

**BLUE KNOT FOUNDATION**

**(A COMPANY LIMITED BY GUARANTEE)**

**A.B.N 49 072 260 005**

**FINANCIAL REPORT  
FOR THE FINANCIAL YEAR ENDED**

**30 JUNE 2025**

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**CONTENTS**

Chair's Report	2
CEO's Report	3
Directors' Report	4
Auditor's Independence Declaration under Section 60-40 of the Charities and Not-for-profits Commission Act 2012	13
Financial Report	
- Statement of Profit or Loss and Other Comprehensive Income	14
- Statement of Financial Position	15
- Statement of Changes in Equity	16
- Statement of Cash Flows	17
- Notes to the Financial Statements	18
- Directors' Declaration	28
- President's Declaration in respect of Fundraising Appeals	29
- Independent Auditor's Report to the Members of the Foundation	30

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**CHAIR'S REPORT**

The last year has been one of continued growth and impact for the Blue Knot Foundation.

Our work in the community, with survivors of complex trauma and their supporters, has spanned specialist phone counselling and referrals, and educational workshops. We've continued to lead and lift the field in trauma-informed training, therapeutic and supervision services for practitioners and workers, trauma-informed consultancy for services, evidence-informed publications. Our newsletters and social media content for survivors and practitioners, advocacy, research and health promotion in the areas of complex trauma and trauma informed care and practice continue to break down stigma, and leave survivors feeling seen, supported and connected to community. We've continued to work with partner organisations and a number of government agencies, to make sure survivors of complex trauma are not left behind.

Blue Knot's reach continues to grow with new partnerships and collaborations, and ongoing engagement with our Lived and Living Experience Committee, whose contribution and perspective are very much appreciated by all within the organisation. The ongoing success of Blue Knot continues to be both driven and led by President and Managing Director, Dr Catherine Kezelman AM, whose energy, vision and passion for this work are remarkable. Catherine leads an incredible team within Blue Knot who provide an impressive breadth of services of such high quality, with limited resources.

As we reflect on the year that has passed, I'd like to thank my colleagues on the Blue Knot Board, with special appreciation to former Director and Deputy CEO Belinda Johnson, and Director Samantha Betts, who both stepped down from the Board over the past year after important contributions to the work of Blue Knot. The Blue Knot Board continues to be a pleasure to be part of, with each Director bringing a unique perspective, skillset and contribution toward our shared objectives. A special thanks to Mark Arnold, Chair of the Finance, Audit and Risk Committee, and Seth Hartdegen, Chair of the People, Culture and Remuneration Committee, for their ongoing leadership in important areas of the Board's work.

Most importantly, a sincere thanks to the caring, skilled and dedicated staff of Blue Knot. The organisation's role in the community is an important one, and we could not make these contributions without the wonderful work you do.



Jillian Harrington

Chair, Blue Knot Board

Date: 22/10/2025

Type text here

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**CEO'S Report**

Over the past financial year, organisations such as Blue Knot have operated in a challenging environment of cost-of-living pressures, constrained philanthropy, rising workforce costs, and heightened expectations from government around accountability, impact, and cultural safety. Demand for trauma-informed, mental health, and telehealth support has continued to increase, reinforced by national reforms such as the National Strategy to Prevent and Respond to Child Sexual Abuse.

At the same time, workforce shortages, strong competition for specialist expertise, and escalating compliance requirements have placed further strain across the sector, even as technology and hybrid service models have become essential for reaching diverse and often marginalised communities. These conditions underscore the importance of strong governance, resilient workforce strategies, secure digital systems, and inclusive trauma-informed practice to sustain trust with survivors, government, and funders.

Against this backdrop, I am proud to report that Blue Knot has continued to strengthen the foundations that enable us to achieve our purpose: empowering recovery for the more than one in four Australian adults impacted by complex trauma. Our Telehealth Services, now accredited under the National Safety and Quality Digital Mental Health Standards, delivered close to 30,000 occasions of service across the Blue Knot Helpline and Redress Support Services. This life-changing work has been supported by continued and extended funding from the Australian Government Department of Health, Disability and Ageing, and the Australian Government Department of Social Services. Yet demand continues to outstrip resourcing, despite enhanced efficiencies, underscoring the need for continued investment. The voices of those we serve remain our strongest testament, with surveys, feedback, and testimonials consistently affirming the profound impact of the specialist support we provide directly to those affected

Blue Knot also delivered close to 600 individual training events this last financial year, which is an 11% increase in events to which we had just over 14,000 participants. Although participation numbers decreased by 8%, consistent with broader sector trends, the quality and relevance of our programs are pivotal. More than 95% of participants reported that training was directly relevant to their role, and over 95% expressed interest in further training with us. Our supervision, reflective practice, and organisational change programs continue to build workforce capacity across Australia, a testament to the expertise and dedication of our Training and Practice team.

Our reach and influence also continued to expand. Media and social media engagement grew by more than 25%, strengthening awareness of trauma-informed practice and amplifying survivor voices. With the 2025 calendar year marking 30 years of Blue Knot walking alongside survivors, our role has never been more visible or vital. Blue Knot Day 2024 carried the powerful message *"You are not alone"*, resonating deeply with survivors and communities and further affirming our place as a trusted national voice.

Finally, I wish to acknowledge the passionate and professional team at Blue Knot, whose unwavering commitment ensures that every day we live our purpose. To our leadership team, thank you for your steady presence, wisdom, and discipline. To our Board, under the insightful leadership of Chair Jillian Harrington, my deep appreciation for the expertise and time you so generously contribute. Together, we are building a stronger, more resilient Blue Knot, continuing to empower recovery and hope for survivors across Australia.



Dr. Catherine Kezelman AM

President and Managing Director, Blue Knot Foundation

Chair, National Centre for Action on Child Sexual Abuse

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**DIRECTORS' REPORT**

**1. Directors and information on directors**

**Jillian Harrington**

*FAPS, FCCLP, GAICD*

Special Responsibilities: Chair Appointed on 27 November 2023

Jillian Harrington is a Clinical Psychologist with over 25 years' experience helping and learning from survivors of complex trauma and supporting the work of colleagues through mentoring and supervision.

A graduate and a member of the Australian Institute of Company Directors, Jillian is an experienced Board Director in both corporate and not-for-profit settings, and has also chaired regional Clinical Governance, Allied Health and Mental Health Advisory Committees. Jillian is a director of the Australian Psychology Accreditation Council (APAC), is currently the national health policy Chair of the Australian Psychological Society's College of Clinical Psychologists and is the current President of the Applied Neuroscience Society of Australasia.

Her experience in primary care, and passion for equity in our health system have been recognised with appointment to several national advisory committees including the Medicare Review Taskforce Mental Health Reference Group. Jillian is a member of the International Society for the Study of Trauma and Dissociation, and her training and experience in supporting recovery from complex trauma span a range of different approaches.

**Dr Catherine Kezelman AM**

*MBBS (Hons)*

Special Responsibilities: President

Dr. Catherine Kezelman AM is a medical practitioner, President of Blue Knot Foundation, Chair of National Centre for Action on Child Sexual Abuse and has a lived and living experience of complex trauma. Catherine is a respected thought and transformational not-for-profit leader, an innovative strategic thinker and inspirational people manager, informed by strong governance and ethical decision-making principles.

She has been a driving force within Blue Knot, previously ASCA, for over 2 decades, spearheading the growth and maturity of a financially sustainable, accountable and credible organisation respected by government and diverse stakeholders which delivers on its purpose daily. She has held a number of board and key representative roles within the mental health and related sectors, all focussed on the healing and recovery of people with the lived and living experience of complex trauma. Catherine is an authority in the field, co-author of a range of seminal Blue Knot publications and guidelines, and strong communicator, as a national advocate for trauma-informed transformational changes and informed responsiveness to people experiencing the impacts of complex trauma.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**DIRECTORS' REPORT**

**Alexandra Tintner**

Appointed on 3 February 2025

*LLB*

Alexandra has an extensive background in public policy and integrity, excelling in conducting legal research and delivering highly accurate advice. She is currently working on health-related reforms, including involving amendments to Victorian legislative frameworks. Over her 15 years of experience in complex policy and oversight roles, Alexandra has provided expert advice on governance, integrity risks and misconduct issues, and led systematic investigations. This work has endowed her with extensive understanding of government operations and the paramount importance of healthy organisational culture, integrity, transparency, risk mitigation and governance. In her integrity complaints and oversight roles, including advocating for adults and children in the correctional and mental health systems, Alexandra has honed exceptional trauma-informed practices. In her practice she strives to exhibit unwavering empathy and leadership in delivering evidence-based advice and driving reforms, such as arising from coronial inquiries, deaths in custody, sentinel events, and Royal Commissions.

Alexandra brings her lived experience to the board and is fervently committed to safeguarding human rights and championing health equity, healing, and inclusion in all systems, services, and institutions.

**Belinda Johnson**

Resigned on 30 August 2024

*B.Bus(Acc),FGIA, FIPA, JP*

Special Responsibilities: Deputy CEO

Belinda Johnson is an experienced accountant, Deputy CEO of the Blue Knot Foundation, a Director of the National Centre for Action on Child Sexual Abuse and has lived and living experience of complex trauma. Belinda's leadership extends beyond financial stewardship bringing together her financial management expertise with the commitment to making a positive impact in the community. Belinda has over 30 years of experience in finance and business and her professional journey is marked by a deep understanding of corporate governance, business and finance management and audit and risk management. Belinda's career has also been enriched by her expertise in technology solutions, which she applies to drive innovation and efficiency in her financial and operational management strategies.

**Judith Gullifer**

*BPsych (Hons), PhD, MAPS*

Professor Judith Gullifer is a registered psychologist with a background in professional counselling in rural and remote Australia. She manages a small virtual, part-time practice, mentoring and coaching leaders.

She has held various positions with the Australian Psychological Society, having been appointed to the Board of Directors in 2016 for her expertise in working in Regional, Rural and Remote Australia. She was a founding member of the Rural, Regional and Remote Advisory Group to the National Board of Directors and the Convener of the Australian Psychological Society Rural and Remote Interest Group. In January of 2017 Judith became the Executive Manager and Head of the Australian Psychological Society's Training Institute where she oversaw the professional education and training of psychologists and other cognate professions.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**DIRECTORS' REPORT**

Judith currently holds the position of Deputy Head of School (Education) and Senior Director of Education in the School of Psychological Sciences and the Turner Institute for Brain and Mental Health at Monash University. Judith has spent over two decades dedicated to psychology education and research in the higher education sector being active in the teaching and supervision of psychology undergraduate and postgraduate students.

**Mark Arnold**

*Bachelor Business, BAAcc, GAICD, FCPA*

Special Responsibilities: Chair - Finance, Audit and Risk Committee and Board Deputy Chair

Mark is a Non-Executive Board Member of Freshmark and Chair of their Finance Audit and Risk Committee and Non-Executive Board Member of Afford, Chair of their Corporate Development Committee and member of Asset Audit and Risk Committee. He also is an Advisory Director at two financial services startups. He is passionate about working in the community assisting organisations grow and provide support to people to live happier and fulfilled lives as well as use his expertise to help organisations develop and grow.

Mark's professional career included CFO regional and global levels in Banking and then advising senior management and boards as a Deloitte partner. As a partner at Deloitte Australia and South Africa in the Transformation, Technology and Strategy consulting practice specialising in financial services and other industries including telecommunications and resource organisations. He has over thirty years' experience in banking as a CFO for Corporate and Institutional Divisions for major UK Banks working mainly in London with roles in Hong Kong and the New York.

Mark specialises in organisational change and development utilising technology in risk management, governance best practice, financial reporting and analysis, regulatory strategic change drawing on his deep experience in financial services.

Firstly, as a CFO and then as a consulting partner, Mark has advised numerous company boards over the past three decades as well as a Chair and as a member of multiple control and governance committees and boards including Management, Finance, Audit, Control Remediation, Risk and Treasury. He has led and advised business lead technology transformation implementations including Cloud based ERP and EPM platforms.

Mark is a Fellow Certified Practising Accountant (FCPA) Australia and a Graduate of the Australian Institute of Company Directors (GAICD). He holds a BAAcc from Canberra University.

**Mark McCarthy**

*Master applied finance, MBA*

Mark has had a diverse career in financial markets as an investment banker, trader, international consultant and policy director. He has worked with several international financial institutions, managing and trading risk across numerous asset classes including precious metals, foreign exchange, money market and bonds. He has complemented this practical experience with a Master of Applied Finance and an MBA.

Mark is the Director for Markets Policy at the Australian Financial Markets Association. He is tasked with formulating competent and relevant policy for Australia's financial markets, dealing with a wide range of issues and managing a portfolio of external relationships with market regulators, the Reserve Bank of Australia and government policy departments.

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**DIRECTORS' REPORT**

Throughout his career, Mark has mentored and provided training for graduates and junior staff and was the lead facilitator and assessor for AFMA's Conduct & Ethics program. He was a regular media commentator, filing interviews and market reports for various media outlets and hosted a TV show on SKY Business Australia.

**Paula Davies FGLF, FGIA, GAICD**

Appointed on 20 December 2024

Paula Davies is a legally qualified governance professional with over 25 years' experience across legal, policy, and not-for-profit sectors. A Fellow of the Governance Institute of Australia and Graduate of the Australian Institute of Company Directors, she is also an active member of Women on Boards. Paula currently serves as in-house counsel and company secretary for a major South Australian NFP.

She is passionate about strengthening governance frameworks to promote robust, transparent, and ethical decision-making. Her career includes senior roles within the SA public sector (2004–2019), including SAPOL, where she contributed to the Royal Commission into Institutional Responses to Child Sexual Abuse, and as a Board member of Blue Light Inc, where she helped develop a contemporary Child Safety Policy.

Paula has extensive experience managing misconduct complaints in the NFP and faith-based sectors, consistently applying a trauma-informed approach. She is currently an Independent Member of the Child Safety & Wellbeing Panel (Tasmanian Department of Health), a Community Member of the Psychology Immediate Action Committee, and a Board Director of Flourish Australia. She is also a former Child Safety Officer for her son's rugby club.

**Patrick Gooley**

*GAICD, Cert executive management and development AGSM, Grad diploma legal practice*

Special Responsibilities: Member-Finance, Audit and Risk Committee, Member -People, Culture and Remuneration committee

Pat Gooley was a police officer in NSW for 23 years, retiring as an Inspector at Kings Cross. Combining extensive experience in criminal investigation, risk management, emergency management, professional standards and people management with 15 years in legal practice, Pat now concentrates on Executive and Director roles in Not-For-Profit and For-Purpose organisations. Pat has undergraduate qualifications in law, has undertaken post-graduate studies in leadership and management and an Executive Program at the Harvard Trade Union Program.

Pat is the Secretary of the Police Association of NSW, an executive member of the ACTU, an Executive Member and Trustee of Unions NSW, a Trustee of the NSW Police Provident Fund, a Ministerial Appointee to the Police Superannuation Advisory Committee and Director of the Police Bank.

He is a graduate of the Australian Institute of Company Directors.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**DIRECTORS' REPORT**

**Samantha Betts**

Appointed on 17 July 2023 and resigned on 24 February 2025

*Masters business psychology-Post grad certificate social policy and applied research, Bachelor of arts in community development, Bachelor of applied business development*

Special Responsibilities: People, culture and remuneration committee. Samantha is an innovative and results-driven social reform expert with over 15 years of experience in driving change within grass-roots organisations to national NGOs, working across regional and remote Australia.

Samantha currently works in strategy and policy for the Commonwealth Government, seeking to influence stronger social and economic outcomes for Aboriginal and Torres Strait Islander communities. She has also held governance roles with Amnesty International Australia, YWCA Australia, and other NGOs.

Samantha has a Bachelor of Community Development, Bachelor of Management, Graduate Certificate in Social Policy and Social Research, and a Masters in Business Psychology. Samantha is a member of the Australian Institute of Company Directors.

**Seth Hartdegen**

Appointed on 14 May 2025

*MBA, GAICD*

Seth Hartdegen is a Non-Executive Director on the Blue Knot Board and Chair of the People, Culture & Remuneration Committee. He is an internationally experienced board director and consulting leader, with 25+ years of experience gained in some of the world's largest, most complex, recognisable corporates and consultancies. In parallel to his impactful consulting career, Seth has served on several boards.

Based in Brisbane, and working nationally, Seth leads the Employee Engagement & Experience practice in the Pacific at Mercer. In this capacity, he and his team advise boards and c-suite leaders across sectors in Australia and New Zealand on optimising employee experience and enhancing employee engagement, to achieve high-impact strategic outcomes. Earlier consulting roles in Australia, New Zealand and Japan included roles with KPMG and Korn Ferry. Seth also spent 13 years as an expat in Saudi Arabia, Bahrain and Oman, where he held corporate HR leadership roles up to the Regional HR Director level in the Energy industry.

Seth is a graduate member (GAICD) of the Australian Institute of Company Directors. In addition to his role on the Blue Knot Board, he is a Non-Executive Director with the Australian Air Force Cadets Foundation, supporting and enabling c. 11,000 cadets across Australia. Earlier, Seth was Board Vice President (Deputy Chair) of the Saudi Aramco Veterinary Clinic, serving 3,000+ pets, horses and working security dogs in Saudi Arabia.

Empathy, openness, transparency and integrity are core to his belief system, as is his strong set of ethical beliefs that drive his conduct. Seth's qualifications and credentials include an MBA from Scotland, Master's and Bachelor's degrees from New Zealand and executive education from London Business School in the UK. Seth is also a Professional Member (CAHRI) of the Australian Human Resources Institute (AHRI).

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**DIRECTORS' REPORT**

**2. Objectives**

The Foundation's short-term objectives are:

- a. to empower recovery and build resilience for Australian adults who experience the impacts of complex trauma;
- b. to provide support, education and resources for the families and communities of adult Survivors of complex trauma;
- c. to develop and disseminate best practice and research evidence around complex trauma;
- d. to build national workforce capacity around complex trauma treatment, trauma-informed practice and managing vicarious trauma;
- e. to drive innovation in complex trauma policy, practice and service delivery;
- f. to embed trauma-informed policy, practice and systems change within organisations and the community;
- g. to distribute regular communications to:
  - i. disseminate current research and articles of interest to Survivors and those who support them personally and professionally;
  - ii. inform Company members of forthcoming events, workshops, seminars and conferences; and
  - iii. report previous Company meetings/events to members unable to attend;
- h. to deliver training programs, workshops, conferences and other services to a variety of personnel and practitioners for Survivors, supporters, professionals and other personnel;
- i. to provide a national network for Survivors of complex trauma throughout Australia;
- j. to run an interactive, comprehensive, state of the art website to help the Company achieve its objects; and
- k. to operate a telephone service to help achieve the objects of the Company.

The longer-term objective is to build a trauma-informed world, based on growing awareness of trauma, including of complex trauma.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**  
**DIRECTORS' REPORT**

**3. Strategy for achieving the objectives**

To achieve its stated objectives, the Foundation has adopted a community approach to providing information and support for anyone who is affected by complex trauma. Complex trauma is repeated, ongoing, and often extreme interpersonal (between people) acts of violence, abuse, neglect or exploitation. Complex trauma can be experienced as a child, young person or adult or across the lifespan. Blue Knot's approach to empowering recovery for survivors of complex trauma, and those who support them includes our helplines, resources, training, practice and organisational support, advocacy and awareness.

We strive to engage with diverse stakeholders, and further build broad recognition as thought leaders and subject-matter experts and to increase community and sector awareness around complex trauma and survivor needs. We do this in order that trauma-informed and trauma-specific approaches become more common in the policies, practices and systems impacting on and responding to survivors and on our communities.

**4. Performance measures**

The Foundation measures its performance through the use of both quantitative and qualitative measures such as reach on helplines, fact sheet and publication downloads and purchases, number of trainings, visits to website, awareness campaigns, social media analytics, media reach across traditional platforms, success of fundraising campaigns, feedback from survivors, the number of survivor and carer workshops that are run through the year.

**5. Principal activities**

The principal activities of the Foundation during the financial year were the operation of a foundation offering support to adult survivors of complex trauma.

**6. Review of operations**

Operating revenue

The Foundation's revenue for the financial year was \$7,921,498 (2024: \$9,051,117).

Operating result

The operating surplus for the financial year was \$658,855 (2024: \$860,748).

Significant changes in state of affairs

There were no significant changes in the nature of the Foundation's principal activities during the financial year.

**7. Events after the reporting date**

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the Foundation's operations, the results of those operations, or the Foundation's state of affairs in future financial years.

**8. Likely developments and expected results of operations**

The Foundation will continue to actively support adult survivors of complex trauma. Likely developments in the operations of the Foundation and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the Foundation.

**9. Environment regulation**

The Foundation's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**DIRECTORS' REPORT**

**10. Foundation secretary**

At the date of this report, the position of Foundation Secretary was held by Nicole Gentles

**11. President**

At the date of this report, the position of President was held by Dr. Catherine Kezelman.

**12. Meetings of directors**

During the financial year 2024/2025, 6 meetings of Directors were held. These meetings occurred on 22 July 2024, 2 September 2024, 28 October 2024, 25 November 2024, 17 February 2025 and 28 April 2025.

The number of meetings of the Foundation's board of directors held during the year ended 30 June 2025 and the number of meetings attended by each Director were:

Director	Board of Directors	
	Meetings eligible to attend	Meetings attended
Jillian Harrington	6	5
Catherine Kezelman	6	6
Alexandra Tintner	2	2
Belinda Johnson	3	2
Judith Gullifer	6	3
Mark Arnold	6	5
Mark McCarthy	6	6
Paula Davies	2	2
Pat Gooley	6	5
Samantha Betts	4	3
Seth Hartdegen	-	-

**13. Contributions on winding up**

The Foundation is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the Foundation is wound up, the constitution states that each member is required to contribute a maximum of \$2 towards meeting any outstanding obligations of the Foundation. At 30 June 2025, the total amount that members of the Foundation are liable to contribute if the Foundation is wound up is \$1,978 (2024: \$1,052).

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**  
**DIRECTORS' REPORT**

**14. Auditor's independence declaration**

The lead auditor's independence declaration for the year ended 30 June 2025 has been received and can be found on page 13 of the financial report.

This report is made in accordance with a resolution of the directors.

For and on behalf of the Board



Jillian Harrington

Chair

Date: 22/10/2025

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**LEFT INTENTIAONALLY BLANK FOR AUDITOR'S INDEPENDENCE DECLARATION**

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2025**

	Note	2025	2024
		\$	\$
<b>Revenue</b>			
Government grants		3,754,527	5,308,542
Donations	13	69,451	64,155
Fundraising income	13	-	4,039
Consulting and training revenue		2,959,484	2,469,836
Other	4	1,138,036	1,204,545
<b>Total Revenue</b>		<b>7,921,498</b>	<b>9,051,117</b>
<b>Expenses</b>			
Expenditure supporting fundraising activities	13	17,095	5,533
Expenditure supporting grant activities		3,780,644	5,321,655
Expenditure supporting Blue Knot Foundation services		733,062	667,879
Expenditure to support workshops		1,286,685	1,038,428
Administrative expenses		1,445,157	1,156,874
<b>Total Expenses</b>		<b>7,262,643</b>	<b>8,190,369</b>
<b>Surplus before income tax</b>		<b>658,855</b>	<b>860,748</b>
Income tax expense		-	-
<b>Surplus for the year</b>		<b>658,855</b>	<b>860,748</b>
<b>Surplus attributable to members of the Foundation</b>		<b>658,855</b>	<b>860,748</b>
Other comprehensive income		-	-
<b>Total other comprehensive income attributable to members of the Foundation</b>		<b>-</b>	<b>-</b>
<b>Total comprehensive income for the year</b>		<b>658,855</b>	<b>860,748</b>

The accompanying notes form part of these financial statements.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**STATEMENT OF FINANCIAL POSITION**

**AS AT 30 JUNE 2025**

	Note	2025 \$	2024 \$
<b>Current assets</b>			
Cash and cash equivalents	5	2,803,045	3,136,114
Trade and other receivables	6	420,993	468,888
Investments		6,989,155	6,099,808
Other assets		217,856	100,317
<b>Total current assets</b>		<b>10,431,049</b>	<b>9,805,127</b>
<b>Non-current assets</b>			
Property, plant and equipment	7	10,371	14,251
<b>Total non-current assets</b>		<b>10,371</b>	<b>14,251</b>
<b>Total assets</b>		<b>10,441,420</b>	<b>9,819,378</b>
<b>Current liabilities</b>			
Trade and other payables	8	524,211	533,100
Employee benefits	9	346,549	386,170
Contract liabilities	10	981,337	1,008,532
<b>Total current liabilities</b>		<b>1,852,097</b>	<b>1,927,802</b>
<b>Non-current liabilities</b>			
Employee benefits	9	136,183	97,291
<b>Total non-current liabilities</b>		<b>136,183</b>	<b>97,291</b>
<b>Total liabilities</b>		<b>1,988,280</b>	<b>2,025,093</b>
<b>Net assets</b>		<b>8,453,140</b>	<b>7,794,285</b>
<b>Equity</b>			
Retained surplus		8,453,140	7,794,285
<b>Total equity</b>		<b>8,453,140</b>	<b>7,794,285</b>

The accompanying notes form part of these financial statements.

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2025**

<b>2024</b>	<b>Retained surplus</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>
<b>Balance at 1 July 2023</b>	<b>6,933,537</b>	<b>6,933,537</b>
<b>Comprehensive income</b>		
Surplus for the year	860,748	860,748
Other comprehensive income for the year	-	-
<b>Total comprehensive income for the year attributable to the members of the Foundation</b>	<b>7,794,285</b>	<b>7,794,285</b>
<b>Balance at 30 June 2024</b>	<b>7,794,285</b>	<b>7,794,285</b>
<b>2025</b>		
<b>Balance at 1 July 2024</b>	<b>7,794,285</b>	<b>7,794,285</b>
<b>Comprehensive income</b>		
Surplus for the year	658,855	658,855
Other comprehensive income for the year	-	-
<b>Total comprehensive income for the year attributable to the members of the Foundation</b>	<b>8,453,140</b>	<b>8,453,140</b>
<b>Balance at 30 June 2025</b>	<b>8,453,140</b>	<b>8,453,140</b>

The accompanying notes form part of these financial statements.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

	Note	2025	2024
		\$	\$
<b>Cash flows from operating activities</b>			
Receipts from customers and other contributions		7,950,010	8,937,421
Payments to suppliers and employees		(8,094,060)	(9,119,590)
Interest received		49,490	43,304
Interest paid		-	(1,253)
<b>Net cash (used in) operating activities</b>	12	<u>(94,560)</u>	<u>(140,118)</u>
<b>Cash flows from investing activities</b>			
Net (payments) for property, plant & equipment		(5,131)	(8,602)
Net (payments for) investments		(546,047)	(30,119)
Distributions received		309,675	388,187
Interest received		2,994	741
<b>Net cash (used in)/ provided by investing activities</b>		<u>(238,509)</u>	<u>350,207</u>
<b>Cash flows from financing activities</b>			
Repayment of lease liabilities		-	(68,187)
<b>Net cash (used in) financing activities</b>		<u>-</u>	<u>(68,187)</u>
<b>Net (decrease)/ increase in cash and cash equivalents</b>		<b>(333,069)</b>	141,902
Cash and cash equivalents at the beginning of the financial year		<u>3,136,114</u>	<u>2,994,212</u>
<b>Cash and cash equivalents at the end of the financial year</b>	5	<u>2,803,045</u>	<u>3,136,114</u>

The accompanying notes form part of these financial statements.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

The financial report covers Blue Knot Foundation (“the Foundation”) as an individual entity. Blue Knot Foundation is incorporated and domiciled in Australia. Blue Knot Foundation is a company limited by guarantee.

The functional and presentation currency of Blue Knot Foundation is Australian dollars.

The financial statements were authorised for issue on the date of the directors’ declaration. The directors have the power to amend and reissue the financial report.

**1. Basis of Preparation**

The directors have prepared the financial statements on the basis that the Foundation is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the *Charitable Fundraising Act 1991 (NSW)*. The Foundation is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the ACNC Act, the basis of accounting specified by all Australian Accounting Standards and Interpretations, and the disclosure requirements of Accounting Standards 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 1048: *Interpretation of Standards*, and AASB 1054: *Australian Additional Disclosures*, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with those of previous periods unless stated otherwise.

The Foundation has concluded that the requirements set out in AASB 10 and AASB 128 are not applicable as the initial assessment on its interests in other entities indicated that it does not have any subsidiaries, associates or joint ventures. Hence, the financial statements comply with all the recognition and measurement requirements in Australian Accounting Standards.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise. The amounts presented in the financial statements have been rounded to the nearest dollar.

**2. Material Accounting Policy Information**

**a. Revenue recognition**

*Revenue from contracts with customers*

Revenue is recognised at an amount that reflects the consideration to which the Foundation is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Foundation: 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.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

**2. Material Accounting Policy Information (continued)**

**a. Revenue recognition (continued)**

Government grants

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

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

Otherwise, a government grant shall be recognised as income immediately.

Donations and fundraising income

Donations are recognised when the Foundation obtains controls of the contribution or the right to receive the contribution. Significant confirmed donations are accrued at the balance sheet date when it is probable the donation will be received and the amount can be measured reliably.

Consulting & training income and consulting & supervision services

Where a performance obligation exists or is created, a contract liability is recognised as a related amount of the entitlement in exchange for transferring goods or services to a customer. The Foundation 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.

Interest income

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

Other income

Other income is recognised on an accrual basis when the Foundation is entitled to it.

All revenue is stated net of the amount of goods and services tax.

**b. 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 Foundation's 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 Foundation's 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.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

**2. Material Accounting Policy Information (continued)**

**c. Cash and cash equivalents**

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

**d. Trade receivables**

Trade and other receivables include amounts due from donors and any outstanding receipts generated by training, practice and organisational change services. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets.

Accounts receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment. The Foundation applies the simplified approach, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

**e. Investments**

At initial recognition, the Foundation measures a financial asset at its fair value, plus transaction costs that are directly attributable to the acquisition of the financial asset. The investment is subsequently measured at fair value through profit or loss. Where available, quoted prices in an active market are used to determine fair value.

Any gain or loss arising on derecognition is recognised directly in profit or loss and presented in other gains/ (losses). Impairment losses are presented as separate line item in the statement of profit or loss.

**f. Trade payables**

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

**g. Contract liability**

Contract liabilities of the Foundation represent funding received in advance of delivery of performance obligations which may be recalled by the Commonwealth or other government departments at their discretion or used to satisfy future performance obligations under the terms of the grant agreement.

Grant revenue is recognised as the performance obligations in the related grant agreements are satisfied, generally over time. The consideration received in advance of providing these services is recognised as a contract liability.

Contract liabilities also include services for delivery of courses that have been paid for in advance.

**h. Employee benefits**

Provision is made for employee benefits accumulated as a result of employees rendering services up to the reporting date. These benefits include wages and salaries, annual leave and long service leave.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

**h. Employee benefits (continued)**

*Short-term obligations*

Liabilities for wages and salaries, including non-monetary benefits and annual and long service leave; expected to be settled wholly within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liability of annual and long service leave is recognised in the provision for employee benefits. All other short-term benefit obligations are presented as payables.

*Long-term obligations*

The liability for long service leave and annual leave which is not expected to be settled within 12 months after the end of the period in which the employees render the related service is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period.

**i. Comparative figures**

When required by the Accounting Standards adopted for this financial report, comparative figures have been adjusted to conform to changes in presentation for the current year.

**j. Economic Dependence**

The Foundation is dependent on Federal Government Departments ("Departments") for the majority of its revenue used to operate the business. At the date of this report, the Board of Directors has no reason to believe the Departments will not continue to support the Foundation.

**k. New or amended Accounting Standards and Interpretations**

The Foundation 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. The adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flows of the Foundation.

Any new or amended Accounting Standards and Interpretations that are not yet mandatory have not been early adopted. The Foundation has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

**3. Critical accounting judgements, estimates and assumptions**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

*Revenue from contracts with customers involving services*

To identify a performance obligation, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised services. In making this assessment, management includes the nature/ type, cost/ value, quantity and the period of transfer related to the services promised.

*Employee benefits provision*

As discussed in note 2, the liability for employee benefits expected to be settled more than 12 months from the reporting date are 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.

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
<b>4. Other revenue</b>		
Consulting and supervision services	<b>380,484</b>	495,265
Interest income	<b>52,485</b>	44,046
Membership fees	<b>12,304</b>	9,600
Merchandise income	<b>21,103</b>	30,512
Distributions received	<b>309,675</b>	388,187
(Loss)/ gain on sale of investments	<b>(62,991)</b>	27,214
Unrealised gain on investments	<b>422,581</b>	207,805
Sundry income	<b>2,395</b>	1,916
	<b>1,138,036</b>	<b>1,204,545</b>
<b>5. Cash and cash equivalents</b>		
Cash on hand and at bank	<b>2,503,084</b>	2,848,413
Term deposits	<b>299,961</b>	287,701
	<b>2,803,045</b>	<b>3,136,114</b>
<b>6. Trade receivables</b>		
Trade receivables	<b>364,575</b>	380,792
Accrued income	<b>56,418</b>	88,096
	<b>420,993</b>	<b>468,888</b>
<b>7. Property, plant and equipment</b>		
<u>Cost</u>		
<b>Opening balance</b>	<b>48,110</b>	491,408
Additions for the year	<b>5,131</b>	8,603
Disposals/ write-offs for the year	-	(451,901)
<b>Closing balance</b>	<b>53,241</b>	48,110
<u>Accumulated depreciation</u>		
<b>Opening balance</b>	<b>(33,859)</b>	(450,563)
Depreciation charge for the year	<b>(9,011)</b>	(35,197)
Disposals/ write-offs	-	451,901
<b>Closing balance</b>	<b>(42,870)</b>	(33,859)
<b>Net book value</b>	<b>10,371</b>	14,251

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

**7. Property, plant and equipment (continued)**

	<b>Computer Equipment</b>
Opening Balance at 1 July 2024	14,251
Additions	5,131
Depreciation charge for the year	<u>(9,011)</u>
<b>Closing Balance at 30 June 2025</b>	<b><u>10,371</u></b>

	2025	2024
	\$	\$
<b>8. Trade and other payables</b>		
Trade payables	<b>133,476</b>	45,633
GST payables	<b>73,512</b>	112,062
Accrued expenses	<b>213,794</b>	252,869
Other payables	<b>103,429</b>	122,536
	<b><u>524,211</u></b>	<u>533,100</u>

**9. Employee benefits**

CURRENT

Provision for annual leave	<b>280,129</b>	328,087
Provision for long service leave	<b>66,420</b>	58,083
	<b><u>346,549</u></b>	<u>386,170</u>

NON-CURRENT

Provision for long service leave	<b>136,183</b>	97,291
	<b><u>136,183</u></b>	<u>97,291</u>

**10. Contract liabilities**

Workshops	<b>981,337</b>	942,748
Grant programs	-	65,784
	<b><u>981,337</u></b>	<u>1,008,532</u>

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
<b>11. Auditor's Remuneration</b>		
Remuneration of the auditor of the Foundation, MGI Sydney for:		
- Auditing or reviewing the financial statements	8,500	17,650
	8,500	17,650
<b>12. Cash flow reconciliation</b>		
<b>Net current year surplus</b>	<b>658,855</b>	860,748
<i>Adjusted for:</i>		
<b>Non-cash items:</b>		
Depreciation and amortisation	<b>9,011</b>	64,032
Unrealised (gain)/ loss on investments	<b>(406,290)</b>	(218,166)
Distribution and interest income part of investing activities	<b>(312,670)</b>	(388,929)
Realised loss on investments part of investing activities	<b>62,990</b>	(27,214)
<b>Change in assets and liabilities:</b>		
Decrease/ (increase) in trade and other receivables	<b>47,895</b>	(240,147)
(Increase)/ decrease in other assets	<b>(117,538)</b>	59,441
(Decrease) in trade payables and provisions	<b>(9,618)</b>	(223,012)
(Decrease) in other liabilities	<b>(27,195)</b>	(26,871)
<b>Cash flow from operations</b>	<b>(94,560)</b>	(140,118)
<b>13. Fundraising activities conducted during the year</b>		
Information to be furnished under the <i>Charitable Fundraising Act 1991</i> (NSW).		
The net surplus from fundraising activities conducted during the financial year was:		
Donations revenue	<b>69,451</b>	64,155
Fundraising revenue	-	4,039
Less: fundraising expenses	<b>(17,095)</b>	(5,533)
Net Surplus obtained from fundraising appeals	<b>52,356</b>	62,661
Ratio of expense to revenue	<b>25%</b>	8%
Ratio of net surplus to revenue	<b>75%</b>	92%

**BLUE KNOT FOUNDATION**  
**A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

**13. Related Parties**

**(a) Key management personnel disclosures**

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the Foundation, directly or indirectly, including any director (whether executive or otherwise) of that Foundation is considered key management personnel.

Directors are not paid for acting in the capacity of a Board Member. Amounts have been paid to the Directors acting in their capacity as employees of the Foundation.

The totals of benefits paid to the key management personnel of Blue Knot Foundation during the year are as follows:

	<b>2025</b>	<b>2024</b>
	\$	\$
Short term employee benefits	<b>681,026</b>	650,351
Long term employee benefits	-	-
	<b>681,026</b>	650,351

**(b) The Foundation's main related parties are as follows:**

Blue Knot Foundation is a member of the National Centre for Action on Child Sexual Abuse (ABN 41 656 560 057).

**(c) Transactions with related parties**

The following transactions occurred with related parties:

	<b>Sales</b>	<b>Balance outstanding/</b>
	\$	<b>Owed by the</b>
		<b>Foundation</b>
		\$
Expenses to be reimbursed	<b>1,121</b>	-
Consulting services	<b>103,500</b>	-
	<b>104,621</b>	-

**14. Events occurring after the reporting date**

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the Foundation's operations, the results of those operations, or the Foundation's state of affairs in future financial years.

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

**15. Contingences**

In the opinion of the Directors', the Foundation did not have any contingencies at 30 June 2025 (30 June 2024: Nil).

**16. Foundation details**

The registered office and principal place of business is:  
'BAY 9' 6 Middlemiss Street  
Lavender Bay, NSW 2060

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**DIRECTORS' DECLARATION  
FOR THE YEAR ENDED 30 JUNE 2025**

The directors of Blue Knot Foundation declare that, in the directors' opinion:

- (a) Blue Knot Foundation is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached 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 *Charitable Fundraising Act 1991 (NSW)*;
- (b) the attached financial statements and notes as set out on pages 14 to 27 comply with the Accounting Standards as described in note 1 to the financial statements and give a true and fair view of the financial position of the Blue Knot Foundation as at 30 June 2025 and of its performance for the financial year ended on that date; and
- (c) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as when they become due and payable.

This declaration is made in accordance with a resolution of the directors.



Jillian Harrington

Chair

Date: 22/10/2025

**BLUE KNOT FOUNDATION  
A.B.N 49 072 260 005**

**DECLARATION BY THE PRESIDENT IN RESPECT OF FUNDRAISING APPEALS  
FOR THE YEAR ENDED 30 JUNE 2025**

I, Dr. Catherine Kezelman AM, President of Blue Knot Foundation declare that in my opinion:

- (a) the financial report gives a true and fair view of all income and expenditure of Blue Knot Foundation with respect to fundraising appeal activities for the financial year ended 30 June 2025.
- (b) the Statement of Financial Position gives a true and fair view of the state of affairs with respect to fundraising appeal activities as at 30 June 2025.
- (c) the provisions of the *Charitable Fundraising Act 1991* (NSW) and Regulations and the conditions attached to the authority have been complied with during the period from 1 July 2024 and 30 June 2025.
- (d) the internal controls exercised by Blue Knot Foundation are appropriate and effective in accounting for all income received and applied from any fundraising appeals.



Dr. Catherine Kezelman AM

President

Date: 22/10/2025