



NOVA. DIEM.

ANNUAL REPORT

2024
EDITION



"ALONE WE CAN DO SO LITTLE; TOGETHER WE CAN DO SO MUCH." HELEN KELLER

Foundation Nova Diem acknowledges the Traditional Owners of Country the Wurundjeri Woi-Wurrung people of the Kulin Nation, we pay our deepest respect to Elders past and present acknowledging their continuing contributions, struggles and achievements. The Foundation recognises that Aboriginal self-determination is a human right and acknowledges the resilience and determination of many generations of Aboriginal people who have fought for this right to be upheld. We accept the invitation of the Uluru Statement from the Heart. This always was and always will be Aboriginal land. We recognise sovereignty has never been ceded. At Nova Diem, we value inclusivity and equity, and are committed to advancing reconciliation and creating a brighter future for all. We are dedicated to serving communities and empowering mission-aligned not-for-profit organisations to unlock their potential and break down barriers for a both restorative and sustainable future.

MESSAGE FROM CO-FOUNDERS

As we reflect on our second year of operations at Foundation Nova Diem, we are filled with pride and gratitude for the remarkable journey we have undertaken together.

Building on the foundation laid in our inception year, we have continued to evolve and innovate, developing tools that unlock potential and break down barriers for those facing disadvantage. Alongside, our commitment to building impactful social enterprise services has deepened, and we are pleased to share some of our key achievements from this past year.

One of the standout initiatives has been the ongoing development of Project NOVI, our core experience. This year, we have made significant strides in enhancing the initial self-discovery experience for participants. Our dedicated team has worked hard in our lab to refine our AI-driven psychometric and reporting instruments, ensuring that we meet the specific needs and preferences of each individual based on their unique data points. It's been humbling to witness the positive outcomes from our testing, which continue to inform our development and drive our mission forward.

In parallel with Project NOVI advancements, our vibrant social enterprise has flourished. We're proud of our sustained collaboration with Emerge Australia, which has allowed us to expand our offerings in digital transformation, communications, and organisational development services.

This year, has seen significant progress in developing essential components for Emerge Australia such as brand identity, business operating systems, a national health registry, a general practitioner directory, and various digital assets — including websites, social media, podcasts, and events. These efforts have strengthened our partnerships and broadened our reach, enabling a meaningful impact in the communities we seek to serve.

As we look ahead, we're inspired about the growth and refinement that is evolving. Our strategic planning efforts are setting a pathway for continued development, both in our governance and operations.

We extend our heartfelt gratitude to our directors for their steady wisdom and guidance, as well as to our advisory board members for holding the space as we navigate this evolving landscape.

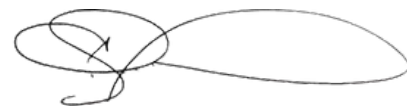
None of our progress would be possible without the dedication of our operational team. Their talent and kindness are the driving forces behind our mission. It is their commitment to building unique connections that brings our purpose driven journey to life.

Thank you for your unique contributions to Foundation Nova Diem's nascent story, and may it continue to ignite a lasting impact in the lives of those we serve.

With appreciation,



Andrew Power



Jane Sydenham-Clarke

FOUNDATION NOVA DIEM – OVERVIEW

Foundation Nova Diem (Latin for new day) exists to ignite a new day for individuals and organisations, through unlocking potential and breaking down barriers creating a more equitable and inclusive world.

Driven by a deep sense of social justice, co-founders Andrew Power and Jane Sydenham-Clarke are surrounded by a unique set of experts enabling Nova Diem to innovate life-changing opportunities for people who have been overlooked or marginalised.

In synergy, through a holistic and restorative approach the core participant experience - Project NOVI – will leverage innovative assistive technologies and transformative insights, to empower participants towards self-determination, building capacity to realise goals.

The Foundation' complementary social enterprise generates income to support Project NOVI, and offers mission aligned fee-based consulting services in digital transformation, business development and communications.

OUR VISION

A more equitable and inclusive world.

OUR MISSION

To empower individuals and organisations to unlock potential for a more equitable and inclusive world.

OUR VALUES

- **Integrity:** Integrity is crucial for Nova Diem's organisational values because it is essential for building trust and credibility with stakeholders and the communities it serves. By acting with integrity, Nova Diem can demonstrate its ongoing commitment to transparency and honesty, which can help to build trust and confidence in its work.
- **Empathy and Compassion:** Nova Diem prioritises empathy and compassion in its work by recognising the unique challenges and needs of the people it serves and striving to understand their perspectives and experiences.
- **Inclusivity:** Nova Diem values inclusivity by working to ensure that all people, regardless of their background or circumstances, have equal access to its services and opportunities.
- **Equity:** Nova Diem prioritises equity by working to address systemic barriers and inequalities that prevent people from achieving their full potential.
- **Respect:** Nova Diem values respect by treating all people with dignity and respect and valuing their unique strength/abilities.
- **Collaboration:** Nova Diem prioritises collaboration by working with other organisations, stakeholders, and community partners to achieve greater impact and build stronger, more sustainable solutions to the challenges faced by disadvantaged people and their families.
- **Innovation:** Nova Diem embraces innovation because it is essential for finding new and effective solutions to the challenges faced by disadvantaged people. By fostering a culture of innovation, Nova Diem can stay at the forefront of efforts to address these challenges and better serve its target population.
- **Courage:** Courage is essential for taking on difficult challenges and addressing complex issues. By being courageous, Nova Diem can inspire others to take action and make positive difference in the world.

MESSAGE FROM THE CEO – JANE SYDENHAM-CLARKE



As we close the chapter on 2024, I am proud to present an overview of our progress at Foundation Nova Diem. This year has been marked by significant achievements, strategic advancements, and a steadfast commitment to our mission of fostering a more equitable world.

Governance and Leadership

Our governance framework has continued to strengthen, thanks to the dedicated efforts of our board members. We have prioritised strategic planning, risk management, and compliance throughout the year. I extend my heartfelt gratitude to Lesley Ryall, Peter Davidson and Andrew Power for their invaluable contributions, guiding us through challenging considerations and ensuring we remain aligned with our mission.

Financial Management

Under the leadership of our CFO, Laura Conti, we have maintained sound financial management practices. Our financial health is further reinforced by the diligent work of our independent auditors Nickless Miller Meehans, led by Nick Marvegglo. Their thorough reviews have provided us with insights that bolster our financial strategies and operational efficiency.

Technological Innovation

2024 has been another year for technological innovation within Nova Diem. We have made significant strides in integrating AI applications and automations into our service and operations, enhancing our efficiency and service delivery. A highlight of this year has been the further development of Project NOVI systems and tools, building our core participant experience initiative, which aims to personalise and improve the impacts and interactions of those we serve.

Social Enterprise and Partnerships

This year, we successfully consolidated our social enterprise dedicated to mission aligned initiatives, which has allowed us to expand our growth. Our partnership with Emerge Australia has been pivotal, focusing on digital transformation, communications and business development. Together, we are paving the way for innovative solutions to improve health outcomes for people living with ME/CFS and long COVID.

Employee Engagement and Growth

The impact of our organisational model on financial sustainability and employee engagement has been positive. I especially acknowledge the efforts of Andrew Power and Jennifer Bhadye, whose dedication has fostered a culture of growth and kindness. The feedback we have received underscores the effectiveness of our approach and the value we bring to our community.

Growth and Challenges

While we have encountered the challenges of a start-up, we have embraced these as opportunities for growth. Our collective efforts have enabled us to navigate obstacles with resilience, kindness and creativity, ensuring that we remain focused on our long-term goals.

In Conclusion

As we conclude this year, and as I conclude my term as founding Chair and CEO, I share my gratitude to all our stakeholders for your generous support. Together, we have remained committed to fostering a more equitable world. Thank you for being an integral part of Foundation Nova Diem's success in 2024.

A handwritten signature in dark ink, appearing to read 'Jane Sydenham-Clarke'.

Jane Sydenham-Clarke
Chief Executive Officer

PROJECT NOVI

Project NOVI (New day, Optimistic, Vibrant, Inspiring) is Foundation Nova Diem's core service – a unique online experience for participants, leveraging innovative assistive technologies and transformative guidance to ignite life-changing opportunities for people who have been overlooked or marginalised.

In synergy, through a holistic and restorative approach, in 2024 Project NOVI has evolved with a series of innovative digital assessment tools that have been piloted to identify and empower our participants' strengths, capacity and pathways to realising their goals and independence.

Focus has been on introductory communications and assessment including onboarding into a custom operating system, consent, Aggregate Multifaceted Personality Spectrum (AMPS), Capacity Potential Inventory Questionnaire (CPIQ), One Page Participant (OPP) summary report, Comprehensive Participant report (CP), and Next Steps planning.

These steps and tools have been developed to uncover nuanced personality traits, individual capacities, and priority areas for development.

It is intended that AMPS and CPIQ will unlock over a thousand assessable components across various dimensions of personality and life skills, bringing unprecedented insight into Project NOVI participants' attributes.

When combined with visioning around their Nova Diem (new day) journey, it is expected that an impactful empowerment and self-determination experience will be ignited.



PROJECT NOVI THEORY OF CHANGE

Foundation Nova Diem exists to unlock potential and break down barriers to a more equitable and inclusive world. A non-profit organisation, we're driven by a deep sense of compassion and commitment to social justice, focused on identifying and empowering capacity for a brighter future.

Currently, in start-up, we're building Project NOVI - an evidence-based tech-enabled, innovative online experience to identify and unlock unrealised potential in the face of disadvantage, empowering pathways towards autonomy.

Here's our theory of change:

IF WE DO THESE ACTIVITIES IN PROJECT NOVI

Capacity Assessment assessment to identify attributes eg. cognitive, learnability, motivations, skills, resilience, values etc.	Personality Assessment unbiased, accessible, comprehensive personality and behavioural assessment.	Synergistic Assessment establishment of capacity, willingness and desire to bring to and receive from this journey – clarity on expectations.	Coaching and Tools to collaboratively analyse datapoints, build plan and guide development with tech-innovation for learning and leverage.
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PROJECT NOVI OUTPUTS WILL BE:

Barriers Identified to acknowledge the diverse and intersectional barriers that are causing disadvantage.	Potential Identified evidence based prediction of learning and development potential. Shift deficit to strength mind-set.	Engagement prioritising a safe environment based on building trust and reducing risk, self-agency and autonomy in the co-curated journey.	Empowerment co-curated pathway towards autonomy with connection, bringing security and optimism, uniquely empowered through trusted relationships, learning resources and tech-innovation.
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PROJECT NOVI OBJECTIVES ARE:

- To create an engaging, safe and inclusive place for participants – empowering confidence and autonomy
- To identify and empower participants' strengths and potential
- To collaborate with participants to co-curate and realise pathways for their goals and opportunities
- To build participants' leadership capacity as change-agents in their families and communities

PROJECT NOVI OUTCOMES WILL BE:

Individuals uplifted sense of inclusion, respect, confidence, belonging with clarity on personal strengths, opportunities and a co-curated pathway to realising desired potential.	Families empowered through participants as leaders - multigenerational change agents, bringing new capacity to the immediate ecosystem - not limited to health, education, emotional and financial capability.	Communities diverse emerging leaders bring rich perspectives and voices in advocacy for supportive systems and structures – while modelling behaviours for self-determination and collective impact.	Australia catalysing safety, equity, access, autonomy, dignity and freedom; overcoming discrimination, exclusion and dependency. Strengthening civic and economic potential for a more optimistic, inclusive, productive and regenerative world leading future.
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PROJECT NOVI IMPACT WILL BE:

Unlocking potential and breaking down barriers for individuals, families and communities for a more equitable and inclusive world.

Social equity is defined as fairness and justice achieved through systematically assessing disparities in opportunities, outcomes, and participation, and redressing those disparities through targeted actions on individual, systemic, and structural levels, to provide opportunities for success to individuals based on their right of access and specific needs.

PROJECT NOVI DEVELOPMENT PARTICIPANT JOURNEY



In the initial phase of engagement, participants will onboard with Foundation Nova Diem, and undertake three innovative online self- assessment tests:

1. **AMPS**
2. **Needs Motivation Assessment**
3. **Purpose and Potential Explorer**

PROJECT NOVI

Consent
Our programme works with a participant to help discover and explore. Thus, their consent is pivotal.

Onboarding
Here the participant explores their Nova Diem (Latin for "New Day") which will be used along with their assessment results to enable their forward-trajectory.

Adaptive Multifaceted Personality Screener (AMPS)
The Adaptive Multifaceted Personality Screener (AMPS) represents a revolutionary stride in psychometric evaluation, weaving together the nuanced threads of MBTI and BIG5 personality frameworks, elements of the Dark Triad through Narcissism, virtues such as Humility, and the complex tapestry of Neurodiversity with focuses on ASD and ADHD.

Unlike traditional assessments that pigeonhole individuals into binary categories, AMPS unveils the dynamic operating range of a person, offering a kaleidoscopic view of their psychological makeup. This sophisticated tool transcends mere labeling, embarking on a deep exploration of the multifaceted nature of human personality and behaviour.

By acknowledging the spectrum of each trait, AMPS empowers individuals to understand not just who they are in static terms, but how they can navigate and adapt within the fluidity of their personal and professional lives. It's a testament to the intricate dance between our enduring traits and our capacity for growth and adaptation, providing invaluable insights for personal development and optimising interpersonal dynamics.

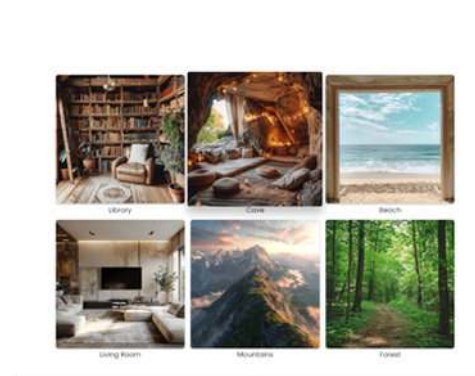
NOVA DIEM

PROJECT NOVI

Purpose and Potential Explorer (PPE)
The Purpose and Potential Explorer meticulously measures a spectrum of traits—Adaptability, Rigidity, Resilience, Fragility, Leadership, Followership, Social Responsibility, and Cultural Insensitivity—it serves as a compass guiding individuals towards understanding their inherent capacities and limitations.

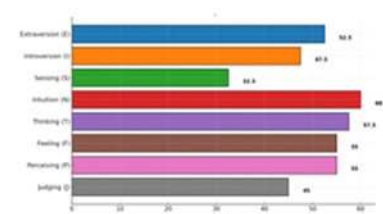
This assessment illuminates the duality of strength and vulnerability within each person, offering insights into how one can fluidly adapt to change, overcome adversities, and harness their leadership potential while fostering harmonious relationships within diverse cultural contexts.

NOVA DIEM



EMBRACING THE SPECTRUM OF STRENGTHS IN PERSONALITY DYNAMICS

Acknowledging the spectrum of strengths within the MBTI and BIG5 framework over binary labels enriches our understanding of the nuanced complexities and adaptive potentials of individual personalities.



For example, this participant's primary ENTP profile paints them as an innovative thinker, adept at exploring new ideas, challenging the status quo, and thriving on change. This is where traditional MBTI assessment would leave it.

However, the AMPS data goes on to show a potential secondary ENFP profile which further reveals a capacity for profound empathy and a value-based approach to life.

The tertiary possibilities of INTP and INFP suggest depth in analytical and ethical considerations, respectively, highlighting a versatile individual capable of adapting his approach based on the nuances of the situation.

PROJECT NOVI DEVELOPMENT INNOVATION

Project NOVI Annual Report: Achievements in 2024

INTRODUCTION

Project NOVI is a pioneering initiative designed to redefine psychometrics by leveraging innovative technology. In 2024, our focus remained on advancing the development of tools that provide deeper insights into individuals and their capabilities. We refined our psychometric assessments, improved participant experiences, and fostered greater engagement with our technology, marking the beginning of a new era in personal development and decision-making.

Key Milestones

Throughout the year, Project NOVI made significant strides in both development and innovation. Below are some of the key milestones we achieved:

1. Participant Report Development

A major achievement in 2024 was the creation of a comprehensive **one-page participant report**. This report transforms a participant's "**Nova Diem**" (**New Day**) vision into clear, actionable steps, providing a structured approach to personal and professional growth. This feature significantly enhances user engagement and introduces the concept of actionable psychometric insights in a gentle, yet more practical and accessible manner.

2. Enhancements in Testing Tools

Project NOVI continued to refine its **suite of psychometric assessments**, ensuring a more comprehensive and nuanced understanding of personality traits, motivations, and behavioural patterns. We strengthened assessments such as the **Big Five, Myers-Briggs, SD3, and Needs Motivations**, improving the reliability and accuracy of our results.

3. Partnerships and Collaborations

We are establishing key partnerships with academic institutions, corporate entities, and non-profit organisations. These collaborations will be instrumental in refining our psychometric tools, expanding our reach, and validating our methodologies in real-world settings.

Innovations and Developments

2024 was a year of substantial innovation for Project NOVI. Our goal was to go beyond traditional psychometric assessments and seed the creation of a holistic system that integrates technology with personal development.

1. AI-Enhanced Insights

We improved the way Project NOVI interprets psychometric data by introducing **AI-powered analysis**. This enhancement allows for **more dynamic and personalised reports**, providing participants with deeper insights tailored to their unique profiles.

2. User-Centric Design

A major focus in 2024 was on improving **participant experience**. The one-page participant report was designed to provide **immediate value**, making insights **actionable and easy to understand**. This ensures that users can quickly grasp their results and apply them to their personal and professional lives.

PROJECT NOVI DEVELOPMENT INNOVATION

3. Expanded Testing Framework

In response to feedback, we refined existing assessments and **expanded test coverage** to ensure greater **accuracy and relevance**. These improvements have made Project NOVI a more comprehensive psychometric tool, capable of providing deeper insights across different domains.

Partnerships and Impact

Project NOVI's partnerships have been crucial in validating and expanding its impact. These collaborations have allowed us to fine-tune our assessments and ensure they are effectively serving different industries and communities.

1. Education and Student Success

We explored the use of Project NOVI within **educational institutions**, where our psychometric assessments could help students better understand their strengths and areas for growth. This work has been particularly valuable in career guidance and personal development programs.

2. Corporate and Non-Profit Applications

While still in our development and startup-phase, we have commenced identifying **corporate and non-profit organisations** to apply Project NOVI's insights in **team development, leadership training, and organisational strategy**. By integrating psychometric data into these environments, we seek to help leaders make **better decisions** about hiring, team dynamics, and individual development.

3. Supporting Mental Health and Well-being

Through a small initial sample of around 40 participants, Project NOVI's psychometric insights have provided valuable support for mental health and personal growth. These tools have helped individuals gain a deeper understanding of their psychological profiles, fostering self-awareness, growth, and clarity in areas such as career direction. This early work highlights the potential of psychometric tools to contribute meaningfully to well-being and resilience.

Conclusion and Achievements in 2024

Reflecting on the past year, Project NOVI has made significant progress in **advancing psychometric technology, improving user experience, and expanding its reach through strategic partnerships**.

In 2024, Project NOVI achieved critical advancements in psychometric technology, including:

- ✓ Launching the one-page participant report, transforming insights into actionable next steps.
- ✓ Enhancing psychometric assessments like the Big Five, SD3, and OEJ for increased accuracy.
- ✓ Integrating AI-driven insights, making results more personalised and meaningful.
- ✓ Forming strategic partnerships with educational, corporate, and non-profit sectors to validate methodologies.
- ✓ Supporting mental health and career clarity through early participant studies.

These milestones establish Project NOVI as a pioneering force in psychometric innovation. With a growing foundation, we look forward to expanding its real-world applications in the coming year.

We thank our partners and participants who contributed to this progress and look forward to continuing our impact in the years to come.

SOCIAL ENTERPRISE OVERVIEW SERVICES

The Foundation' social enterprise generates income to support Project NOVI, and offers mission aligned fee-based services to organisations in digital transformation, business development and communications including social media and podcast management, for example:

Social Media

In our social media management service we assist in establishing meaningful connections with audiences and encouraging engagement including:

- 1. Social Media Strategy Development:** tailored strategy, identifying target demographics and psychographics, defining content themes, setting engagement goals, and planning campaigns for fundraising or awareness initiatives.
- 2. Content Creation:** developing regular posts based on the mission, vision, objectives, and priorities with a mix of content types including images, text, videos, infographics, and more to engage audiences and drive messages home.
- 3. Post Scheduling:** managing the scheduling of posts to ensure optimal timing for engagement based on analytics data, ensuring content appears in front of the right people at the right time.
- 4. Community Insights:** supporting in actively monitoring social media profiles, alerting to issues and where appropriate suggesting response to comments, messages, and mentions to cultivate a positive community and encourage engagement.
- 5. Analytics and Reporting:** providing regular reports detailing social media performance, including growth, engagement, and conversion metrics. Using this data to adjust and refine strategy, working to maximise impact.



PODCAST

In our podcast management service we help clients to connect with their audience on a deeper level and foster meaningful conversations. Our services encompass:

- 1. Podcast Strategy Development:** developing a customised strategy, pinpointing the target listeners, defining the podcast theme, setting engagement objectives, and planning campaigns for financial or awareness drives.
- 2. Podcast Creation:** working to create podcast episodes that resonate with the mission, vision, goals, and stated priorities. Handle everything from topic research and scripting framework to recording and post-production.
- 3. Podcast Editing:** editing each episode to ensure optimal sound quality and listener experience, including removal of background noise, balancing audio levels, adding music or sound effects, and integrating sponsor messages if required.
- 4. Podcast Syndication:** distributing podcasts across all major platforms like Spotify, Apple Podcasts, Google Podcasts, and others to reach the target audience effectively.
- 5. Community Engagement:** supporting in actively engaging with the podcast community, alerting to discussions or feedback that may need attention to foster a positive environment and encourage listener interaction.
- 6. Promotion and Marketing:** developing strategy and executing effective promotional activities across social media and other digital platforms to increase podcast visibility and listenership.
- 7. Analytics and Reporting:** delivering regular reports detailing podcasts' performance metrics including listener demographics, episode downloads, listening duration etc. informing strategy refinement to amplify impact.

2024 PROGRESS – SOCIAL ENTERPRISE – EMERGE AUSTRALIA CASE STUDY

In 2024 Foundation Nova Diem's social enterprise further developed a substantial collaboration with Emerge Australia to elevate business development, transform digital capacity and expand communications. This collaboration has seen significant progress including supporting:

Business Development

- Fundraising Appeals
- Bequests
- Corporate Partnerships
- Digital Transformation

Zoho customisations, automations and consolidation

- GP Directory
- Learning Management System
- Zoho and WordPress technical support helpdesk
- Websites - rebuild and consolidation

Communications

- Rebrand development
- Social media processes and systems design, production, campaigns
- Podcast series production/coordination
- Awareness Week campaign – strategy and execution
- Events eg. Parliament House Canberra briefings
- Annual Report

Emerge Australia's partnership with Foundation Nova Diem has allowed our organisation to expand through our work across strategic and business development, digital transformation and communications in all its forms.

This has meant our ME/CFS community and those with long COVID and other energy limiting diseases are better informed, more engaged and better supported.

Of specific note is the work undertaken across communications and digital transformation over the past year with the refresh of the Emerge Australia website and the rebranding of the organisation all of which are contributing to the integrity of our brand and our organisation.

Work in business development has involved engagement of philanthropy, corporate partners and creation of a highly successful podcast series that continues to grow in popularity in Australia and abroad. Our ongoing collaboration and planning for cause related marketing initiatives is a growing area that we are hopeful to report on in future.

The team at Foundation Nova Diem led by Jane and Andrew with support of Jen is professional and a joy to work with. Emerge Australia's investment in Foundation Nova Diem is perfect for a small organisation with limited human resources and we highly recommend their services to other like organisations.

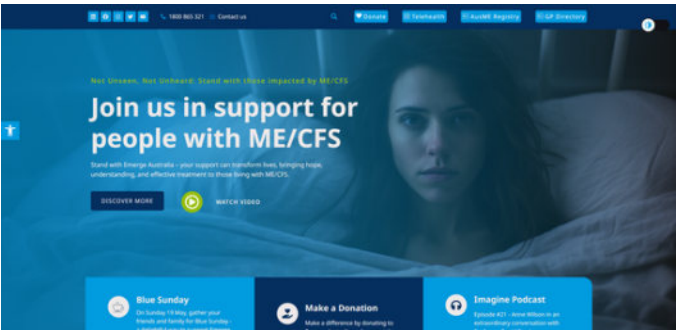
Thanks to Jane, Andrew and Jen for exemplary outputs, service and partnership.

Anne Wilson

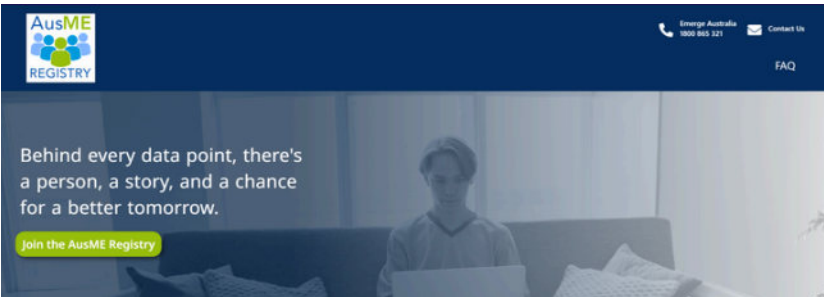
Chief Executive Officer



2024 PROGRESS – SOCIAL ENTERPRISE – EMERGE AUSTRALIA CASE STUDY



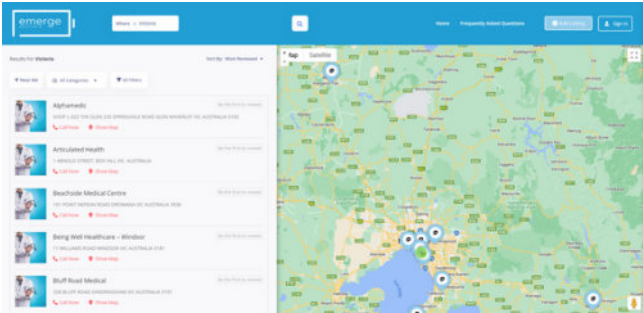
Website
250k unique visits



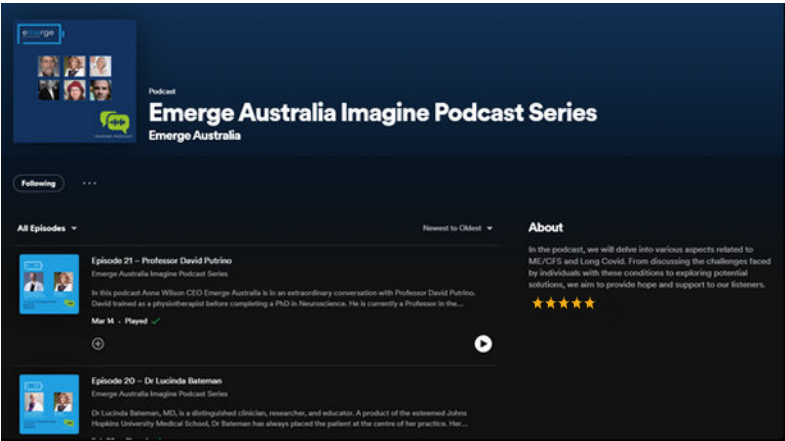
AusMe Registry Development
1,337 participants contributing
18 projects Australia-wide utilising the AusME Registry and Biobank sample data for ME/CFS and Long COVID research



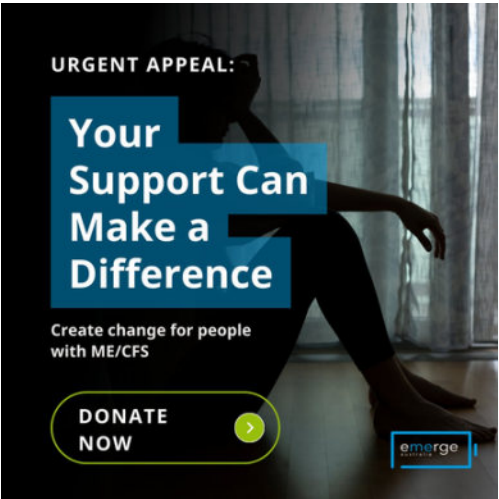
ME/CFS Round Tables
Parliament House Canberra



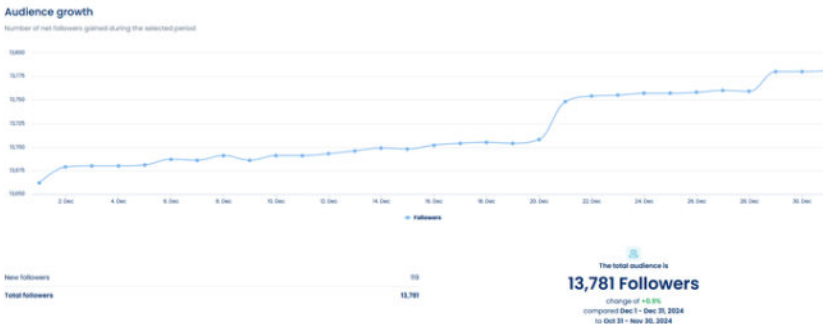
ME/CFS + Long COVID Aware National GP Directory
302 medical listings to date



Podcast Series Development
17k+ listens



EOY Appeal
\$60k



Social Media Management
The numbers speak for themselves!

INDEPENDENT FINANCIAL REPORTS EXTRACT

Auditor's Independence Declaration

Foundation Nova Diem Ltd For the year ended 31 December 2024

In accordance with section Subdivision 60-C of the *Australian Charities and Not-for-profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the directors of Foundation Nova Diem Ltd. As the lead audit partner for the audit of the financial report of Foundation Nova Diem Ltd for the year ended 31 December 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

1. the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
2. any applicable code of professional conduct in relation to the audit.

NMM Audit & Assurance Pty Ltd

NMM Audit & Assurance Pty Ltd

110 Drummond Street
OAKLEIGH VIC 3166

Glenn A Miller

Glenn A Miller (FCPA)

Director

Statement of Profit or Loss and Other Comprehensive Income

Foundation Nova Diem Ltd For the year ended 31 December 2024

	NOTES	2024	2023
Income			
Sales		146,049	156,459
Interest Income		313	153
Total Income		146,362	156,612
Other Income			
Other Revenue		1,000	-
Total Other Income		1,000	-
Total Income		147,362	156,612
Expenses			
Accounting & Bookkeeping		2,923	2,555
Annual Leave Expense		(737)	9,237
Audit Expenses		1,250	1,200
Bank Fees & Merchant Charges		109	721
Consulting		21,800	28,346
Fees and charges		1,387	955
General Expenses		225	-
Insurance		2,308	1,905
Subscriptions		4,692	2,234
Superannuation		11,149	9,527
Training and Development		-	300
Wages and Salaries		98,440	87,474
Workcover		415	643
Total Expenses		143,959	145,096
Profit/(Loss) before Taxation		3,403	11,516
Net Profit After Tax		3,403	11,516
Net Profit After Dividends Paid		3,403	11,516

INDEPENDENT FINANCIAL REPORTS

Balance Sheet

Foundation Nova Diem Ltd
As at 31 December 2024

	NOTES	31 DEC 2024	31 DEC 2023
Assets			
Current Assets			
Cash & Cash Equivalents	1	21,394	40,521
Accounts Receivable		17,414	-
Total Current Assets		38,808	40,521
Total Assets		38,808	40,521
Liabilities			
Current Liabilities			
GST		4,020	5,418
Trade Creditors & Accruals	4	11,370	14,351
Employee Entitlements	6	8,500	9,237
Total Current Liabilities		23,890	29,005
Total Liabilities		23,890	29,005
Net Assets		14,918	11,516
Equity			
Retained Surplus		14,918	11,516
Total Equity		14,918	11,516

Statement of Changes in Equity

Foundation Nova Diem Ltd
For the year ended 31 December 2024

	RETAINED SURPLUS	RESERVES
Opening Balance		
Balance at 1 January 2023	-	-
Comprehensive Income		
Surplus Attributable To The Members	11,516	-
Other Comprehensive Income	-	-
Total Comprehensive Income For The Year Attributable To The Members	11,516	-
Balance at 31 December 2023	11,516	-
Comprehensive Income		
Surplus Attributable To The Members	3,403	-
Other Comprehensive Income	-	-
Total Comprehensive Income For The Year Attributable To The Members	3,403	-
Balance at 31 December 2024	14,918	-

OUR BOARD OF DIRECTORS

Andrew is a digital changemaker and leader passionate about driving positive change for individuals, families, and organisations. He specialises in business development, systems, and leveraging technology such as CRM, AI, and digital tools for social impact. With expertise in neurodiversity, emotional intelligence, and personal development, Andrew brings a unique perspective to unlock potential and promote a more equitable and inclusive world.



Jane is a transformational leader committed to creating lasting positive change through lifelong contributions to structural and systemic empowerment. With extensive experience as an NFP director and CEO, she brings unique insight, empathy, and expertise to support organisational development for social impact, fostering a more equitable and inclusive world.

Lesley is a collaborative leader dedicated to the well-being of colleagues, clients, and communities, driven by a passion for the greater good. With a deep understanding of organisational challenges, she excels in strategic planning, governance, marketing, resource management, and budgeting. As a consultative and inclusive leader, Lesley's commitment to accountability, honesty, and ethical practice empowers others to unlock potential for a more equitable world.



Peter, driven by a lifelong commitment to fairness, has a diverse career spanning teaching, paediatric audiology, psychology, consultancy, and governance. With senior roles including Assistant Director Psychology in the Australian Army and current position as Director of Value Edge Consulting, he brings deep expertise in culture fair psychological assessment, aiming to promote inclusivity and unlock potential across language barriers for a more equitable world.

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