



2025

IMPACT REPORT

Deaf
Children
Australia.



Deaf Children Australia acknowledges the Traditional Owners of the different lands across Australia. We pay our respects to their Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples, acknowledging their custodianship and continued connection to Land, Waters, and Community.



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A MESSAGE FROM THE CHAIR

03.



Deaf Children Australia's (DCA) mission is that every child who is deaf or hard of hearing deserves the chance to be seen, heard and supported to reach their full potential. The work of DCA ensures that children and families do not walk this path alone, but instead are part of a community that celebrates and empowers them.

This year DCA recognised and responded to new opportunities to build the organisation's capacity and capability to support deaf and hard of hearing children and young people, and their families, through a range of initiatives.

DCA signed a Memorandum of Understanding to continue to deliver Parent Mentoring for the next five years to support Queensland families who have received a recent diagnosis that their child is deaf or hard of hearing. The Parent Mentor Program plays a key role in connecting families with a parent with lived experience and specialist skills, who can offer support and encouragement to help those families take their first steps into a new world with their deaf or hard of hearing child.

DCA has entered into a Lease and Licence Agreement with the Victorian Department of Education on behalf of the Victorian College for the Deaf (VCD). This is an excellent outcome following longstanding negotiations, and VCD can now progress their plans to refurbish their existing school buildings and construct a new building at the St Kilda Road site. Secure perimeter fencing will be installed as part of the agreement, as DCA and VCD work together to provide better facilities for deaf and hard of hearing students.

The board's decision to invest in the tender to provide specialist disability employment services (Sign for Work) across four states proved successful. DCA has secured a five-year contract from the Commonwealth Department of Social Services to

support people who are deaf and hard of hearing to find meaningful employment in South Australia, Queensland, New South Wales, and Victoria. Offices are being established nationally with four offices in Adelaide, five offices in Brisbane, five offices in Sydney, and a further four offices in Melbourne. Eighteen staff have been employed with the majority of staff being proficient in Auslan.

Restoration of the Bluestone has begun with the refurbishment of the FJ Rose Auditorium, completed in time for the 'I Can' Art Exhibition, a very successful event showcasing the incredible talents of young deaf and hard of hearing artists, facilitated by DCA's Community Engagement Team.

The board has been inspired by the dedication of our staff and volunteers to making a difference in the lives of the children and families we support, and we thank them for their devotion to the mission of DCA.

I would also like to also thank the board for their insight, commitment, and enthusiasm in willingly contributing their skills, knowledge, and resources to take the organisation forward.

Together with our donors, partners, and supporters whose generosity makes this work possible, our staff and volunteers, and the children and families that we support, we are committed to building a strong future for DCA, where deaf and hard of hearing children and young people are empowered to reach their full potential.

Janet Collins
CHAIR



A MESSAGE FROM THE CEO

Deaf Children Australia (DCA) has prepared for growth over the past year, getting ready to expand its Inclusive Employment Australia (IEA) deaf and hard of hearing (DHH) specialist services into two additional states across Australia and finalising a new long-term lease with the Department of Education for the Victorian College for the Deaf.

Our people are the foundation of our success. Across Australia, our team collaborated effectively to deliver a range of services, events, and camps for deaf and hard of hearing children, young people, and their families, building more resilient and inclusive communities.

We welcomed Wendy Todd as our inaugural National Manager for Sign for Work, whose contributions to the expansion of our IEA services have set us up for success. Sign for Work will be a deaf and hard of hearing provider of choice with 19 offices across four states in metropolitan Melbourne, Brisbane, Sydney and Adelaide. Sign for Work staff are committed to finding meaningful employment opportunities for our clients.

The Community Engagement Team partnered with Brimbank City Council and Maribyrnong City Council to deliver Auslan Story Time in libraries. They also delivered Deaf Awareness Training to a range of organisations across Victoria and continue to build this offering to promote and educate the community about inclusivity.

Melissa Grenville, our new Head of Fundraising, hit the ground running, bringing a focus on stewardship to our fundraising team. Melissa came to DCA with extensive experience in fundraising and community partnerships. Her passion for connecting supporters with meaningful impact has brought renewed energy to our fundraising efforts.

In 2024/5 DCA was awarded a funding extension of our Information, Linkages and Capacity Building (ILD) Grant to develop and deliver the Building Bridges suite of resources. The aim was firstly, to enable rural and regional primary school communities to access and action inclusion practices and, secondly, to encourage DHH families to feel confident in engaging with their local and regional school community. Feedback on the resources has been overwhelmingly positive.

We are committed to serving the diverse needs of our stakeholders and look forward to continuing our work in 2026.

I extend my appreciation to our dedicated team for their achievements over the past year, to our Board of Directors, and to our Donors and Volunteers for their tremendous support.

[Handwritten signature]

Lisa Ratcliffe
INTERIM CEO

CREATING SUPPORTIVE ENVIRONMENTS

SHIRLEY AND TYLER'S STORY

When Shirley first learned about her son Tyler's diagnosis, she remembers feeling overwhelmed. "We had so many questions, and it felt like our world had suddenly shifted. Having a Parent Mentor made such a difference - they'd walked this path before us and could reassure us that we weren't alone."

Tyler is now 10 years old. He is profoundly deaf with bilateral cochlear implants and also lives with a chromosome deletion which has resulted in health and developmental challenges. Despite this, Tyler is thriving in Grade 3 and loves playing cricket.

One of the biggest challenges for Shirley has been persistence. She recalls the effort required to keep Tyler's cochlear implants on when he was younger, and the advocacy needed as he moved through three different schools.

DCA's Family Camps have been a turning point. Shirley remembers watching Tyler's confidence grow as he connected with other children who understood his experiences. "One moment that stands out is seeing Tyler's face light up at camp when he realized he wasn't the only one with his challenges. Watching him play, laugh, and just be himself among other kids who understood him was incredible."

For Shirley, the camps have also created a strong sense of belonging. "Connecting with other families has been invaluable. There's something so powerful about being with people who truly 'get it' without needing a long explanation. That sense of belonging and understanding has been one of the greatest gifts."

Reflecting on her journey, Shirley says DCA has helped her family feel less isolated and more hopeful. "Supporting Deaf Children Australia means you're making a real difference in the lives of deaf and hard of hearing children and their families. The programs and services they offer create opportunities for connection, growth, and empowerment."



OUR STRATEGIC
PILLARS

Deaf Children Australia’s strategic pillars guide our mission, placing people at the core of our strategy. These pillars drive our focus on aligning people, productivity, and resources to serve our community with greater impact.

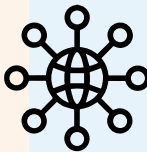
CHAMPIONING
COMMUNICATION
AND LIFE SKILLS



Through this pillar we will establish and grow a relevant and engaging portfolio of projects and programs with a focus on building a national reach, specifically designed for deaf and hard of hearing (DHH) families and young people.

01

BETTER
SUPPORT
FAMILIES



Through this pillar we will build a respected, proven and trustworthy portfolio of national services and supports for families with a DHH child through our Parent Mentor Program, Community Engagement initiatives and events, our Flying Colours online resource and the Blueprint resource pack and webinar program.

02

ADVOCATING
FOR
INCLUSIVITY
AND CHANGE

04

Through this pillar we will build the reach, influence, share of voice, and impact of Deaf Children Australia.



CONNECT
FAMILIES



03

Through this pillar we will build face-to-face connections with key target markets and extend and expand our Youth & Family Programs.

ENGAGING
& DELIVERING

FAMILY CAMP PROGRAM

This year, our Community Engagement programs continued to bring families together, reduce isolation, and create safe spaces for deaf and hard of hearing (DHH) children to thrive. Through Family Camps and the Parent Mentor Program, we reached more families and delivered practical, life-changing support.

Across Queensland and Victoria, families joined us for three camps, including a special day camp at our Bluestone headquarters. These events gave children the chance to meet peers who understood their experiences, while parents and siblings built meaningful connections with others on the same journey.

Families told us the camps were a source of belonging and joy:

“It was so good to connect with other families who just get the journey of raising a DHH child. DCA put on a fantastic event that is inclusive and jam-packed with fun things to do.”

PARENT,
BRISBANE FAMILY CAMP

“When you are at a camp where everyone has the same disability, it creates a space where the disability is no longer a focal point. Children can just focus on being a kid and having fun.”

PARENT,
BRISBANE
FAMILY CAMP

We wish to acknowledge The William Angliss Charitable Foundation for their grant to support our camp in Queensland.

74
FAMILIES ATTENDED,
INCLUDING MORE
THAN 147 CHILDREN

78
DHH CHILDREN
PARTICIPATED
SUPPORTED
BY 8
AUSLAN INTERPRETERS



Our Parent Mentor Program continued to provide vital one-on-one support to families after a new diagnosis. Parents are connected with a trained mentor who shares their lived experience of raising a deaf or hard of hearing (DHH) child, offering practical guidance and reassurance at every step.

Parents described the program as a lifeline:

“**Having another parent to talk to who has lived this experience before was wonderful.**

PARENT MENTOR
PROGRAM PARTICIPANT,
VIC

“**The program offered our family needed support and advice early in our journey. Living in regional VIC we were unaware of the supports available, but our mentor helped guide us to the right services.**

PARENT MENTOR PROGRAM
PARTICIPANT, VIC

2

NEW PARENT
MENTORS RECRUITED
AND TRAINED

350+ HOURS

OF DIRECT SUPPORT (PHONE, EMAIL, FACE-TO-FACE)

2,077

OCCASIONS OF SERVICE DELIVERED

163

FAMILIES REFERRED
ACROSS QLD AND VIC

QLD: 129

FAMILIES SUPPORTED

VIC: 34

FAMILIES SUPPORTED

TASMANIA EVENTS

Our Tasmanian DHH families have shown strong and consistent engagement in our events throughout the year, with many new families joining in as well.

Events included:

Airtime 360

QVMAG – Day at the Museum

NDIS Information session
(Online)

All events were held in Launceston, specifically chosen to reach and include regional families. We also hosted a National NDIS Information Night online, with parents attending from across Australia.

MELBOURNE EVENTS

Our Melbourne DHH families continue to actively participate in all our events, with strong early bookings from both returning and new families. Each event reached capacity, with waiting lists created.

Highlights included:

Sovereign Hill

Luna Park

FJ Rose Day

DCA Family Camp

601

TOTAL ATTENDANCE
FOR EVENTS IN
MELBOURNE

123

TOTAL ATTENDANCE
FOR EVENTS IN
TASMANIA
(INCLUDING ONLINE)



DEAF AWARENESS TRAINING

We recently successfully launched our Deaf Awareness Training sessions – dynamic, interactive 2-hour workshops that increase understanding and inclusion of Deaf culture and communication.

Delivered to businesses including:

- Coles
- Novotel
- Crown
- Maribyrnong Council
- Brimbank Council

Feedback has been overwhelmingly positive. We now have a dedicated webpage and have expanded our outreach via social media to engage mainstream audiences. Watch this space as we are expanding.

207

TOTAL PARTICIPANTS FOR DEAF AWARENESS TRAINING

YOUTH GRANTS

We received 10 applications for our Youth Grant program and proudly supported 7 recipients. Grants helped young DHH individuals pursue their passions and career paths, including:

- Competing in international soccer tournaments
- Achieving AMEB Level 7 in piano
- Enrolling in TAFE to support further education in Beauty
- Developing screenwriting and film editing skills
- Skills Development – driving lessons
- Developing short film and media skills
- Participating in short courses to develop voiceover artist skills

AUSLAN STORYTIME

In partnership with Maribyrnong Council and Brimbank Council, we completed the first year of a four-year contract delivering Auslan Storytime. This initiative fosters inclusive early learning spaces in local libraries, led by young Auslan story presenters.

This program continues to offer a welcoming and inclusive space for families to connect with language and community.

1,129

PARENTS ATTENDED AUSLAN STORYTIME

1,216

CHILDREN ATTENDED AUSLAN STORYTIME



BLUESTONE TOURS

This year we have introduced entry fees for our Bluestone Tours. In response, we've enhanced our web presence and social media outreach to promote upcoming tours.

A highlight was the VDSC Rose Day on 1st December, where:

240 people registered and attended a history tour.

Young and older deaf and hard of hearing (DHH) participants shared personal stories and were guided through the tour experience.

Visitors throughout the year have also included international Deaf tourists.

200+

SCHOOL STUDENTS ATTENDED A HISTORY TOUR THIS YEAR. MANY STUDYING AUSLAN AS A LOTE

240

VISITORS ATTENDED A HISTORY TOUR ON ROSE DAY

AUSLAN FILMING & ACCESSIBILITY

Our young Community Engagement team has been instrumental in enhancing Auslan accessibility across all areas of communication, both internally and externally.

Working collaboratively with all departments, the team ensures that DHH staff and community members have equal access to information. Their work includes:

Creating Auslan interpreted content for:

The DCA Connection

Flying Kites Newsletter

Social Media promotions

Website updates

Work Experience Project

DCA Step Up Challenge

Building Bridges

Puggles

Blueprint

Maribyrnong Council - Reconciliation Australia

This ongoing initiative not only strengthens our commitment to inclusion but also ensures that the voices and needs of our community remain central in everything we do.

AUSLAN CLASSES AT DCA - BUILDING AN INCLUSIVE WORKPLACE

To support a more inclusive and accessible workplace, we have been offering Auslan classes to DCA staff. These classes aim to empower our team with the skills to communicate using Auslan, enhancing our ability to connect with the DHH staff and community.

The training has been delivered in three stages:

Stage 1: 5 classes

Stage 2: 5 classes

Stage 3: 6 classes

We're proud of participation from staff across departments. These sessions not only build valuable communication skills but also strengthen our commitment to diversity and inclusion in the workplace.



Drowning is a preventable tragedy, yet for deaf and hard of hearing (DHH) children, the risk is higher due to communication barriers and the removal of hearing aids before entering the water. Without access to vital warning sounds, lifeguard whistles, shouts, or surf signals, children face unique challenges in open water environments.

To address this gap, we created Puggles Open Water, a free online program designed to build water safety awareness and confidence for DHH children, their families, and the wider aquatic community.

PROGRAM OVERVIEW

Developed in collaboration with Swim.com, the Royal Life Saving Society Australia (RLSSA), and experienced swim teachers, Puggles Open Water provides practical, evidence-based resources:

25+ downloadable resources

with tips and strategies for parents and carers

60+ Auslan sign videos

tailored to open water environments

Interactive activities for children aged 2–6, reinforcing five critical safety messages:

What to take with you for a day by the water

Swim between the flags

Do not touch the creatures

Be careful around open water hazards

Remember to look for a lifeguard

Puggles Open Water swim program was created thanks to a grant from The Phillips Foundation.

Training resources for clubs, including a PowerPoint course for surf and swim club staff on deaf awareness and communication

IMPACT

Puggles Open Water will empower families, surf clubs, swim schools, council staff, and educators to create safer, more inclusive aquatic environments. By equipping communities with simple, accessible tools, the program ensures DHH children can enjoy beaches, rivers, dams, and estuaries safely and with confidence.

DELIVERY & LAUNCH

The program will be delivered via the deafchildren.org.au website, with partner organisations Swim.com and RLSSA also featuring resources and links.

Puggles Open Water will officially launch at the National SwimCon Conference on 19 September 2025, supported by The Phillips Foundation.

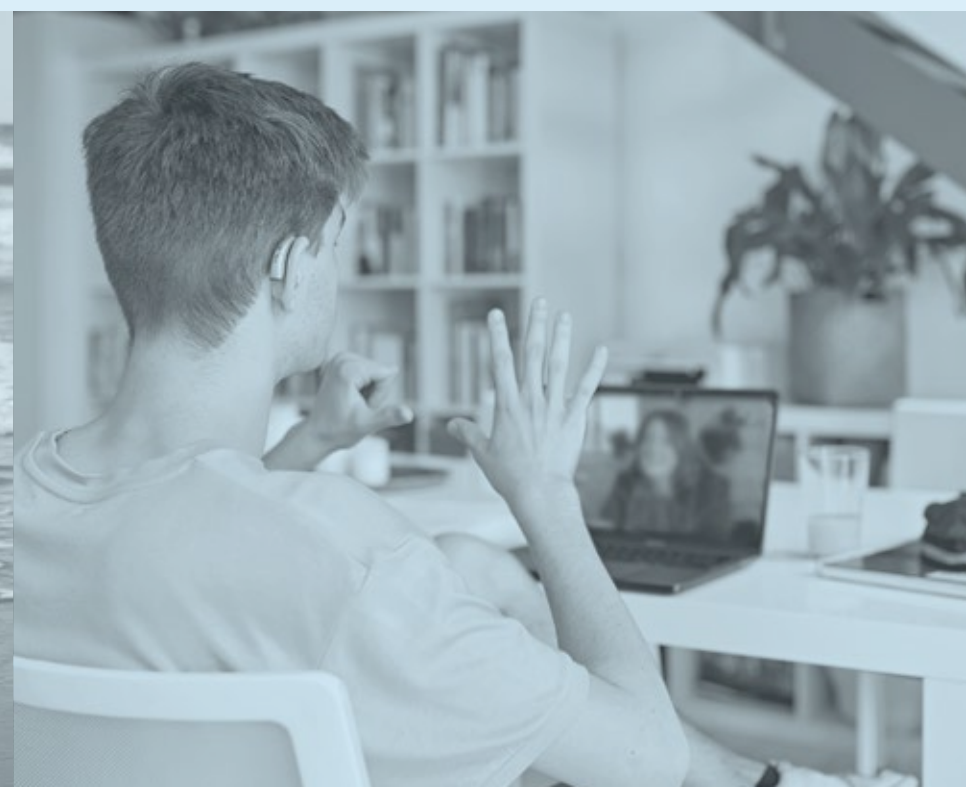
DHH students face distinct communication and situational challenges that can hinder their access to careers education and limit their prospects in the workplace. The Work Experience Project aims to address these issues by developing resources, professional development, and deaf awareness e-learning modules to 'help-the-helper' and equip teachers, career practitioners, and host employers to provide more effective support for DHH students in their pursuit of work experience opportunities.

In the second year our initial goal was to recruit ten secondary school students for participation in the project. We were ultimately able to engage eight, reflecting significant challenges associated with student recruitment despite substantial efforts and resources invested in establishing partnerships with schools and engaging families and educators. Of the eight students recruited,

five successfully completed their workplace placements, with one returning to the project in its third year to continue growing independence and self-advocacy skills and gain further work experience. Hesitation from employers, student, and school and, at times, a tendency to want to mirror school supports in the workplace has hampered efforts to encourage students with higher needs into successful placements. These challenges will continue to be worked through in the third year of the project with learnings built into resources under development for students, teachers, and employers.

Professional development modules for teachers and careers professionals are being finalised with testing of resources and feedback part of student engagement in the project.

Many thanks to the Brian M Davis Foundation for providing a grant for Year 3 (final year) of the Work Experience Pilot.



In 2024/25, we launched Building Bridges as part of the Flying Colours Program, thanks to additional funding through the ILC Program (DSS). The aim was clear: to support rural and regional school communities to improve inclusivity skills and raise deaf awareness.

Our engagement with families, carers, and schools began with interviews and a national survey. The findings highlighted the urgent need for accessible, practical, and easy-to-use resources for time-poor staff. As one teacher reflected:

“Inclusion for deaf kids is an illusion - we are not inclusive at all in our mainstream classrooms.”

Another educator summed it up simply:

“We need straightforward, easy to digest, accessible resources. The main problem is time-poor staff.”

490 ONLINE COURSE ENROLMENTS

2,036 WEBSITE VISITORS

250 SCHOOL PACKS DISTRIBUTED

150+ AUSLAN SIGNS AVAILABLE FREE ONLINE

PROGRAM DELIVERY

Building Bridges responded to these needs with a suite of resources designed to make deaf awareness practical and achievable in schools:

Online Short Course for Educators – training covering deaf awareness, communication strategies, and useful Auslan signs

School Packs – 500 physical packs with posters, flashcards, activities, and Auslan/English storybooks

Video Library – over 150 Auslan signs accessible online to support everyday communication in schools

Educators who participated praised the simplicity and value of these resources:

“I found it very informational and easy to follow.”

“The course gave me more confidence to support deaf students in my classroom.”

CAMPAIGN REACH

The launch campaign was highly effective, reaching educators and communities across Australia. Our outreach campaign successfully connected with rural and regional schools across Australia, reaching more than 400,000 people online and thousands more through direct school communications.

LOOKING AHEAD

With demand already far exceeding expectations, Building Bridges has demonstrated the critical importance of equipping educators and families with tools to support deaf and hard of hearing (DHH) students. The program is set to continue growing, expanding its reach to even more schools and communities in the years ahead.



PLATYPUS PLAYHOUSE: NURTURING BILINGUAL LEARNING THROUGH STORYTELLING

Developed in close collaboration with DHH experts and educators, the Platypus Playhouse is a unique collection of early learning resources designed to build awareness of Auslan and support bilingual language development in both Auslan and English.

The range includes bilingual picture books, flashcards, Auslan posters, alphabet and number fridge magnets, and other hands-on educational materials. At the heart of the series are the engaging stories of Pip and Annie, two deaf platypuses, and their loyal dog Betty, who take young readers on relatable adventures that support language learning and emotional development.

Since its launch in 2021, Platypus Playhouse has been warmly embraced by DHH families, early childhood centres, educators, and librarians across the country.

PUGGLES SWIM

Puggles Swim is designed to support swim instructors in better teaching DHH children in learn-to-swim classes. Developed to meet the communication, psychosocial, and safety needs of DHH learners, it is endorsed by national swimming associations.

The program is delivered online in eight modules. Instructors learn:

Key Auslan signs relevant to swimming

Various types of hearing loss or deafness and their impacts

Strategies for including DHH children in swim lessons

How to cultivate deaf awareness among swimming instructors

Ways to build confidence in DHH children in water-based environments

By equipping instructors with these tools, Puggles Swim helps create a safer and more inclusive swimming experience.

1800+
SWIM INSTRUCTORS ENROLLED

700+
SWIM CENTRES ACROSS AUSTRALIA



Sign for Work is our organisation's employment service program. We to specialise in supporting deaf and hard of hearing (DHH) participants.

Our commitment to this program remains anchored in helping each participant achieve meaningful and sustainable employment.

Throughout the 2025 financial year, our skilled and dedicated Sign for Work team provided personalised support to hundreds of participants. We recognise that every individual's journey is unique. Our tailored approach builds confidence, overcomes barriers with empathy and expertise, and supports long-term success.

Through one-on-one coaching, practical skill-building, and ongoing encouragement, Sign for Work empowers participants to take ownership of their career paths and embrace new opportunities with resilience.

We are proud of our holistic approach, which goes beyond just employment placement. By fostering long-term career development, we help participants reach their full potential. From the initial stages of job readiness and training, through to securing employment and supporting career progression, we guide participants through every phase of their journey.

This approach not only improves individual outcomes, but also strengthens workplace inclusion and raises community awareness, creating a lasting positive impact.

As the Commonwealth Government Disability Employment Service (DES) program comes to a close, Sign for Work is preparing for a period of sector-wide transformation. The upcoming Inclusive Employment Australia (IEA) program, set to commence on 1 November 2025, marks an exciting new chapter.

This transition presents a valuable opportunity for Sign for Work to deliver IEA services on behalf of the Commonwealth Government, to advance inclusion and equity in employment for deaf and hard of hearing people.

PRINCIPLES
OF OUR WORK

01.

EMPOWERMENT
THROUGH EMPLOYMENT

We empower individuals that are deaf or hard of hearing by providing the tools, resources and support needed to secure and succeed in meaningful jobs. We believe in every person's right to contribute their skills to the workforce.

02.

INCLUSIVE
& ACCESSIBLE SUPPORT

Our services are inclusive and accessible, ensuring equal employment opportunities for all. We collaborate with employers to create supportive workplaces and tailor our services to each job seeker's needs.

03.

COLLABORATIVE
PARTNERSHIPS

We build strong partnerships with employers, community organisations, and government agencies to create a supportive ecosystem for inclusive employment. Together, we advocate for lasting inclusivity in the workforce.

MARK'S JOURNEY
TO EMPLOYMENT

Before I connected with the Disability Employment Service, I felt like I was stuck. I'd been out of work for years due to a chronic health condition, and each job rejection made it harder to believe I had something to offer.

That changed when I walked through the doors of the service. From day one, the team treated me with dignity and listened, really listened, to my goals, my limitations, and my hopes. They didn't see me as a diagnosis; they saw me as a person.

Together, we worked through resume updates, interview prep, and realistic job matching. But more importantly, they helped rebuild my confidence. When I finally got offered a part-time admin role that suited my abilities, I was over the moon. It wasn't just about income, it was about purpose.

Now, I've been in the job for over eight months. I'm part of a team that values me, and I finally feel like I'm contributing again. This service didn't just help me find a job, it helped me find myself.

MARK
PROGRAM PARTICIPANT

ANNIKA'S JOURNEY
TO EMPLOYMENT

Thanks to Sign for Work, I had the tools and confidence to get hired. The team supported me with applications and spoke with my employer to make sure everything was clear.

Now I enjoy going to work, learning new things, and being part of a team.

Sign for Work has made a big difference in my life, and I highly recommend them.

ANNIKA
PROGRAM PARTICIPANT

SERENA'S JOURNEY
TO EMPLOYMENT

Sign for Work helped me step by step to prepare for work. The team listened to me, understood my needs, and matched me with the right employer.

Now I have steady work that I enjoy. My workplace is supportive, and I feel valued for my skills.

I could not have done this without the help of Sign for Work.

SERENA
PROGRAM PARTICIPANT

“It wasn't just about income, it was about purpose.”

MARK, PROGRAM PARTICIPANT

FUNDRAISING

A HEARTFELT THANK YOU TO OUR DONORS

We are deeply grateful to our generous donors whose continued support makes it possible for Deaf Children Australia to deliver vital programs and services. Because of you, more deaf and hard of hearing children (DHH) and their families are receiving the support, confidence, and connections they need to thrive.

We would also like to acknowledge the extraordinary generosity of those who have chosen to leave a legacy through Bequests and Gifts in Wills. After caring for their loved ones, these supporters made the inspiring decision to extend their care to future generations. This year, two such gifts were received, ensuring that many more deaf and hard of hearing children and their families will continue to be supported well into the future.

As part of strengthening our work, we have welcomed some changes to our fundraising team. Together, this team is dedicated to ensuring every gift has the greatest possible impact:

- Melissa Grenville**
Head of Fundraising

Matilda Hasell
Bequest & Donor Engagement

Sonia Jassal
Fundraising Database Administrator

Gabriela Giambalvo
Community & Project Coordinator

STEP UP FOR DEAF KIDS 2024

In November 2024, our community came together for Step Up for Deaf Kids, and the results were truly inspiring. More than 600 incredible participants across Australia took on the challenge of walking 300,000 steps in November, raising an outstanding \$97,520 in support of Deaf Children Australia. Together, our community clocked an extraordinary 91,210,430 steps, averaging over 333,000 steps per participant.

We are deeply grateful to every individual, team, and school who Stepped Up to make a difference. Your commitment ensures DHH children and their families receive the support, opportunities, and connections they need to thrive.

A special congratulations to our top teams:

- Stanleys Steppers** - raising **\$6,605** and completing 4,569,778 steps

Steps for Bobby - raising **\$5,250**

We also extend heartfelt thanks to: the Townsville Team, Jessica McInnes Team, Team Billy Griffiths, Heart and Soles Team for Harvey, Mt Erin College Deaf Education Centre, VB's Team, Willowbank Primary School, Shepparton Deaf Facility, Vic SES Wedderburn, Steps for Jensen, Insignia Financial, Mosman Park School for Deaf Children, Nuwarra HSU, and the many passionate individuals who went above and beyond to step, fundraise, and spread awareness.

One participant beautifully summed up why this challenge matters:

“ I work with D/deaf kids and I’d love an opportunity to support them and other children and families who access valuable support and experiences through Deaf Children Australia. I have seen the positive impact DCA makes on children and want to help create more of these special opportunities.”

Your steps, your fundraising, and your passion have created real impact.

Thank you for walking alongside us and making a difference for DHH children across Australia.



600+ PARTICIPANTS ACROSS AUSTRALIA

91,210,430 STEPS

\$97,520 RAISED

KEY SUPPORTERS

Our Individual Supporters:

- Alex Deng

Angela Cho

Angus Mattiske

Anthony Beal

B Kelly

Bill Pye

Bronwyn Malouf

Charles Whitney

Conor Gleeson

Elizabeth Lundstrom

Helen Livsey

Holmes Family Foundation

Ian Penney

James Syme

Jennifer Burnett

Kathryn Rainsford

Kevin Thomson

Kylie Bird

Len Dudman

Maureen Stevenson

Ron McNeilly

Rosemary A Meagher

Rosemary Lloyd

Roycroft Medical Centre

Sandy Cane

Schiavello

Tania Moss

Yvonne Shen

Corporate Supporters:

- Adamson Printing Co Pty Ltd

Best Price Butcher & Seafood

Brett Phillips

Fire Concepts Pty Ltd

Guardian Fencing Pty Ltd

Insignia Financial Ltd

Jacobus Pty Ltd

K & P Blast Cleaning & Coatings

Learning With Technologies Pty Ltd

Melbourne Industrial Plumbing Pty Ltd

Paradigm Principle Investments Pty Ltd

Shaw and Partners Financial Services

Sun Health Foods Pty Ltd

Victorian Clothing Exporters PTY LTD

Westcoast Windows Pty Ltd

Trusts & Foundations:

- Good2Give

Brian M Davis Charitable Foundation

Lily Maude Payne Charitable Trust

The Allen & Cecilia Tye Fund

Urquhart Charitable Fund

The William Angliss Charitable Fund

CMV Group Foundation

J D Brook Trust Fund

The Phillips Foundation

William and Georgena Bradshaw Charitable Trust

Charles Wright Trust

Thank you for your support.

Bequests:

- Estate of Henry Herbert Yoffa

Estate of William & Bessie Lennox

Estate of Eileen May Brennan

Estate of Noreen Paterson Curnow

Western Vocational Association Inc.

Hear Hear for Bhutan

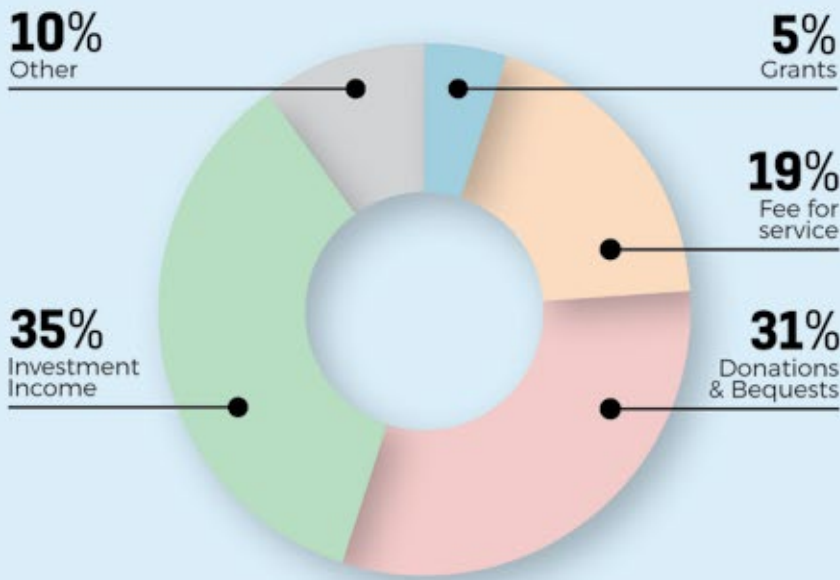
Estate of Mary Edwards

Amy Bastings Estate

A total of **\$2,000,070.84** was received in bequests this year. We thank our supporters for their generosity.



WHERE
THE
FUNDING
CAME
FROM



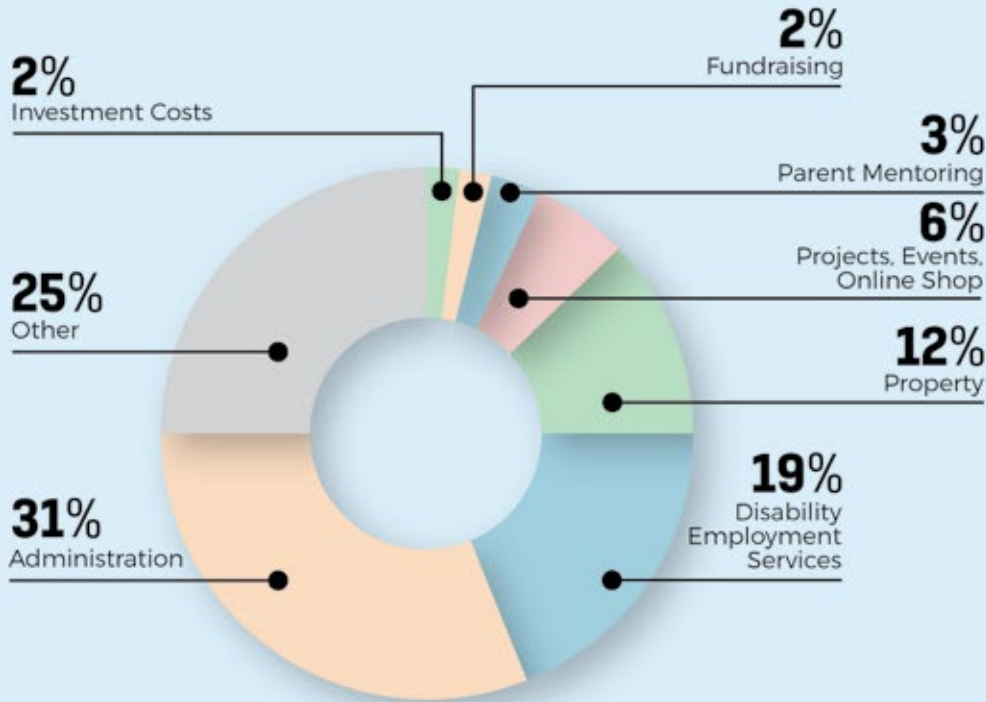
INCOME

Operating income for the year was **\$6.82m**. This represents an increase of **\$1.92m** compared to the previous financial year. This is predominantly due to an increase in Bequests and Investment Income. Deaf Children Australia (DCA) continues to explore ways to generate more income and structure itself accordingly to ensure a positive legacy for the next generation of deaf and hard of hearing (DHH) children.

EXPENDITURE

Operating expenditure for the year was **\$6.9m** which includes **\$3.9m** of employee expenses, a decrease of **\$0.5m** in employee costs compared to the previous year. Total expenses decreased by **\$0.85m** compared to the previous year.

WHERE
THE
FUNDING
WENT



OVERALL
RESULTS

There was an unrealised gain on investments of **\$1.7m** which led to the overall result of a **\$1.5m** surplus for the year ended 30 June 2025.

EQUITY

DCA maintains a solid Balance Sheet with Total Equity of **\$34.2m**. As of June 30, 2025, there was **\$29.7m** invested in a managed investment portfolio.

CHALLENGES

COST PRESSURES

Like most not-for-profits, the economy has provided significant operational challenges over the past year. DCA continues to navigate these challenges and has focused on income generation and cost reduction in an effort to retain its strong financial position.

LEARNINGS

DCA continues to deliver its Strategic Plan and positively impact DHH children and young people in our community. We need to be flexible and agile in order to continue to provide high level services to participants.

QUALITY & CONTINUOUS IMPROVEMENT

Deaf Children Australia (DCA) remains committed to delivering safe, high-quality services through strong governance and continuous improvement. This year, we successfully maintained our Right Fit for Risk accreditation, along with accreditation against the National Standards for Disability Services (NSDS) and ISO 9001. These accreditations reflect our robust systems and dedication to excellence.

We strengthened our child safety framework by appointing additional Child Safe Officers across multiple states, ensuring compliance with local standards. All staff, volunteers, and board members undertake child safe training and hold Working with Children Clearances, reinforcing a culture of accountability and safeguarding.

Feedback from children, families, staff, and partners continues to shape our services, helping us remain a trusted and responsive provider.

CYBER SECURITY & SAFEGUARDING

Recognising growing risks in the digital environment, DCA further invested in cyber security and safeguarding. With expert oversight from our IT provider, CloudPoints, we enhanced system protections, aligned practices with the Australian Cyber Security Centre's Essential Eight, and introduced new policies for data breaches, secure systems, and remote work.

All staff undertake regular cyber security and privacy training, ensuring best practice in daily operations. Maintaining Right Fit For Risk accreditation further demonstrates our commitment to strong governance, data protection, and community trust.



EXECUTIVE & BOARD

Deaf Children Australia is a company limited by guarantee and is governed by a Board of Directors. Our board meets monthly and maintains two committees to support its governance. The Audit and Finance Committee is chaired by the Treasurer Anthony Busuttil, and the Governance, Risk and Quality Committee is chaired by Geoff Manton. Both committees meet quarterly.

MANAGEMENT TEAM

Lisa Ratcliffe
Interim CEO
& Company Secretary

Noel Henderson
Property & Heritage Manager

Tamara Trinder-Scacco
Community Engagement
Manager

Melissa Grenville
Head of Fundraising

Rachelle Knoche
Quality & Compliance Manager

Tina Augustin
HR Coordinator

Renee Fayad
Head of Marketing
& Communications

Wendy Todd
Sign for Work National Manager



Janet Collins
CHAIR



Anthony Busuttil
TREASURER



Noel Henderson
DIRECTOR



Tamara Trinder-Scacco
DIRECTOR



Geoff Manton
DIRECTOR



Andrew Patterson
DIRECTOR



Marcello Mattia
DIRECTOR

HOW YOU CAN HELP

LEAVE A LEGACY

A gift in your Will.

DONATE

Your donations help
change lives.

VOLUNTEER WITH US

We offer a range of volunteer
opportunities across our
organisation.

WORKPLACE GIVING

Get your work colleagues
involved.

FUNDRAISING FOR DCA

Do something amazing big or
small, host a community event.

BECOME A REGULAR DONOR

Help DCA support deaf and
hard of hearing children, young
people and their families.

Deaf Children Australia.

CONTACT DCA

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deafchildrenaustralia.org.au



ABN 57 108 025 207
DCA is a Not-for-Profit
organisation and
registered with the
ATO with DGR status.

