



Willing & ABLE

FOUNDATION

Together We Can Make A Difference

ANNUAL REPORT

2024-2025



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ACKNOWLEDGEMENT OF COUNTRY

Willing & Able respectfully acknowledge the traditional owners of the land on which we live and work, the Biripi people. We recognise their connection to Country and role in caring for and maintaining Country over thousands of years. May their strength and wisdom be with us today. We pay our respect to elders, past present and emerging.



ABOUT US

The Foundation is a vibrant and sustainable social enterprise, dedicated to providing opportunities and pathways for our friendly, willing, and able people. Our mission is to empower individuals of all abilities to grow, develop skills, and contribute meaningfully within a supportive and inclusive environment that fosters strong community connection.

For almost 60 years, we have proudly served the Port Macquarie Hastings area, operating several successful businesses that provide supported employment. Our supported employees are individually placed in work that best suits their physical and cognitive strengths and personal preferences.

Our vibrant Op Shop and Coffee Bar, along with services like woodworking, assembly & packaging, item reuse and recycling, and laundry, create an inclusive community where everyone's abilities are valued.

Service quality and safety are at the heart of everything we do. By fostering personal growth and professional development, the Foundation not only provides employment opportunities but also nurtures confidence, dignity, and a sense of purpose for all involved.

Beyond employment, we run a four-day-a-week activities program, offer individual support services in our participants' homes and in the community, and operate a Supported Independent Living Home with two permanent residents.

The future plan for Willing & Able is to be acknowledged as a sustainable social enterprise, cementing our employment opportunities and contributing positively to our community and the environment.



MESSAGE FROM OUR CHAIR

At the heart of the Willing and Able Foundation is our mission to empower people with disability to live with independence, dignity, and opportunity. Everything we do—whether through service delivery, community engagement, or business development—is guided by this mission and our commitment to inclusion and positive quality outcomes.

In 2024-25 we continued to deliver diverse, meaningful, and high-quality experiences for our supported employees and participants in our other services. Surveys of families, carers, staff, and participants consistently show a high level of satisfaction with our services. A key enabler of our success is the dedication of our Chief Executive Officer, our Management Team and staff, who foster a strong, inclusive culture for everyone we support. Their values, closely aligned to our mission, underpin our growth and achievements. This year we farewelled several long-serving staff members but also welcomed new colleagues, who bring fresh perspectives and expertise to help us realise our goals.

Our Board also plays an essential enabling role, volunteering their time, skills, and expertise to support the CEO and the organisation. In 2025, the Foundation realised a profit of \$279,579 and an increased equity of \$4.2M. Reinvestment in our facilities and our people has remained a priority, with 2024-25 seeing the purchase of 38 Jindalee Road and completion of repairs and enhancements at 39 Jindalee Road, consolidating our services across the two sites. This has improved efficiency, strengthened sustainability outcomes, and ensured services remain responsive to our participants and customers.

We also upgraded operational systems and business processes, working to modernise our organisational structure, and advancing

business development initiatives. These steps have fostered new partnerships and deepened our community engagement. Our new website now showcases the many achievements of the year and reflects our impact in strengthening inclusion. In particular we would like to acknowledge and thank the Port Macquarie community including, Port City Bowling Club, Port Macquarie Sunrise Rotary, Expressway Spares, HEM Real Estate, McGrath Real Estate, John Patrick Prestige Cars, Macquarie Signs, Cloud Concepts, PRM Switchboards, Energy Forever, and Gem Socials. These partnerships have been instrumental in enabling us to adapt and evolve, supporting the sustainability of our supported employment services and also the delivery of our supported independent living, weekly group activities, and individual support services.

A WAAF milestone this year was the completion of our three-year Strategic Plan (2025–2028), which places a strong emphasis on continuous improvement, expanding services and coordinating Employment Pathways. These initiatives will provide school leavers and people with disability with greater opportunities for training, skill development, and meaningful employment. We know that employment is transformative, building not only financial independence but also confidence, social connection, and purpose. Action items from the plan have already been integrated into our 2026 operational plan.

The disability sector is in a period of profound reform, shaped by the NDIS Review, Disability Royal Commission, and the introduction of





Inclusive Employment Australia. New practice standards, pricing frameworks, and Supported Independent Living registration are reshaping the sector, with further reforms to come. Willing and Able is well positioned to navigate this evolving environment and continue to champion inclusion for people with disability for many years to come.

Maria Doherty

WAAF Board Chair



OUR BOARD



Maria Doherty
Chair



Caroline Hungerford
Vice Chair



Alan Turvey
Director



John Sheather
Director



Matthew Swain
Director



Sharon Bennett
Director



John Carroll
Director &
Company Secretary



Rhonda Thompson
Director (retired)

STRATEGIC OUTCOMES

Our priorities for 2024-25, coming in to the last year of our three year plan, were:

<p>EMPLOYMENT PATHWAYS AND OPPORTUNITIES</p> <p>Skill development, transition to open employment, better support for Supported Employees</p>	<p>WE ACHIEVED:</p> <p><i>Continued introduction of best practice supports in employment. Increased and consistent employee satisfaction, both staff and supported employees. Goal development and achievement.</i></p>
<p>BUILDING AND PREMISES</p> <p>Maintenance and repairs, better use of our current spaces, increasing disability compliance. Future planning.</p>	<p>WE ACHIEVED:</p> <p><i>Purchase of our Commercial Services site, securing our future. Ongoing maintenance and repair of our equipment and premises.</i></p>
<p>PROFIT FOR PURPOSE</p> <p>Including Social enterprises, grant opportunities and environmental impact.</p>	<p>WE ACHIEVED:</p> <p><i>Continued and ongoing focus on building partnerships and introducing services where there are mutual benefits. Introduction of service partnerships – increased contract with Expressway Spares, new service for PRM Switchboards, large one off supply of pegs and stakes from Woodwork to an Olive Grove.</i></p>
<p>TECHNOLOGICAL AND DIGITAL IMPLICATIONS</p> <p>Including cyber security and AI. Use of AI where benefits can be soon. Cyber security training for all.</p>	<p>WE ACHIEVED:</p> <p><i>Introduction of cyber security training for the entire team and an increased attention to digital security with additional mitigation strategies applied.</i></p> <p><i>Introduction of our Ethical use of AI Policy and trial of AI use in areas that increase administrative efficiency.</i></p>
<p>RESOURCING</p> <p>Getting the resource mix right for growth and succession planning.</p>	<p>WE ACHIEVED:</p> <p><i>Continued and ongoing upskilling and review of resources as staff movement allowed.</i></p>

Progress was made in all of the priority areas, and the focus moving forward sees Willing & Able's continued progression towards achievement of these outcomes, with our new Strategic Plan for 2025-28 containing similar priorities and being enabled by:



PEOPLE & CULTURE

- Skilled, values-aligned staff who are supported to grow
- A strong, inclusive workplace culture that values lived experience



PARTNERSHIPS & COMMUNITY

- Strategic partnerships that extend reach and share risk
- Deep community engagement that strengthens inclusion and impact



LEADERSHIP & GOVERNANCE

- Clear direction from a committed board and executive team
- Governance that balances compliance, innovation, and mission delivery



LEARNING & INNOVATION

- A mindset of curiosity, experimentation, and continuous improvement
- Capacity to test, learn, and scale what works

CHIEF EXECUTIVE OFFICERS REPORT

As we reflect on the past year, it is evident that the Willing & Able Foundation has continued to build on its strong foundation of excellence and innovation. Our commitment to providing high-quality support and services has remained unwavering, even as we navigate the evolving landscape of the disability employment sector. This year has been marked by significant achievements, strategic advancements, and a steadfast dedication to our core values.

Willing & Able continues to thrive due to our unwavering commitment to quality and our high standards of support and service. Our dedicated team has worked tirelessly to achieve the best outcomes for our participants and the Foundation as a whole. This year, we continued to emphasise a collaborative team approach, with the introduction of some new people and some fresh ideas progressing this along.

Continuing to build on our Core Values, we have fostered a high standard of professionalism throughout the team and the increased pride and positivity among our people is unmistakable. This year, we introduced the Core Values Award for staff, with Brendan Martin being the inaugural recipient. This award recognises the dedication and commitment of our team members who embody our core values.

Financially, we have had another successful year. Through years of responsible financial management, we were fortunate enough to have the resources and backing to purchase 38 Jindalee Road when it unexpectedly came on the market in December 2024. Our future plans will focus on the best use of both of our Jindalee sites for the current and future needs of the Foundation. We will approach this with a big-picture mindset, taking the time to plan and create a long-term approach to ensuring our premises are functional, accessible, and comfortable.

Changes to our management team this year have been pivotal. Linda Elbourne left the Services Manager role in late 2024

and we thank her for her contribution and appreciate the commitment she has shown to Willing & Able and it's people during her time. Her departure opened the door for some changes in responsibility, and the introduction

of Krystal Drury to the role of Operations Manager which has seen a major shift towards quality employment services and better business practices.

The continued focus on improving prospects for skill development, and the available opportunities for meaningful work has brought about increased satisfaction and outcome achievement among our Supported Employees. These opportunities not only enhance community participation and inclusion but also offer career pathways for all levels of capacity. This will remain a priority in the coming year as we advance towards achieving our strategic direction.

Looking ahead, we remain committed to the Social Enterprise concept as a cornerstone of our future plans. Social enterprises are not just about creating jobs; they are about reshaping the narrative around disability and employment, championing the idea that there is a place for everyone and everyone's abilities. By integrating best practice principles of social enterprise into our operations, we aim to create sustainable employment opportunities, enhance our positive environmental impact, and foster a culture of innovation and collaboration.

This year's achievements and successes would not have been possible without the dedication of the entire management team. I am grateful for the support of Natalie Fontyn (Finance and Human Resources Manager), Lisa Cutajar (Compliance and Services Manager), Krystal Drury (Operations Manager), and Rod Ward (Supported Employment Manager).





I also extend my gratitude to the Board for their belief in Willing & Able and their continued support and trust. It has been a privilege working with you all.

Finally, I want to thank the entire Willing & Able team for their commitment and devotion throughout the year. And to all our

Supported Employees and participants, thank you for trusting and choosing us. The charm of Willing & Able is in it's people and it is our most valuable point of difference.

Penny Poulton

Chief Executive Officer



QUALITY AND COMPLIANCE REPORT

By Lisa Cutajar, Compliance and Services Manager

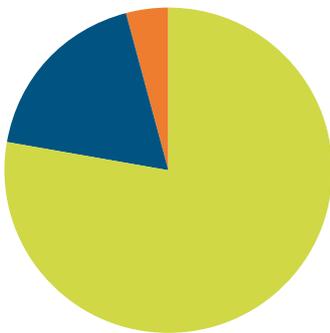
Willing & Able Foundation's unwavering commitment to regulatory compliance, quality service delivery, and continuous improvement has been evident in our achievements over the past year.

Our governance, quality, risk management and operational frameworks continue to provide transparent information sharing and we actively seek feedback from our people - staff, contractors, participants and their representatives, Board Directors, volunteers and customers. Stakeholder feedback is key in driving continuous improvements and corrective actions.



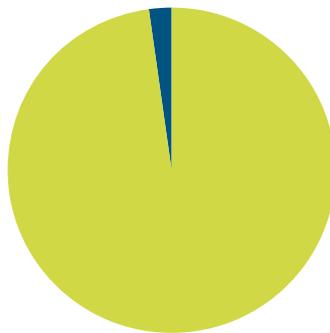
FEEDBACK AND CONSULTATION - Survey Results 2025

OVERALL PARTICIPANT SATISFACTION



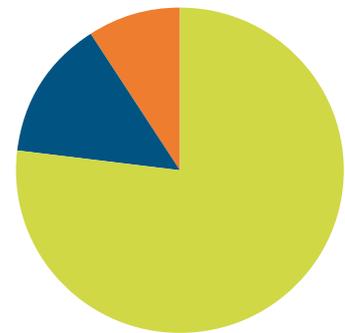
■ Satisfied 78%
■ Unsure 18%
■ Not Satisfied 4%

OVERALL PARTICIPANT'S FAMILY/ REPRESENTATIVE SATISFACTION



■ Satisfied 98%
■ Unsure 2%
■ Not Satisfied 0%

OVERALL WORKER SATISFACTION



■ Satisfied 77%
■ Unsure 14%
■ Not Satisfied 9%

Key CONTINUOUS IMPROVEMENTS in the last year

- New roof and solar panels for Op Shop sorting area building
- Cyber security awareness training for all staff
- "Right On-Board" governance training for Board Directors and Management Team
- Electrical Test and Tag certification achieved by a supported employee and an employment supervisor
- The Willing & Able website was made more accessible
- Feedback and consultation sessions between Board members and participants are 6 monthly
- Healthier food choices became available to purchase at the Coffee Bar
- 38 Jindalee Rd premises was purchased
- Recruited a Board Director who has lived experience with disability
- Commenced Saturday trading at the Op-Shop

RETAIL CUSTOMER FEEDBACK 2025

Net promoter score (NPS) is a widely used market research metric that typically takes the form of a single survey question asking respondents to rate the likelihood that they would recommend a company, product, or a service to a friend or colleague. It enables our organisation to benchmark our performance against other organisations across industry sectors.

Our NPS Score 2025 is 77.8

An NPS score of +72 is in the top quartile for companies in the Consumer Goods & Services Industry

Responses were overwhelmingly in favor of:

- Our People • Great Customer Service
- Community • Good variety of stock
- Good prices • Clean and well spread out
- Friendly atmosphere

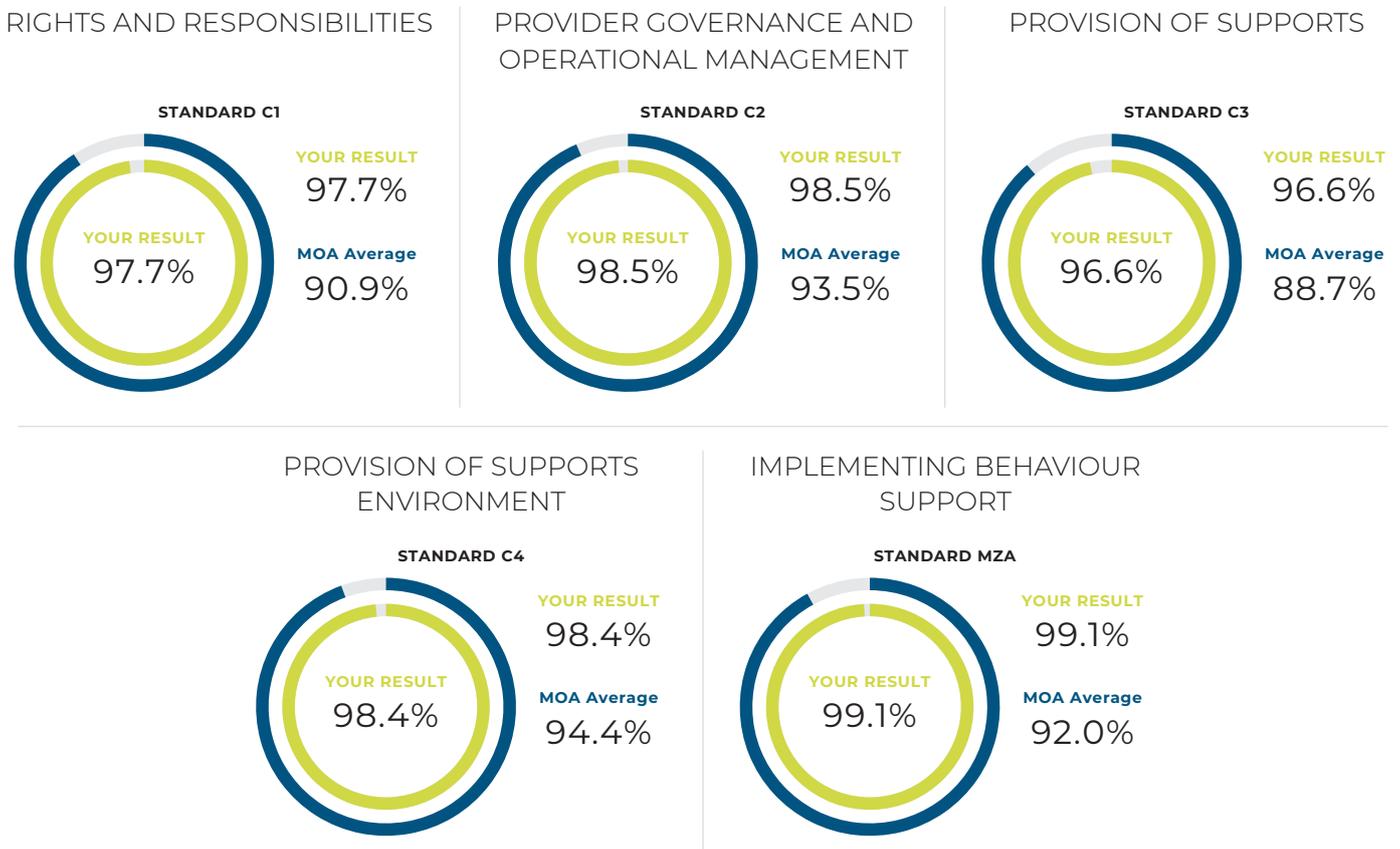
We pride ourselves on providing responsive and effective incident and complaint management and prioritise hazard and risk mitigation to ensure a safe working and support environment.



Our Quality and Safety Committee Meetings and Board Strategy and Risk sub-committee continue to regularly review and evaluate this data.

INTERNAL QUALITY AUDITS via Moving on Audit (MOA) Quality Management System.

We self-assess our compliance with the NDIS Practice Standards and our results are benchmarked nationally against similar service providers that also use the MOA platform. Results June 30th, 2025.



REGULATORY COMPLIANCE

We monitor and comply with the regulatory requirements of the NDIS Quality and Safety Commission, NDIA, Safe Work , Fair Work, ATO, ASIC, ACNC, AOIC, ACCC, NSW State and Federal Government legislation to name a few. Our next NDIS Provider Audit against the NDIS Practice Standards is scheduled for 11/05/2026.

We look forward to the next 12 months of ongoing quality improvements with the dedication to drive “best practice” in all we do. Thanks for supporting us in the journey!



OUR YEAR

OPERATIONAL STATS



63,065
HOURS
SUPPORTED
EMPLOYMENT



8,793
HOURS
INDIVIDUAL
SUPPORT



12,459
HOURS
GROUP ACTIVITIES
ATTENDED



5,087
HOURS
BUS TRIPS
PROVIDED TO AND
FROM WORK



11,888
HOURS
SUPPORTED
INDEPENDENT LIVING
SUPPORTS



180
TONNES
VOLUME OF ITEMS DIVERTED
FROM LANDFILL
PLUS
7,414
ITEMS OF FURNITURE AND
BUILDING ITEMS



798,035
ITEMS
RECYCLED
THROUGH
RETURN AND EARN

MILESTONES

YEARS OF SERVICE AWARDS



5 YEARS

Glen Ball
Keith Lawler
Megan Race
Kristen Samuels



10 YEARS

Nathan Kerslake
Leah Kiem

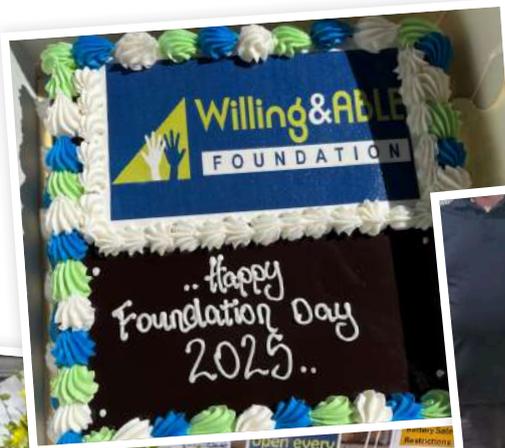


15 YEARS

Peter McCudden



WE ALWAYS LIKE TO MAKE A "BIG DEAL" OUT OF BIRTHDAYS... ANY EXCUSE FOR CAKE RIGHT?!



SERVICES REPORT

EMPLOYMENT SERVICES

Supported Employment opportunities at Willing & Able remain in high demand, with a notable increase in enquiries and referrals. Our diverse range of tasks cater to individuals with various skills, interests, and capabilities, making Willing & Able an attractive workplace. Moving forward, we aim to reduce our reliance on NDIS funding and enhance our business operations to achieve greater sustainability.

Our 'Employee of the Month' program continues to recognise the efforts and contributions of two supported employees each month.



KRYSTAL DRURY
Operations
Manager



ROD WARD
Supported
Employment
Manager

KEY GOALS FOR THE YEAR:

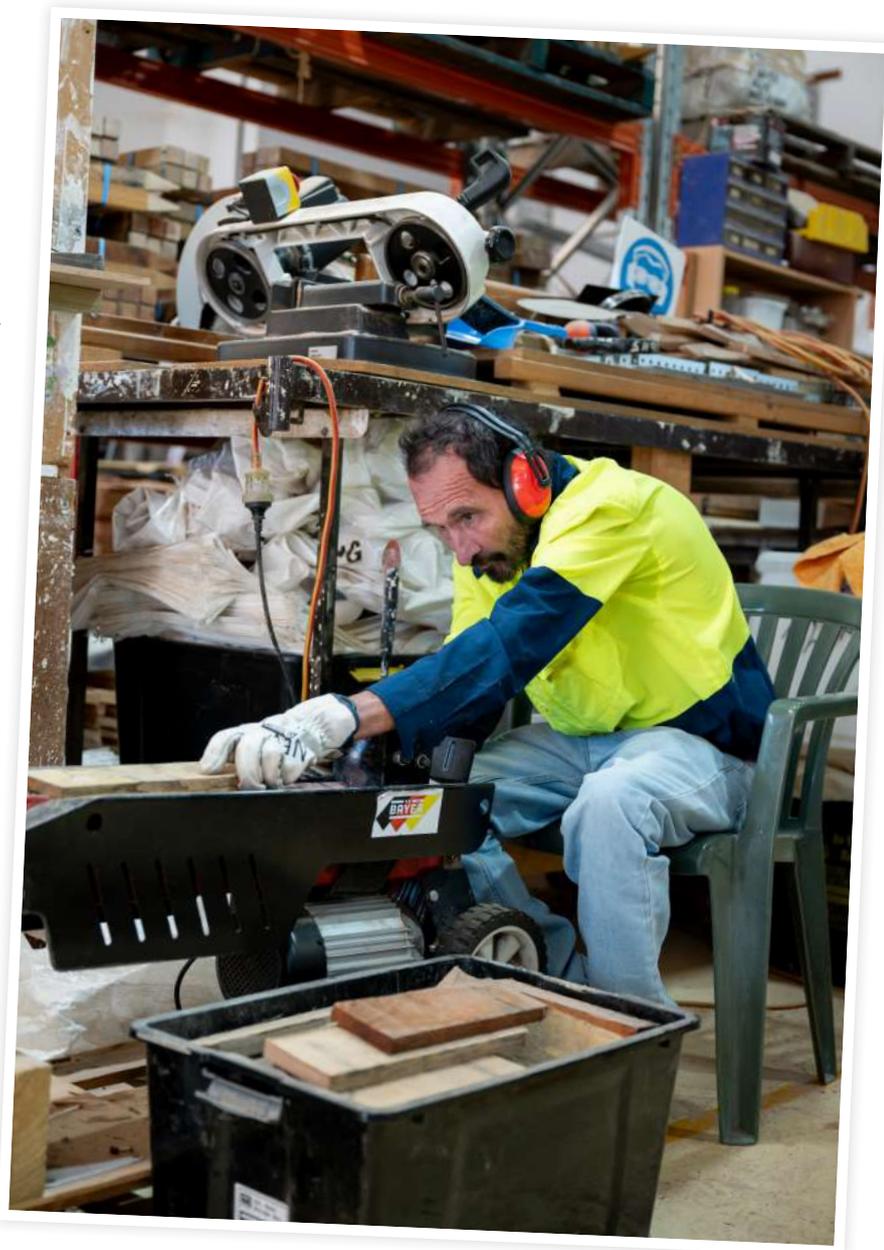
- Expanding employment pathways and opportunities, including facilitating transitions to open employment.
- Improving skill development and providing more structured support for supported employees.
- Ensuring that our service offerings align with our Core Values.

We have maintained long-term partnerships with local businesses and continue to expand our network within the community. We strive to enhance our engagement and relationships with local businesses to build pathways to open employment for our people.

Our supervisors consistently provide quality leadership and guidance to our supported employees, offering opportunities for skill development and growth. Their dedication to creating a safe, cohesive, and empowering work environment is a testament to the success of our employment services.

SUPPORT SERVICES

Our Individual Supports and Group Programs are thoughtfully tailored to meet the unique needs and goals of each person we support.



GROUP PROGRAMS are co-designed with our participants to foster community connection, enjoyment, and a sense of adventure. From sports and creative arts to local exploration, our activities are as diverse as the people who join them. Most importantly, these programs nurture meaningful relationships and a strong sense of belonging.

INDIVIDUAL SUPPORTS empower people to live independently by providing the right level of assistance at home and in the community. Whether it's help with daily living tasks or support to engage socially, we're here to ensure each person can live life on their terms.

SUPPORTED INDEPENDENT LIVING

Our Supported Independent Living home offers a warm, welcoming environment with high-quality, consistent support for its two permanent residents. We take a person-centred approach, fostering personal growth, empowering choice, and ensuring stability. This commitment to tailored support contributes to a fulfilling and satisfying living experience for each individual.

At Willing and Able, our support services reflect the core values that define who we are—friendship, ability, community contribution, excellent service and self-worth and self-esteem. We are proud of the meaningful impact we have made over the past 12 months in the lives of those we support, celebrating their achievements, growth, and happiness.

As we look ahead, we remain committed to delivering safe, high-quality, and inclusive services. With a focus on visibility and sustainability, we're excited for another year filled with new opportunities, continued growth, and deeper community connections.



FINANCIAL REPORT

By Natalie Fontyn – Finance and HR Manager

Willing & Able is pleased to present the financial summary for the year ended 30 June 2025. This report outlines our financial performance, key achievements, and how our community support and NDIS funding has enabled us to continue delivering vital services to individuals with disability. Despite ongoing economic challenges, the Foundation has maintained financial stability, supported our community via our social enterprises and continued to invest in our people, programs and facilities that promote inclusion, independence and dignity.



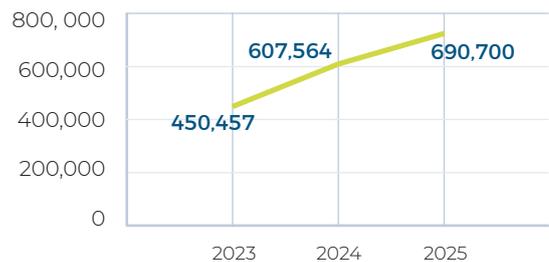
CATEGORY	FINANCIAL YEAR 2025	FINANCIAL YEAR 2024	% CHANGE
Total Revenue (from trading)	\$4,308,093	\$3,952,404	8.99% increase
Other Income	\$21,083	\$53,833	60.84% decrease
Total Expenses	\$4,049,597	\$3,722,809	8.78% increase
Net Surplus/(Deficit)	\$279,579	\$283,428	1.36% decrease
Cash Reserves	\$613,866	\$1,651,739	62.84% decrease

Equity, Liabilities & Assets

	2025	2024
Current Assets	\$845,133	\$1,946,547
Non Current Assets	\$3,846,251	\$2,624,029
TOTAL Assets	\$4,691,384	\$4,570,576
Current Liabilities	\$376,194	\$416,983
Non Current Liabilities	\$99,797	\$217,779
TOTAL Liabilities	\$475,991	\$634,762
TOTAL EQUITY	\$4,215,393	\$3,935,814



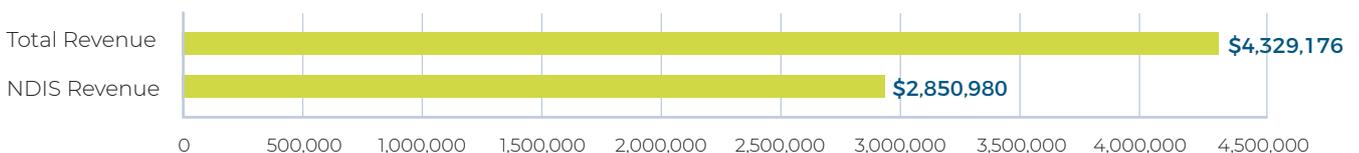
Op Shop Income - 3 year period



Our Op Shop continues to generate increased revenue year on year. This has been supported by the successful introduction of Saturday trading from September 2024.

NDIS funding continues to be the Foundations main source of revenue. This is in part a result of the employment of 7 new supported employees and an increase of 4261 hours of individual support delivered from 2024.

NDIS (65.86%) to Total Revenue

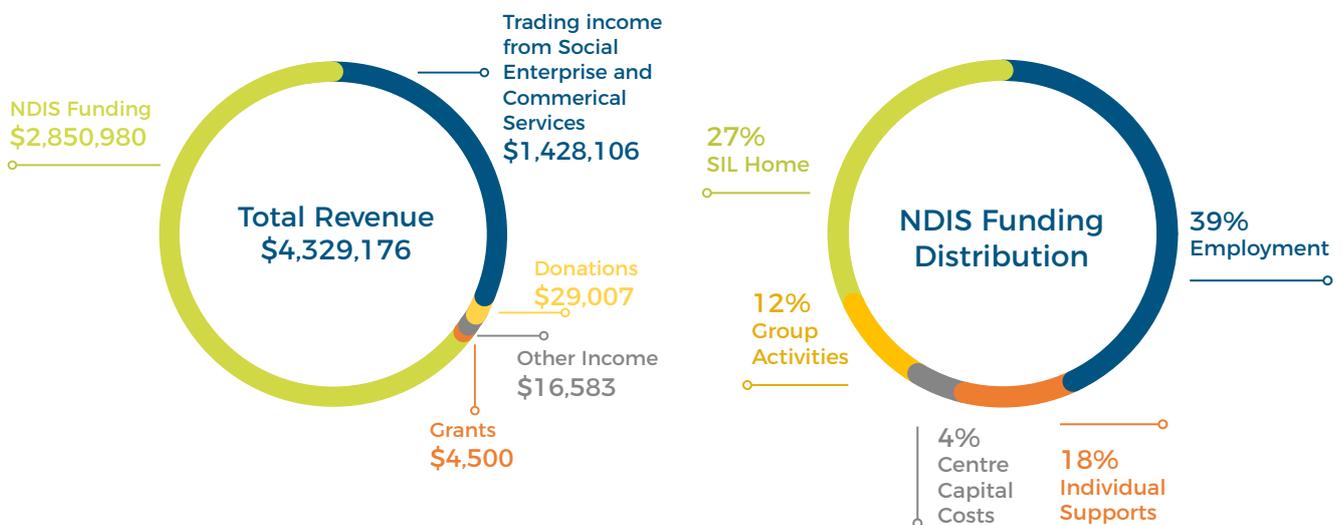
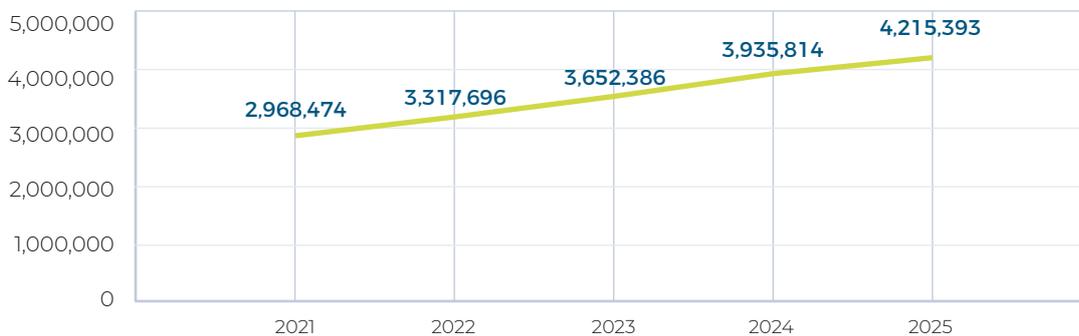


The majority of our spending continues to be directed toward service delivery through employment related expenses, insurances and utilities.

Profit / (Loss) - 5 year period



Total Equity - 5 year period



Looking ahead, the year will be marked by significant sector-wide changes, including updates to the SCHADS (Social, Community, Home Care and Disability Services) Award, ongoing transitional SES (Supported Employment Services) Award grading increments, the introduction of the Community Services Sector Portable Long Service Leave Scheme, CPI pressures and the continued cost of doing business - with only minor adjustments to NDIS pricing.

Audit & Compliance

Our financial statements have been independently audited by PDD Advisory Group, who confirmed that our accounts present a true and fair view of the Foundation's financial position. We remain compliant with Australian Accounting Standards and Division 60 of the ACNC Regulation.

OUR SUPPORTERS AND PARTNERS

Willing & Able is well known and respected in the local community and is therefore the recipient of many, many donations, mostly material stock that can be on sold in our shops, but also in kind and monetary donations all of which help us to provide the support and service we do each year.

With a future focus on increased partnership development and community connection and engagement, we have continued to maintain consistent and strong backing from our current supporters.

Our Supporters and Partners include:



CLOUD CONCEPTS

Cloud Concepts consistently provides exceptional service to Willing & Able, from designing and updating our new website to improving reports and ensuring our customers can easily find the information they need. Nothing is too much trouble for Ollie and the team, who believe that supporting local businesses and profit-for-purpose organisations like ours is simply part of their mission.



EXPRESSWAY SPARES

Another year of partnership – Expressway Spares remains the largest and longest-serving customer in the Willing & Able Commercial Laundry. Both Hasting and Hunter Valley sites utilise our laundry, allowing us to operate five days per week.



GEM SOCIALS

Marketing specialists in Port Macquarie, Gem Socials is a small yet mighty team that provides us with invaluable guidance and support in our marketing efforts. Nothing is a problem; experience and ideas are shared openly and freely. Gem Socials believes that giving back to businesses like ours is what it's all about.



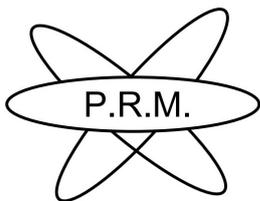
MACQUARIE SIGNS

Macquarie Signs continues to ensure our branding, both at our premises and on our vehicles, is prominent and looks great. They are also responsible for the printing and formation of the real estate signs that we install every week. They look after us exceptionally well with our various signage needs and go out of their way to make the process as easy as possible.



PORT MACQUARIE SUNRISE ROTARY

A long-time supporter of Willing & Able, Port Macquarie Sunrise Rotary has continued their support with another generous donation this year. Working together on community projects and sharing of information are just two ways our partnership thrives. We look forward to more of the same in the coming years.



PRM SWITCHBOARDS

Coming on as a customer during the 2024-25 year, PRM Switchboards generously donated the equipment needed to set up our workshop to accommodate their needs. Our service involves measuring and cutting of lengths of copper, UV rail and timber for use in their electrical switchboards, saving them time and providing meaningful work for our team.



PORT CITY BOWLING CLUB

Locals helping locals is the essence of our relationship with Port City Bowling Club. Our partnership, officially established in 2019 with a Memorandum of Understanding, continues today. Port City donates all their eligible cans and bottles to the Willing & Able Return and Earn Centre, and we have been fortunate to receive several Club Grants from Port City over the years. You will often see our participants enjoying a game on the greens and many a Willing & Able corporate or social function is held at Port City.



GOOD NEWS STORIES

JINDALEE ROAD OUR PERMANENT HOME

The unexpected sale of our leased premises at 38 Jindalee Road caused a flurry of action right before the Christmas break in 2024. This event, while initially concerning, allowed us to secure a permanent home, ensuring stability and continuity for our operations. The new premises offer the chance for us to review our needs and make decisions that allow for better use of space and facility upgrades, which in the long run will significantly enhance our ability to support our people.

NEW ROOF and NEW SOLAR SYSTEM

The onus on our premises maintenance continued this year with the replacement of the roof over the Administration offices and Op Shop sorting area at the beginning of 2025. This upgrade was essential to ensure the safety and comfort of our staff and volunteers. Towards the end of the financial year, our replacement solar panels and system were installed. This new system allows us to track energy to the battery and ensures we can utilise power effectively. The investment in solar energy not only reduces our carbon footprint but also results in significant cost savings on our energy bills, which can be redirected to our core services.

WEBSITE OVERHAUL

A considerable amount of time and effort was spent on overhauling our website to better reach and work with Google rankings, with its launch just in time for the new financial year. The new website features a modern design, improved navigation, and enhanced functionality, making it more accessible and user-friendly. We appreciate the work done by Ollie and the team at Cloud Concepts and look forward to the benefits this new and accessible website will bring. The overhaul is expected to increase our online visibility, attract more visitors, and ultimately, help us better serve our community.

BOARD GOVERNANCE TRAINING

A special one-day session was held with our entire Board and management team this year, to reiterate what “good governance” looks like in the disability provider world. This training was crucial in ensuring that our leadership is well-equipped to navigate the complexities of our sector. The session covered key topics such as compliance, risk management, and ethical decision-making. The training reinforced our commitment to maintaining high standards of governance and accountability.



THE CYBER AGE IS HERE

Like most businesses, Willing & Able is not immune to the risks of cyber-attack, nor is it any less likely to be targeted. We take our added responsibility seriously when it comes to protecting our vulnerable people and are conscious of the added layer of risk, given the sensitive information we deal with on a daily basis. With this in mind, we updated security profiles and risk mitigation frameworks within our digital environment and have introduced mandatory cyber security training for our staff. These measures are designed to safeguard our data and ensure that we can continue to operate securely and efficiently. Our proactive approach to cyber security reflects our commitment to protecting the privacy and safety of our participants and staff.

SATURDAY TRADING IS A GOER!

In September 2024, we commenced Saturday trading, and it has been a resounding success. This initiative was launched to better serve our community by providing more flexible shopping hours. The decision to open on Saturdays was driven by feedback from our customers who expressed a need for weekend access to our services.

Since the launch, we have seen a significant increase in foot traffic and sales, which has positively impacted our overall revenue. The extended trading hours have also allowed us to reach a broader audience, including those who are unable to visit during the week due to work or other commitments.

Our staff have embraced the change with enthusiasm, and we have implemented a rotating roster to ensure that everyone has the opportunity to enjoy their weekends while still supporting our Saturday operations.



EVENTS AND PEOPLE





Willing & ABLE
FOUNDATION