseeing the entity's financial reporting process

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 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 the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Members of the Board of Governance.

- Conclude on the appropriateness of the Members of the Board of Governance's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance 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.

Kidmans Partners Audit Pty Ltd
ABN: 46 143 986 841

John Petridis Director

Dated 16th November 2026