

August 2025

Annual report

# For the Love of Dogs Academy



For the  
**LOVE**  
of **DOGS**  
**ACADEMY**





# Our Vision:

To make the benefits of the human-animal bond accessible to all, empowering individuals to connect, grow, and thrive.







## Our Mission

Enhance the lives of marginalised community members through unique programs that leverage the physical, mental, and social benefits of interacting with dogs.

## Our Values

### **Authenticity**

We are who we are, and you can trust that we say what we mean, we do what we say we're going to do, and we live and breathe the values set out here. We bring our authentic, imperfect selves to an organisation celebrating the diversity in all humans and dogs.

### **Collaboration**

We are breaking down barriers - barriers to social connection, barriers to employment, and barriers between animal and disability industries. We forge dynamic partnerships both within our team and with the wider community to amplify our impact.

### **Belonging**

We create community, connection, and mutual benefit for dogs and humans by uniting animal lovers. We are creating a mega team of animal advocates who can help care for dogs and access the plethora of health benefits of canine company.

### **Curiosity**

Remember to include relevant information that can promote your nonprofit while keeping readers interested in the amazing work you do.



### **Playfulness**

We embrace the joy of play and the power of fun, encouraging everyone to be their true selves. We create an inclusive space where creativity, connection, and authenticity thrive.



# SECTION 1: AN OVERVIEW OF FOR THE LOVE OF DOGS ACADEMY

## About Us

For the Love of Dogs Academy operates from Sydney's Northern Beaches, providing disability support services through innovative animal care programs. Our participants, who must be over 18, engage in meaningful work experiences that build both practical skills and personal confidence.

In 2025, we significantly expanded our services with the launch of our Dog Programs, which generated \$64,948 in their first year of operation. These programs complement our existing People Programs and volunteer-matched initiatives.



## Board Members

All board members have served since the organizations establishment in March 2024.



Name	Position	Dates Acted
<b>Anna Dengate</b> BMedSc BVSc FANZCVS	Founder/Director	March 2024 - Present
<b>Dr Alicia Kennedy</b>	Director	March 2024 - Present (On leave Aug 2025 - Aug 2026 - Churchill Fellowship)
<b>Dr Jennifer Wingham</b>	Director	March 2024 - Present
<b>Jessica Timmins</b>	Director	March 2024 - Present
<b>Scott Williams</b>	Director	March 2024 - Present
<b>Ralph Stonell</b> BEcon, FCPA, GAICD	Director	March 2024 - Present



## **Key Programs**

### **Pat & Chat Program**

Social program where participants enjoy activities like movies, art workshops, and fitness groups - all surrounded by dogs in our daycare facility. Program in development as of Aug 2025.

### **Wag & Walk Program**

A volunteer-matched program that pairs participants with local animal lovers for regular dog walks, promoting community connection and physical activity. Program in development as of Aug 2025.

### **Animal Advocate Training**

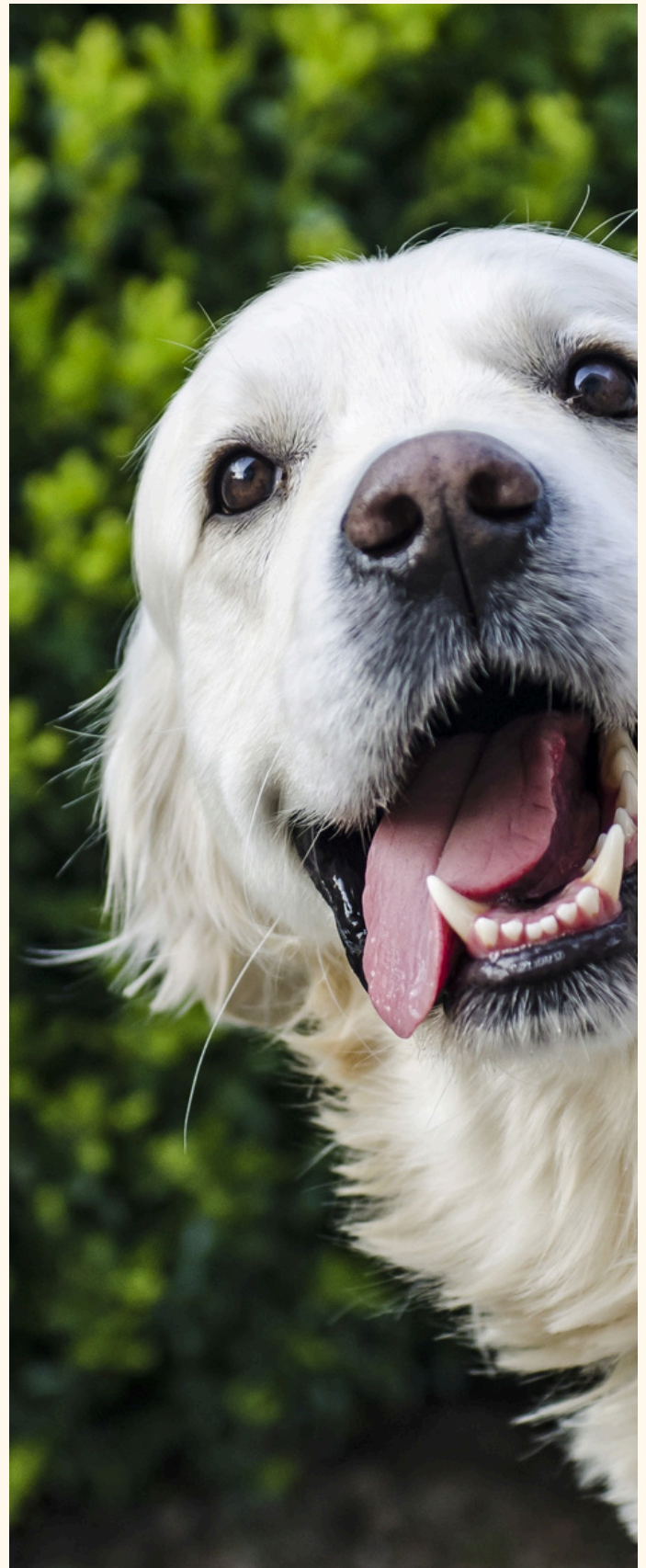
A formal 18-month training program combining TAFE Certificate II in animal care with employment skills training. Participants are allocated a dog within the daycare and supported to walk, bathe, medicate and do basic training while participating in structured learning. Program in pilot phase with 2 participants enrolled and 2 more lined up if we can support them adequately.

### **Vet Team Training**

Advanced program for Animal Advocate graduates interested in veterinary medical roles, supporting completion of Certificate IV in veterinary nursing or veterinary medicine studies. Program in development as of Aug 2025.

### **Taster Experience Program**

Introductory program facilitated by The Vet's North to give participants initial exposure to animal care activities. Program underway with 8 participants enrolled.



## **MAJOR PARTNER IN PROGRAM DELIVERY:**

**The Vet's North** provides animal ultrasound and internal medicine services in local veterinary clinics for canine and feline patients. Their generous support has been instrumental in our growth and program development.

**Services:** Mobile veterinary ultrasound, echocardiograms, endoscopy.

**Contact:** [hello@vetsnorth.com.au](mailto:hello@vetsnorth.com.au) | Mobile: 0458 016 252







## **SECTION 2: GOVERNANCE**

### **Structure and Management**

For the Love of Dogs Academy is registered with the Australian Charities and Not-for-profits Commission (ACNC). The organization operates under the governance of a committed board of directors who have provided leadership since establishment in March 2024.

### **Chairperson's Report**

"As a specialist vet, we see the 'valuable dogs'. This might mean the dogs that have had a lot of money invested in their training, or, my favourite, the dogs that have impacted peoples lives so profoundly the idea of living without them is inconceivable. Doing this for the last 15 years, I have heard so many stories of the miraculous impact dogs have had on human health.

Stories of dogs who have supported their owners through chemotherapy. Stories of dogs that have refused to leave their owner's side in a life threatening mental health crisis. Stories of dogs that pulled their human out of homelessness, addiction, and the depths of loss.

Everyone deserves the chance to benefit from the companionship and uninhibited 'can't walk I'm wagging too hard' love that dogs hand out without reserve. It breaks my heart that the people that really need this can't access it. We can change this.

FY2025 has been a transformational year for For the Love of Dogs Academy. We successfully integrated Canine Kindergarten services into our operations, expanding our capacity to provide meaningful employment training while delivering essential pet care services to our community. Despite the operational challenges of this expansion, we maintained our commitment to our participants and began pilot programs that will form the foundation of our future growth.

Our focus for the coming year remains on stabilising operations, completing facility upgrades to ensure accessibility, and launching our comprehensive training programs at full capacity."

Anna Dengate BMedSc BVSc (hons) FANZCVS  
Chairperson and CEO, For the Love of Dogs Academy





## SECTION 2: GOVERNANCE

### Our Objectives and Activities

#### **Primary Objectives:**

**Employment Training:** Providing meaningful work experience and skills development in animal care

**Community Connection:** Facilitating relationships between people with disabilities and the broader community

**Therapeutic Benefits:** Harnessing the proven benefits of human-animal interaction

**Sustainable Employment:** Creating pathways to ongoing employment in the animal care sector

#### **Activities Undertaken in FY2025:**

- **Business Integration:** Successfully integrated Canine Kindergarten services (doggy daycare, grooming, training) into FLDA operations
- **Program Development:** Launched Taster Experience Program facilitated by The Vet's North, with 8 participants engaged.
- **Systems Implementation:** Established core operational systems including Dialpad (phones), ClickUp (CRM), Stripe (payments), and Xero (accounts)
- **Facility Acquisition:** Secured permanent facility at 2-4 Windsor Parade, North Narrabeen
- **Staffing Expansion:** Recruited Canine Programs Manager, Canine Care Team, and People Programs Manager
- **Strategic Partnerships:** Established training partnership with Lincoln Institute of Veterinary Business. Fit-out of the new facility is also being largely supported and funded by Cyclo Constructions, with up to 50% reductions in fit out cost due to their contributions of labour and materials
- **Animal Advocate Training Pilot:** Commenced pilot with 2 participants enrolling in TAFE Certificate II, and 2 more set to enrol in the next month.
- **Infrastructure Investment:** Invested \$19,800 in equipment to support program expansion

#### **Planned Activities for FY2026:**

- **Facility Refurbishment:** Complete accessibility upgrades with support from Cyclo Construction
- **Program Scale-Up:** Launch all four programs at full capacity once facility upgrades are complete
- **Fundraising Expansion:** Execute strategic fundraising plan to raise \$366,000 for academy development
- **Volunteer Network:** Develop strategic volunteer network for program support and facility maintenance
- **Research Initiative:** Conduct and publish research on barriers to pet ownership for people with disabilities
- **Technology Upgrade:** Replace aging Canine Care CRM system to safeguard service continuity



# SECTION 3: OUR FINANCES

## Treasurer's Report

It is my pleasure to present the Treasurer's Report for the financial year ended 30 June 2025 – our first full year of operation as a registered charity.

This year was a period of transformational growth, marked by the launch of our Dog Programs, the expansion of services, and significant investment in building our operational capacity.

### **1. Overview of the Year**

- Total Income: \$176,230 (up 88% on FY2024)
- Total Expenses: \$213,796 (up 340% on FY2024)
- Net Loss: \$(37,566) - An intentional start-up investment
- Cash on Hand: \$123,059
- Net Assets: \$7,285 - The deficit reflects strategic decisions to invest early in program establishment, staffing, and infrastructure to support sustainable growth

### **2. Income Analysis**

Total income of \$176,230 came from multiple sources:

- Dog Programs: \$64,948 – launched June 2025, generating this amount in their first month of operation
- Donations (VMS-related & various): \$82,513 – strong community support, though funding remains variable year-to-year
- Grant – Centre for Volunteering: \$19,600 – targeted funding for volunteer initiatives
- People Program: \$5,381 – reduced as resources shifted to establish Dog Programs
- Sublease Income from VMS: \$3,788 – creating a valuable supplementary revenue stream

### **3. Quarterly Performance Trend**

- Aug–Oct 2024: Net loss of \$40,904 – legal setup, early program development, and staffing costs
- Nov 2024–Jan 2025: Net profit of \$20,825 – boosted by major donations and grant funding
- Feb–Apr 2025: Net loss of \$10,943 – lower income period with continued program investment
- May–Jul 2025: Net loss of \$30,561 – despite \$106,892 income from Dog Programs' launch, high expenses from rent, equipment, and staffing drove the loss





## **SECTION 3: Treasurer's Report**

### **4. Major Expenses FY25**

Category	Amount	% of Total
Wages & Salaries	\$115,187	53.9%
Equipment	\$19,800	9.3%
Contractors	\$16,372	7.7%
Rent	\$12,833	6.0%
Superannuation	\$12,665	5.9%
Other Expenses	\$36,940	17.2%

### **5. Financial Position (as at 30 June 2025)**

- Total Assets: \$168,140
- Total Liabilities: \$160,855
- Net Assets: \$7,285

Key liabilities include:

- Loan – Vet Med Services: \$140,207 (interest-free, 3-year term, low risk)
- Accounts Payable: \$14,255
- ATO & Super Obligations: \$6,393

### **6. Risks & Opportunities**

Risks: The organisation currently lacks secure ongoing funding sources. While donations provided \$77,382 this year, this income stream remains uncertain.

Current debt position:

- VMS Loan: \$140,207 (Interest-free, 3-year term - Low Risk)
- Accounts Payable: \$14,255
- ATO/Super Obligations: \$6,393

Opportunities:

- Dog Programs have demonstrated strong initial uptake and income potential
- Rental income from the VMS sublease provides reliable supplementary revenue
- Our current cash reserves provide a short-term operational buffer

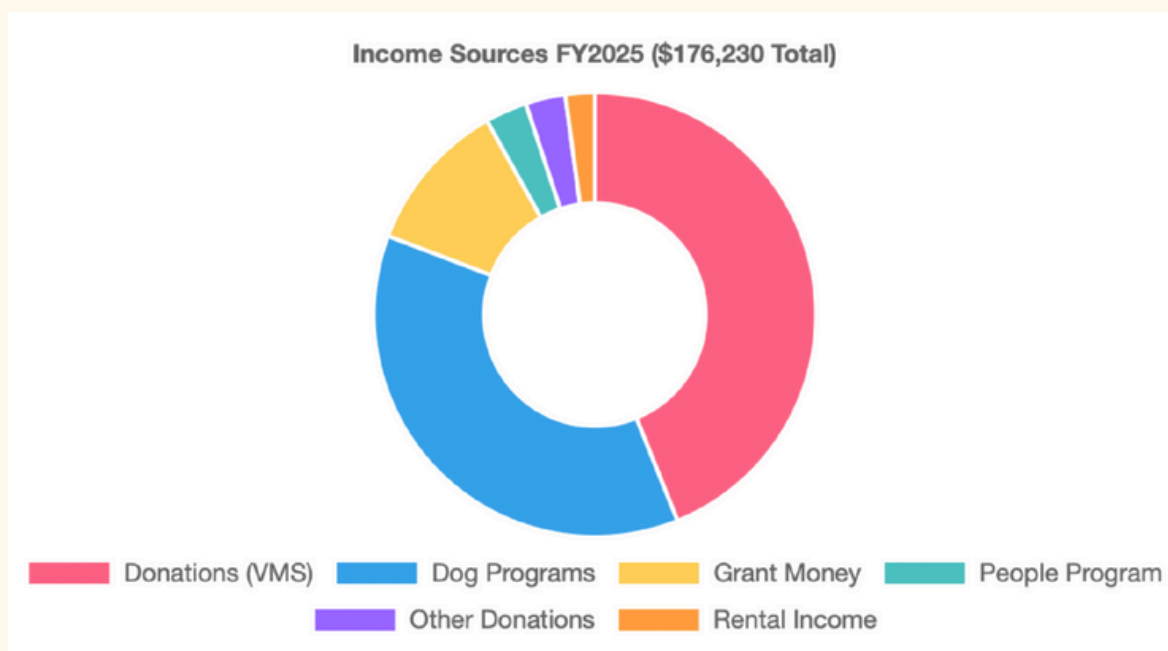


## SECTION 3: Treasurer's Report

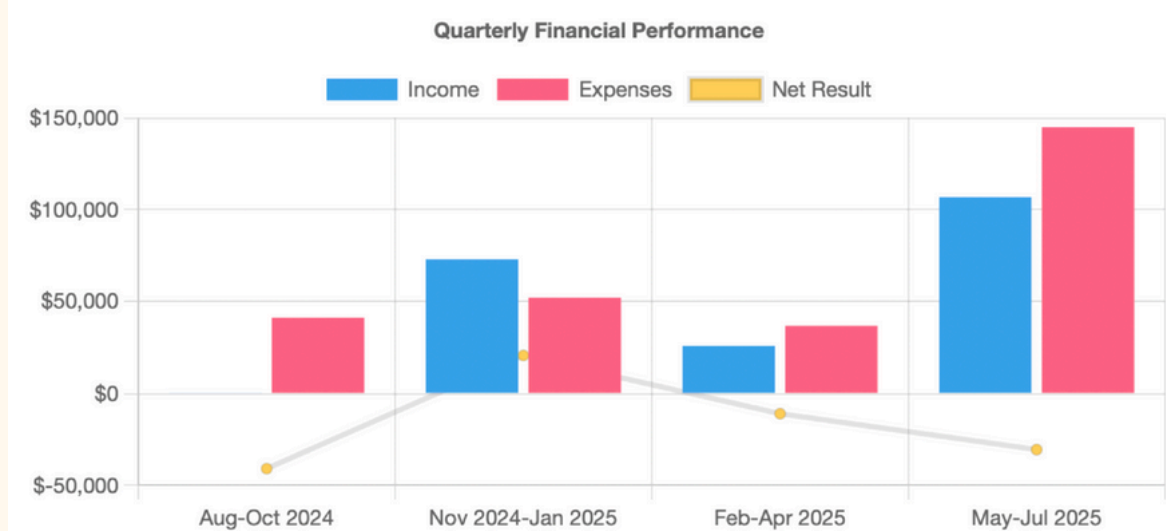
### 7. Outlook & Priorities Immediate priorities include:

- Securing ongoing funding streams to sustain expanded service delivery
- Leveraging the success of Dog Programs for growth and donor engagement
- Managing costs to align with predictable income
- Gradual reduction of the VMS loan

### 8. Visual Summary:



### Quarterly Performance Trend





## **SECTION 3: Treasurer's Report**

### **Conclusion**

FY2025 represents a transformational year for For the Love of Dogs Academy. While we recorded a net loss of \$37,566, this reflects strategic investment in establishing our Dog Programs and building operational capacity.

The strong cash position of \$123,059 and successful program launch positions us well for future sustainability, provided we secure ongoing funding sources to support our expanded operations.

#### Immediate Priority:

Developing sustainable funding strategies to support our expanded service delivery model. On behalf of the Board, I thank our donors, volunteers, staff, and partners for their incredible commitment.

**Scott Williams**

Treasurer, For the Love of Dogs Academy





## **SECTION 4: OTHER INFORMATION**

### **Acknowledgements and Thank You**

#### **Major Donor:**

- The Vet's North - Our primary supporter whose generous contributions have enabled our program expansion and facility development. Their commitment to supporting both the veterinary community and disability services aligns perfectly with our mission.

#### **Other Contributions:**

- Cyclo Construction
  - Supporting our facility fit-out with up to 50% reductions in costs through contributed labour and materials.
- Lincoln Institute
  - Training partnership for business and leadership education and professional development for our team members.



#### **Grants and Funding**

- The Centre for Volunteering (A336): \$19,600 grant supporting volunteer program development
- VMS (Vet Med Services): \$77,382 in donations plus facilities support

#### **Corporate & Community Partners**

- Veterinary clinics across Sydney's Northern Beaches
- Local dog owners participating in our programs
- Community volunteers supporting Wag n Walk initiatives

#### **Participants & Families**

Thank you to all participants and their families who trust us with their journey toward meaningful employment and community connection.





# SECTION 4: OTHER INFORMATION

## LOOKING TO THE FUTURE

### Strategic Priorities FY2026:

1. **Financial Sustainability:** Developing diverse, reliable funding sources to support our expanded operations
2. **Program Growth:** Expanding Dog Programs capacity to meet demand while maintaining quality
3. **Employment Outcomes:** Increasing the number of participants who transition to ongoing employment
4. **Community Partnerships:** Strengthening relationships with veterinary practices and animal care businesses
5. **Volunteer Expansion:** Growing our volunteer base to support increased program delivery

### Long-term Vision:

We envision For the Love of Dogs Academy as the leading provider of disability employment services in the animal care sector, with sustainable programs that create lasting employment opportunities and community connections.





# HOW YOU CAN HELP?

## Volunteer Your Time

As our programs get humming we will have many opportunities to support our participants with their courses, animal handling skills, employment training, and to safely spend time with dogs.



## Make a Donation

Your financial support helps us expand programs, purchase equipment, and provide more opportunities for people with disabilities to engage in meaningful work.

<https://donate.stripe.com/9AQeYOepHdIK2yYbll>

## Use Our Services

Support our Canine Care Services for your dog's daycare, grooming, and training needs. Every dollar spent directly supports employment opportunities for people with disabilities.

<https://www.loveofdogs.org.au/enrolment>

## Corporate Partnership

Partner with us to create meaningful employment pathways while supporting your corporate social responsibility goals.

<https://www.loveofdogs.org.au/register-interest>

## Spread the Word

Help us reach more participants and supporters by sharing our story on social media and in your networks.







## CONTACT US

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Director Contact: [anna@loveofdogs.org.au](mailto:anna@loveofdogs.org.au)



India - our first participant, with her dogs. When we asked what dogs did for her, India says "they heal you". We agree, India.

# Thank you for your support!