

OUR YEAR

OUR ACHIEVEMENTS

OUR PEOPLE

OUR FINANCES

OUR THANKS

A R A L U E N

2025 Annual Report



Cover & this page:
Celebrating a major milestone - 50 years of Araluen Lower Plenty



WELCOME

CONTENTS



2025 THEME	1
CHAIR & CEO REPORT	2
ACTIVE SUPPORT	4
ABOUT US	10
OUR STRATEGIC PLAN	11
THE ROAD TO RECOVERY	12
OUR ACHIEVEMENTS	14
OUR PEOPLE	19
OUR FINANCES	21
OUR THANKS	24
HELP US THRIVE	26
CONTACT US	28



2025 THEME

ACTIVE SUPPORT

THIS YEAR WE WILL BE EXPLORING THE ARRIVAL OF ACTIVE SUPPORT AT ARALUEN THROUGHOUT OUR ANNUAL REPORT AND ANNUAL GENERAL MEETING.

Active Support is a cornerstone of our integrated service approach that builds on the foundations of our previous significant initiatives - Values and Behaviours and our *Let's Talk* zero tolerance to abuse and neglect work - bringing them together into a unified framework that empowers individuals and strengthens our commitment to safety, dignity, and inclusion.

Active Support is already making a positive impact and our annual report reflects these early successes, highlighting achievements that demonstrate how our shifting approach to service delivery is resulting in better outcomes for the people we support.



CHAIR & CEO REPORT

THE DISABILITY SECTOR CONTINUED TO EXPERIENCE SIGNIFICANT CHANGE AND CHALLENGE, INCLUDING A CONSTRAINED FINANCIAL ENVIRONMENT AND EVOLVING EXPECTATIONS AROUND SUPPORT DELIVERY, UNDERPINNED BY A GROWING RECOGNITION OF HUMAN RIGHTS.

The past financial year marked both reflection and resilience for Araluen. As we celebrated the 50th anniversary of Araluen Lower Plenty in November, we honoured the visionary parents who built this organisation on the belief that every person has the right to a life of meaning, belonging, and possibility. This vision continues to guide us. It has shaped the way we faced a year of financial challenges common across the disability services sector, adverse NDIS pricing shifts, and increasing and complex compliance requirements.

Our response has been to act with clarity, care, and courage.

We launched our Road to Recovery – an extensively researched, multi-year transformation already in motion and designed to drive broad, organisation-wide change over the next three to four years. This work is critical to strengthening Araluen's long-term sustainability and ensuring we continue to meet the needs of the people we support.

We've already made progress: improving financial systems, advancing organisational redesign, and carefully reviewing our services to ensure they remain safe, effective, and centred on the needs of the people we support. These efforts are laying the foundation for a more resilient Araluen, better equipped to thrive into the future.

We continued to innovate with a deliberate focus on introducing and advancing strategic and cohesive support approaches. The ongoing growth of our Positive Behaviour Support services, the embedding of Active Support in partnership with La Trobe University's prestigious Living with Disability Research Centre, and the continuation of our zero tolerance to abuse and neglect work reflect our commitment to delivering integrated, contemporary, high-quality, person-led support. Our houses, day services and community programs are not just places of care - they are places of connection, growth, and independence.

Continued on next page



The strength of Araluen lies in its people. We extend our deep appreciation to all staff across the organisation who have continued to work through a challenging period of change with our shared purpose in mind. Their professionalism, compassion, and willingness to learn and adapt are at the heart of every achievement we share in this report. Among them, our support teams are improving lives through the implementation of Active Support - a highlight of the year and we are proud of the early success of this program. We also acknowledge the families, carers, and partners who continue to bring voice, insight, and advocacy to our community.

We sincerely thank our professional Board for their unwavering commitment, strategic guidance, and stewardship. Their leadership has been instrumental in navigating complexity and positioning Araluen for the future.

We thank retiring Board members Ian McMenamin and Liz Mildenhall who have contributed 11 and 7 years of voluntary service to guiding the organisation. We wish them every success for the future. We welcomed Chandi and Penny to the Board.

While we are proud of what has been achieved, we know there is much more to do. The broader disability sector will continue experiencing significant reform and we anticipate that the coming years will present challenges for both

NDIS providers and participants. We are acutely aware of the ongoing need to closely monitor our environment and continually readjust services to align with tightening NDIS pricing and evolving participant needs. We will continue to advocate for fair and sustainable disability support funding, to build strong community partnerships, expand our fundraising activity, and create services that support people to live good lives on their own terms.

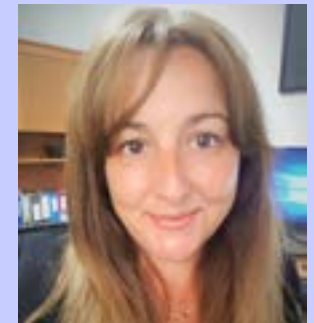
As we look toward the next chapter, we do so with optimism and the same spirit that has defined Araluen for over fifty years – one of purpose, resilience and hope. Araluen has a long history of rising to meet the needs of its community. We are confident in our direction, supported by a clear plan for the future and proud of the progress we have made to lay the foundations for a modern, thriving organisation – one that is outward looking, strongly connected to community, and expanding its reach, impact, and reputation.

Change is necessary and we embrace it for the opportunities it can bring. Our purpose remains constant as does our commitment to the vision that has carried us for over five decades: imagining and achieving better lives.

Thank you to everyone who continues to walk alongside us - participants, families, staff, volunteers, Board members, partners, funders and supporters. Your belief in Araluen makes our work possible. Together, we are building a strong and successful future.



Dr Larissa Roeske
Chair



Tamara Cattach
Chief Executive Officer



ACTIVE SUPPORT

OUR INVESTMENT AND WHY IT MATTERS

AT ARALUEN, OUR VISION HAS ALWAYS BEEN CLEAR: “IMAGINING AND ACHIEVING BETTER LIVES”. IT’S SIMPLE, BUT POWERFUL. IT REMINDS US THAT OUR WORK IS ABOUT POSSIBILITY, PARTNERSHIP, AND PURPOSE.

As the disability sector faces ongoing challenges to financial sustainability and rising expectations for supports that uphold human rights, Araluen must continue to evolve. Our goal is to ensure that Araluen remains sustainable, meaningful, and centred on people.

Guided by our Road to Recovery plan, we are focused on four priorities that will shape our future: strengthening mission outcomes, enhancing our reputation, driving growth, and building new partnerships.

To stay true to our vision and build a strong, modern future, we’ve partnered with La Trobe University to introduce Active Support - reinforcing our commitment to Zero Tolerance and Values & Behaviours, and maximising choice and inclusion in life every day.

ABOUT ACTIVE SUPPORT

WHAT IS IT?

Active Support is a person-centred practice model that enables people with intellectual disabilities to participate fully in everyday life. It focuses on providing the right support at the right time so individuals can experience choice, independence, inclusion, and a better quality of life.

WHY ACTIVE SUPPORT MATTERS

Active Support is now our overarching practice model. It’s being embraced across Araluen - not just as training, but as part of who we are. We’re already seeing more engagement, participation, and confidence from the people we support through everyday interactions that reflect these principles. Active Support is always present, shaping how we work and how we create true inclusion in every moment.

ENHANCING INTEGRATED SUPPORT

Active Support brings our vision to life. This year, we’ve focused heavily on three key support approaches that work together to create a culture of safety, respect, and inclusion.

- **Zero Tolerance** to abuse and neglect protects people’s right to safety and dignity.
- **Values & Behaviours** guide how we show respect, inclusion, and empathy - with participants, families, and each other.

And **Active Support** turns our vision into daily action - it’s how we make every interaction and every moment count.



Support that empowers



ACTIVE SUPPORT

THE ESSENTIAL PRINCIPLES

ACTIVE SUPPORT IS BUILT ON THE BELIEF THAT EVERY MOMENT OFFERS AN OPPORTUNITY FOR ENGAGEMENT.

Guided by four essential principles, people are supported to make decisions and participate in life in ways that are meaningful to them.

Staff provide the right level of assistance to enable success, offer choices that increase control, and create opportunities for involvement in small, frequent ways.

By applying these principles consistently, Active Support transforms routine interactions into moments of inclusion. Over time, people build confidence, skills, greater independence, and better quality of life.

1

Every moment has potential

every task, activity or interaction has opportunities to involve a person

2

Graded assistance to ensure success

provide the right type of support to assist a person to succeed in an activity or social interaction

3

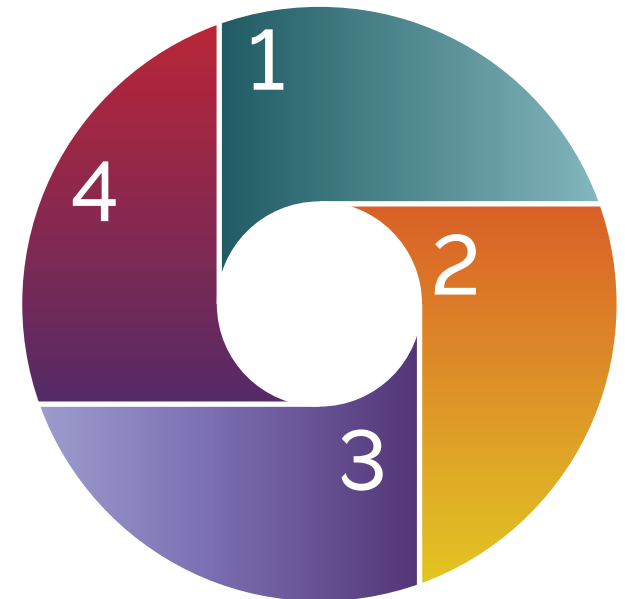
Maximising choice and control

offer choices to increase a person's control over their life

4

Little and often

support a person to try new things or participate for a short time to increase their experience



ACTIVE SUPPORT

CASE STUDY - LAURA'S STORY

CUSTOMER SERVICE AT CHANCEZ CAFE

Laura's journey at Chancez Café shows how Active Support transforms learning into independence. When Laura first started, tasks like entering orders and processing payments felt confusing. Rather than doing the work for her, staff used Active Support to break each task into manageable steps.

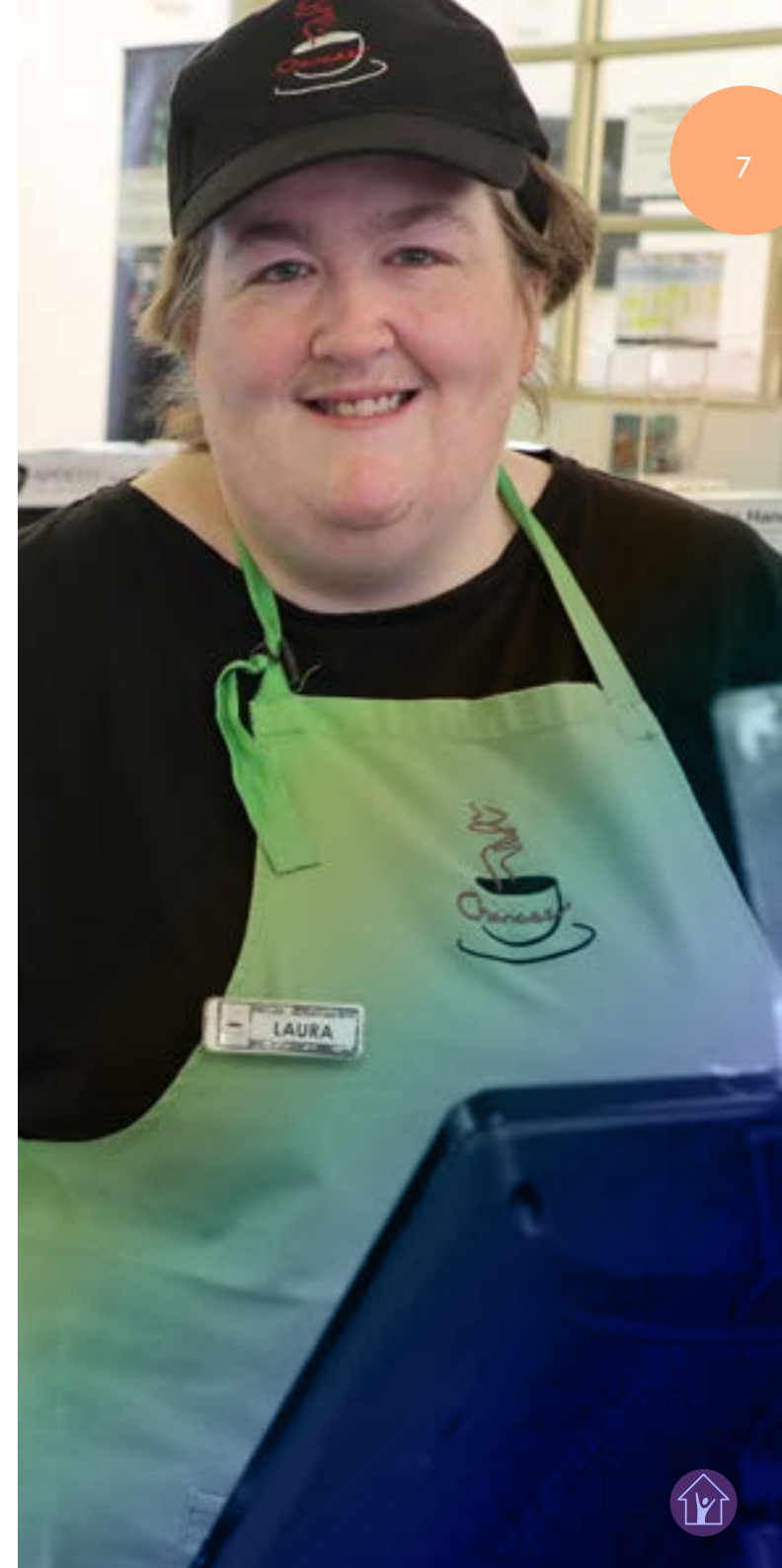
The Chancez team provided graded assistance - giving reminders and encouragement, while ensuring Laura stayed in control of the process. Each time she practiced, staff adjusted the level of support so Laura could succeed without losing confidence. Over time, she mastered the café's ordering system and payment process, building skills that matter for real-world employment.

Active Support isn't just about teaching tasks - it's about creating opportunities for choice, control, and confidence. At Chancez Café, Laura didn't just learn how to serve customers; she experienced what inclusion looks like in action. By applying the four pillars of Active Support - seeing every

moment as potential, providing graded assistance, maximising choice, and encouraging participation little and often, staff helped Laura turn learning into empowerment.

Laura explains:

"I've learned customer service skills, and I can now enter orders into the system and take payments by myself. The staff used Active Support to guide me - giving me reminders and encouragement as I learned each step but not doing things for me. I practiced each step until I could do the things on my own. This helped me feel more confident, and I'm proud and happy. Active Support has made me feel good about working in the future".



LA TROBE UNIVERSITY

OUR ACTIVE SUPPORT PARTNERS

THE INTRODUCTION OF ACTIVE SUPPORT IN PARTNERSHIP WITH LA TROBE UNIVERSITY'S INTERNATIONALLY RENOWNED LIVING WITH DISABILITY RESEARCH CENTRE UNDERPINS ARALUEN'S COMMITMENT TO QUALITY, SAFETY, AND INCLUSION.

The Centre's evidence-based, peer-reviewed research defines what best practice looks like for people with intellectual disabilities and identifies key factors for delivering high-quality services, including training, practice leadership, and organisational culture.

These insights guide providers nationally and inform standards through the NDIA and the NDIS Quality and Safeguarding Commission. That investment has laid the foundation for lasting cultural change - ensuring the principles of Active Support are lived, not just learned.

INVESTING IN OUR PEOPLE

All frontline staff at Araluen received direct training and observation from La Trobe University experts, including an intensive coaching model.

Practice Leaders and Support Service Managers then continued this work by providing ongoing coaching and mentoring to their teams. This means Active Support is introduced well and

actively maintained in day-to-day practice.

Every staff member, including administrative staff, completes online Active Support training so this approach is understood organisation-wide.

PROVEN, TRANSPARENT, ACCOUNTABLE

La Trobe observe practice leaders and staff in action (with participant consent) to measure how Active Support is being delivered in real settings. Araluen was benchmarked alongside other providers as part of LaTrobe's national longitudinal study of Active Support.

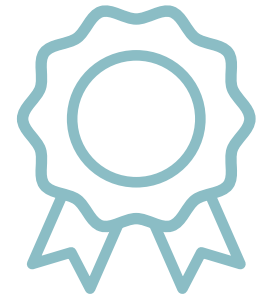
Our first study - conducted before any staff training - already showed higher-than-average levels of participant engagement, highlighting the compassion and commitment our staff bring to every interaction. This partnership ensures that our progress is visible, measurable, and evidence-based, and that Araluen continues to be recognised as a leader in contemporary practice.

94% of our permanent support workforce have been trained by **La Trobe** in the 2-day **Active Support program**



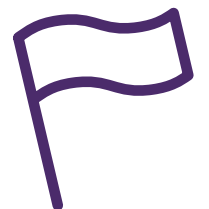
that equals
242
staff personnel

104 hours of **Manager Certification training** (Araluen Active Support Coaching Team)



700+ hours of training delivered across the organisation

Active Support Training now undertaken for all **new staff** pre orientation and start date



Inclusion starts with engagement



ABOUT US



WHAT WE DO

Araluen's mission is to support and empower people living with disability to imagine and achieve great lives and it is at the centre of all that we do.

We support people in their homes, in the community and from our sites located throughout north-east Melbourne.

Araluen is committed to services that are contemporary, fit for purpose and contribute to the wellbeing and safety of our participants, their families, and carers. We engage with our local communities so people can lead a connected and fulfilling life of choice and opportunity.

Our people are critical to our success and we invest in the capability and skill of our workforce. We strive for a high-performing culture, where our values are enacted and celebrated.



OUR VISION

IMAGINING AND ACHIEVING BETTER LIVES



OUR MISSION

INSPIRING, SUPPORTING AND EMPOWERING PEOPLE TO HAVE GREAT LIVES



OUR VALUES

RESPECT YOU

SEE YOU

HEAR YOU

EMPOWER YOU

INSPIRE YOU

WORKING TOGETHER AS ONE



OUR SERVICES

OPTIONS FOR COMMUNITY LIVING

13 MODELS OF SUPPORTED HOUSING

POSITIVE BEHAVIOUR SUPPORT

3 DAY SERVICES

3 CHANCEZ CAFES



THRIVE

by 25

STRATEGIC PRIORITIES 2023 - 2025

OUR STRATEGIC PLAN

2023-2025

YEAR 3

ARALUEN WILL DELIVER CONNECTED AND IMPACTFUL SUPPORTS, WHILE SECURING A SUSTAINABLE SURPLUS FOR REINVESTMENT INTO OUR SERVICES.

Participants, families & community

- Determine, monitor and implement the quality services that our diverse community demands and that we can sustain
- Continue connecting with our community to shape the future of our organisation
- Streamline our day services to enable delivery of best practice aligned with Royal Commission recommendations
- Evaluate participants' experience and outcomes to continually improve services
- Build our investment in and development of housing services

People & culture

- Develop our people and build leadership capability across Araluen to enable delivery of the strategic plan
- Define and build an inclusive, high-performing workplace culture, in which our values are enacted and celebrated

Partnerships & advocacy

- Explore current and future partnerships that will assist us to meet our goals and enhance our social impact
- Be bold on behalf of and alongside participants and their families to help drive positive change

Growth & financial governance

- Responsibly steward our properties and assets to support our strategic goals
- Implement a robust financial strategy and framework to ensure we meet our goals
- Streamline systems, processes, and structure to optimise our operations.
- Be proactive in exploring opportunities for growth, including diverse housing options for people living with disability
- Explore alternative funding options for our future sustainability



THE ROAD TO RECOVERY

THE NEXT 12 MONTHS

ARALUEN'S BOARD AND EXECUTIVE TEAM DEDICATED SIGNIFICANT TIME THIS YEAR TO REVIEWING OUR SERVICES AND OPERATIONS, IN RESPONSE TO ONGOING FINANCIAL CHALLENGES. THIS WORK IS CENTRAL TO SECURING THE SERVICES AND SUPPORTS THAT MATTER MOST.

Our Board has committed to a financial recovery plan aimed at gradually reducing financial losses in the years ahead.

Araluen must grow profitable services, improve the efficiency of loss-making services, continually restructure our corporate teams, and explore partnerships that support innovation and profitability. We expect change to be ongoing for at least the next three years as we navigate a fast-moving and unpredictable sector.



DAY SERVICES

- Modern day services are part of Araluen's future
- Focus more on NDIS goals and outcomes
- Be more outward looking
- Build stronger community connections
- Reopen limited intake to replace people who have left recently so we stay vibrant
- Introduce School Leavers Employment Supports (SLES) leading to paid jobs
- Introduce SLES at Chancez Cafes



HOME & LIVING

- Grow Supported Independent Living (SIL) services carefully and conservatively
- Maintain our personal touch
- Fill vacancies in our homes to save costs for Araluen and residents



POSITIVE BEHAVIOUR SUPPORT (PBS)

- Keep growing this profitable service at a responsible pace
- Expand into Melbourne's south/southeast with our newly appointed practitioner



PEOPLE & CULTURE

- Continuously review and adjust management and staffing needs
- Build more efficient systems and processes
- Support staff with career pathways
- Empower future leaders
- Retain skilled team members
- Invest for a skilled and well-supported team
- Introduce supervised entry-level roles to manage costs





Every moment is
an opportunity to
support choice





OUR ACHIEVEMENTS

MOMENTS THAT MATTER

This year, Araluen focused on creating meaningful experiences that celebrate individuality and foster genuine connection. While our commitment to quality and safety remains constant, it's the everyday moments - where people are seen, heard, and valued - that truly enrich lives.

MAKING A DIFFERENCE

- **Empowering Choice:** Our *'You Have a Choice'* campaign educated people living in supported homes about their right to choose where they live, with whom, and, who supports them. As a result, several residents spoke up and moved to homes that better suit their needs.
- **Launched the Chancez Cafes Pathway:** Reimagined support at Chancez with a structured two-year skill development pathway to strengthen employment outcomes,
- **Creative Impact:** Participated in the Victorian Government's *Changing Places* initiative, with Araluen artists creating a large-scale mural for Nillumbik's first fully accessible change room in Alaistair Know Park, Eltham.
- **Smashing it on the big stage:** Attended the Australian Open, where participants had the incredible experience of playing a showcase tennis match on court.
- **Marked a significant milestone together:** 400 people joined with us to celebrate the 50th Anniversary of Araluen Lower Plenty at a range of events.



SOME PROUD MOMENTS

182,500

hours of **community engagement** support provided of non face to face and direct support across **Lower Plenty, Primed, Diamond Creek/Hurstbridge and Chanzas Cafes**



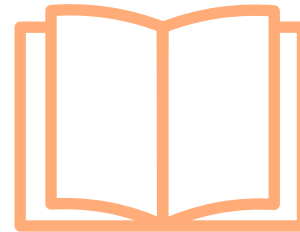
89%

of the workforce are support staff
(support workers, practice leaders and support service managers)



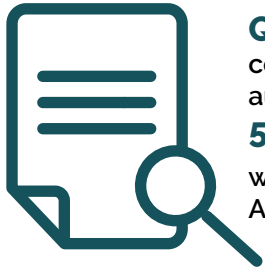
Full time	40
Part time	155
Casual	60

Our first preloved book sale raised **\$6,100**



90%

of staff who voted said "yes" to our more beneficial new **Araluen Enterprise Agreement 2025 (EA 2025)**

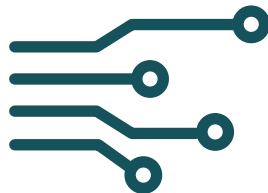


Quality team completed internal audits on **5 residences** with a focus on impact of Active Support



support provided in accommodation provided by **Home & Living**

Renegotiated an extension of our **IT contract** ensuring even faster and more **modern, reliable, and safer** technology

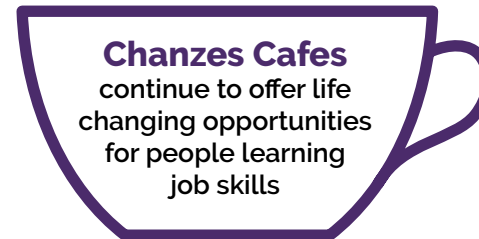


5,700

hours per fortnight

+ 112

sleepovers per fortnight



Chanzas Cafes continue to offer life changing opportunities for people learning job skills

Possum Hollow team made **2,000** pies, sausage rolls, and spinach rolls

10,563 hot drinks making up **53.5%** of all sales at **Mill Park**





OUR ACHIEVEMENTS

CELEBRATING 50 YEARS AT LOWER PLENTY

Just over fifty years ago, our founders opened the doors at Araluen Lower Plenty with a dream - a vision for a brighter future for their young children with disabilities.

Last year we celebrated this milestone, honouring the remarkable achievements of our organisation, and the many who have contributed to our mission.

ACTIVE SUPPORT CASE STUDY - LEE'S STORY

Active Support empowered Lee to lead Araluen's 50th Anniversary Committee

Lee moved to Fraser House at Araluen Lower Plenty 49 years ago, leaving her parents' home at just 17. She remembered feeling "a little frightened" at first, but also said it was "exciting" to move away and start something new.

watching TV or listening to music. Over time, she built friendships, especially with Linda, whose room was next door, and began participating in day services at what was then known as 'The Araluen Sheltered Workshop'. Early activities evolved into social outings and community engagement, which she enjoyed.

Continued on next page.

Life at Fraser House was overwhelming at times - living with 25 people meant lots of noise - so Lee like to spend time in her room



Moving into a new group home was a turning point: "It was exciting... I had my own space." Lee valued having only four housemates, doing chores, and living in a more homely setting. She said her life would have been "less interesting without Araluen" and appreciated the support of staff like Trish, and the friendships she maintained with housemates.

ACTIVE SUPPORT IN ACTION

With a long history at Araluen Lower Plenty and the organisation being a central part of her life, it was important to Lee to take on a leadership role in planning the 50th Anniversary celebrations. The opportunity came just as Active Support was introduced, and it played a vital role in helping her succeed.

1. EVERY MOMENT HAS POTENTIAL

Committee meetings and event planning became opportunities for Lee to share what mattered most. She contributed ideas for the dinner dance, and decorations, ensuring the event reflected participants while celebrating the whole community. Lee looked forward to meetings and brought joy and energy to every discussion.

2. GRADED ASSISTANCE TO ENSURE SUCCESS

Staff supported Lee on the committee and at home to develop her ideas and helped her attend meetings online and in person – prompting or



guiding when needed and stepping back when Lee was confident.

3. MAXIMISING CHOICE AND CONTROL

Lee made her own decisions about roles, such as co-emceeing, greeting guests, choosing decorations, and helping with seating arrangements. She said her favourite part was "having my own say," which reflected her increased control.

Lee's involvement ensured that celebrations for this significant milestone reflected the heart and spirit of our community. And for the final word on the impact of her experience, Lee says:

"I wanted to make a special night for everyone at Araluen to come and dance and have a good time. This was my first committee and I enjoyed everything. Our 50th anniversary was important and staff helped me be confident to say how I wanted things to be, and do them."





OUR PEOPLE

OUR BOARD

WE ARE GRATEFUL FOR THE CONTRIBUTION OF ARALUEN'S VOLUNTEER BOARD

Our dedicated Board members offer their invaluable expertise, diverse knowledge and vast experience in their leadership roles. Thank you.



BOARD MEMBERS 2024-2025 FINANCIAL YEAR

Larissa Roeske
Chair

Jim Pasinis
Deputy Chair

Ray Hair
Treasurer

Ian McMenamin

Liz Mildenhall

Cindy Nguyen

Evan Dukas
(Jul - Sep)

Chandi Piefke
(Oct 2024+)

Penny Kendall
(Apr 2025+)



OUR PEOPLE

OUR LEADERSHIP 2024 - 2025 FINANCIAL YEAR

EXECUTIVE LEADERSHIP TEAM (ELT)

Tamara Cattach
Chief Executive Officer

Dan Gleeson
Chief Operating Officer
& Company Secretary

GENERAL MANAGERS

Belinda Papa
People & Culture

Helen Ryan
Community Participation

Joshua Brouwer
Quality, Safety & Practice

Martin Withers
Options for Community Living

BOARD ADVISORY COMMITTEES

FINANCE, AUDIT AND RISK

Oversees Araluen's financial performance, budget process, external quality audit, and risk governance.

Ray Hair, Chair

Julie Morgan,
Executive Officer (Jul - Oct)

Dan Gleeson
Executive Officer (Nov 2024+)

Larissa Roeske

Ian McMenamin

Tamara Cattach

Dan Gleeson

Helen Ryan

Joshua Brouwer

Franciscu Silva

Martin Withers

Alison Whitehead (Oct 2024+)

Edda Lyons (Jul - Dec)

Chandi Piefke (Mar 2025+)

QUALITY SAFEGUARDING AND PARTICIPANT SERVICES

Ensures a high level of service delivery to participants, that Araluen meets safety and compliance requirements, and oversees care governance.

Liz Mildenhall, Chair

Joshua Brouwer, Executive Officer

Larissa Roeske

Cindy Nguyen

Tamara Cattach

Nick Keillor

Peter Rankin

Martin Withers

Ruth Bloom (Feb 2025+)

GOVERNANCE, CULTURE, NOMINATIONS & REMUNERATION

Responsible for the high-performance governance of the organisation, Board, and CEO, and oversees and advises on best practice.

Evan Dukas, Chair (Jul - Sep)

Larissa Roeske, Co-Chair (Oct 2024+)

Belinda Papa, Executive Officer

Jim Pasinis

Tamara Cattach

Ray Hair (May 2025+)

Ian McMenamin (Jul - Sep)





OUR PEOPLE

OUR CHAMPION

WHEN JESSICA JOINED ARALUEN AS OUR FIRST PARTICIPANT CHAMPION, IT WASN'T JUST A NEW ROLE - IT WAS A NEW VOICE FOR INCLUSION.

Jess brings lived experience and a passion for advocacy, ensuring that people with disability are heard, valued, and represented in everything we do.

Jess's goal: to become an advocate.

“The main important thing is including everyone. And human rights in disability is really important. A lot of people in the world don't care about that and I think they should care”.

Today, Jess is already making an impact as an employee with our Quality, Safety & Practice team to improve safety, accessibility, and inclusion.

A CLEAR VISION

Jess's vision is clear: better employment outcomes for people at Araluen. *“We need programs that help people research what jobs are out there, what skills they need, and how to build them,”* she says.

Jess believes people need tailored support to connect with employment services and bridge the gap between participating at Araluen and work.

“It's exciting to be staff now,” Jess shares. *“I've never had a job before. I'm learning a lot - and I'm getting great support from my colleagues.”*

Jess is helping shape a future where people with disability have more voice, more choice, and more opportunities. And she's just getting started.



OUR FINANCES

TREASURER'S REPORT

YEAR ENDED 30TH JUNE 2025

Araluen continues to operate in a challenging economic environment. Revenue received from the NDIS (participant funding) increased by 2.8% whilst our operational costs increased by 7.5% for the year ended 30 June 2025. We must maintain cost control, where we can, but never at the expense of participant wellbeing and safety.

Our reported loss of \$1,175,705 is the net result of our operational losses and improved property valuations. The latter are unrealised and do not therefore fund operations, however our balance sheet remains strong in terms of our cash position and property assets. Net assets (our equity) decreased by 4.9% for the year, reflecting our operational deficit.

The board and executive team have worked hard to develop and implement Araluen's Road to Recovery. This is not a quick fix,

and requires discipline and focus across the organisation for several years. NDIS funding will, for the foreseeable future, continue to fall short of the cost of delivering our services to participants. We must therefore continue to look for innovative ways to maintain service quality and participant safety.

I would like to thank all Araluen staff for their continued support and contribution to providing critical services and thank our participants for their ongoing support and commitment to Araluen.

The board and executive team remain committed to our purpose and the importance of the services we provide. We are confident Araluen has the financial resources, the strategy, the people, and the resilience to continue to succeed.

Ray Hair
Araluen Treasurer

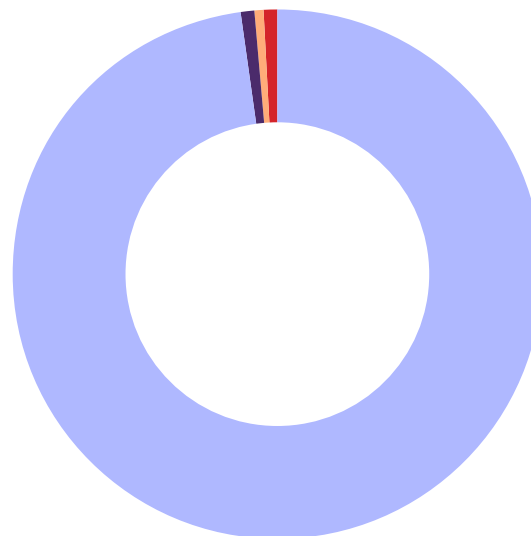


FROM OUR
TREASURER
RAY HAIR



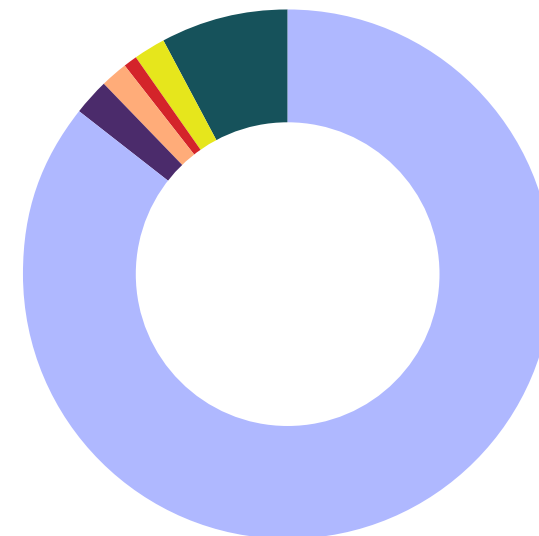
FINANCIAL PERFORMANCE

A deficit of \$1,540,703.19 was recorded for the year ended 30th June 2025 (prior year deficit \$636,545.00). During the year, land and buildings were revalued, resulting in a total comprehensive income for the year of - \$1,175,705.00.



Income 2024-25

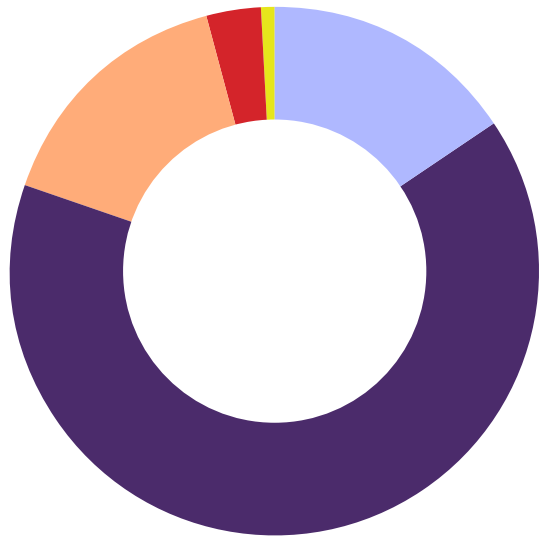
Participant fees	\$ 20,847,029
Café sales	\$ 146,298
Donations and other funding	\$ 124,969
Interest received	\$ 169,404



Expenditure 2024-25

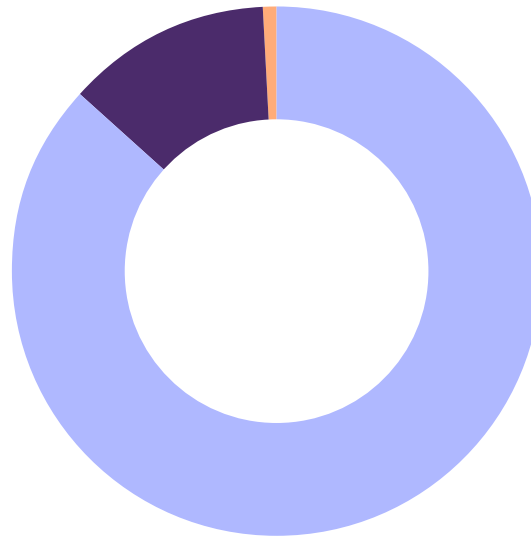
Employee benefit expense	\$ 19,582,431
Depreciation	\$ 472,238
Participant services expense	\$ 413,635
Transportation expense	\$ 168,687
Maintenance and repairs	\$ 454,275
Other	\$ 1,737,139





Assets

● Cash & financial assets	\$ 4,114,709
● Non-current assets	\$ 16,972,771
● Non-current assets classified as held for sale	\$ 4,100,000
● Trade and other receivables	\$ 844,587
● Other current assets	\$ 210,773



Liabilities & Equity

● Equity	\$ 22,802,137
● Current liabilities	\$ 3,278,768
● Non-current liabilities	\$ 161,935

FINANCIAL POSITION

Cash and financial assets have reduced by 11% compared to the prior year, largely due to the deficit recorded for the year.

Trade and other payable have increased 200% due to deposit held in respect of the pending sales of the property situated at Flemington.





OUR THANKS



FINANCIAL SUPPORTERS

All our anonymous donors

- Community Bank, East Ivanhoe
- Nillumbik Shire Council
- Rotary Club of Diamond Creek
- Eltham Rural Group
- Margaret Lawrence Bequest
- Annette & Laurie Bain
- Suzanne Morter (the Estate of)
- Liz & Peter Mildenhall
- Damian Cullinan
- Tracey Smith
- Lisa Archer
- Janet Bacic
- Shona Bischof
- Natalie Bischof
- Brenda Boylen
- Jo & John Briggs
- Karen Brigham
- Janine Brumhead
- N & M Campbell
- Natalie Cattach
- Lee Chiapolone
- Julie & Robert Colautti

- Neville Coutts
- Samual Carrucan, Definitive Built
- Gemma Dyson
- Pam Erwin
- Margaret Forsyth
- Tiang Gan
- Allison Glover
- Myrta Hacon
- Ray Hair
- Lara Hynes & Steven Parker
- Domenic Italiano
- Tian Jiang
- Michael Joseland
- Greg McCall
- Stephen McCredie
- Zara McIver
- Margaret Morrow
- Sharon Mountey
- Lisa Negri
- Damien Negri
- Con & Nancy Opasinis
- Elizabeth Patterson
- Jo Pertile

- Neil Porter
- Ashutosh Porwal
- Lisa Pugsley
- Alycia Russell
- Maryann Russell
- Michael Russell
- Lucas Russell
- Lyndsay Saunders
- Chris & Hue Thomas
- Joan Tindal
- Trudi Tindall
- Michael Min Tija
- Brendon Tresize
- Martin Withers
- John Zappulla





SUPPORTERS

ADEC
 Attitude Foundation
 Banyule City Council
 Banyule City Council Disability Advisory Committee"
 Banyule Nillumbik Tech School
 Belgravia Leisure - Yarrambat Park Golf Course
 Bendigo Bank (East Ivanhoe Community Bank)
 Prof. Christine Bigby and Latrobe University Living with Disability Centre
 City of Whittlesea
 Change Coffee
 Chris Heffernan and the Quilter Club
 Centorrino Technologies
 Darebin City Council
 Diamond Creek Football Club
 Diamond Creek Men's Shed
 Diamond Valley Lions Club
 Eltham Library Community Gallery
 Food Bank Australia
 Griffin Simm Photography
 Hall & Wilcox
 Herbert Smith Freehills
 Katrina Hunt
 Hurstbridge Bowls Club
 Hurstbridge Community Club
 Hurstbridge Community Garden
 JF Mobile Mechanics
 Russell Kennedy
 Lower Plenty Dance Group
 Karen Major
 Melbourne Polytechnic
 Monsaalvat
 Montmorency Tennis Club & Bruce Murnane
 Nillumbik Youth Centre
 Nillumbik Shire Council
 Nillumbik Council - 'Changing Places' project
 Con & Nancy Opasinis
 Jane & Peter Russ
 Story House Early Learning Diamond Creek
 Total Care Transport (TCT)
 VALID 'Having a Say' conference
 Watsonia Library
 Yarra Plenty Regional Library
 Yarra Plenty Regional Library - Eltham
 Yarra Plenty Regional Library - Mill Park



VOLUNTEERS

Garth Fragopolous

ARALUEN PRELOVED BOOK SALE 2024

Heather & Reg Hutchison	Josh Brouwer
Paul Bullock	Tamara Cattach
Ryan Farrugia	Deb Chesswas
Cathryn Foley	Debbie Clarke
Charlotte Hall	Dan Gleeson
Susan Harrison	Andrew Francis
Ester Maas	Lara Hynes
Karen & Nick Patten	Sarah Owen
Teresa Scott	Brandi Rutherford
Darien Virgona	Robyn Virgona
Carlton White	Samantha Vertkas
	Martin Withers





FUNDRAISING SUPPORTERS

WE WOULD LIKE TO THANK ALL SUPPORTERS OF OUR FUNDRAISING INITIATIVES

- Get on board EOFY2024-25
- Araluen Preloved Book Sale 2024
- 50th Anniversary of Araluen Lower Plenty
- Victoria's Container Deposit Scheme
- Bunnings Mill Park Sausage Sizzle

HELP US THRIVE

DONATE TO ARALUEN

We are committed to offering high-quality, personalised services that contribute to the wellbeing and safety of people with a disability, their families, and carers.

Our goal is to ensure we keep making a positive impact by offering modern, sustainable, fit-for-purpose services. Your generosity will help us to thrive. Thank you!



Click here to make a difference



Thank you for getting on board!

Thanks to the incredible generosity of our families and supporters, we raised \$44,000 to replace an ageing bus. With a \$37,000 grant from East Ivanhoe Community Bank, we reached our \$75,000 goal and purchased a new bus that keeps people connected and active in the community. A huge thank you to everyone who contributed to making this vital upgrade possible!


Community Bank

East Ivanhoe


 Bendigo Bank

Araluen acknowledges the traditional owners of the land upon which we work, and pay respect to Elders past and present.



 1300 020 625

 www.araluen.org

 admin@araluen.org

  [vimeo](https://www.vimeo.com/araluen)

Registered NDIS Provider

