

**ANNUAL
REPORT**

2025

PRESIDENT'S REPORT



This year marks nearly 20 years since Chain Reaction Foundation launched its flagship Learning Ground program. What began as long unhurried conversations with First Nations Elders and Community Leaders in Mt Druitt became a bold experiment in mentoring and social-emotional learning. This has now grown into a model of community connection, resilience, and hope for young people and their families across Western Sydney. Our ethos of “each one teach one” has continued to guide every step. In 2025, we have witnessed the impact of this ethos in classrooms, workshops, community gatherings, and in the ways our participants become mentors themselves.

As President, I am proud to see Chain Reaction’s reputation grow not only as a local partner but as a thought leader in conversations around social cohesion, education, and youth wellbeing.

We have contributed insights into relational approaches to out of home care, anti-bullying, school-based wellbeing strategies, and national debates on social cohesion. Another milestone was the generous seed funding from the Neilson Foundation that will help propel us into a strong future so we can continue to work with young people and communities to create a chain reaction for good.

Many thanks go to our dedicated staff, volunteers, and partners. Your commitment has ensured that Learning Ground and our other initiatives remain responsive, relational, and transformational. And to our funders and supporters - thank you for standing with us.

Margaret Bell AM
President



EXECUTIVE DIRECTOR'S REPORT

This has been a year of deep listening and courageous action at Chain Reaction Foundation. At Learning Ground, we have walked alongside young people as they asked the big questions: Who do I want to become? How do I make choices that protect myself and others? These are life-changing conversations that move young people into pathways of belonging and community contribution.

We also extended our impact through systems-level advocacy, bringing CRF's grounded, community-informed insights into policy conversations. Our focus on social cohesion [what helps communities stay strong, inclusive, and safe] has connected our grassroots experience with national frameworks and research.

Highlights this year include:

- Continued growth in partnerships with schools and community organisations, embedding Learning Ground's approach into wider networks.
- A renewed emphasis on relational practices and family support, recognising that healing relationships are central to sustainable change.
- The generosity of our volunteer community who understand the importance of consistency for our young people and dedicate themselves to supporting us long term.

Our vision for the future has been supported by the generosity of the Neilson Foundation who have provided seed funding for a significant project. We are grateful of their deep understanding that, at the heart of the work, is a framework for how we create a fairer and more inclusive society.

I extend heartfelt gratitude to our Board, staff, and volunteers. Your dedication ensures CRF remains not only a service provider but a movement of connection and hope. And to our community - thank you for entrusting us with your stories and your children.

Rumbi Mabambe

Executive Director

Chain Reaction Foundation

The Directors present their report for the year ended 30 June 2025 and the auditor’s report.

Directors

The names of the Directors in office during the financial period and at the date of the report are:

Margaret Bell AM
(Chairperson)

Benjamin Chow AO

Pamela Gilbert

Nick Greiner AC

Dorothy Harding

Dr John Hewson AM

Hon John Hood

Rodney Little

Abd-Elmasih Malak AM

Peter Rowe

Prof Michele Simons

Tim Lloyd

Directors’ Meetings

The number of meetings of Directors held during the period and the number of meetings attended by each Director were as follows:

	Number of meetings Held	Meetings attended
Margaret Bell AM	3	3
Benjamin Chow AO	3	2
Pamela Gilbert	3	2
Dorothy Harding	3	3
Dr John Hewson AM	3	2
Hon John Hood	3	3
Rodney Little	3	1
Abd-Elmasih Malak AM	3	2
Prof Michele Simons	3	0

Company Secretary

The company secretary is Rumbi Mabambe, Executive Director, Chain Reaction Foundation.

Mount DrUITt Learning Ground

The latest MDLG data provides insight into both the depth of need among our young people and the progress being made through consistent, relational support.

In 2025, 74 young people engaged with MDLG. More than half identified as Aboriginal and/or Torres Strait Islander, and most were in Years 6 to 8, the critical middle years when school disengagement begins. Almost every participant (95%) is performing below year-level literacy, with some Year 9 and 10 students reading at a Year 3 level.

Two programs operated at the centre in 2024/25. The Adolescent programs for those aged 13 - 17 and the Young People program for those aged 10 - 13. The centre engages students from 14 schools in western Sydney.



Participant Profile



83%
**FEAR FOR
THEIR FUTURE**



74%
FEAR SCHOOL



46%
**LIVE WITH
FAMILY VIOLENCE**



68%
**REPORT MENTAL
HEALTH CONCERNS**



95%
**PERFORMING BELOW YEAR-LEVEL LITERACY
WITH SOME YEAR 9 AND 10 STUDENTS READING AT A YEAR 3
LEVEL**

The demographics of the young people attending MDLG reflect young people facing multiple, intersecting risks – trauma, poverty, mental health challenges, and family stress factors. This context underscores why MDLG’s relational, non-punitive, and long-term model is essential.

Our data also tells us that;

- We are reaching the right young people at the right stage – those at genuine risk of disengagement and harm.
- Our model is addressing deep-rooted educational and emotional barriers, not just surface-level behaviours.
- Sustained attendance and multi-year retention indicate transformational, not transactional, impact.

Learning Ground is serving as both a protective factor and a re-entry point into education, belonging, and hope.



"I thought everyone had already given up on me — teachers, cops, even my own family. But here, they didn't. They saw something in me I couldn't see yet. That's the first time I ever felt like maybe I was worth something."

James, 16

James' Story



James* was 14 years old when he walked through our doors.

His file told one version of his story: moved from school to school, violent outbursts, zero engagement in class, and on the verge of ending up in juvenile detention with his friends.

But James' real story was one of survival.

He had never known stability - not because he didn't have a home, but because home was a place of constant struggle. His mum loved him, but she was exhausted, overwhelmed, frustrated, and struggling with her mental health. Struggling to provide the basic necessities. In response, James became known as a trouble maker. He was angry, restless, and always in trouble. School felt pointless. He felt like the world had already decided what kind of kid he was.

By the time he arrived at Learning Ground, he had learned to expect rejection. He tested every boundary, waiting for us to give up on him.

We didn't.

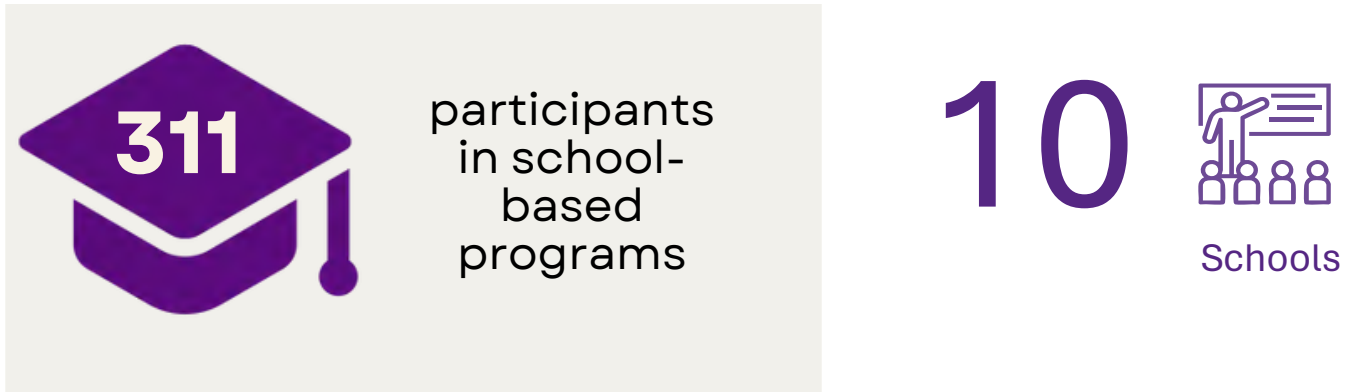
At first, he refused to speak. He didn't want to be part of the group. He sat with his arms crossed, face blank, daring someone to send him away.

But Learning Ground is different. We prioritised getting to know him and him getting to know us. A relational approach that provides a judgment free zone. Routines were established that helped James anticipate what each day would be like, giving him a feeling of safety and security.

James is now in his third year of the program. His Mom is still unwell, however, James is receiving the support he needs to remain in school and complete his education. He has weekly access to trusted adults. His mom is also supported through our whole of family approach. He can now identify when he's getting angry or frustrated and has learnt skills that he can draw on throughout his life.

Learning Ground in School

LGiS has consolidated its place as a valued program in schools, offering flexibility, strong wellbeing outcomes, and complementing schools' own initiatives.



LGiS participants reported positive changes in;

↑ school attendance and belonging

↑ Leadership confidence

↑ Emotional wellbeing

↑ Family Relationships

Student responses to “What is something you can do differently now because of LGiS?”

I now know how to make better choices for myself, and I enjoy school more.

I understand our world a lot more. How we have different life experiences, but we are the same.

I feel I am more responsible. I stop and think before I do.

People in my class have really changed! They are not so mean so school is better for me now. I have friends at school.

Caring for my siblings more and no more fighting because I can now use my calm down strategies.

I am now someone who looks out for others at school and I help them if they need it.

Two staff served as wellbeing officers under the National Student Wellbeing Program, embedding LGiS within schools. This dual role of program delivery and direct wellbeing support has proven highly effective, with schools expressing interest in long-term partnerships.

Family Skills

Family Skills workshops remain a core part of our work with parents and carers. Engagement continues to be a challenge due to fear of judgement, yet we are addressing this by building trusting relationships and creating safe, inclusive opportunities for families.

In 2024–25, we delivered workshops focused on building stronger family connections, managing behaviour, and supporting young people’s emotional wellbeing.

In term one, we piloted a combined parent–child workshop on friendships, which was well received and will be expanded.



Parent

“I recommend Learning Ground to everyone, all the time. More kids (and their parents) need access to this kind of support. I’d love to see this program in more schools and communities so that every family can experience this kind of growth together.”



Our Family Fun Friday events have become a highlight. these once a term events have had exceptional turnout compared with similar local events. These gatherings provide a relaxed, positive environment to build parent–carer trust and engagement



CHAIN REACTION FOUNDATION LTD
(a company limited by guarantee)

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR TO 30 JUNE 2025

	2025	2024
	\$	\$
REVENUE		
General		
Bank Interest	34,575	6,733
Donations for Mt Druitt Learning Ground	3,892,034	884,036
Grants for Mt Druitt Learning Ground	61,288	74,688
General Donations & sundry income	13,536	62,067
Revenue for Learning Ground in Schools	200,482	16,825
Total revenue	<u>4,201,915</u>	<u>1,044,349</u>
 EXPENDITURE		
Chain Reaction Foundation overheads	359,608	193,816
Learning Ground in Schools Programme Mt	244,340	284,930
Druitt Learning Ground expenses	479,997	420,982
	_____	_____
Total expenditure	<u>1,083,945</u>	<u>899,728</u>
Surplus for the year	<u>3,117,970</u>	<u>144,621</u>
Income tax expense	-	-
	_____	_____
Surplus for the year after income tax	<u>3,117,970</u>	<u>144,621</u>
Other comprehensive income	-	-
	_____	_____
SURPLUS FOR THE YEAR	<u>3,117,970</u>	<u>144,621</u>
	=====	=====

The accompanying notes form part of these accounts

CHAIN REACTION FOUNDATION LTD
(a company limited by guarantee)

STATEMENT OF FINANCIAL POSITION AT 30 JUNE 2025

	2025	2024
	\$	\$
CURRENT ASSETS		
Sundry receivables (incl GST & stamp duty refunds)	239,597	3,604
Cash at bank	548,747	399,635
Cash on deposit	<u>1,500,000</u>	<u>-</u>
TOTAL CURRENT ASSETS	<u>2,288,344</u>	<u>403,239</u>
 NON-CURRENT ASSETS		
Freehold land – at cost	<u>1,535,426</u>	<u>-</u>
TOTAL NON-CURRENT ASSETS	<u>1,535,426</u>	<u>-</u>
 TOTAL ASSETS	<u>3,823,770</u>	<u>403,239</u>
 CURRENT LIABILITIES		
Credit cards & other creditors	9,501	33,886
Payroll & employee provisions	31,739	20,164
Learning Ground & other grants in advance	<u>445,306</u>	<u>189,442</u>
TOTAL CURRENT LIABILITIES	<u>486,546</u>	<u>243,492</u>
 NON-CURRENT LIABILITIES		
Payroll & employee provisions	<u>59,507</u>	<u>-</u>
TOTAL NON-CURRENT LIABILITIES	<u>59,507</u>	<u>-</u>
TOTAL LIABILITIES	546,053	243,492
 NET ASSETS	3,277,717	159,747
 EQUITY	=====	=====
Accumulated funds	<u>3,277,717</u>	<u>159,747</u>
 TOTAL EQUITY	<u>3,277,717</u> =====	<u>159,747</u> =====

The accompanying notes form part of these accounts

CHAIN REACTION FOUNDATION LTD
(a company limited by guarantee)

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR TO 30 JUNE 2025

	2025	2024
	\$	\$
Total changes in equity		
Surplus for the year	3,117,970	144,621
Funds available for future use at the beginning of the financial year	<u>159,747</u>	<u>15,126</u>
Funds available for future use at the end of the financial year	<u>3,277,717</u>	<u>159,747</u>
 Comprised of		
Accumulated funds		
Balance at the beginning of the financial year	159,747	15,126
Surplus for the year	<u>3,117,970</u>	<u>144,621</u>
Balance at the end of the financial year	<u>3,277,717</u>	<u>159,747</u>
 Total	<u>3,277,717</u>	<u>159,747</u>

The accompanying notes form part of these accounts

CHAIN REACTION FOUNDATION LTD
(a company limited by guarantee)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

CASH FLOWS FROM OPERATING ACTIVITIES	2025	2024
	\$	\$
Cash Receipts in the course of operations	4,213,605	1,044,767
Cash Payments in the course of operations	(1,046,073)	(850,697)
Interest Received	17,006	6,733
		—
Net Cash provided by/ (used in) Operating Activities	<u>3,184,538</u>	<u>200,803</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Cash placed on term deposit	(1,500,000)	-
Cash used in purchase of freehold land	(1,535,426)	-
Net Cash (used in) Operating Activities	<u>(3,035,426)</u>	-
		—
Net increase/(decrease) in cash held	149,112	200,803
Cash at the beginning of the financial year	399,635	198,832
		—
Cash at the end of the financial year	<u>548,747</u> =====	<u>399,635</u> =====
CASH FLOWS RECONCILED TO PROFIT	2025	2024
		200,803
Cash provided by Operating Activities	3,184,538	
Less/Add (increase)/decrease in other liabilities	(302,561)	(54,690)
Add/(Less increase)/(decrease) in other assets	<u>235,993</u>	<u>(1,492)</u>
Operating surplus for the year	<u>3,117,970</u> =====	<u>144,621</u> =====

The accompanying notes form part of these accounts

NOTES TO THE FINANCIAL STATEMENTS

AS AT 30 JUNE 2025

1. Statement of significant accounting policies

Basis of Preparation and statement of compliance

In the opinion of the Directors, the company is not a reporting entity as defined in Statement of Accounting Concepts 1: "Definition of the Reporting Entity". The financial statements of company have been drawn up as a special purpose financial report for use by the Directors and members and to fulfil the Directors' duties under the Australian Charities and Not-for-profits Commission Act 2012 to prepare financial statements.

The financial statements have been prepared on the accruals basis of accounting using the historical cost convention and a going concern assumption. Except where stated, they do not take into account changing money values. Except where noted, the accounting policies have been consistently applied.

The financial statements have been prepared in accordance with all Australian Accounting Standards (including the Australian Accounting Interpretations) and other mandatory financial reporting requirements in Australia with the following exceptions where some or all of the disclosure provisions have not been followed:

- AASB 7 Financial Instruments: Disclosure
- AASB 101 Presentation of Financial Statements
- AASB 107 Statement of Cash Flows
- AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors
- AASB 124 Related Party Disclosures
- AASB 1004 Contributions

The material accounting policies adopted by the Foundation are:

Revenue recognition

The company recognises donations when received and grant income as revenue when funds have been committed by the project sponsor in respect of expenditure incurred.

Expenses

Expenses are brought to account on an accruals basis.

Income Tax

The company has been endorsed as an exempt charitable body for income tax purposes under the provisions of the Income Tax Assessment Act 1997.

NOTES TO THE FINANCIAL STATEMENTS

AS AT 30 JUNE 2025

2. Liability of members

The company is limited by guarantee and every member undertakes to contribute an amount not exceeding \$100 if required in the event of a wind up of the company.

3. Related party disclosures

Key management personnel The key management personnel of the company include its, Board of Directors whose names are:

Margaret Bell **AM** (Executive Chairman), Benjamin Chow **AO**, Nick Greiner **AC**, Pamela Gilbert, Dorothy Harding, Dr John Hewson AM, Hon John Hood, Rodney Little, Tim Lloyd, Abd-Elmasih Malak AM, Peter Rowe and Professor Michele Simons.

Apart from Margaret Bell and Dorothy Harding, none of the other Board members received any compensation in respect of the performance of her duties during the current year.

Amounts have been expensed in the year in respect of services provided to the company by those persons (or their related entities) during their tenure as Directors, being Margaret Bell – \$130,506 (2024 – \$113,284) and Dorothy Harding – \$28,478 (2024 – \$12,310).

4. Auditor's remuneration

The Auditor of the company is Mawby, Cowper, Meares & Co. Audits have been conducted on a pro-bono basis. The estimated value of their audit fee, being \$2,750, is included in General Donations and Sundry Income and an equivalent amount is included as an expense in the Chain Reaction Foundation overheads Statement of Comprehensive Income.

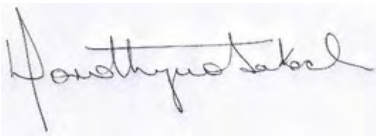
NOTES TO THE FINANCIAL STATEMENTS

AS AT 30 JUNE 2025

In the opinion of the Directors of Chain Reaction Foundation Ltd:

1. The company is not a reporting entity.
2. The financial statements and notes of the Company as set out on pages 2 to 7 are in accordance with the basis of accounting described in Note 1 to the financial statements and the Australian Charities and Not-for-profits Commission Act 2012 including:
 - (a) giving a true and fair view of the financial position as at 30 June 2025 and of its performance, as represented by the results of its operations and cash flows for the financial year ended on that date; and
 - (b) complying with Australian Accounting Standards (including the Accounting Interpretations) and the Australian Charities and Not-for-profits Commission Act 2012 to the extent described in Note 1 to the financial statements; and
3. There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors



Dorothy von Takach Director

Dated on 21 November 2025 at Sydney



ABN: 44100223649

7/112 Ben Boyd Road, Neutral Bay NSW 2089

Telephone: (02) 9953 3287

Email: info@chainreaction.org.au Website: www.chainreaction.org.au

Mawby Cowper Meares & Co.

Partners

Frank Butkovich

Stuart D. Meares

Richard Lambert

Chartered Accountants

ABN 32 136 142 010

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Fax: (02) 9411 6712

e-mail: info@mcmco.com.au

AUDITOR'S INDEPENDENCE DECLARATION TO THE DIRECTORS OF CHAIN REACTION FOUNDATION LIMITED

As lead auditor for the audit of Chain Reaction Foundation Limited, for the year ended 30 June 2025 I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (a) the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (b) any applicable code of professional conduct in relation to the audit.



Mawby Cowper Meares & Co
Chartered Accountants

Partner: **Frank Butkovich FCA**

47 Neridah Street Chatswood NSW 2067

21 November 2025

Mawby Cowper Meares & Co.

Partners

Frank Butkovich

Stuart D. Meares

Richard Lambert

Chartered Accountants

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INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF CHAIN REACTION FOUNDATION LIMITED

Report on the financial report

I have audited the financial report (being a special purpose financial report) of Chain Reaction Foundation Limited (the Company) which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in trust capital and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

Basis for qualified auditor's opinion

As is common for organisations of this type, it is not practicable for the Company to fully establish internal controls over the collection of income from various revenue raising activities prior to entry into its financial records. Accordingly, as the evidence available to me regarding revenue from this source was limited, my audit procedures with respect to these revenue streams had to be restricted to the amounts recorded in the financial records and information provided by the Company's management. I therefore am unable to express an opinion whether the unsolicited revenue obtained is complete.

Qualified Audit opinion

In my opinion, except for the effects on the financial report of such adjustments, if any, as might have been required had the limitation on my audit procedures referred to in the qualification paragraph not existed.

- (a) the financial report of the Company presents fairly in all material respects, the Company's financial position as at 30 June 2025 and its performance for the year then ended in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the accounting policies described in Note 1(b) to the accounts.
- (b) The accounting and other associated records have been properly kept during the course of the year in accordance with the *Charitable Fundraising Act (NSW) 1991 and the NSW Charitable Fundraising Regulation 2015*.
- (c) Money received as a result of fundraising appeals conducted during the year has been properly accounted for and applied in accordance with the *Charitable Fundraising Act (NSW) 1991 and NSW Charitable Fundraising Regulation 2015*.

Basis for opinion

I conducted my audit in accordance with *Australian Auditing Standards*. My responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report.

I am independent of the Company in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirement of the *Accounting Professional and Ethical Standards Board APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the Financial Report in Australia. I have fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of matter – basis of preparation and restriction on use

I draw attention to Note 1 to the financial report, which describes the basis of preparation.

The Financial Report has been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under *Australian Accounting Standards, the Australian Charities and Not-for-profits Commission Act 2012 and Regulations*. As a result, the Financial Report and this Auditor's Report may not be suitable for another purpose. My opinion is not modified in respect of this matter.

My report is intended solely for the Board of Chain Reaction Foundation Limited and should not be used by parties other than the Board. I disclaim any assumption of responsibility for any reliance on this report, or on the Financial Report to which it relates, to any person other than the Board for Chain Reaction Foundation Limited or for any other purpose than that for which it was prepared.

Board's responsibility for the financial report

The Board of the Foundation is responsible for the preparation and fair presentation of the financial report and has determined that the basis of preparation described in Note 1(b) to the financial statements is appropriate to meet the needs of the Board. The Board's responsibility also includes such internal controls as the Board determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Responsibilities of the Board for the Financial Report

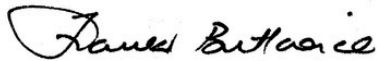
The Board of the Company is responsible for the preparation of the Financial Report that gives a true and fair view and has determined that the basis of preparation described in Note 1 to the Financial Report is appropriate to meet the requirements of the *Australian Accounting Standards, the ACNC and the Act and Regulations* and is appropriate to the needs of the Board and for such internal control as the Board determine is necessary to enable the preparation of the Financial Report that is free from material misstatement, whether due to fraud or error.

In preparing the Financial Report, the Board are responsible for assessing the Company's ability to continue as a going concern. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board either intends to liquidate the Company or to cease operations or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Report

My objective is 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 Audit Report that includes my 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. They are considered material if, individually or in the aggregate they could reasonably be expected to influence the economic decisions of users taken on the basis of this Financial Report.

A further description of my responsibilities for the Audit of the Financial Report is located at the Auditing and Assurance Standard Board website at http://www.auasb.gov.au/auditors_files/ar3.pdf. This description forms part of my Auditor's Report.



Mawby Cowper Meares & Co
Chartered Accountants

Partner: **Frank Butkovich FCA**
47 Neridah Street Chatswood NSW 2067

21 November 2025