

# ANNUAL REPORT 2024-25

## ALLIANCE FOR NEURODIVERSITY AND DISABILITY IN GLAMR PROFESSIONS AUSTRALIA INC.

“ANDPA empowers me to feel strong and supported as a person with invisible disabilities and challenges (narcolepsy and PTSD) and helps me to find methods to continue growing professionally that work for me. Being part of this group has been really eye-opening – I had no idea just how prevalent invisible disability is! And it's wonderful to come together as a community to know we are not alone, to welcome, embrace, and lift each other up so we can thrive together.



**Ash Barber**  
ANDPA Member

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# 2024-25 SNAPSHOT



**160+**

MEMBERS



**8+**

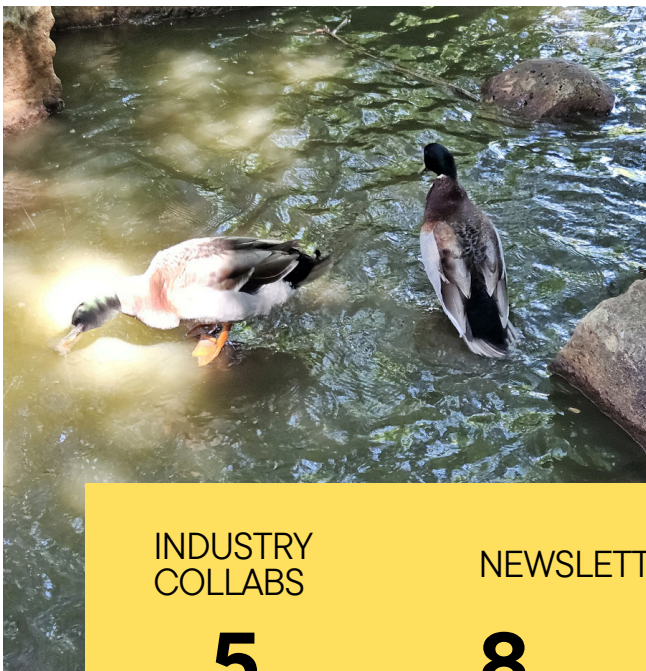
VOLUNTEERS



**2+**

YEARS OF  
ANDPA

*Photo of ANDPA Management Committee members Lex (left) and Emilia (right).*



"The work you're doing has the potential to make real change for me."

"I think ANDPA fills an amazing gap ... especially given the diversity that the sector strives for, ...and I'm excited to be part of advocating for inclusion and accessibility within ANDPA!"

INDUSTRY  
COLLABS

**5**

NEWSLETTERS

**8**

WEBINARS

**4**

COMMUNITY  
CATCH UPS

**4**

# ANDPA OVERVIEW

## VISION

The Alliance for Neurodiversity and Disability in GLAMR Professions Australia Inc. (ANDPA) aspires to empower Australian GLAMR professionals and institutions in the acceptance of disability and neurodiversity.

## VALUES

**Community:** ANDPA recognises the value of lived experience in creating inclusive and accepting spaces to build community. ANDPA provides opportunities to engage in networking and community-building for disabled and neurodivergent GLAMR professionals.

**Pride:** ANDPA values a culture of disability pride and neurodiversity pride. This is not about ignoring challenges or discrimination but about celebrating the inherent worth of people in these communities. Pride embraces disability and neurodiversity as part of human diversity.

**Belonging:** ANDPA maintains that disabled and neurodivergent people have the right to belong. We promote the acceptance of disabled and neurodivergent professionals and aim to create spaces that promote disability and neurodiversity culture, pride, and belonging.

**Leadership:** ANDPA values inclusive and authentic leadership. There is a need for disability leaders and inclusive leadership across GLAMR sectors. We aim to advance professional development opportunities for disabled and neurodivergent GLAMR professionals and promote inclusive leadership.

## OUR HISTORY

ANDPA was founded as a non-profit association in November 2023, originally as the Association for Neurodivergent and Disabled GLAMR Professionals Australia. Its founders, Emilia Bell and Nikki Andersen, were two librarians who were passionate about seeing disability acceptance and belonging in Gallery, Library, Archive, Museum, and Records (GLAMR) professions.

Emilia and Nikki founded ANDPA on the values of community, pride, belonging, and leadership, and were the founding members of ANDPA's inaugural Management Committee, alongside Clare O'Dwyer.

# OUR PEOPLE & GOVERNANCE

## STRUCTURE

The Alliance for Neurodiversity and Disability in GLAMR Professions Australia Inc. (ANDPA) is a Queensland-registered incorporated association. ANDPA is a registered charity accountable to the the Australian Charities and Not-for-profits Commission (ACNC) in accordance with the Charities Act 2013 (Cth)

## OUR MANAGEMENT COMMITTEE

ANDPA's co-founders, Emilia Bell and Nikki Andersen, commenced their positions on the 22nd February 2024 by a resolution of members, and commenced their formal two year terms with Kate Tickle, Lex Kouris, and Camille Peters on the 27<sup>th</sup> September 2024.

<b>President</b>	Emilia Bell
<b>Vice-President and Secretary</b>	Nikki Andersen
<b>Treasurer</b>	Kate Tickle
<b>Committee Member</b>	Lex Kouris
<b>Committee Member</b>	Camille Peters



# OUR PEOPLE & GOVERNANCE



**EMILIA (SCOUT)  
BELL**

THEY/THEM

President



**NIKKI ANDERSEN**

SHE/HER

Vice-President & Secretary



**KATE TICKLE**

SHE/HER

Treasurer



**LEX KOURIS**

HE/THEY

Committee Member



**CAMILLE PETERS**

SHE/HER

Committee Member

# OUR PEOPLE & GOVERNANCE

## VOLUNTEERS

As a volunteer-run and led association, our people power everything we do. We're grateful to the dedicated individuals who have given their time and skills to support our community and grow our work. While we are not able to publicly highlight all of our volunteers, we thank everyone who has contributed to our community.

<b>Social Media and Communications Officers</b>	Leanne Hill
	Brooke Hudd

### MEET THE TEAM



**LEANNE HILL**  
**SOCIAL MEDIA AND COMMUNICATIONS VOLUNTEER**

Leanne holds a diploma in library and information services and is dedicated to enhancing library inclusion for neurodivergent and disabled individuals, both as visitors and employees



# OUR ACTIVITIES

## OUR ACTIVITIES

### \* COMMUNITY CATCH UPS:

- 'Careers: Dare to dream and do it anyway' (August 2024)
- 'Celebrate & Reflect' Prompt: What is one thing you want to celebrate or reflect on this year? (November 2024)
- 'Community & Connection' Prompt: How has your lived experience shaped the ways you build meaningful connections? (February 2025)
- Unique minds, many strengths with NLISN. Prompt: What's one unique approach or perspective you bring to professional settings because of your lived experience with neurodiversity or disability? (April 2025)

### \* NEWSLETTERS & SOCIAL MEDIA

ANDPA maintained a social media presence on Instagram and LinkedIn. This included posts about upcoming events, ANDPA's values, key awareness dates, and volunteer opportunities.

"ANDPA empowers me to feel strong and supported as a person with invisible disabilities ... and helps me to find methods to continue growing professionally that work for me."

### \* WEBINARS:

- 'Mental illness, disclosure, and authentic leadership' with Megan Pozzi (July 2024)
- 'Chronically Honest: the experiences of a disabled librarian' with Nikki Andersen (August 2024)
- 'Defining disability' with Rebecca Muir (February 2025)
- 'Navigating mental health for professionals in the GLAMR industry' with ALIA Disability (April 2025)

"As a very early career librarian, ANDPA has been an amazing resource to help me negotiate the new challenges and opportunities."

### \* COLLABORATIONS:

Some of ANDPA's notable collaborations this year have included:

- QULOC (Queensland University Libraries Office of Cooperation) - Partnership on Inclusive Recruitment guidelines.
- Webinars and community catch-ups with ALIA Disability, the UniSQ Disability Network, and the Neurodivergent Library and Information Staff Network (NLISN).
- Various speaking and media presentations/interviews.



# FINANCIAL STATEMENTS

Alliance for Neurodiversity and Disability in GLAMR Professions Australia Inc

## Treasurer’s Report 2024-25 for the 2025 Annual General Meeting Introduction

This Treasurer’s Report provides a summary of the Association’s financial position for the year ending 30 June 2025, in accordance with the requirements of the Australian Charities and Not-for-profits Commission (ACNC) and the Association’s Constitution.

### Financial Overview

Income	
Fundraising & Donations	1,735.10
Founder donations	1,690.26
Other donations	44.84
Membership Fees	1,360.00
<b>Total Income</b>	<b>3,095.10</b>

Expenses	
Digital Services and Subscriptions	155.01
Insurance	1,566.01
Stripe Fees	4.35
<b>Total Income</b>	<b>1,725.37</b>

Summary	
Net Surplus (Profit)	1,369.73
Closing Bank Balance (30 June 2025)	1,369.73

The Association operates on a cash basis of accounting, recording income when received and expenses when paid. ANDPA is not registered for GST, so all transactions are recorded on a BAS Excluded basis.

## **Financial Operations Overview**

### **Appointment of Treasurer**

Kate Tickle was appointed Treasurer of the Association at the 2024 Annual General Meeting on 27 September 2024. No vote was required as there were no other nominations. Prior to this, Claire O'Dwyer was the Association's Treasurer.

### **Introduction of Optional Membership Fees**

In August 2024, the Committee approved the introduction of an optional membership fee, which became effective from 11 September 2024. This model allows members to nominate their own membership fee, with no impact on their membership status. The administrative overheads associated with managing the invoicing process manually were significant; however, this has reduced substantially with the implementation of Xero.

### **Registration as a Charity**

On 5 February 2025, ANDPA was formally registered as a charity with the ACNC, backdated to 22 June 2024. As a result, the Association's financial reporting obligations now fall under the ACNC framework and no longer require reporting to the Queensland Office of Fair Trading. Registration with the ACNC provides financial benefits to the Alliance, including access to potential state-based fee and duty concessions, and eligibility to apply for grants restricted to registered charities. It will also allow ANDPA to pursue Deductible Gift Recipient (DGR) endorsement in the future, should the Committee opt to do so, which would allow donors to claim tax deductions for contributions made to the organisation.

### **Accounting Systems and Governance**

- During the year, ANDPA implemented Xero as its accounting platform, enabling accurate and transparent recordkeeping and moving the organisation away from manual invoicing processes.
- Stripe was implemented to facilitate online payment of membership invoices. While Stripe payments attract fees, the benefits of a more convenient payment option outweigh the cost incurred.
- A chart of accounts cleanup and new finance procedures were completed to simplify reporting and ensure alignment with ACNC standards.

### **Income**

Revenue was modest, generated primarily through optional membership fees and donations by, or facilitated via, the founders.

## **Expenses**

ANDPA's most significant expense was insurance, with software and subscriptions to support the administration of the Alliance

## **Financial Sustainability**

The Association maintains a positive bank balance and no liabilities. However, expenses in the 2024–25 financial year exceeded membership income, and ANDPA's financial obligations were met, in part, through donations, including from the founders. As at 30 June 2025, cash reserves are limited and the Management Committee will continue to monitor to ensure the cash reserves are sufficient to cover operating expenses. The Alliance operates with minimal overheads, and there is currently little scope to further reduce operating expenses. The Committee will therefore focus on developing appropriate fundraising strategies to strengthen the organisation's financial position.

## **Conclusion**

ANDPA has established sound financial governance processes and a strong commitment to transparency. While the Alliance's financial position remains constrained, these systems provide a solid foundation for strengthening sustainability in the coming year. The focus for 2025–26 will be on strengthening financial sustainability through fundraising and careful expenditure management.

I recommend that members adopt the financial statements for the year ending 30 June 2025.

## **Audit Statement**

As a small charity under ACNC guidelines, ANDPA is not required to have its accounts reviewed or audited. Rather, ANDPA must keep financial records that are accurately maintained, which it does through Xero, with all transactions supported by appropriate documentation, which is also kept in Xero.

## **Responsible Persons' Declaration**

The Responsible Persons of the Association declare that:

1. The financial statements and Treasurer's Report fairly present the financial position of the Association as at 30 June 2025 and its financial performance for the year then ended in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and Australian Accounting Standards as applicable.

2. There are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013*.



**Emilia Bell**  
**Chair**

02/11/2025



**Kate Tickle**  
**Treasurer**

31/10/2025

# OTHER INFORMATION



## HOW YOU CAN HELP

**Make a Donation.** Every financial contribution, large or small, makes a meaningful difference to our vision of acceptance of disability and neurodiversity. Donate at <https://andpa.org/donations>

**Become a Member.** Join our growing community to stay connected with our work throughout the year. Members receive updates, invitations to special events, and opportunities for engagement.

<https://andpa.org/membership>

**Volunteer Your Time.** Share your skills and passion by volunteering with us. We have opportunities for all schedules and interests, from one-time events to ongoing commitments. Contact us at [admin@andpa.org](mailto:admin@andpa.org) for more information.

## CONTACT US

**Website:** [www.andpa.org](http://www.andpa.org)

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**Social media:** [Instagram](#) | [LinkedIn](#)