

KYEEMA



SUPPORT
SERVICES



Annual Report

2024/2025

Kyeema's 58th Annual Report

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Windward Industries: (03) 5521 5477

Green Fingers Gardening Service: 0407 864 839

Ameeyk House: (03) 5523 6333

Support Coordination: (03) 5521 1666

Neighbourhood House: (03) 5523 3245

Established: June 1967. Incorporated under the Association Incorporation Act 1981
on 1 July 1985 - Registered number: A0005518L

Our Vision

People of all abilities are able to actively participate as
valued members of our community.

Our Purpose

Support and empower individuals to make choices
to enrich their lives.

Our Values

Quality	<i>We deliver excellent services driven by the goals and needs of participants and underpinned by strong ethics.</i>
Integrity	<i>We value respect, transparency and integrity in all we do. We believe in the right of people of all abilities to live a full and inclusive life.</i>
Enjoyment	<i>We believe it's important to enjoy life – have fun, make friends and be the best we can be.</i>
Partnership	<i>We believe in good teamwork, promoting partnerships and collaboration with others.</i>

Board of Management



Steve Crossley - **Chair**

Steve has been a director of Kyeema since 2016. He has over 15 years' experience as a school principal of primary and secondary schools in the district and is currently Principal of the Portland Bay School, a special development school. Steve has many community commitments in the rural area where he lives.



Lynda Smith - **Director**

Lynda has over 20 years' experience in preventative health as a health promotion practitioner and an accredited partnership broker. She currently works for Glenelg Shire Council and Portland District Health. She has been a Board Member since 2012. Lynda is an alumnus of the Leadership Great South Coast Program and is a Life Member of South West Sport.



Cathi Bawden - **Director**

Cathi worked in corporate roles in Human Resource Management for 25 years in Melbourne and Sydney, including as Executive Director of HR at an international law firm before moving into external consulting. Cathi is certified in Executive Coaching & Leadership. She has been on the Board of Kyeema since 2017



Paul Ryan – **Director**

With 30 years of experience in for-purpose organisations as well as at senior executive and non-executive director level, Paul Ryan joined the Kyeema Board in April 2023. He has a background in education, theology, ministry, and psychology. Paul's career path has been diverse with roles as a Catholic priest, mental health researcher, and senior executive in for-purpose organisations. Paul is a graduate of the Australian Institute of Company Director's course and currently sits on several other for purpose boards across a range sectors.



Justine Cain – **Director**

Justine currently works for the Glenelg Shire Council to support improved access and inclusion in the Shire. She will continue to support Kyeema Support Services, building and strengthening capacity through a range of strategies including coordinated planning, networking, community education and advocacy.

Justine and her family live in Portland. Her 22-year-old daughter Lucy attends Kyeema. Justine joined the Kyeema Board in February 2024.

**Tatjana Pato – Director**

Tatjana has a 20-year corporate track record driving transformational improvement and growth across diverse businesses, including start-ups and large, complex multinational entities. She seeks data to support decision-making and believes in human resource as the most important asset of any organisation and the cornerstone to planning.

Tatjana has Bachelor of Business Administration and Accounting as well as Master of Economics and Financial Analysis. She is a Member of Australian Institute of Company Directors (AICD) and Certified Practising Accountant (CPA).

**Sharn Bedi – Director**

Sharn brings over 25 years of corporate experience across global and local markets, with expertise in marketing, leadership, and human resource management. She has held senior executive roles across diverse industries and is known for her strategic insight and commitment to empowering individuals and communities to thrive. Sharn is a passionate advocate for inclusive growth and transformation, particularly in areas supporting women, young adults, multicultural communities, aged care, and neurodivergent individuals.

She holds a Bachelor of Business in Economics and Marketing, an MBA in HR and Management, a Diploma in Positive Psychology, and is a certified coach with the International Coaching Federation. A Graduate of the Australian Institute of Company Directors (AICD), Sharn resides in Melbourne with her two adult children and her Bichon Frise. Her dedication to equity and inclusion inspired her to join the Kyeema Board and Governance Committee in 2025

Financial Auditor

McLaren Hunt Financial Group

Chief Executive Officer

Mark Koch

Management Team 2024/25

Support Services Manager	Bernie Stiles
Support Coordination Manager	Jacinta Brown
Windward Industries and	
Green Fingers Gardening Manager	David Maclean
Seawinds Nursery Manager	Daniel Currie
Corporate Services Manager	Gay Kelly
Finance Manager	Robyn Meade

Chairperson – Steve Crossley

The 2024 – 2025 year has been a year of changes for Kyeema Support Services.

Our long-standing CEO, Julie Amor, retired in November after many years of exemplary service. Julie was a hardworking and strong advocate for Kyeema and everyone associated with Kyeema. She left Kyeema in a very good position.



In November we welcomed our new CEO, Mark Koch, to our organisation and it is fair to say that he hit the ground running. Mark brings to Kyeema a strong background in working strategically for a Not-For-Profit such as Kyeema. Mark has worked hard with the board to build capacity and to work strategically. Already we are seeing the fruits of his work in governance, sustainability and human resource management.

The board has been very busy this year and has seen a lot of progress in developing a new Strategic Plan and advancing our risk management and quality governance systems. While the financial result was disappointing, the board feels depreciation of assets represented a large portion of the loss and that our focus on sustainability will help turn things around and that we remain in a strong financial position.

The number of clients continues to increase with our traditional activities such as day programs, housing and supported employment continuing to serve the community effectively. It is a credit to Seawinds Nursery that they continue to thrive despite the competition from a new player in Portland. Support Coordination and Neighbourhood House continue to provide important services to the community and reinforce Kyeema as an ethical and registered support service provider.



It is with some regret that I report the retirement during the year of board directors, Cathi Bawden and Lynda Smith.

Cathi finished with the board after 9-years of outstanding service and was a former Board Chairperson and was chair of the Governance Committee. Cathi was instrumental in bringing a strong governance perspective to Kyeema that prioritised safety, compliance, care and ethics to decision making and management. Thank-you for your service, Cathi, you made a deep and profound difference to Kyeema.

Lynda Smith will finish with the board at the end of the AGM. Lynda has been a board member since 2012. Lynda is a dedicated community volunteer and has been very active throughout her time on the board. She is the current Deputy Chairperson of the board and is the previous Chairperson of the board. She has sat on many of our committees and is currently on the Governance Committee and Neighbourhood House Committee.

Lynda was instrumental in attracting Neighbourhood House to Kyeema and keeping it in the community. Lynda has been integral with working with Neighbourhood House to imbed it into the Kyeema culture while maintaining its position in the community. While we farewell Lynda from the board, she has indicated a preparedness to stay involved with Neighbourhood House. Lynda's contribution to all areas of Kyeema has been extensive and we thank her for her hard work, practical problem solving and the example she set helped set the ethical culture of Kyeema.

Also during the year we welcomed a new board director – Sharn Bedi. Sharn comes with a background in leadership capacity building.



Thank-you to Mark, my fellow board directors, board secretary, Amy, the Kyeema management team and all staff, clients and carers for the wonderful work that has taken place throughout the 2024-25 year.

I believe the board and the organisation is well placed to meet our current challenges and I look forward to working with the board and leadership team to build Kyeema's support services and to continue to serve our community.

Stephen Crossley
Chairperson
October 2025

CEO – Mark Koch

It has been a true privilege to commence as CEO of Kyeema in November 2024. From the moment I arrived, I was warmly welcomed by the Board, staff, participants, families, and our broader community. I would especially like to thank Julie Amor for her generous and thoughtful handover, which ensured a smooth transition and set me up for success in this role.



Joining Kyeema has felt like coming home to a genuine community organisation—one that places people at the heart of everything it does. A standout moment early in my tenure was the Tri State Games, which Kyeema proudly hosted in November. The energy, joy, and spirit of inclusion were truly inspiring, and we are thrilled to be hosting again in 2025.

Like many NDIS providers, we have faced financial pressures this year. The NDIS environment remains tight, and we recorded a loss of \$185,997. In response, we undertook financial benchmarking to identify efficiencies and strengthen our financial sustainability. Despite the loss, Kyeema remains in a very sound financial position, with strong foundations and a clear path forward.

We have continued to grow, supporting 243 participants as of June 2025—an increase of 10 participants from the previous year. Our income also grew by approx \$236,000 reflecting our commitment to expanding services while maintaining quality and care.

Our focus this year has been on getting the basics right—ensuring our services are of the highest standard and that we meet all regulatory and legislative requirements. By strengthening our foundations, we are positioning Kyeema to explore new opportunities in the years ahead.

Personally, the highlights of my year have been the daily greetings from participants, the joy of our music program, and witnessing our staff live and breathe Kyeema’s values—Quality, Integrity, Enjoyment, and Partnership. It has been especially moving to see how truly dedicated our staff are to both the participants and to Kyeema itself. Their commitment, compassion, and professionalism shine through in everything they do, and these moments remind me why Kyeema is such a special place.

I extend my heartfelt thanks to our Board, Management Team, staff, volunteers, community partners, parents, and carers. Most importantly, I thank our participants—your energy, resilience, and spirit make Kyeema the vibrant community it is. We look forward to bigger and brighter things in the year ahead.

Warm regards,

Mark Koch

Chief Executive Officer

Kyeema

Support Coordination – Jacinta Brown, Manager

Support Coordination is a critical service funded through NDIS Plans, designed to help participants navigate the complexities of the NDIS and achieve the best possible outcomes. Our small but dedicated team works closely with each participant and their nominees to understand individual needs, connect with appropriate services, and ensure that funding is used effectively and in line with NDIS guidelines. We assist in gathering evidence for ‘reasonable and necessary’ supports, facilitate goal setting, and coordinate a network of providers to promote independence and improve quality of life.



This year, the team has continued to respond to a rapidly evolving NDIS environment. Funding for Support Coordination has decreased in many new plans, and the hourly rate has remained unchanged for six years—despite rising service delivery costs. Additionally, there is growing pressure for Support Coordinators to act as compliance monitors, increasing administrative demands. Despite these challenges, our team remains focused on delivering positive outcomes. We have celebrated successful appeals, secured increased funding for participants with changing needs, maintained independent living arrangements, and facilitated access to essential assistive equipment—from simple tools to complex mobility aids.

Our reach extends across south-west Victoria, from Geelong to the Wimmera, allowing us to connect rural and remote participants with quality providers. We continue to build strong partnerships across both the NDIS and mainstream sectors to ensure participants receive the support they need, regardless of funding constraints. Several participants have successfully transitioned into long-term supported housing, and many more are preparing for this next step. Our commitment remains unwavering: to advocate, guide, and empower every participant to live a full and inclusive life.

If you or someone you support could benefit from Support Coordination, we encourage you to speak with your Local Area Coordinator (LAC) or contact our team directly. Support Coordination can be requested in your NDIS Plan if the need is evident, particularly for those managing multiple services, complex needs, or administrative challenges.



Group & Individual Support

- Bernie Stiles, Supports Manager



The past year has been one of growth, resilience, and connection for our Group & Individual Support programs. Despite ongoing changes to NDIS funding and compliance requirements, our team has remained focused on delivering high-quality, person-centred support that empowers participants to live full and meaningful lives.

A major highlight was securing a grant from the Port of Portland to develop a new basketball area. This space will provide countless hours of enjoyment, physical activity, and social engagement for our participants. We extend our sincere thanks to the Port of Portland for their generous support in helping us create inclusive recreational opportunities.

Throughout the year, we facilitated a wide range of enriching activities that promote independence, skill development, and community inclusion. These included football trips, choir, art and science days, cooking programs, and visits to events such as the Port Fairy Folk Festival, Tyrendarra Show, and Casterton Kelpie Festival. Participants also enjoyed outings to the Warrnambool Hot Springs, tree planting initiatives, and volunteering with Meals on Wheels. These experiences not only support personal growth but also foster a sense of belonging and pride.

Our two Tri State Games teams have been training with great enthusiasm in preparation for the upcoming event, which Kyeema is proud to host once again. The Tri State Games is a celebration of athleticism, inclusion, and community spirit, and the growing support from our local community has been truly heartening. The recognition of the Games as the South West Sports Community Sport and Recreation Event of the Year is a testament to the dedication of our staff, volunteers, and athletes.

We extend our deepest gratitude to our dedicated staff, whose compassion and professionalism make a lasting difference in the lives of our participants. To our participants, families, and carers—thank you for your continued trust, adaptability, and support as we navigate the evolving NDIS landscape together.

Looking ahead to 2026, we are excited to focus on building new partnerships that will further enhance the lives of those we support. With thoughtful planning already underway, we look forward to another year of progress, connection, and celebration.

VALID Having a Say Conference

Tree Planting

Farm Work

Teen Programs

Surfing

Cooking

Tyrendarra Show

Mother's Day High Tea

Animal Visitors

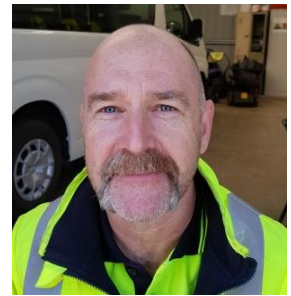
Art & Craft

Children's Groups

Power Puff Girls

Windward Industries & Green Fingers Gardening Reports - David Maclean, Manager

Another year gone to assist our supported employees to maintain ongoing skills, developing both independent and team decision making skills for both the work area and non-work areas.



Skills developed can be transferred to everyday living such as time frames, arranging required tools for task, teamwork, working independently and health and safety, with the small teams that we work in we can often identify areas for assistance that can go unrecognized.

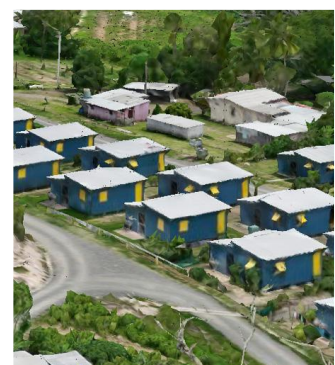
Windward Industries

Over the past year, as well as all the standard tasks Windward employees do as weekly tasks at Portland Aluminium / Alcoa such as helmets, gloves, quality sorting, (the list goes on) the supported employees have been collecting and refurbishing boots found to be not site approved, or no longer suitable for site, yet structurally sound.

With the support of PA, the work of the supported employees & the means of The Rotary Clubs of Portland and Portland Bay, some of the boots have found their way to a Housing Project in Fiji while others will go to projects within Australia.

The supported employees have been very excited that they have been able to be involved in this and give back to assist others as well as other communities overseas.

The Rotary Clubs of Portland and Portland Bay, are thankful that our partnership with Portland Aluminium and Windward Industries has delivered 20 pairs of refurbished safety boots to the Koroipita Housing Project in Fiji, so far the Total of Houses built is 319 for 1362 people. Our Rotary Clubs intend to deliver the balance of refurbished safety boots (40 pairs) to our Rotary Distribution Centre in Geelong. These useful donations will then be assessed and distributed to an appreciative home.



Green Fingers Gardening

This past year we have focused on maintaining work quality and independence of the crew, bringing in another Ute has enabled us to work in two smaller crews when able.

This has enabled us to keep on time frames, meaning that the bad weather has not had as large an impact as it has in past seasons and has enabled better supervision and an ability to recognise areas of focus whether it be work practice or location/task oriented.

Once again, the team has shown its professionalism and pride in their work and with a bit of banter by the guys a workday is a good one and I thank all the team James, Chris, Adam and Ash (work experience) along with Andrew and Warren for this.

Below are a few words from James himself.

Participant Statement – James Rowlingson

My name is James. I've been working at Kyeema for 11 Years - Starting at Seawinds Nursery in 2013 before moving to Green Fingers Gardening.

Starting at Seawinds Nursery

When I started at Seawinds, it was a big step to move from school to getting a job. The other staff and my coworkers really helped me learn what I needed to do, and to open-up and come out of my shell.



I started by re-potting our propagated plants into larger ones to help them keep growing and helping with contract planting jobs in the local community, then quickly learned more tasks like mixing the soil and the other little tasks that you need to do to keep a nursery running.

Moving to Green Fingers Gardening

After about 5 years at Seawinds, I was offered an opportunity to move over to Green Fingers, and back then it was very different to what it is now - with a smaller team and a smaller variety of jobs.

Over the time I've been working at Green Fingers, the variety of services we offer, and the number of contracts we have has greatly increased - this has allowed me to learn a lot more about plants and gardening, and to expand my skillset.

We do all the things you would expect; I've learned to use both a ride-on, and push mower, brush cutters and edgers. I can use a weed sprayer and have lots of experience pulling weeds.

I started off riding my push bike to work but have since gotten my full license and now I've learned to drive, including reversing a trailer, and I drive the Ute wherever our jobs take us. My duties have expanded to include planning the week and writing the invoices for all the work we do.

Over the years I've had a lot of experience working directly with people, both the rest of the Green Fingers team, and others in the community.

I've had a great time working with the Kyeema teams, and I hope to be able to expand my skills further and continue to work in an enjoyable environment.

Seawinds Nursery Report - Daniel Currie, Manager

Seawinds Nursery, located at 191 Wellington Road, continues to flourish as a community-focused initiative dedicated to providing supported employment opportunities for people with disabilities. Our mission is to grow both plants and potential—fostering inclusion, skill development, and sustainability in a welcoming and empowering environment.



This year, we proudly supported 10 participants through our employment program, alongside two dedicated volunteers, three work experience placements, student interns, and a committed team of support workers. Together, we've cultivated a workplace culture that values contribution, growth, and mutual respect. Participants have developed a broad range of skills—from plant care and nursery operations to customer service and teamwork—reflecting the inclusive and supportive environment we strive to maintain.

A standout moment was our Spring Sale 2024, which welcomed over 1,000 visitors and showcased the enthusiasm and hard work of our team. The event was a celebration of community spirit, with visitors engaging directly with participants and appreciating the quality of our plants and service. We also introduced custom-designed plant labels and stickers, which have enhanced the shopping experience and received overwhelmingly positive feedback. Our plant stands were given a colourful makeover, adding vibrancy and warmth to the nursery and creating a more engaging space for both customers and staff.

We continue to proudly grow plants by contract for local Indigenous co-operatives, supporting revegetation and environmental restoration efforts across the region. These partnerships are a meaningful part of our work, aligning with our values of sustainability, community collaboration, and respect for Country. The growth and confidence shown by our participants this year has been inspiring, and a testament to the power of inclusive employment.



Challenges and Resilience

This year brought new challenges, including increased competition following the opening of Bunnings in Portland. While this has impacted our market position, we remain confident in the strength of our community ties and the unique value Seawinds offers. Sector-wide funding pressures have also required us to be resourceful and strategic in managing operations. Despite these constraints, our commitment to supported employment and community service remains unwavering.

Looking Ahead

As we plan for the year ahead, our goals include;

- Exploring new funding opportunities, grants, and partnerships to ensure long-term viability.
- Introducing new learning modules to build confidence and transferable skills.
- Hosting more events, workshops, and open days to connect with our supporters.
- Deepening collaborations with local Indigenous co-operatives for revegetation projects.
- Upgrading layout, signage, and accessibility to create a more welcoming and efficient space.

Acknowledgements

We extend our heartfelt thanks to everyone who has supported Seawinds Nursery throughout the year—our participants, volunteers, support workers, Kyeema Support Services, customers, community partners, and friends. Your encouragement and belief in our mission have helped us grow through challenges and celebrate many successes. With your continued support, we look forward to another year of nurturing plants, people, and possibilities.



Neighbourhood House Report

- Catherine Bailey, Coordinator

Portland Neighbourhood House (PNH), operating as a community program under Kyeema Support Services, remains committed to strengthening social connections and supporting vulnerable members of our community. Through innovative, responsive, and accessible programming, we continue to deliver meaningful impact across the Glenelg Shire region.



According to Neighbourhood Houses Victoria's 2024 report, every dollar earned by Portland Neighbourhood House generated \$3.82 in community value—a 40-cent increase from the previous year. This outstanding social return on investment highlights the tangible benefits our programs provide and reinforces the importance of our work in building a more inclusive and resilient community.

A key focus this year was supporting unpaid carers through the *Connecting Carers in their Community* grant, administered by Carers Victoria and funded by the Victorian Government. This community-initiated project responded to the growing need for support among carers, particularly in regional areas where isolation and burnout are common. Through the PNH Carers Hub, led by Carer Liaison Marg Van Veen, we delivered a range of activities and resources including cuppa and chat sessions, Bowen therapy, somatic movement classes, one-on-one counselling, art and nature workshops, a compassion fatigue seminar, and a Carers Day of Calm. A visit to Deep Blue Spa and Sauna was also a highlight. The strong demand and positive feedback from participants confirmed the program's success and impact.

One carer shared that the free counselling and Bowen therapy “kept her head above water” during a difficult period supporting her son’s mental health—an example of the vital role these services play in our community. These stories remind us why our work matters and inspire us to continue advocating for accessible, person-centred support.

Looking ahead to 2025/26, we are excited to launch a new initiative - the *Support Hub for an Ageing Community*, funded by the United Way Lewis Court grant. This project will host forums and develop resources to help older residents navigate aged care packages, Centrelink, and related services. We are also grateful for early support from the Portland Masonic Lodge and the United Way Lewis Court Fund, which will enable long-overdue renovations to our facilities after a decade of deferred maintenance.

In 2024–2025, we secured approximately \$45,000 in funding, allowing us to expand our programs and continue delivering exceptional value to the Glenelg Shire region. We thank our participants, partners, sponsors, and the broader community for their continued support and collaboration. Together, we are building a stronger, more connected Portland.



Corporate Services Report

Fleet, Facilities and Administration – Amy Silvester – Senior Administration Officer

Kyeema's vehicle fleet is essential to the delivery of our services, enabling participants to access programs, appointments, and community activities across the region. In 2024–25, we undertook a comprehensive review of our fleet to ensure it remains fit-for-purpose, cost-effective, and compliant with safety standards. Several vehicles were upgraded or replaced, and we introduced improved scheduling and maintenance systems to maximise availability and reliability.



Our facilities have also seen continued investment, with upgrades to participant spaces, staff amenities, and accessibility features across multiple sites. These improvements reflect our commitment to providing welcoming, inclusive, and functional environments for all who engage with Kyeema. On the administrative front, we streamlined internal processes and enhanced digital systems to improve efficiency, reduce duplication, and support compliance with regulatory requirements. Our administration team continues to provide essential support across all departments, ensuring smooth day-to-day operations.

Finance – Robyn Meade – Finance Manager

The 2024–25 financial year presented a challenging environment for many NDIS providers, and Kyeema was no exception. Despite sector-wide funding pressures and rising operational costs, we maintained a strong focus on financial sustainability and accountability. Through careful budgeting, financial benchmarking, and cost-efficiency measures, we were able to navigate these challenges while continuing to deliver high-quality services.



We invested in improved financial reporting tools and systems to support transparency and informed decision-making across the organisation. These enhancements have strengthened our ability to monitor performance, manage risk, and plan for the future. While we recorded a modest deficit this year, Kyeema remains in a sound financial position, with strong reserves and a clear strategy for long-term sustainability. We are grateful to our finance team for their diligence, adaptability, and commitment to supporting Kyeema's mission.

Tri State Games

In November 2024, Kyeema proudly hosted the Tri State Games—an inclusive, multi-day sporting event that brought together over 300 athletes with disabilities from across Victoria, South Australia, and New South Wales. The Games are a celebration of athleticism, community spirit, and belonging, offering participants a platform to showcase their talents, build friendships, and experience the joy of competition in a supportive environment.

We were honoured to receive the South West Sports - Community Sport and Recreation Event of the Year award in April 2025, recognising the impact and success of the Tri State Games. This achievement reflects the tireless efforts of the Tri State Games Committee, the dedicated team at Kyeema, our incredible volunteers, and the enthusiastic support of the South West community. Special thanks go to the parents and carers whose unwavering encouragement empowers our athletes to shine. Most importantly, we celebrate the athletes themselves—the heart and soul of the Games—whose passion, sportsmanship, and determination continue to inspire us all.

As we look ahead to hosting the Games again in 2025, we are excited to build on this momentum and make the event even more inclusive, vibrant, and memorable.





Community Disability Advocates

Kyeema is very fortunate to have two Community Disability Advocates, Iain McDonald and Jen Merrett

This voluntary role supports people with a disability who need some extra help Kyeema cannot or should not offer, such as when there might be a conflict of interest. Iain reviews and collates the participant surveys each year and writes a short report to the CEO and Board about the results.

We appreciate these extra pairs of eyes on people's rights and thank the advocates very much.



KYEEMA SUPPORT SERVICES INC.

Registered No. A0005518L

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**



Kyeema Support Services Inc.

BOARD OF MANAGEMENT REPORT

The Board of management present their report, together with the financial statements, on Kyeema Support Services Inc. for the financial year ended 30 June 2025.

Board Members

The following persons were board members during the whole of the financial year and up to the date of this report, unless otherwise stated:

Stephen Crossley - Chair	Sharn Bedi - appointed 30 April 2025
Lynda Smith	Brooke Stephens - resigned 18 September 2024
Paul Ryan	Cathi Bawden - resigned 5 August 2025
Justine Cain	Rebecca Campbell - resigned 18 September 2024
Tatjana Pato	

Our Vision

People of all abilities are able to actively participate as valued members of our community

Our Purpose

Support and empower individuals to make choices to enrich their lives

Our Values

Quality | Integrity | Enjoyment | Partnership

Principal Activities

Kyeema supports over 230 individuals and their families mostly across the Glenelg Shire, and has been operating since the late 1960's when a small group of committed people advocated for service for their sons and daughters.

Over the years Kyeema has broadened and developed services in response to peoples' needs, continuing to listen and respond to individuals and families.

Services for adults include group activities and individual supports in people's homes and in the community. Supported employment is offered through our Seawinds Nursery, Windward Industries and Green Fingers Gardening enterprises.

Services for children include group activities, school holiday programs and teenage recreation and respite. Kyeema Support Services Inc currently employs more than 120 staff (this includes full time, part time and casual staff) who support more than 220 Participants

Performance measures

Kyeema Support Services Inc measures its performance against the feedback and progress towards goal attainment of our clients, meeting the reporting requirements and quality standards of the applicable funding bodies and progress against the Strategic and Business plan.


Operating Result

The deficit from ordinary activities amounted to \$(235,696) (2024: surplus \$12,651).

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the association, the results of those operations, or the state of affairs of the association in future financial years.

Signed on behalf of the board:

Signed by:

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Stephen Crossley - Chairperson

Date: 6/10/2025 | 11:45 AM AEDT

Signed by:

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Tatjana Pato – Chair Finance Audit & Risk

7/10/2025 | 7:21 PM AEDT

Kyeema Support Services Inc.

**COMPREHENSIVE INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2025**

	Notes	2025 \$	2024 \$
REVENUE			
Fee for service		942,522	1,200,546
NDIS income		7,063,500	6,703,856
Other revenue		975,943	841,615
TOTAL REVENUE		8,981,965	8,746,017
EXPENSES			
Program expenses		(69,738)	(154,096)
Depreciation & amortisation expense		(251,564)	(215,119)
Repairs and maintenance		(120,954)	(181,048)
Vehicle costs		(119,589)	(85,725)
Employee benefits		(8,019,221)	(7,539,643)
Other expenses		(650,971)	(569,254)
Loss on disposal of property, plant and equipment		-	(8,173)
TOTAL EXPENSES		(9,232,037)	(8,753,058)
RESULT BEFORE OTHER ITEMS		(250,072)	(7,041)
Donations received		14,376	19,692
NET RESULT FOR THE YEAR		(235,696)	12,651
Loss on revaluation of land and buildings		49,699	-
COMPREHENSIVE RESULT FOR THE YEAR		(185,997)	12,651

The accompanying notes form part of these financial accounts.

Kyeema Support Services Inc.

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Notes	2025 \$	2024 \$
ASSETS			
Current Assets			
Cash and cash Equivalents	2	531,047	399,443
Trade and other receivables	3	892,401	901,189
Financial assets		1,844,171	1,974,999
Inventories		51,550	37,732
Other assets		50,074	38,927
Total Current Assets		3,369,243	3,352,290
Non Current Assets			
Property plant and equipment	4	5,136,268	5,158,735
Right-of-use asset		14,614	20,459
Total Non Current Assets		5,150,882	5,179,194
TOTAL ASSETS		8,520,125	8,531,484
LIABILITIES			
Current Liabilities			
Trade creditors and other payables	5	533,718	515,184
Employee provisions	6	820,692	698,216
Lease liabilities		5,901	7,292
Income in advance		26,325	14,581
Total Current Liabilities		1,386,636	1,235,273
Non Current Liabilities			
Employee provisions	6	205,918	178,392
Lease liabilities		9,370	13,621
Total Non Current Liabilities		215,288	192,013
TOTAL LIABILITIES		1,601,924	1,427,286
NET ASSETS		6,918,201	7,104,198
EQUITY			
Capital Reserve		1,292,244	1,292,244
Program Reserve		119,444	119,444
Asset Revaluation Reserve		49,699	985,251
Retained Earnings		5,456,814	4,707,259
TOTAL EQUITY		6,918,201	7,104,198

The accompanying notes form part of these financial accounts.

Kyeema Support Services Inc.

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	Program Reserve	Capital Reserve	Asset Revaluation Reserve	Retained earnings	Total
	\$	\$	\$	\$	\$
Balance 30 June 2023	124,502	1,292,244	985,251	4,689,550	7,091,547
Net Result for the year	-	-	-	12,651	12,651
Transfer to/from reserves	(5,058)	-	-	5,058	5,058
Balance 30 June 2024	119,444	1,292,244	985,251	4,707,259	7,104,198
Net Result for the year	-	-	-	(235,696)	(235,696)
Transfer to/from reserves	-	-	(985,251)	985,251	-
Other Comprehensive income	-	-	49,699	-	49,699
Balance 30 June 2025	119,444	1,292,244	49,699	5,456,814	6,918,201

The accompanying notes form part of these financial accounts.

Kyeema Support Services Inc.

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2025**

	Notes	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from activities		8,936,495	8,518,462
Donations received		14,376	19,692
Payments to suppliers and employees		(8,866,385)	(8,390,510)
Interest received		86,740	24,776
Net GST received/(paid)		8,745	19,319
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES		179,971	191,739
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		-	18,762
Purchase of non-financial assets		(173,553)	(389,271)
(Purchase)/redemption of financial assets		130,828	(55,690)
NET CASH PROVIDED BY/(USED IN) INVESTING ACTIVITIES		(42,725)	(426,199)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payment of lease liabilities		(5,642)	(7,790)
NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES		(5,642)	(7,790)
NET DECREASE IN CASH AND CASH EQUIVALENTS HELD		131,604	(242,250)
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		399,443	641,693
CASH AND CASH EQUIVALENTS AT END OF YEAR	2	531,047	399,443

The accompanying notes form part of these financial accounts.

Kyeema Support Services Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

The financial report covers Kyeema Support Services Inc. as an individual entity. Kyeema Support Services Inc. is in an association incorporated in Victoria and operating pursuant to the Associations Incorporation Reform Act 2012 (VIC) and the Australian Charities and Not-for-profits Commission Act 2012.

The financial statements were authorised for issue on the 24th September 2025 by the Board.

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Associations Incorporation Reform Act 2012 and Australian Accounting Standards - Simplified Disclosures of the Australian Accounting Standards Board and the requirements of the Australian Charities and Not-for-profits Commission Act 2012. The association is a not-for-profits entity for financial reporting purposes under Australian Accounting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements, except for the cash flow statement have been prepared on an accruals basis and is based on historical costs, modified where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Note 1: Material accounting policy information

The material accounting policy information applied in the preparation of this financial report, which are consistent with the previous period unless otherwise stated, are as follows:

(a) Income Tax

The association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(b) Revenue and Other Income

The association recognised revenue as follows:

Revenue from agreements with clients/customers

Revenue is recognised at an amount that reflects the consideration to which the association is expected to be entitled in exchange for transferring services to a customer. For each agreement with a customer, the association:

- develops the agreement with the customer;
- documents the client goals underpinning the agreement;
- determines the price for the service from the applicable government funding guide;
- allocates the service price to the separate roster of each service to be delivered; and
- recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the services per agreement.

The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraints continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Donations

Donations are recognised at the time the pledge is made.

Kyeema Support Services Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 1: Material accounting policy information (cont.)

(b) Revenue and Other Income (cont.)

Grants

The association recognises income in profit or loss when or as the association satisfies its obligations under the terms of the grant.

Interest Income

Interest income is recognised using the effective interest method.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

(c) Inventories

Trading stock and materials used in the trading materials at Seawinds Nursery is disclosed at cost.

(d) Key Estimates

Impairment

The association assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the association that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporates various key assumptions.

No impairment has been recognised.

(g) Key Judgements

Provision for impairment of Receivables

Management has completed an assessment of Receivables outstanding and have provided a provision for impairment.

Employee Benefits

For the purposes of measurement, AASB 119: Employee Benefits defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As the association expects that all of its employees would use all of their annual leave entitlements earned during a reporting period before 12 months after the end of the reporting period, the association believes that obligations for annual leave entitlements satisfy the definition of short-term employee benefits and, therefore, can be measured at the (undiscounted) amounts expected to be paid to employees when the obligations are settled.

Employee benefit liabilities are classified as a non-current liability if the Association has a conditional right to defer payment beyond 12 months. Long service leave entitlements (for staff who have not yet exceeded the minimum vesting period) fall into this category. The Association applies judgement to determine when it expects its employee entitlements to be paid. With reference to historical data, if the association does not expect entitlements to be paid within 12 months, the entitlement is measured at its present value, being the expected future payments to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields on government bonds at the end of the reporting period. All other entitlements are measured at their nominal value.

Kyeema Support Services Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 1: Material accounting policy information (cont.)

(g) Key Judgements (cont.)

Lease term and Option to Extend under AASB 16

The lease term is defined as the non-cancellable period of a lease together with bond periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The options that are reasonably going to be exercised is a key management judgement that the association will make. The association determines the likelihood to exercise the options on a lease-by-lease basis looking at various factors such as which assets are strategic and which are key to future strategy of the association.

Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/type, cost/value, quantity and the period of transfer to the goods or services promised.

Kyeema Support Services Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 2: Cash and cash equivalents		
Cash at bank	521,107	398,349
Cash on hand	9,940	1,094
	531,047	399,443
Note 3: Receivables		
Trade receivables	603,025	651,564
less Provision for doubtful debts	(30,000)	(30,000)
Accrued income	46,343	57,450
Portable Long Service Leave Scheme Receivable	272,496	221,638
Pioneer Plaza Bond	537	537
	892,401	901,189

Contractual receivables at amortised cost

Kyeema has grouped contractual receivables on shared credit risk characteristics and days past due and has selected the expected credit loss rate based on Kyeema's past history, existing market conditions, as well as forward looking estimates at the end of the financial year.

The expected credit loss rates applied at 30 June 2025 vary from 0% for contractual receivables that are current to 32% for contractual receivables that are more than 90 days past due (30 June 2024: from 0% to 61%).

Accounts receivable and other debtors include amounts due from customers for goods sold in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest rate method, less any provision for impairment.

Portable long service leave scheme receivable

Kyeema Support Services Inc. is a Participant Employer of the Portable Long Service Leave Scheme (PLSLS). As a Participant Employer, Kyeema Support Services Inc. contributes an quarterly levy to PLSLS. The quarterly levy amount is equivalent to 1.65% of the time worked and ordinary wages paid to their employees. Pursuant to Portable Long Service Leave Regulations 2020, the PLSLS has an obligation to Participant Employers to pay from the Scheme, benefits to them as a reimbursement for long service leave paid or payable to their employees. In accordance with the Scheme Rules, the Participant Employers remain legally responsible for long service leave obligations.

Notwithstanding, in accordance with Accounting Standards, given the existence of the Scheme and the rules of the Scheme, where the long service leave obligation will be reimbursed by the Scheme, a reimbursement asset shall be recognised when and only when the reimbursement is virtually certain. Accounting standards specifically require the reimbursement to be treated as a separate asset that shall not exceed the value of the provision.

Kyeema Support Services Inc.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
Note 4: Property, Plant & Equipment		
Land & Buildings - at fair value	380,000	4,899,180
Less Accumulated Depreciation	-	(233,669)
	380,000	4,665,511
Intangible assets - at cost	72,775	72,775
Less Accumulated Depreciation	(70,301)	(67,569)
	2,474	5,206
Plant & Equipment - at cost	448,028	494,615
Less Accumulated Depreciation	(276,103)	(213,836)
	171,925	280,779
Leasehold/property improvements - at cost	4,661,227	42,047
Less Accumulated Depreciation	(360,878)	(16,935)
	4,300,349	25,112
Motor Vehicles - at cost	637,413	482,135
Less Accumulated Depreciation	(355,893)	(300,008)
	281,520	182,127
Total	5,136,268	5,158,735

Valuation of land and buildings was undertaken by a Certified Practising Valuer ("Preston Rowe Patterson") based on the direct comparison and summation approach. The valuation of land and buildings is at fair value at 30 June 2025.

Movements in carrying amounts:

	Land and Buildings	Leasehold/ Property improvements	Intangible Assets	Plant & Equipment	Motor Vehicles	Total
	\$	\$	\$	\$	\$	\$
Balance at 1 July 2024	4,665,511	25,112	5,206	280,779	182,127	5,158,735
Transfers	(4,328,210)	4,392,511	-	(64,301)	-	-
Revaluation	49,699	-	-	-	-	49,699
Additions	-	-	-	18,275	155,278	173,553
Depreciation expense	(7,000)	(117,274)	(2,732)	(62,828)	(55,885)	(245,719)
Balance at 30 June 2025	380,000	4,300,349	2,474	171,925	281,520	5,136,268

Kyeema Support Services Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$

Note 4: Property, Plant & Equipment (cont.)

Property, Plant and Equipment

Property, plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

The buildings of Kyeema Support Services Inc, Lalor Street, Portland are situated on the Kyeema Centre Reserve controlled by the Department of Sustainability and Environment. The buildings at Hurd Street and Palmer Street Portland are situated on land owned by the Department of Environment, Land, Water and Planning. Kyeema Support Services Inc, does not control the land, as a result this value has not been recognised.

The Kyeema Support Services Inc Lalor Street buildings have been revalued based on an independent valuation by Preston Rowe Patterson dated 30 June 2025.

Depreciation

Depreciation is calculated on a straight-line basis to write off the net of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Class of Fixed Asset

Buildings	40 years
Plant and equipment	3 - 7 years
Motor Vehicles	5 - 7 years
Leasehold/Propety improvements	10 - 40 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the incorporated association. Gains and losses between the carrying amount and the disposal proceeds are taken to income statement.

Note 5: Payables

Trade payables	68,592	89,759
Accrued expenses	-	10,615
GST/PAYG payable	80,026	80,957
Accrued portable long service leave	23,055	23,395
Accrued wages	349,328	307,894
Superannuation payable	12,717	2,564
	533,718	515,184

These amounts represent liabilities for goods and services provided prior to the end of the financial year and which are unpaid. The normal credit terms are Net 30 days.

Kyeema Support Services Inc.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
Note 6: Employee benefits		
<u>Current</u>		
Annual leave entitlements	362,529	313,747
Long service leave entitlements	<u>458,163</u>	<u>384,469</u>
	<u>820,692</u>	<u>698,216</u>
<u>Non Current</u>		
Long Service Leave	<u>205,918</u>	<u>178,392</u>
	<u>205,918</u>	<u>178,392</u>
Total Employee benefits	<u>1,026,610</u>	<u>876,608</u>

Short-term employee benefits

Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled. The associations obligations for short-term employee benefits such as wages and superannuation are recognised as a part of payables in the balance sheet.

Other long-term employee benefits

Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to end-of-reporting-period market yields on government bonds that have maturity dates approximating the terms of the obligations. Any remeasurements of other long-term employee benefit obligations due to changes in assumptions are recognised in profit or loss in the periods in which the changes occur. The associations obligations for long-term employee benefits are presented as non-current provisions in its balance sheet, except where the association does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current provisions.

Long service leave portability

Employees entitled to the long service leave portability scheme will have their long service leave entitlement held by the scheme from the 1st January 2020. If the employee is entitled to a higher benefit of longer service leave or is not entitled to the scheme, their benefit will be calculated per the short-term or other long-term employee benefits.

The Portable Long Service Leave Scheme (PLSLS) was established to, in general, administer and manage the Scheme assets and provide a construct to provide portability of long service leave across the Victorian community service, contract cleaning and security sectors. Whilst Kyeema Support Services Inc. is a Participant Employer under the PLSLS, the Scheme rules stipulate that employees' long service leave rests with the Participant Employer. A provision for long service leave is required to be recognised at the present value of the long service leave obligation. In accordance with accounting standards, the reimbursement asset is required to be recognised as a separate asset and the accounting policy for this has been summarised in Note 4.

Kyeema Support Services Inc.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$

Note 7: Capital Commitments

There are no capital commitments as a 30 June 2025 (2024: nil).

Note 8: Contingent Liabilities and Contingent Assets

The association is not aware of any contingent liabilities or assets as at 30 June 2025 (2024: nil).

Note 9: Related party transactions

Transactions between related parties are on normal commercial terms and conditional no more favourable than those available to other persons unless otherwise stated.

Kyeema Support Services Inc. purchased goods and services from the following related business:

Amor's Plumbing	12,510	32,910
Caravan bits'n'pieces	-	2,628
Meade Tyler	227	3,160
Glenelg Mower Shop	1,780	-
Jonathon Goode	250	-

There are no other related party transactions for the year.

Note 10: Key Management Personnel Compensation

Any persons having authority and responsibility for planning, directing and controlling the activities of company, directly or indirectly, including any director is considered key management personnel.

Total Key Management Personnel Remuneration	501,302	433,807
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Note 11: Events subsequent to balance date

No matters or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the association's operations, the result of those operations or the association's state of affairs in future financial years.

Note 12: Auditor's Remuneration

Remuneration of the auditor:		
-auditing or reviewing the financial statements	9,100	8,750

Note 13: Association Details

The registered office and principal place of business is:

Kyeema Support Services Inc.
50 Lalor Street
PORTLAND VIC 3305

Kyeema Support Services Inc.

NOTES TO THE FINANCIAL STATEMENTS**FOR THE YEAR ENDED 30 JUNE 2025****Note 14: Financial instruments**

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of Brophy Family and Youth Services Inc. activities, certain financial assets and financial liabilities arise under statute rather than a contract (for example, taxes, fines and penalties). Such financial assets and financial liabilities do not meet the definition of financial instruments in AASB 132 Financial Instruments: Presentation.

	Notes	Carrying amount	Net gain/(loss)	Total interest income/	Fee income/ (expense)	Impairment loss
2025		\$	\$	\$	\$	\$
Financial assets at amortised cost						
Cash and cash equivalents	3	531,047	-	-	-	-
Receivables	4	892,401	-	-	-	(23,628)
Financial assets		1,844,171	-	86,740	-	-
Total financial assets (i)		3,267,619	-	-	-	(23,628)
Financial liabilities at amortised cost						
Payables	5	533,718	-	-	-	-
Other liabilities		26,325	-	-	-	-
Total financial liabilities(i)		560,043	-	-	-	-

	Notes	Carrying amount	Net gain/(loss)	Total interest income/	Fee income/ (expense)	Impairment loss
2024		\$	\$	\$	\$	\$
Financial assets at amortised cost						
Cash and cash equivalents	3	399,443	-	-	-	-
Receivables	4	901,189	-	-	-	(28,884)
Financial assets		1,974,999		90,351		
Total Financial Assets (i)		3,275,631	-	90,351	-	(28,884)
Financial liabilities at amortised cost						
Payables	5	515,184	-	-	-	-
Other Liabilities		14,581	-	-	-	-
Total Financial Liabilities(i)		529,765	-	-	-	-

(i) The carrying amount excludes statutory receivables (i.e. GST receivable) and statutory payables (i.e. GST payable).

*How we categorise financial instruments***Financial assets at amortised cost**

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by Kyeema to collect the contractual cash flows, and
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interests.

Kyeema Support Services Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

Note 14: Financial instruments (cont.)

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

Kyeema recognises the following assets in this category:

- cash and deposits;
- receivables (excluding statutory receivables); and
- term deposits.

Financial liabilities at amortised cost

Financial liabilities are measured at amortised cost using the effective interest method, where they are not held at fair value through net result.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense in net result over the relevant period. The effective interest is the internal rate of return of the financial asset or liability. That is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

Kyeema recognises the following liabilities in this category:

- payables (excluding statutory payables and contract liabilities); and
- other liabilities.

Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the rights to receive cash flows from the asset have expired, or
- Kyeema retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement, or
- Kyeema has transferred its rights to receive cash flows from the asset and either:
 - has transferred substantially all the risks and rewards of the asset, or
 - has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Where Kyeema has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of Kyeema's continuing involvement in the asset.

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an 'other economic flow' in the comprehensive operating statement.

Reclassification of financial instruments

A financial asset is required to be reclassified between amortised cost, fair value through net result and fair value through other comprehensive income when, and only when, Kyeema's business model for managing its financial assets has changed such that its previous model would no longer apply.

Note 15: Association details

The registered office and principal place of business is:

50 Lalor Street
Portland VIC 3305

Kyeema Support Services Inc.

BOARD OF MANAGERMENTS DECLARATION

The Board of Management of Kyeema Support Services declare that, in their opinion:

1. The attached financial statements and notes comply with the Accounting Standards, the Australian Charities and Not-for-profits Commission Act 2012 and Associations Incorporation Reform Act 2012 and associated regulations;
2. The attached financial statements and notes comply with Australian Financial Reporting Standards as issued by the Australian Accounting Standards Board as described in note 1 to the financial statements;
3. The attached financial statements and notes give a true and fair view of the incorporated association's financial position as at 30 June 2025 and of its performance for the financial year ended on that date; and
- 4 There are reasonable grounds to believe that the incorporated association will be able to pay its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulations 2022.

Signed by:

Stephen Crossley

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Stephen Crossley - Chairperson

Date: 6/10/2025 | 11:45 AM AEDT

Signed by:

Tatjana Pato

C43CC617011B490...

Tatjana Pato – Chair Finance Audit & Risk

7/10/2025 | 7:21 PM AEDT

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF THE KYEEMA SUPPORT SERVICES INC.

Opinion

We have audited the financial report, being a special purpose financial report of Kyeema Support Services Inc., which comprises the statement of financial position as at 30 June 2025, and the comprehensive income statement, the cash flow statement, statement of changes in equity for the year then ended, and a summary of material accounting policies, other explanatory notes and the statement by members of the board.

In our opinion, the accompanying financial report of Kyeema Support Services Inc. is in accordance with the Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012* including:

- (a) giving a true and fair view of Kyeema Support Services Inc.'s financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and Division 60 the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis of Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Kyeema Support Services Inc. in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia, and we have fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report is prepared to assist Kyeema Support Services Inc. in complying with the to meet the requirements of the *Australian Charities and Not-for-Profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Information Other than the Financial Report and Auditor's Report Thereon

The board of management are responsible for the other information. The other information comprises the information included in Kyeema Support Services Inc's annual report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement in this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report in accordance with the requirements of the *Australian Charities and Not-for-Profits Commission Act 2012* and for such internal control as management determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Kyeema Support Services Inc. or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Kyeema Support Services Inc.'s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Kyeema Support Services Inc.'s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Kyeema Support Services Inc. to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

McLaren Hunt

MCLAREN HUNT
AUDIT AND ASSURANCE

Narelle McLean

NARELLE MCLEAN
PARTNER

Dated at Warrnambool; 8 October 2025

Staff and Board of Management - Years of Service

20 + Years

Barb South - 25
Isobel Bennett - 25
Wendy Ferguson - 24
Shane Martin - 24
Julie Amor - 24
David Maclean - 22
Tania Gracias - 22

15 + Years

Bernie Stiles - 19
Shaun Spencer - 18
Carol Simmons - 17
Maureen Crisp - 16
Katrina Watson - 16

10 + Years

Kate Simpson - 13
Lynda Smith (BOM) - 12
Robyn Meade - 12
Felicity Beal - 12
Erin Delony - 12
Katrina Maybery - 11
Gala Homes - 11
Andrea Higgins - 10

5 + Years

Steve Crossley (BOM) - 9
David Justice - 9
Ashley Black - 9
Simone Carn - 9
Eric Pearce - 9
Jesse Murray - 8
Sam Phelan - 8
Julie Shelton - 8
Cathi Bawden (BOM) - 8
Kathleen Gough - 8
Harley Doedee - 7

Shannon Foley - 7
Sue Hollis - 7
Michelle Prentice - 7
Melissa Craigie - 7
Sarah Annett - 7
Di Purcell - 7
Mark Atwell - 7
Lois Palfreyman - 7
Simone Kay - 6
Wendy Arriagada - 6
Anna Couttie - 6
Deanna Crow - 6

Gavin Bond - 6
Caydn Cashion - 6
Graeme Tivey - 6
Sharron Atwell - 6
Jacinta Brown - 5
Tracey Brumby - 5
Glenda McNair - 5
Karri Smith - 5
Kasey Scott - 5
Dylan Murray - 5
Bailey Oliver - 5

Supported Employees - Years of Service

30 + Years

Jennifer Sweeney - 31
John Haby - 31
Kathleen Blomeley - 31

25 + Years

Regan Lakey - 26

20 + Years

Michael Clay - 23
Carla Berry - 20
Lincoln Roberts - 20

15 + Years

Jennifer May - 17
Thomas Keller - 16

10 + Years

Chris Knight - 14
Adam Compton - 12
James Rowlingson - 11
Andrew Grislis - 10