



SYNOD 2023 REPORT

GOOD SAMMY ENTERPRISES

MEMBERSHIP

Chair	Trent Bartlett
Deputy Chairperson	Chris Walker
Board Member	Dom Del Borrello
Board Member	Tamsin Eldridge
Board Member	Elisa Fear
Board Member	Amanda Gell
Board Member	Sarah Jarman
Board Member	Ian Thubron
Board Member	Mark Weller
Board Member & CEO	Kane Blackman

Audit & Risk Committee

Committee Chair	Dom Del Borrello
Committee Member	Chris Walker
Committee Member	Mark Weller
Committee Member	Kane Blackman

Investment Committee

Committee Chair	Elisa Fear
Committee Member	Tamsin Eldridge
Committee Members	Ian Thubron
Committee Member	Kane Blackman

People & Safeguarding Committee

Committee Chair	Ian Thubron
Committee Member	Amanda Gell
Committee Member	Chris Walker
Committee Member	Kane Blackman

REPORT

As an Agency of the Uniting Church Australia in Western Australia (Uniting) and as an organisation that was founded over 60 years ago with a continuing purpose, to provide people with disability in WA with employment opportunities, Good Sammy Enterprises (Good Sammy) has long embraced the Uniting Church Values. As a major employer of people with disability and also a community recycling partner, Good Sammy also lives and supports Uniting Values in the following ways:

Compassion Good Sammy provides families and individuals on low incomes or families experiencing hardship the opportunity to purchase quality recycled clothing, furniture, toys and sundries at low prices. Good Sammy also embraces the principles of chaplaincy and regularly welcomes representatives of the Uniting Family to provide comfort and support to our team during times of loss and grief.

Hope Good Sammy's vision is to transform workplaces and society by creating employment opportunities for people with disability. The unemployment rate in Western Australia is 3.5%, yet for a person with disability it is 10% and for a person with intellectual disability it is 20%. Good Sammy's delivery of 400 jobs for people with disability and focus on creating employment opportunities for people with disability, provides both hope and a meaningful chance for people with disability to be employed. Good Sammy's Academy and person-centred culture is focused on the development pathways and opportunities that it can deliver to its employees and participants.

Justice Good Sammy is an active and passionate advocate for the rights and wellbeing of people with disability. We proactively seize opportunities to influence change through submissions or participation in forums including through the Disability Royal Commission, Uniting Care Australia, Uniting WA, the Uniting Church, and various National Disability Services (NDS) Employment Committees and Working Groups in WA and nationally. We also embrace opportunities through networking and media to advocate for change in line

with our strategy and values. Our aim is to see people with disability having the same access and opportunities as all people, as is their human right.

Inclusion As an employer of approximately 400 people with disability, Good Sammy is living the principles of inclusion. Inclusion of people with disability and lived experience is at all levels, including our Board, Management and our Lived Experience Advisory Committee. We maintain an Inclusion and Participation Plan to lead our activities in this space. We also have excellent gender balance in our leadership tier as well as in non-traditional roles, such as in logistics and warehousing roles. Good Sammy is in the process of developing its first Reflect Reconciliation Action Plan.

Accountability As a National Disability Insurance Scheme (NDIS) registered provider and major employer of people with disability in WA, our level of accountability to the principles of quality, safety, choice and empowerment are not only an ethical obligation, they are also a business imperative. The core principles of the NDIS Standards and the National Standards for Disability Services reflect the Uniting principles of taking responsibility and making conscious choices to do what is right.

Integrity Good Sammy is a purpose driven organisation, with providing better futures for people with disability at our core. With NDIS providing opportunities to diversify our service offerings, ensuring we remain true to our original purpose and service offering is a conscious and uncompromising choice. We remain clear about our purpose, to create employment opportunities for people with disability and also committed to deliver on this purpose.

Creativity Good Sammy are constantly looking for ways to remain competitive and sustainable as a purpose driven social enterprise so that we can continue to provide ongoing employment pathways for people with disability into the future. With the ever changing political, economic and social landscape in WA and more broadly, including due to COVID, organisational agility and the ability to work with team members to resolve unanticipated and complex challenges is key to our sustainability. Looking ahead, Good Sammy understand that we can also play an important supporting role as an agency of the Uniting Church to contribute towards the identified five strategic focus areas of the as defined in the Uniting Church in WA Strategic Plan. With this in mind we suggest the following objectives for the respective strategic focus areas:

1. **Growing Disciples** We will proactively identify opportunities for the Good Sammy community, including employees, families and customers, to engage with the Uniting Church in WA in the spirit of community and chaplaincy. This may include:
 - Identifying good news stories and opportunities through our Good Sammy networks, and working with the Uniting Church to share those stories;
 - Collaborating in initiatives that support our purpose and community benefit, such as clothing donation drives, volunteer engagement and shared advocacy
 - Inviting representatives from Uniting Church in WA to be a part of key Good Sammy events, including providing counsel, love and support in times of loss or hardship
2. **Valuing Diversity** Good Sammy embrace diversity and inclusion across our workplaces and through our business services and support the right of all people to be their authentic self without fear of discrimination or judgement. Good Sammy can play an active role in promoting diversity and inclusion of people with disability across the Uniting network in the following ways:
 - Host work experience opportunities for the students in Uniting Church agency schools in WA, providing an opportunity for students of all abilities, including those with educational support needs
 - Welcome the Uniting Church community and its constituents to volunteer with Good Sammy and to play an active role in working with and supporting people with disability as they work towards their employment goals at Good Sammy or with Good Sammy's support outside the organisation
 - Deliver disability awareness education and employment support to other Uniting Church agencies
 - Form partnerships with other Uniting Church in WA agencies that are conducive to increasing employment and training opportunities for people with disability across the network
 - Create opportunities for engagement and an active voice for people with disability across the Uniting Church Network, including at key events and as part of Uniting Church in WA and Uniting Church in Australia committees.
 - Contributing to State and National advocacy efforts via the Uniting Care and Uniting WA groups on diversity and inclusion topics that relate to Good Sammy mission.

3. **Living Sustainably** Good Sammy diverts 6,000 tonnes of clothing & other materials from landfill every year through our recycling enterprises across WA. We have also recycled over 30 million containers under the Containers for Change Program in WA. This makes Good Sammy the ideal community partner in recycling for the Uniting Church in WA, including its agencies, schools and colleges. We can do this by:

- Supporting agencies, churches, schools and colleges to host recycling drives.
- Supporting agencies, churches, schools and colleges to fundraise through the Containers for Change scheme.
- Providing pop up stalls selling recycled items and collecting donations at key Uniting events and at schools and colleges.
- Collection and recycling of bulk donations that might otherwise be sent to landfill, such as unwanted office furniture.
- Providing support and advice on recycling and sustainability.

4. **Building Community** With 27 Good Sammy retail stores across WA, Good Sammy has an established community footprint that supports ongoing relationships with our workers, volunteers, customers, donors and community partners. Due to the geographical spread of our Good Sammy retail network, Good Sammy can support community engagement opportunities with the broader Uniting network in the following ways:

- Form active relationships with local Uniting schools, colleges or churches as a way to facilitate community engagement, including through volunteering, recycling and fund raising initiatives
- Promoting Uniting events that might provide opportunities for Good Sammy team members and their families to engage with the broader Uniting community.

5. **Reconciling People** Good Sammy have a long history of providing employment opportunities for people with disability in WA, however over this time there has been an under representation of first nations people in our workforce. Good Sammy is therefore committed to: Developing and implementing a Reconciliation Action Plan that is based on the principles of promoting cultural awareness, inclusion, opportunity and respect.

- Ensuring Good Sammy staff participate in Cultural Awareness Training.
- Ensuring Good Sammy commence key events with an Acknowledgement of Country or where appropriate, a Welcome to Country by a traditional custodian.

- Ensuring Good Sammy have representation and play an active role on the Uniting First Peoples Working Group.

Executive Summary Our focus is on driving achievement of the strategic plan for the organisation to transform workplaces and society through the employment of people with disability.

Good Sammy has achieved financial sustainability in 2022-23 with a net profit of \$2.3 million, following a result in 2021-22 of a net loss of \$4m. This positive outcome comes from a series of actions delivered to improve commercial focus and reduce expenditure in non-critical areas.

Good Sammy has delivered the following mission outcomes during the financial year:

- 361 of people with disability employed (32% increase on 2021-22);
- 52% of workforce with a disability (43% in 2021-22);
- 210 people with disability completed a Good Sammy Academy training program; and
- 23 people with disability obtained Open employment

Good Sammy also delivered the following Social Enterprise achievements during the financial year:

- Over 1 million people that bought something at a Good Sammy store;
- Over 6,000 tonnes of textiles and other materials were diverted from landfill;
- Over 30 million containers were recycled;
- Opened four new retail stores (Ellenbrook, Fremantle, Morley and Maddington);
- Launched a Property Care (gardening) social enterprise; and
- Opened our first Good Thanks social enterprise cafe in Kwinana.

Good Sammy's audited financial report will be available in November, and will be available publicly via the Australian Charities and Not-for-profits Commission thereafter.

Trent Bartlett, Chair

Kane Blackman Chief Executive Officer

Email: kane.blackman@goodsammy.com.au