

Evolve Lighthouse Program Expression of Interest



Section 1 Contact details and eligibility confirmation

* 1. Please provide the following details so we can contact you regarding your submission.

- Name of organisation
- Name of CEO
- CEO phone number
- CEO email address

* 2. Please review the eligibility criteria below before confirming whether your organisation meets the requirements for the Evolve Lighthouse program.

- Our total revenue is between \$15m - \$150m and commercial revenue (excluding NDIS) is over \$3m
- We have experience operating a disability enterprise with over 50 supported employees
- We work with people with intellectual disability
- Our organisation has a strategic intent to improve development, wages, transitions, and integration for people with disability (PWD)
- Our organisation has appetite to acquire commercial businesses to increase jobs for PWD in the next 18 months

By selecting "I agree", you confirm that your organisation meets the eligibility criteria and that you are authorised to complete this form on its behalf.

- I agree
- Our organisation does not meet the eligibility criteria and would like more information

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Section 2 Strategic intent

The Evolve Lighthouse program aims to support disability enterprises to build highly inclusive business models that expand work opportunities for people with disability.

The program does this by supporting participating disability enterprises to acquire commercial businesses and convert them into disability enterprises. The program will provide consultancy and granting support to each participating disability enterprise.

The Evolve Lighthouse program seeks to build inclusive models that support PwD, including people with mild intellectual disability, to work in an integrated workforce, earn award wages, and pursue development and transitions.

Each acquisition is expected to create approximately 50 new roles for PwD, with further opportunities for development and transitions over time. Together, these disability enterprises will help create more than 750 new jobs for PwD over 5 years while demonstrating the potential of inclusive employment to inspire other disability enterprises, investors, and funders.

* 4. Why is your organisation interested in this opportunity? How does it support your strategic priorities and what does success from participating in this initiative look like for your organisation in 3-5 years? Responses are limited to 500 words.

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Section 3 Financial capacity

Current financial position

Please provide the following information by uploading the relevant documentation. Only PDF, DOC, DOCX files are supported.

* 5. FY24 Audited financial statements

* 6. FY25 Audited financial statements

* 7. Draft FY26 year-end financial reports including profit and loss, cashflow and balance sheet. If you cannot provide this information, please provide your latest YTD reports.

* 8. FY27 Approved or draft budget

* 9. Provide a summary of any material changes in your business plan. For example, new income streams, acquisition or closure of any business units within the business.

* 10. Are there any external factors that could your finances in the next 12 months? (e.g. workers' compensation, Fair Work or other claims, environmental impacts, changes in valuations or market value of properties or other assets)

Net assets and funding capacity

* 11. Please provide the following information

a) Total asset balance available to use as collateral to service borrowing or financing arrangements, including any restrictions

b) Comment on any significant movements since your last audited statements. For example, asset purchases, new loans, hire purchase or leases, material changes in supplier payments, changes in payment collection periods.

c) Details of any ATO debt the organisation may have

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Equity

* 12. Please provide details of the ownership structure of the organisation

* 13. Do you have private investors?

- Yes
- No

14. Please provide additional details

Disability Enterprise Operating Performance

If you are operating as a group entity, please provide information and financial reports for the disability enterprise activities for your organisation. Where complete separation is not possible, please provide the best available information and explain any limitations. Only PDF, DOC, DOCX, PNG files are supported.

* 15. A description of how the disability enterprise generates revenue and list the key activities

* 16. Please provide a copy of the FY25 profit and loss for the disability enterprise

* 17. Please provide a copy of the FY26 profit and loss for the disability enterprise

18. If your profit and loss statement does not distinguish commercial and support funded activities, please provide the following information.

- Commercial revenue (\$)
- NDIS revenue (\$)
- Other impact-related or grant revenue (\$ and commentary)
- Other revenue (e.g. proceeds from asset sales, investment income)
- Annual wage costs of dedicated support costs (e.g. support services staff, skills trainers) or best estimate (\$)
- Annual wage costs of supervisors working with participants or best available estimate (\$)
- An estimate of the proportion of supervisor time spent providing participant support (%)

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Section 4 Workforce practices

Workforce profile

* 19. What is your organisation's current workforce size?

- Total employees
- Disability enterprise supported employees
- Disability enterprise non-supported employees

* 20. Please indicate the approximate number of your workforce in each wage category

- Grade A
- Grade B
- Grades 1-7
- PwD on award or higher wages

Workforce progression

* 21. How many disability enterprise supported employees achieved the following outcomes in the last 24 months or best estimate?

- Increase in capability or job grade
- Increase in work hours or days
- Increase in productivity
- Transition to internal award wage role
- Transition to external award wage role

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* 22. Please indicate the extent to which your organisation has targets for each measure

	No target	Directional goal	Target set	Unsure or not applicable
Increase in capability or job grade				
Increase in work hours or days				
Increase in productivity				
Transition to internal award wage role				
Transition to external award wage role				

Section 5 Acquisition readiness

* 23. What scale of acquisition cost would your organisation be prepared to pursue to increase employment opportunities for PwD?

Please note that total funding requirements may include transaction costs and working capital requirements, in addition to the acquisition cost. Debt or asset backed finance may be available to contribute to the total funding requirement.

- Up to \$2 million
- Between \$2 - \$5 million
- Between \$5 million - \$10 million
- Over \$10 million

* 24. Please indicate which statement best describes your organisation's status relating to merger or acquisition;

- Open to investigating opportunity but need to address certain other priorities before entering an agreement
- Open to the right opportunity but no concrete intent or plans
- Discussed in principle at executive and Board level
- Part of a board-endorsed strategy
- Actively seeking mergers and acquisitions

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* 25. If a suitable opportunity were identified, when would your organisation be ready to **actively** engage in opportunity discussions, due diligence, and negotiations?

- Now - by Dec 2026
- by June 2027
- by Dec 2027
- by June 2028
- after June 2028

* 26. Has your organisation undertaken a merger, acquisition, business integration, or significant business expansion in the last two years?

- Yes
- No

* 27. Please provide a brief explanation of the activity