



State Emergency Service
Association of NSW

Annual Report

2025 / 2026

State Emergency Service Association of NSW Incorporated
ABN: 64 549 841 564



The State Emergency Service Association of NSW acknowledges the Traditional Custodians of the lands and waters across New South Wales. We pay our respects to Elders past and present, and recognise their continuing connection to Country, culture, and community.

State Emergency Service Association of NSW Incorporated

Incorporated in NSW under the *Associations Incorporation Act 2009 (NSW)*

Incorporation registration number: INC2501178

ABN: 64 549 841 564

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About the Association

The State Emergency Service Association of NSW Incorporated is a member-based association established to represent, support and advocate for members of the NSW State Emergency Service.

The Association was founded on 23 September 2025 and is open to all NSW SES members, both volunteers and staff. Its purpose is to provide an independent and constructive forum for members to raise, discuss and address matters affecting the effective functioning, welfare and safety of the Service and its members.

The Association is a not-for-profit organisation established to advance public safety and community welfare by supporting NSW SES members in their role of protecting the public and responding to natural disasters and emergencies. Our activities include representing and supporting members, providing a forum for member issues, promoting education and professional development, and supporting initiatives that enhance operational capability and public safety.

The Association is not a trade union or political party. It does not engage in industrial action and does not represent members in relation to terms and conditions of employment. Instead, its focus is on member representation, welfare, safety, service improvement, good governance and constructive advocacy.

The Association is guided by its values of:



Integrity



Transparency



Representation



Accountability



Service

These values reflect the Association's commitment to acting in the interests of members, operating openly and responsibly, and contributing positively to the NSW SES and the communities it serves.

As the Association continues to grow, its focus remains on strengthening member engagement, expanding representation, supporting members and ensuring that the voice of all NSW SES members is heard in matters that affect them.



President's Report

It is my privilege to present the first Annual Report of the State Emergency Service Association of NSW for the 2025/2026 financial year.

The Association was founded on 23 September 2025 with a clear purpose, to represent, support, and advocate for all members of the NSW State Emergency Service, including both volunteers and staff.

As a newly established Association, this first reporting period has been focused on building strong foundations. This has included establishing the Association's governance structure, adopting a Constitution and Association Rules, developing internal processes and building our digital infrastructure to support the Association's operations.

A key priority since incorporation has been to ensure that the Association is member-led, transparent and accountable. The Association has sought to create a practical and accessible model of representation that allows members

to raise matters affecting them, their units, their zones and the broader Service. This has included work to establish the Area Representative model and develop mechanisms for members to participate in Association elections, consultations and discussions.

Membership growth has been an encouraging early sign of support. By the end of the reporting period the Association has begun to build a diverse membership base across volunteers, staff, units, clusters, zones and state headquarters. While the Association remains in its early stages, this growth demonstrates that there is a clear appetite for an independent member association that can provide a forum for discussion, representation and advocacy, while maintain our core values of transparency, accountability and good governance.

During the year, the Association also commenced work on a number of important governance and operational areas, including finance management, member

communications, election processes, policy development and reporting systems. These foundations are essential to ensuring that the Association can operate professionally, fairly and sustainably as it grows.

During the first year, the Association has also commenced formal advocacy on a number of operational, safety and welfare matters raised by members. In October 2025, the Association issued Bulletin 01/2025, outlining matters that had been formally submitted to the NSW SES Commissioner for consideration. These include:

- on water operator PPE and PPC,
- beacon access and records use,
- locked incident procedures,
- rank and insignia arrangements,
- emergency response driving procedures,
- facilities and infrastructure funding.

These matters reflect the type of practical, member-led advocacy the Association was established to undertake. Each issue was raised because members identified a need for greater clarity, consistency, consultation or support across the Service. While not all matters can be resolved quickly, the Association's role is to ensure that member concerns are clearly documented and raised to the appropriate stakeholders.

The Association also lodged a submission to the Royal Commission on Antisemitism and Social Cohesion, relating to the NSW SES response to the Bondi Terror Attack on the 14 December 2025, highlighting the important role NSW SES members play in major events, the need for

early engagement and continued participation in major event exercises.

It has been great to meet members from across the state at disaster rescue challenges, zone commander conferences and unit visits. These interactions are a great opportunity for me to hear first hand from members on the issues that impact them the most.

I would like to thank the members of the Executive Committee, sub-committees, Area Representatives and all Association members who have contributed to the establishment of the Association during this first year. The work required to build an organisation from the ground up is significant, and the progress made has only been possible because of the time, commitment and goodwill of members.

Looking ahead, the Association will continue to focus on growing membership, strengthening representation, supporting members and developing constructive relationships with key stakeholders. My aim is to ensure that the Association becomes a trusted, credible and effective voice for all NSW SES members.

The first year has been about establishing the Association. The year ahead will be about strengthening it.



Nick Aisake
President

Treasurer's Report

The Association's current financial position reflects its formative status and the intent by the Executive Committee to keep affairs simple and accountable.

The Executive Committee has adopted a Finance Management Policy and Procedure (March 2026) to ensure governance, transparency and accountability of all Association funds.

Income is primarily derived from Executive contributions, membership fees and revenue from the production of challenge coins and other merchandise.

Executive contributions are currently at a sustainable level for the duration of the formative years.

Membership Fee revenue reflects the fact that all foundation members received a gratis membership for the first year and were not required to pay the \$5 membership fee. It is anticipated that this income will increase in subsequent years.

The two production runs of challenge coins and other merchandise both generated a small operating profit for the Association. This is a positive sign as neither production run was directly optimised for revenue raising. The Committee believes both direct sales of merchandise, and the production of items such

as challenge coins for different SES unit or teams, will be a useful income stream for the association in coming years.

The Committee has intentionally chosen to limit income streams until the Charity status is formally secured. Once this has occurred it is intended that the Association will begin applying for various grants to support different projects.

Expenditure primarily related to the operational running costs of the association including ICT systems, the Post Office Box and virtual office functions.

Expenditure was also incurred for necessary registration and processing fees with the various regulatory bodies that govern associations, non-for-profit organisations and charities.

Once Charity status is secured it is anticipated that these operational running costs will be reduced by accessing various subsidies available to charitable organisations.

The Committee has approved a preliminary budget for the 26/27 Financial Year to cover the operational running costs of the Association.

Samuel Corby
Treasurer

Financial Statements

Income		\$
Executive contributions		2,327.80
Membership fees		15.00
Challenge coins & merchandise		3,348.46
Interest		0.06
Total Income		5,691.32

Expenditure		
Virtual office		(1,393.21)
ICT licensing		(475.20)
Postage		(302.00)
Legal and registration fees		(63.00)
Uniform items		(270.00)
Merchandise costs		(3,152.90)
Total Expenditure		(5,656.31)

Net Result	35.01
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The Association recorded a total income of \$5,691.32 and total expenditure of \$5,656.31 for the 2025 / 2026 financial year, resulting in a net surplus of \$35.01.

Statement of Financial Position

As at 30 June 2026

Assets		\$
Cash at bank		35.01
Total Assets		35.01

Liabilities		\$
Liabilities		-
Total Liabilities		-

Equity / Accumulated Funds		\$
Opening accumulated funds		-
Net result for the period		35.01
Closing Accumulated Funds		35.01

The Association was incorporated on 23 September 2025. These financial statements cover the period from incorporation to 30 June 2026. The Association is a Tier 2 incorporated association for the purposes of financial reporting under the *Associations Incorporation Act 2009 (NSW)*.

Executive Committee

The Executive Committee is responsible for the control and management of the affairs of the Association, subject to the Constitution, Association Rules and applicable legislation and decisions of members at general meetings.

During the 2025 / 2026 financial year, the Committee's focus was on establishing the Association's governance, membership systems, financial processes, communications, representative structures and operating procedures.

The Committee consisted of office-bearers and representative committee members in accordance with the Constitution.

Committee Membership

Position	Name	Commencement Date
President	Nick Aisake	23 September 2025
Vice-President	Ben Bruckard	23 September 2025
Secretary	Taylor Kerewaro	23 September 2025
Treasurer	Samuel Corby	23 September 2025
Metro & South Representative	Christian Young	23 September 2025
North & West Representative	Dave Cox	23 September 2025
State Headquarters Representative	Vacant	-
Volunteer Representative	Kayla Parkhurst	27 March 2026
Staff Representative	Matt Kirby	27 March 2026

Committee Meetings and Attendance

Member	Eligible Meetings	Attended	Apologies	Attendance Rate
Nick Aisake	9	9	0	100%
Ben Bruckard	9	6	3	67%
Taylor Kerewaro	9	5	4	56%
Samuel Corby	9	5	4	56%
Christian Young	9	8	1	89%
Dave Cox	9	8	1	89%
Kayla Parkhurst	4	3	1	75%
Matt Kirby	4	3	1	75%

Key Work of the Committee

During the 2025 / 2026 financial year, the Committee undertook work including:

- establishing the Association's governance framework,
- adopting and refining the Association Rules and procedures,
- developing member registration and reporting systems,
- progressing amendments to the Association's Constitution to streamline the election process for Area Representatives, and establish the two additional committee positions for volunteer and staff representatives,
- developing election processes for committee and area representative roles,
- establishing sub-committees to support key areas,
- developing member communications and engagement channels,
- lodging a submission with the Royal Commission on Antisemitism and Social Cohesion, regarding the NSW SES response to the Bondi terror attack,
- progressing early advocacy and representation matters, and
- preparing for the Association's first Annual General Meeting.

Sub-Committees

Sub-committees were established to support the Executive Committee by allowing focused work to occur in key areas of the Association. Each sub-committee operates under the authority of the Executive Committee and provides advice, recommendations and practical support within its terms of reference.

During the 2025 / 2026 financial year, the Association established its initial sub-committee structure to support governance, advocacy, technical capability, merchandise and retail operations, honours and awards and organisational development.

As the Association was in its first year of operation, some sub-committees commenced with a small number of members while their scope, priorities and operating arrangements continued to be developed. Expanding sub-committee membership and providing further opportunities for members to contribute will be a priority in the next financial year.

Governance Sub-Committee

The Governance Sub-Committee supports the development and review of the Association's Constitution, Rules, policies and procedures. Its work helps ensure the Association operates with transparency, accountability and sound governance.

Membership:

- Nick Aisake (Chair)
- Ben Bruckard
- Samuel Corby
- Taylor Kerewaro
- Steve Leahy

Advocacy Sub-Committee

The Advocacy Sub-Committee supports the Association's member representation and advocacy work. It assists with identifying issues affecting members, developing briefing material, progressing advocacy priorities and supporting members with individual matters where guidance or representation is required.

Membership:

- Matt Kirby (Chair)
- Nick Aisake
- Samuel Corby
- Samantha Cantwell
- Ellen Fitzpatrick
- Ben Bruckard
- Patrick Moore

Technical Sub-Committee

The Technical Sub-Committee provides subject matter input on operational capability, best practice, equipment, technology and emerging approaches relevant to NSW SES members. Its role is to ensure advocacy and development initiatives are supported by practical and credible technical insight.

Membership:

- Ben Bruckard (Chair)

Merchandise & Retail Sub-Committee

The Merchandise & Retail Sub-Committee supports the design, procurement and management of Association merchandise and the Association Shop. Its work helps build the Association's identity, provide value to members and support Association activities.

Membership:

- Nick Aisake (Chair)

Honours & Awards Sub-Committee

The Honours & Awards Sub-Committee supports recognition of NSW SES members through honours, awards and other recognition initiatives. It assists with awareness, guidance and the development of Association-led recognition opportunities.

Membership:

- Christian Young (Chair)

Development Sub-Committee

The Development Sub-Committee supports the long-term growth and sustainability of the Association. Its focus includes membership growth, communications, fundraising, marketing and initiatives that strengthen the Association's presence and capacity.

Membership:

- Nick Aisake (Chair)
- Ben Bruckard
- Matt Kirby
- Kevin Ng

In the next financial year, the Association intends to further develop each sub-committee, confirm strategic directions, expand member participation and strengthen reporting back to the Executive Committee. This will allow more members to contribute their skills, experience and ideas to the work of the Association.

Area Representatives

Area Representatives are an important part of the Association's representative model. They are intended to provide a direct local connection between members and the Association, ensuring that issues, ideas and feedback can be raised from units, clusters, zones and state headquarters directorates.

The role of an Area Representative is to promote the Association, share updates with members, raise matters affecting the members they represent, and participate in the Association's broader representative structures.

During the 2025 / 2026 financial year, the Association commenced a soft launch of the Area Representative model. Elections were conducted in June 2026 for three units:

Unit	Area Representative
Randwick Unit	Kelly Crawford
Manilla Unit	Kobee Denniss
Bathurst Unit	Kevin Ng

The soft launch allowed the Association to test its election processes, member communications and reporting tool election module before expanding the Area Representative model more broadly. This was an important step in ensuring future Area Representative elections are practical, transparent and accessible to members.

The Association intends to continue growing the Area Representative network during the next financial year. As more representatives are elected, they will play an important role in strengthening two-way communication between members, local areas and the Executive Committee.

Membership

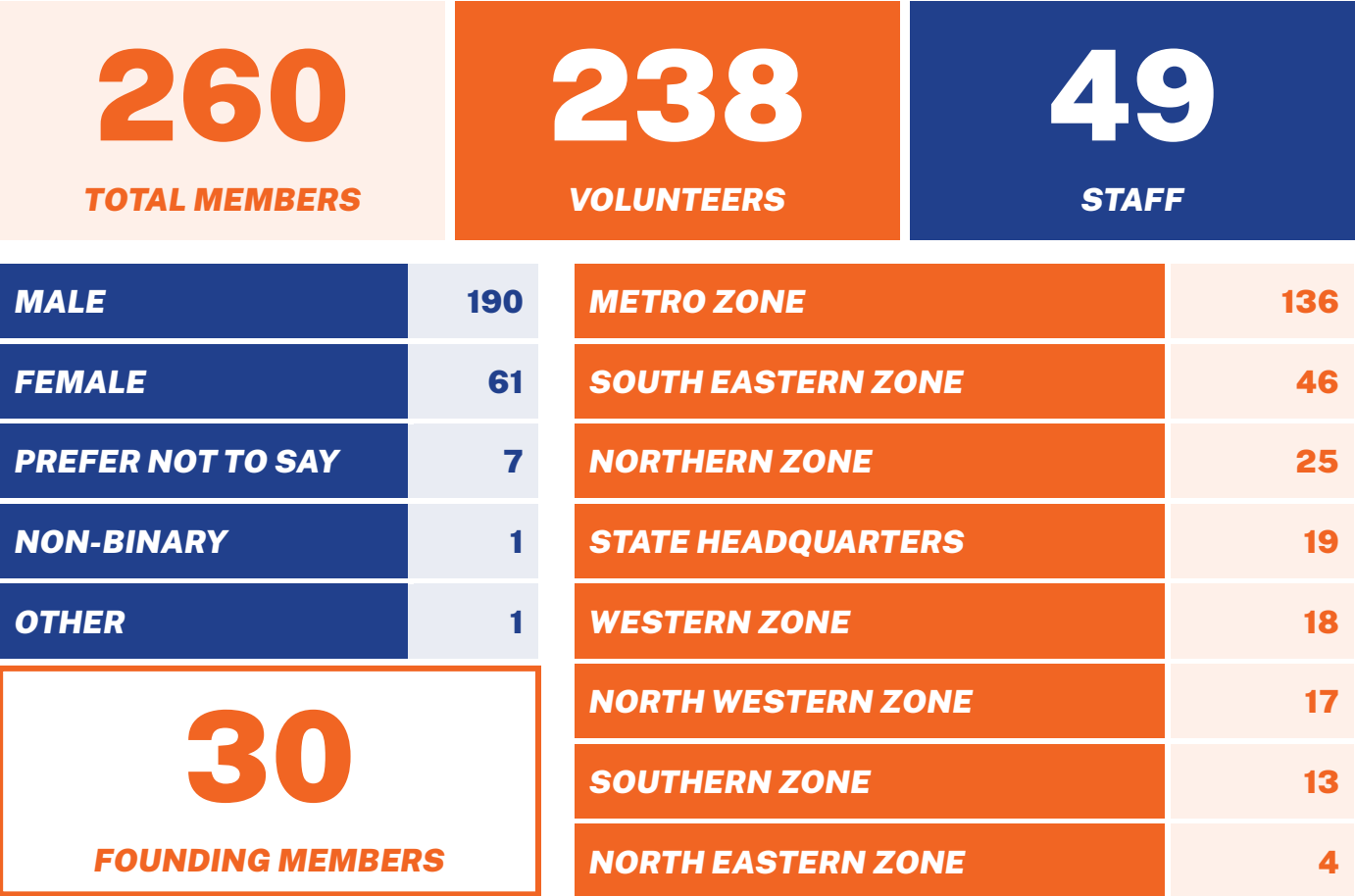
Membership is central to the purpose and strength of the Association. The Association exists to represent, support and advocate for members of the NSW State Emergency Service and to provide a forum for members to raise, discuss and address matters affecting the Service and its members.

The 2025 / 2026 financial year was the Association’s first membership year. During this period, the Association opened membership and began building a member base across all NSW SES units, clusters, zone offices and State Headquarters directorates.

The Association has two membership categories. Ordinary Membership is free and allows members to participate in the Association and vote in Area Representative elections. Paying Membership is available to eligible members who have completed the required ordinary membership period and paid the annual subscription fee, providing voting rights at Annual General Meetings, Special General Meetings and committee elections.

A key focus for the next financial year will be continued membership growth across the state.

As at 30 June 2026



Note: Dual members across different zones will be counted for in each zone they are a member of.



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