Mayflower *Annual Report*

FY26

Live life your way



mayflower

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Cover image: Good friends Gabrielle and Santo at Mayflower Reservoir

Mayflower acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands on which we live, work and care. We recognise their enduring connection to Country, culture and community, and pay our respects to Elders past and present. We extend that respect to all Aboriginal and Torres Strait Islander peoples.

Mayflower *Vision, Mission* and *Values*

VISION

Care without Compromise.

MISSION

Enhancing quality of life choices for our community.

VALUES

Respect: We recognise the value, uniqueness and dignity of every person.

Integrity: We are honest, ethical and sincere.

Compassion: We care for those in need with empathy and understanding.

Excellence: We strive for quality and distinction.

Chair and Chief Executive *Report*

As we reflect on the last 12 months, we do so with confidence in Mayflower's future. This year has required investment in transformation for a new era of aged care, while staying focused on delivering exceptional care and services.



Mary-Jane Stolp
Chair



Paul Gregersen
Chief Executive Officer

Looking Ahead with Confidence

Across every part of the organisation, we have strengthened the foundations that will enable Mayflower to thrive in an increasingly complex operating environment. Through thoughtful investment, innovation and continuous improvement, we have strengthened our governance and leadership, technology, workforce capability, financial sustainability and resident experience, ensuring we remain well placed to meet both current and future challenges.

Preparing for the Future

We successfully prepared for Australia's new Aged Care Act and strengthened Aged Care Quality Standards, embracing the reforms as an opportunity to further embed rights-based, person-centred care and continuous improvement across Mayflower. A dedicated cross-functional working group led extensive organisational preparation, supported by new governance frameworks, a comprehensive review of policies and procedures, and organisation-wide education through our Together Towards Excellence program.

Good governance extends beyond policies alone. Throughout the year, Board members and leaders participated in ongoing education, including specialised dementia training delivered by Maree McCabe AM, AI and governance education focused on planning for a thriving sustainable organisation into the future as well as complaints management and whistleblower responsibilities.

We also strengthened the ways we listen to the people at the heart of our organisation. During the year, we commenced our Client Voice Series, providing the Board with the opportunity to hear directly from residents and families about their experiences of Mayflower. These powerful stories complement regular site visits by the Board and traditional feedback reporting by bringing resident outcomes to life and ensuring the lived experience of those we support remains central to Board decision-making.

Behind the scenes, significant work has also transformed the systems that support our organisation's focus on sustainability. The implementation of the EPICOR finance platform, consolidation of Mayflower into a single ABN, continued rollout of the ACE clinical management system across all sites, and investment in AI and application integration have modernised the way we operate. These initiatives improve efficiency, strengthen reporting and enable our teams to spend more time focused on residents and less time on administration.

Technology has continued to play an increasingly important role in supporting care delivery. Investment in IT infrastructure, nurse call systems, AI and cyber security has strengthened both operational resilience and resident safety, while enhancements to AN-ACC assessment and reporting processes support more accurate funding and care planning.

Financial sustainability remains fundamental to delivering our purpose. Throughout the year, we continued refining financial reporting, improving organisational visibility of key indicators and strengthening decision-making across the business.

Investing in Our Communities

FY26 also marked a significant milestone in Mayflower's long-term investment in its communities. During the year, the Board approved a $29 million refurbishment program across Mayflower Brighton's Independent Living Apartments, Residential Aged Care and shared community spaces, together with enhancements at Mayflower Reservoir and Edith Bendall. This investment ensures all sites continue to meet the evolving expectations of residents, families and the aged care sector, while creating contemporary spaces that support living well, ensuring comfort, dignity, independence and connection.

As a not-for-profit organisation, Mayflower's ability to continually enhance the resident experience is strengthened through the generosity of our community. This year we were humbled to receive an extraordinary transformational bequest from Christina Andersen, whose legacy funded the refurbishment of the Brighton Gift Shop, a much loved space for the Mayflower community. Her generosity, together with the support of many donors, volunteers and community partners, enables us to invest in projects that enrich the lives of residents beyond what government funding alone can provide.

Investing in Our People

During the year, the Board endorsed the development of The Mayflower Academy, a structured approach to orientation, mandatory education, leadership development and career progression, helping to build a skilled, confident and future-ready workforce. Combined with expanded clinical leadership across our homes and ongoing workforce development initiatives, this investment will strengthen our ability to deliver outstanding, consistent care for every resident every day.

This year residents were increasingly involved in operational decision-making, including participating in recruitment. We are committed to ensuring the people who experience our services have a meaningful voice in those supporting them.

Our retirement living communities also continued to flourish throughout the year, with strong resident participation across social, educational and wellbeing activities that foster connection and independence. Preparations for the Victorian retirement village reforms, together with improvements to maintenance services and future refurbishment planning, ensure residents can continue to live independently at Mayflower with confidence and peace of mind.

During the year, Mayflower also made the strategic decision to cease providing Home Care services, enabling the organisation to focus resources where they can deliver the greatest impact. Through our partnership with Prestige Inhome Care, we ensured clients continued to receive quality, personalised support while maintaining continuity of care throughout the transition.

Building the Future Together

This year, our leaders have continued to reinforce a culture of collaboration, continuous learning and listening to those we serve. These principles are increasingly embedded in the way Mayflower operates and provide a strong foundation for the future, reflecting our commitment to continually improving the experiences of residents, families and our people.

Our investment in people, communities, technology, governance and facilities has strengthened Mayflower's ability to deliver exceptional care today while building the foundations for tomorrow, remaining true to our purpose and our promise of Care without Compromise.

We look ahead with renewed optimism and confidence. On behalf of the Board and Executive, we sincerely thank our residents, families, employees, volunteers, donors, supporters and community partners for the important role each of you plays in the Mayflower story to ensure we remain well positioned for the future.

Patron's *Message*

The 2025/2026 financial year has been one of significant progress and preparation for the future at Mayflower.



Lady Marigold Southey AC
Patron

As the aged care sector continues to evolve, it is encouraging to see Mayflower responding with purpose through investment in its people, its communities and the quality of care it provides. The Board's commitment to major refurbishment projects, the continued focus on workforce capability through the development of the Mayflower Academy, and the organisation's readiness for the strengthened Aged Care Quality Standards all demonstrate a clear vision for the future.

Behind these important initiatives are the many people who make Mayflower such a special organisation. I extend my sincere thanks to the Board, Executive Management Team, employees and volunteers for their ongoing dedication, compassion and professionalism.

I also acknowledge the generosity of Mayflower's donors and supporters, whose contributions continue to enhance the lives of residents in meaningful ways.

It is a privilege to serve as Patron of Mayflower. I congratulate everyone on the achievements of the past year and look forward with confidence to the organisation's continued growth as it delivers exceptional care for the communities it serves.

Mayflower at a *Glance*

A leading provider of high-quality aged care.

$29 million approved investment in the future of our communities

322 residential aged care places

73 Independent Living residents

96.4% average occupancy

112,740 bed days

596 employees

58 volunteers

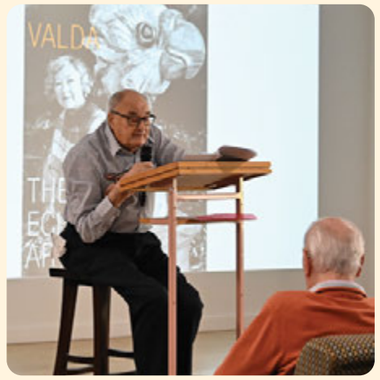
63 years of caring for the community

*Stats as at 30 June 2026



Independent Living *Apartments*

Mayflower's Independent Living Apartments continue to provide residents with the ideal balance of independence, security and community. Residents enjoy the privacy of their own home while remaining connected through a vibrant calendar of activities, wellbeing initiatives and shared experiences that support active, fulfilling lives.





A Growing and Connected Community

During FY26, we welcomed 13 new residents to the community. Existing residents once again demonstrated the welcoming spirit that defines Mayflower, helping new neighbours settle in through shared activities, conversations and friendships. Sadly, we also farewelled valued members of our community during the year, remembering them with gratitude for the contribution they made to the village life.

Our community program remained strong throughout the year, offering residents countless opportunities to connect, learn and enjoy time together. The popular Discussion Group continued to encourage lively conversation and the sharing of ideas, with particular thanks to Lindsay Cuming, Ivor Roberts and Diana Pittock for their engaging presentations.

The Men's Lunch remained a valued monthly tradition, bringing residents together in a relaxed environment to build friendships, often joined by Chief Executive Officer Paul Gregersen. Regular favourites including movie afternoons in the Jennifer Cook Movie Theatre, snooker, Craft with Bet, cards, Kaluki, exercise classes and weekly shopping trips to Southland all continued to attract strong participation, reflecting the importance of social connection in supporting health and wellbeing.



Learning, Experiences and Celebration

Residents enjoyed a diverse program of guest speakers throughout the year, with presentations from organisations including Elder Rights Australia, Ambulance Victoria, Proactive Physiotherapy, Bayside City Council, Cliché Clothing and Fella Hamilton. These sessions provided valuable information while encouraging discussion and lifelong learning.

Community outings also remained popular, including social bus trips and a memorable men's excursion to a Mornington Peninsula winery.

The year was filled with opportunities to celebrate together, from our Australia Day barbecue and wine tasting dinner to performances by entertainers including The Johns and Susie Singer. A particularly special occasion was celebrating resident Pat Stuart's 100th birthday, bringing residents, families and employees together to recognise an extraordinary milestone.

Supporting Residents Today and Into the Future

During the year, a new maintenance request process was introduced, making it easier for residents to report maintenance matters while improving communication and response times. This complements Mayflower's transition to an in-house maintenance service, strengthening our ability to support residents and care for the community.

Mayflower also prepared for the Victorian retirement village reforms, which commenced on 1 May 2026. These important changes strengthen transparency and consumer protections, and we have continued to review our practices to ensure they align with the updated legislative requirements.

Planning also progressed for future refurbishments and improvements across the village, with works designed to enhance shared spaces and ensure the community continues to provide a comfortable, contemporary and welcoming environment for current and future residents.



Listening to Our Community

Open communication remains central to village life. Residents continued to access news and updates through the Mayflower Retirement Living Hub, alongside regular community meetings and informal opportunities to provide feedback.

We also acknowledge the ongoing contribution of the Residents' Committee, whose commitment and collaboration help ensure residents' voices continue to shape the future of the community.

A Community Built on Neighbourliness

One of Mayflower's greatest strengths continues to be the generosity of our residents. Every day, residents support one another through simple acts of kindness — welcoming new neighbours, assisting with activities, volunteering their time and helping foster the warm, inclusive culture that makes our community so special.

Together, these contributions create far more than a retirement village. They create a place where people continue to live independently while enjoying friendship, purpose and a genuine sense of belonging.



FINDING THE RIGHT KEY TO RETIREMENT:

THE MANY DOORS IN BARBARA'S LIFE

Choosing the Next Chapter

Surrounded by her paintings and the stories she has carefully preserved in her autobiography, Barbara Cohen reflects on a life shaped by courage, change and purpose.

An artist, author, former CEO, mother and grandmother, Barbara has experienced extraordinary change throughout her life, yet she continues to embrace each new chapter with compassion and determination.

"I've learnt resilience," Barbara says. **"There have been quite a lot of changes in my life. I've had to be resilient, otherwise I would have gone under."**

Now an Independent Living resident at Mayflower Brighton, Barbara believes planning ahead was one of the best decisions she ever made.

Having lived at Mayflower for 10 years, she encourages anyone considering retirement living to start their research early.

"I chose where I wanted to go," she says. Barbara believes this is one of the key benefits of planning ahead. When health, mobility or personal circumstances change unexpectedly, people often need to make decisions much sooner than they anticipated.

"Some people say they're not ready, then suddenly the decision is made for them."

She encourages people to visit communities, ask questions and choose a place that suits their lifestyle, needs and priorities while they have the time and opportunity to do so.

For Barbara, Independent Living at Mayflower Brighton offers something she values deeply: peace of mind.

"It's a lifestyle," she says. **"I don't have to worry about plumbing or electricity or all those things that happen around the house."**

For Barbara, making the move while she was still independent meant she could settle in, build friendships and enjoy the community on her own terms. With everyday property maintenance taken care of, she can focus on her family, friendships, creative pursuits and the community she enjoys.

A Life Shaped by Perseverance

Born in Cape Town, South Africa, Barbara's early life was shaped by courage and new beginnings. Her parents had each left Germany before the Second World War and later met in South Africa. Her father arrived in 1934, while her mother arrived with her own father in 1936, both seeking a new life filled with hope and possibility.

Barbara later met her husband, Max, in Rhodesia before the young family migrated to Australia in search of a safer and more certain future.

Life brought many challenges, including the loss of Max to cancer when Barbara was 49. Through every setback, she continued to move forward, raising her two daughters and building a fulfilling life.

Those experiences also shaped her compassion for others. Whether it is family, friends or fellow residents, Barbara is someone who naturally looks out for the people around her. Throughout her career and into retirement, she has never been afraid to speak up when she believes something can be improved or someone needs support.

"We're here for a limited amount of time," she says. **"We need to make the most of it."**



Leadership, Creativity and Legacy

Barbara's career was as varied as it was accomplished. She served as CEO of more than one organisation and has enjoyed a lifelong connection to the arts, helping bring ballet to new audiences through the *First Impressions* program in Darwin.

Through this program, many audience members, including First Nations people, experienced ballet for the first time. For Barbara, it was about more than performance. It sparked memorable conversations, created new connections and highlighted the power of the arts to bring people together across cultures.

Whether leading organisations, supporting the arts, painting or advocating for others, Barbara has always believed in making a positive difference.

During COVID, she took on perhaps her most personal project yet: writing her autobiography.

Encouraged by a close friend, Barbara spent two years documenting the remarkable journey that had taken her across three continents. Forgotten memories resurfaced, family history was rediscovered and the story continued to grow.

The result was *The Keys to the Many Doors in My Life*, a deeply personal account of family, migration, perseverance and belonging.

In the opening pages, Barbara reflects on the enduring connection people have with the place they call home:

"I believe we are formed by the land in which we are born. We never really leave because it is a part of us. Though we migrate for whatever reason — war, persecution, relationships or the like — the essence of our being is still there."

Supported by family members and editors, Barbara describes completing the book as feeling "like giving birth". Today, it stands as a lasting legacy for her family and future generations.

The Keys to the Many Doors in My Life is available through the Lamm Jewish Library of Australia.

Continuing the Journey

When asked what advice she would give her younger self, Barbara's answer reflects the philosophy that has guided her entire life.

"Life is what you make it."

Today, Barbara continues to paint, write and enjoy the friendships she has built within the Mayflower Brighton community. She says her greatest achievement is her children, but her enduring legacy extends even further.

Her story reflects what Independent Living at Mayflower Brighton is designed to support — choice, connection and the freedom to continue living with purpose.

At Mayflower Brighton, Barbara has found a community where she can continue pursuing her passions, sharing her wisdom and embracing every new chapter with purpose. In doing so, she continues to inspire those around her with her generosity, perseverance and unwavering optimism.



MEET NICOLE

GROWING A CAREER WITH PURPOSE



Growing Together

At Mayflower, investing in people is just as important as caring for residents. Nicole's career journey demonstrates how team members are supported to build new skills, pursue professional development and grow rewarding careers within the organisation.

Nicole joined Mayflower Reservoir in 2017, beginning in the laundry before moving into the kitchen the following year, where she drew on her hospitality background.

Looking to build on her passion for caring for older people, she transitioned into a Personal Care Assistant role in 2020.

With encouragement and support from Mayflower, she continued her studies and qualified as an Endorsed Enrolled Nurse (EEN) in 2022.

Her journey reflects the many career pathways available at Mayflower for team members who are passionate about learning, developing new skills and making a valuable contribution to the lives of residents.

Care Beyond 'Clinical'

Nicole first came to Mayflower through fellow EEN Theresa, known affectionately throughout the home as 'Reesi'. Nearly a decade later, she says the relationships she has built with residents and their families are what make her role so rewarding.

"The bond you build with residents and their families is something you can't get in a hospital," Nicole says.

"Some residents have been here since I started, and I've loved learning about their lives, their cultures and their experiences. They've taught me a few words in Greek and Italian, and even shared their favourite family recipes."

These lasting relationships are central to Mayflower's approach to care, creating an environment where every resident is known, respected and supported to live life their way.

Care without Compromise

Known for her approachable nature and compassionate manner, Nicole is passionate about protecting the dignity and rights of residents. Her commitment reflects Mayflower's philosophy of Care without Compromise, where every interaction is guided by kindness, respect and genuine connection.

Outside of work, Nicole enjoys spending time with her three children, family and friends, travelling and discovering new foods. Her warmth and dedication continue to make a positive difference to residents, families and fellow team members every day.

Aged *Care*

Across our residential aged care homes in Brighton, Reservoir and Pascoe Vale, FY26 was a year of strengthening capability, investing in our people and preparing for the future of aged care.





Preparing for the Future of Care

A major focus throughout the year was preparing for Australia's new rights-based aged care legislation that came into effect on 1 November 2025.

A dedicated cross-functional working group led Mayflower's organisational readiness, coordinating policy development, education and implementation activities across the organisation. Through the Together Towards Excellence program, employees across Mayflower built their understanding of the new Aged Care Act, strengthened Aged Care Quality Standards and the practical changes required to support implementation.

Policies and procedures were comprehensively reviewed and updated, ensuring employees had access to contemporary guidance and the knowledge needed to confidently deliver high-quality, rights-based care.

This work reinforces Mayflower's commitment to continuously improving the quality, safety and consistency of care while ensuring residents remain at the centre of every decision.



Investing in Our Workforce

Providing exceptional care begins with supporting exceptional people. Across our homes, we continued to strengthen clinical leadership, review workforce models and invest in employee capability to ensure residents receive safe, consistent and personalised care.

At Brighton, clinical leadership was strengthened through the appointment of three Care Managers overseeing resident care across the home's three levels. This enhanced clinical oversight supports timely decision-making, greater consistency in care delivery and closer support for care teams, ultimately improving the quality and responsiveness of care provided to residents.

Reservoir further strengthened its clinical leadership through the introduction of a second Care Manager and two Team Leaders, enhancing clinical oversight and ensuring residents benefit from more responsive, consistent care across every shift.

Increased staffing within the Murray Memory Support Unit further improved personalised support for residents living with dementia, while also strengthening employee wellbeing and maintaining consistently strong care minute performance.

Looking ahead, the establishment of the Mayflower Academy will provide a dedicated framework for employee learning, leadership development and clinical capability, ensuring our people are equipped with the knowledge, skills and confidence to deliver safe, consistent and person-centred care, while creating clear pathways for professional growth.



Investing in Our Communities

FY26 marked the beginning of an exciting new chapter for Mayflower's residential aged care communities, with the Board approving a $29 million investment in the future of our homes.

This significant commitment will deliver staged refurbishment works across Mayflower Brighton, together with enhancements to shared and communal spaces at Reservoir. The investment reflects Mayflower's long-term commitment to providing contemporary, welcoming environments that support comfort, independence, wellbeing and connection.

This commitment was further strengthened through the successful award of an $18,000 grant from the Footscray Aged Care and Community Service Fund. Secured for Mayflower Edith Bendall, the funding will support the development of a new resident salon, creating an inviting space that promotes wellbeing, dignity and opportunities for social connection.

At Brighton, planning also progressed for the construction of three additional residential aged care rooms, supporting future sustainability while increasing capacity to meet growing demand within the local community. Thanks to a generous bequest, the refurbishment of the gift shop is complete, representing the first of many exciting improvements residents will see as this broader investment progresses.



Technology and Services Supporting Better Care

During the year, Mayflower continued to invest in technology and services that support safer, more connected and more efficient care.

A new clinical documentation system was implemented at Brighton and Reservoir, building on its existing use at Mayflower Edith Bendall. As the system becomes embedded across all three homes, Mayflower is working towards greater consistency in clinical documentation, improved access to resident information and enhanced care coordination.

Digital communication was also enhanced through the introduction of resident and staff display screens across all three homes. Dining room menu screens provide residents with clear visibility of daily meal options, supporting informed choice and independence, while staff screens improve communication by providing timely operational updates, organisational news and workplace information.

Across Brighton and Reservoir, salon services were brought in-house, with Mayflower welcoming hairdressers and manicurists as employees. Brighton's café also transitioned to Mayflower management during the year, while preparations were completed for Reservoir's café to follow later in 2026. These changes strengthen our ability to deliver a consistent resident experience while enhancing these valued community gathering places.

Our commitment to quality care also continued through participation in the nationally recognised ELDAC program, strengthening employees' knowledge, confidence and skills in providing compassionate palliative and end-of-life care.



Living Our Person-Centred Philosophy

While investment in systems, services and workforce capability is important, it is the everyday moments of care that define the resident experience.

Across all three homes, our Care and Leisure teams continued to enrich daily life through meaningful activities, celebrations, outings, cultural events, music, exercise, intergenerational programs and opportunities for social connection, all tailored to the interests and preferences of residents. The photographs throughout these pages offer a glimpse into life at Mayflower.

One powerful example of Mayflower's person-centred approach is the story of resident Benito, whose experience demonstrates the importance of understanding the individual behind the care. By taking the time to understand what mattered most to Benito, our team was able to make a simple but meaningful difference to his wellbeing. You can read Benito's story on page 24.

As we look ahead, Mayflower remains committed to investing in our people, strengthening our homes and delivering exceptional care that enables every resident to live with dignity, purpose and the highest possible quality of life.

For more resident stories, events and community highlights, scan the QR code to explore recent editions of our community magazine, *Grapevine*.

A COMMUNITY THAT FEELS LIKE HOME

JOHN MILLER AO FCPA

Not Your Average Accountant

At 96 years of age, Dr John Miller AO FCPA has enjoyed a career that is anything but ordinary.

Recently featured in CPA Australia's *INTHEBLACK* Magazine in an article titled *Not Your Average Accountant*, John has spent a lifetime breaking the mould. While accounting was his profession, his career took him around the world and into leadership roles that shaped business, education and public policy.

John has never shied away from the media either. Over the years, he says his work has been covered across newspapers, magazines, television and radio, including appearances on ABC News and a regular monthly segment on Channel 10 during his time as Victoria's Director of Consumer Affairs.

There is even a family joke with his daughter Kitty that, after so many years in the public eye, it can all feel a little "me, me, me".

But behind the humour is a remarkable life of service, sportsmanship, leadership and advocacy.

John helped establish the marketing program at Monash University's Caulfield campus more than 50 years ago, became a founding dean at two universities, served as Victoria's Director of Consumer Affairs under Premiers Dick Hamer and John Cain, and was elected President of the Confederation of Asian and Pacific Accountants (CAPA).

In 1979 John was awarded as an Officer of the Order of Australia (AO) for his distinguished service to education and the community, and in 2003 the Australian Centenary Medal for leadership in accounting, academic life and the public sector.

Beyond his professional achievements, John built an impressive sporting record. He played 112 games of squash for the Melbourne Cricket Club and completed 65 accredited cross-country ski marathons in 16 countries. **"At the time, I was the oldest person in the world to have achieved that,"** says John.

Throughout his life, John has championed education, integrity and innovation. It is this remarkable breadth of experience, along with decades spent protecting consumers and leading organisations, that makes his opinion of Mayflower particularly meaningful.

Finding the Right Place

Following a serious fall that resulted in a broken femur, John spent time in hospital and rehabilitation before his daughter Kitty, who has extensive knowledge of the aged care sector, encouraged him to try respite care at Mayflower Brighton.

"I haven't been home since," John says with a smile.

While moving into aged care was a significant decision, John says it quickly became clear that Mayflower was the right choice.

As someone whose career centred on helping people make informed decisions, he encourages families to thoroughly research their options.

"You can tell it's a not-for-profit charitable organisation because it's full of care, competence and kindness," he says.



A Healthier, Happier Chapter

Since moving to Mayflower, John says the improvement in his health has been remarkable.

"My kids tell me my health has improved, and I can feel that it has," he says.

He credits nutritious meals prepared fresh each day, attentive nursing care and an environment that encourages people to stay active and connected.

"The food is remarkable," he says. **"Everything's lovely about it."**

Shortly after arriving at Mayflower, John underwent surgery. His specialist was so impressed with the care he received from Mayflower's nursing team that he no longer needed to return to the clinic for regular wound dressings, trusting the team to continue his treatment.

A Place Where Life Continues

John has embraced every opportunity to make the most of life at Mayflower. Whether it's joining quizzes, discussion groups, bus outings or enjoying the cinema, café and beautifully renovated gift shop, he says there is always something to look forward to.

"No one can ever be bored," he says. **"There's something for everybody."**

Although John now resides in aged care, he has not stepped away from working life completely. He continues to meet with clients through video calls, remaining connected to the professional world that has shaped so much of his life.

For John, this is part of what makes Mayflower feel so supportive. He can continue to live with purpose, while knowing care is there when he needs it.

Advice from a Trusted Voice

Having spent a lifetime assessing organisations, leading institutions and advocating for consumers, John's recommendation comes from a place of experience.

He encourages anyone considering aged care to visit different homes, ask questions and look beyond appearances.

For John, Mayflower stands apart because of its people.

"It oozes concern for residents," he says.

After a lifetime of leadership, education and public service, John has found something equally valuable in this next chapter of life: a community where he feels supported, respected and genuinely cared for every day.

His message to others considering aged care is simple. Take the time to find the right place, because when you do, it can transform your life just as it has transformed his.



ATTRIBUTION: Thank you to *INTHEBLACK* Magazine at CPA Australia for allowing us to use these incredible photos by photographer Jarrod Barnes. You can view the magazine by scanning the QR code below.

Our *People*

At Mayflower, exceptional care begins with exceptional people. Every interaction, every conversation and every act of compassion is made possible by the dedication of our employees and volunteers. Throughout FY26, we continued to invest in building a workforce that is skilled, connected and empowered to deliver *Care without Compromise*.





Building a Stronger Workforce

Despite the labour challenges within the sector, Mayflower remains focused on building a stable and connected workforce with real opportunities for development pathways and role advancement opportunities. We want our people to grow with us and lead the next Mayflower wave of service excellence.

To better recruit and develop our staff for both current and emerging resident care needs, the People Department introduced the vital new role of Workforce Business Partner. We also increased our permanent team and reduced agency and casual staff so residents always receive consistent care from the familiar faces they know and trust.

Creating Career Pathways

Mayflower is committed to developing talent from within. Throughout FY26, employees continued to progress into leadership and management roles, demonstrating our commitment to recognising potential, investing in capability and creating meaningful career pathways across the organisation.

Our *People*

This commitment extends beyond our existing workforce. Through partnerships with education providers, student placements and structured employment pathways, we continue to support the next generation of aged care professionals while creating opportunities for future recruitment.

During the year, we introduced resident participation into our recruitment process, beginning with the appointment of a new chef. Residents were invited to taste candidate dishes and provide feedback, recognising the unique insight they bring as the people who experience our services every day. This initiative represents the first step in expanding resident involvement in recruitment where appropriate, supporting our commitment to selecting people who reflect Mayflower's values and person-centred approach to care.



Investing in Learning and Leadership

Throughout FY26, Mayflower continued to invest in learning and professional development, laying the foundations for the FY27 launch of The Mayflower Academy through the implementation of a new learning and development platform. Together, these investments will strengthen workforce capability, ensuring our people have the knowledge, skills and support needed to deliver consistently high-quality, person-centred care.

Preparation for the introduction of the new Aged Care Act remained a major focus throughout the year. Through the Together Towards Excellence program and the leadership of a dedicated cross-functional working group, employees built their understanding of the new rights-based framework and strengthened Aged Care Quality Standards. This organisation-wide commitment has ensured our workforce is well prepared to continue delivering safe, consistent and person-centred care as the sector enters a new era.

Building on this strong foundation, significant work was undertaken during FY26 to develop the Mayflower Academy, which will launch in FY27. Bringing together new employee onboarding, mandatory education, clinical competency, leadership development and career pathways, the Academy has been designed to provide a consistent organisation-wide approach to workforce capability and continuous learning. By investing in our people, the Academy will strengthen professional development, support career progression and ensure every employee has the knowledge, skills and confidence to deliver exceptional care throughout their Mayflower journey.

A Culture of Belonging

Our people are one of Mayflower's greatest strengths. Our staffing team are made up of a staggering 41 nationalities bringing a rich depth of diverse experience and skills that enhance our workplace and reflect the communities we serve. Guided by our values of Respect, Integrity, Compassion and Excellence, we continue to foster an inclusive culture where everyone feels welcomed, supported and valued.

During the year, opportunities for employees to contribute beyond their individual roles continued to grow through cross-functional working groups and organisation-wide initiatives, encouraging collaboration, innovation and shared ownership of Mayflower's future.

Volunteers

Our volunteers continue to play an invaluable role in enriching life across Mayflower's communities.

Throughout FY26, volunteers generously gave their time across a wide range of activities, including providing companionship to residents, supporting lifestyle and recreational programs, assisting at special events and celebrations, welcoming visitors, and helping operate the Brighton gift shop. Their warmth, generosity and commitment create opportunities for meaningful connection and contribute to the welcoming community atmosphere that residents and families value.

As we look ahead, we remain committed to growing our volunteer program, creating more opportunities for community involvement and ensuring volunteers continue to play an important role in enhancing the resident experience across all our homes.









Recognising Our People

Celebrating and supporting our people is fundamental to building a connected, inclusive and engaged workplace.

Throughout FY26, employees came together to celebrate Aged Care Employee Day, recognising the extraordinary contribution our people make every day to the lives of residents and their families. Harmony Day celebrated the rich cultural diversity of our workforce and the many backgrounds, experiences and perspectives that strengthen our organisation, while R U OK? Day encouraged meaningful conversations and reinforced our commitment to employee wellbeing and supporting one another.

These occasions, together with many other celebrations held throughout the year, strengthened connections across teams and reinforced the culture of respect, compassion and belonging that defines Mayflower.

Together, our employees and volunteers create communities where residents feel respected, supported and valued.
Their professionalism, compassion and commitment remain the foundation of Mayflower's success, ensuring Care without Compromise is more than a promise — it is experienced every day.

Staff *Milestone Tenures*

We wish to acknowledge the following team members for their years of service.

5 YEARS

- **Flora Bambo** – Brighton, Personal Care Assistant
- **Heather Buckley** – Brighton, Community Manager
- **Rumesh Wickramasekara** – Brighton, Executive General Manager Operations (Brighton)
- **Tsering Youdon** – Edith Bendall, Personal Care Assistant
- **Sushma Chhetri** – Edith Bendall, Registered Nurse
- **Seema Thanet** – Edith Bendall, Registered Nurse In Charge
- **Truong Nguyen** – Edith Bendall, Registered Nurse In Charge

10 YEARS

- **Valentin Mateescu** – Brighton, Environmental Services Assistant Cleaning
- **Sarika Sharma** – Edith Bendall, Personal Care Assistant
- **Helen Vasiliadis** – Reservoir, Care & Leisure Support Coordinator

15 YEARS

- **Derya Aydogan** – Brighton, Environmental Services Assistant Laundry
- **Krestina Okug** – Brighton, Personal Care Assistant
- **Swapna Chembakath Vaikunda** – Brighton, Personal Care Assistant
- **Hitesh Patel** – Brighton, Care & Leisure Support Coordinator
- **Jatinder Kaur** – Brighton, Personal Care Assistant
- **Meinrado Sallan** – Brighton, Personal Care Assistant

20 YEARS

- **Martha Weston** – Edith Bendall, General Manager

25 YEARS

- **Natalie Bullock** – Edith Bendall, Care & Leisure Support Coordinator













UNDERSTANDING THE PERSON BEHIND THE BEHAVIOUR:

BENITO'S STORY

At Mayflower, we know that every behaviour tells a story — and behind every moment is a person with a lifetime of habits, routines and meaning.

When Benito came to live with us at Mayflower Reservoir, our team noticed something unusual. Bath towels in his room were often found with small holes cut into them.

At first, this was presented as a concern. Rather than simply addressing the outcome, however, our team sought to understand the reason behind it.

Through conversations with Benito's daughter, Maria, we learned that this behaviour wasn't random. As Maria explained:

"Before coming to Mayflower... there were hooks everywhere in the house to accommodate Dad's behaviour."

At home, Benito had always hung his towels on the wall using a specific method. Maria recalled:

"So, when he got here, he started doing the same thing — getting a knife, making a hole and hanging them [his towels]."

Creating holes in the towels was Benito's way of continuing a familiar routine — one that brought him a sense of order and comfort. As Maria simply put it: **"Dad doesn't know any better. That's what he knows."**

With this insight, our team shifted the focus from stopping the behaviour to understanding and supporting the person behind it.

A number of thoughtful approaches were trialled. Towels with pre-made holes were introduced to replicate what Benito was trying to achieve. Bathroom fittings were also adjusted to better reflect his home environment. While these changes were made with care, Benito's cognitive changes meant they didn't fully meet his needs.

The breakthrough came with a simple, yet meaningful adjustment.

The team introduced blue towels — Benito's favourite colour — each with a clearly visible hook loop. This provided a stronger visual cue, helping Benito recognise where and how to hang his towel without the need to modify it himself.

Reflecting on the outcome, Maria said: **"We haven't had an issue since. It's amazing."**

This small change made a significant difference.

Benito's story is a reminder that in dementia care, it is not about correcting behaviour — it is about understanding it.

As Maria reflected: **"It worked. But that's only because people took the time to ask."**

By taking the time to listen, involve family and explore personalised solutions, we can support each person to maintain their dignity, independence and sense of familiarity.

At Mayflower, this is what Care without Compromise looks like in action — respectful, personalised care that honours the individual.



Acknowledging Our *Volunteers*

To every one of our volunteers, thank you for the care, kindness and commitment you bring to Mayflower.





Celebrating Our Volunteers

Our volunteers make an extraordinary difference to life at Mayflower. Through their generosity, compassion and willingness to give their time, they create moments of connection, friendship and belonging that enrich the lives of our residents, families and broader community every day. Whether welcoming visitors, supporting activities, assisting in our Gift Shops or simply sharing a conversation, their contribution extends far beyond the hours they volunteer.

During National Volunteer Week in May 2026, the Mayflower community came together to celebrate the incredible contribution our volunteers make every day. This year's theme, 'Connecting Communities', recognised the important role volunteers play in creating belonging, strengthening relationships and enriching the lives of residents, families and one another.

Volunteers from across Mayflower gathered for a special high tea to celebrate their dedication, share stories and reflect on the positive difference they make within our community.

This year also marked the retirement of Adeline D'Souza, whose 23 years of volunteering through the Brighton gift trolley service and Gift Shop touched the lives of countless residents, families and visitors. Her warmth, generosity and unwavering commitment have left a lasting legacy, and we sincerely thank her for the extraordinary contribution she has made to Mayflower.





During the year, we were deeply saddened by the passing of Kathleen McMenamin (pictured right, standing), a much-loved Gift Shop volunteer who dedicated more than 20 years of service to Mayflower. Kathleen brought far more than essential items to those who visited the shop; she brought kindness, friendship and a genuine sense of connection. Her warmth, generosity and friendship touched countless lives, and she will be remembered with great fondness and gratitude by all who knew her.

We also proudly acknowledge the volunteers who celebrated significant service milestones during FY26. Thank you for your dedication, generosity and the lasting difference you continue to make within the Mayflower community.



Volunteer Service Milestones

5 YEARS
Carolyn de Smit
Robin Pennington

15 YEARS
Jill Bartrum
Stephanie Hubbard

20 YEARS
Glenys Davis

25 YEARS
Diana Crabtree

35 YEARS
Judee Stevenson



Mayflower *Board*



Mary-Jane Stolp

BSc, MstHlthServMgt, GradCertLead, GradCertBus, CHSE, FAICD

Chair

Mary-Jane is an authentic, values driven leader with more than 25 years experience in health, community, aged care and disability services. A seasoned CEO and Non-Executive Director, Mary-Jane is passionate about advocacy and leading teams to achieve a positive and longstanding impact in the community. Starting her career in allied health, she has a Masters in Health Service Management, Graduate Certificates in Leadership and Business Management and is a Fellow of the ACHSM and AICD. Mary-Jane is a transformation expert, focussed on creating thriving, sustainable organisations that innovate and deliver quality, person-centred services that make a genuine difference in people's lives.

Drago Chikitch

B.Urb.Reg.Plan. (Hons) UNE

Deputy Chair

Drago Chikitch was appointed to the Board of Mayflower in August 2022 and was elected Deputy Chair in October 2025. He is also the Chair of the Planning and Development Committee. Drago has more than 30 years' experience in senior executive positions in not-for-profit organisations operating in Australia and overseas, across the aged care, seniors living, social housing, in-home care, and tertiary education sectors. Drago brings strong expertise in service planning, project design, development, construction, and asset management, and is currently managing the asset portfolio for a Victorian-based Community Housing Association and overseeing a large number of social housing developments under the Victorian Big Housing Build program.





Chris Reside

BBus(Admin), MAICD

Board Director

Chris Reside was appointed to the Board of Mayflower in 2017 and is the Chair of the Corporate Governance Committee. Chris is an experienced senior executive with management and board experience in the not-for-profit sector. He also has significant expertise in governance, compliance and communications, having consulted to associations, local councils, and statutory authorities for more than ten years. Chris is currently the CEO of RALAC, a specialist homeless residential aged care and community housing provider in Melbourne's eastern suburbs and was previously the CEO of Abbeyfield Australia Ltd, a nationally registered community housing provider.



Ursula McGinnes

BA, MAICD

Board Director

Ursula McGinnes was appointed to the Board of Mayflower in October 2022 and is a member of the Clinical Governance Committee. Ursula is currently an executive director with Alfred Health and has 30 years' experience in strategy, policy, and public affairs. She has worked as an executive and consultant for public and private organisations, including V/Line, WMC, Alumina Limited, Port of Melbourne Corporation, Australia Post and ANZ. She has also lectured in the University of Melbourne's Master of Global Media Communication program and was a director on Mentone Girls Grammar's Fundraising Board.

Tony Tenaglia

PGDipBus, BA (Legal), MBA, GAICD, ANZIF (Fellow), FGIA

Board Director

Tony Tenaglia was appointed to the Board of Mayflower in August 2022 and is Chair of the Finance, Risk and Audit Committee. Tony is a highly skilled professional with over 30 years of experience in leadership, strategic management, finance, risk management, project management, fraud investigation, and human resources within the public, private and tertiary education sectors. Tony was previously the Chief Executive of the Australian and New Zealand Intensive Care Society.





Dr Baden Boan

MB.BS, MRACGP, MAICD

Board Director

Dr. Baden Boan has been a member of the Mayflower Board since November 2023. A respected retired General Practitioner, Dr. Boan is well-known within the Mayflower Brighton community, having served as the GP for many residents over the span of 30 years. Up until 2023, Dr. Boan had been a Partner at New Street Medical Centre in Brighton since 1990. His appointment not only brings a wealth of experience in patient and clinical care but also signifies a strategic enhancement to the organisation's commitment to exemplary clinical governance.

Catherine Nance

FIAA, AIA, FCSI, F Fin, BSc, BA (Statistics), GAICD

Board Director

Catherine Nance joined the Board in July 2024 and brings more than 20 years of experience in the financial sector, including 19 years as a Partner and Actuary at PricewaterhouseCoopers (PwC). During this time, Catherine led a team of financial experts including superannuation, investment, insurance, aged care specialists and actuaries. Catherine has more than 20 years' experience on financial sector boards including West Australian Treasury Corporation for more than 20 years and Chair of the Audit and Risk committee for more than 10 years. Her focus and interest throughout her working life has been retirement incomes for older Australians, ensuring the provision of quality services and products and as an advocate for "ageing well".





Alan Lilly

RPN, RGN, GradDipHSM, MHA, FAICD, FIML, FCHSM, CHE

Board Director

Alan Lilly is a Board Director, Chief Executive and Consultant, with experience across the health, aged and social care sectors having had a career in executive leadership, advisory and clinical roles across public, private and not-for-profit organisations. He is also an Adjunct Professor of Australian Catholic University. A Registered Psychiatric and General Nurse, Alan has a Graduate Diploma in Health Services Management and a Master of Business in Health Administration. He is a Fellow of the Australian Institute of Company Directors, a Fellow (and Certified Health Executive) of the Australasian College of Health Service Management and a Fellow of the Institute of Managers & Leaders. Alan is Board Director and Chair of Northern Health and previously served on the Boards of the Royal Women's Hospital and the Royal Victorian Eye & Ear Hospital. As a consultant, his interests are in leadership, operational excellence, governance, care quality and safety and consumer experience.

Executive *Team*

Paul Gregersen

Chief Executive Officer



Paul Gregersen was appointed CEO of Mayflower in July 2025, bringing more than 35 years of senior leadership experience, including 25 years in healthcare and aged care across Australia and internationally. Paul is known for his values-led, practical leadership and commitment to person-centred care. He has a strong track record in service innovation and large-scale infrastructure projects, having developed and commissioned numerous aged care homes. Paul is guiding Mayflower through a period of growth and transformation, with a focus on delivering high-quality, future-focused care.



Michelle Eriksen

Chief Financial Officer

Michelle Eriksen has more than 20 years of experience in finance, ICT, process improvement, and team building. Michelle has a diverse background spanning logistics, banking, FMCG, and not-for-profit sectors in both Australia and Norway. For the past nine years, she has focused exclusively on the aged care, community care, and disability sectors. Michelle is passionate about implementing solutions that enhance organisational efficiency, allowing more time and resources to be dedicated to residents and clients.

Kirsten Fengler

Marketing & Communications

Kirsten Fengler joined Mayflower in 2023, bringing extensive executive leadership experience across marketing, communications, strategy and commercial management. She specialises in strategic communications, organisational reputation, executive engagement and strategic storytelling, enabling organisations to navigate change, strengthen culture, build stakeholder trust and deliver strategic outcomes. Kirsten is passionate about using authentic communication to create meaningful connections, strengthen Mayflower's reputation and advance the organisation's purpose and long-term vision.





Taryn Fogg

Projects & Transformation

Taryn Fogg joined Mayflower in 2025, bringing more than 20 years of executive leadership experience across enterprise transformation, digital strategy, governance and innovation. She has extensive expertise in delivering complex transformation programs and leveraging technology, data and AI to improve services and organisational performance. Taryn is passionate about creating practical, people-centred solutions that enhance the experience of residents, families and staff while supporting Mayflower's long-term strategic vision.



Caroline Mwania

Quality & Safety

Caroline Mwania joined Mayflower in 2026, bringing more than 20 years of experience as a clinically trained nurse and senior executive across aged care, acute health, disability, community services (including homelessness and youth services) and the education sector. She is an accomplished leader in clinical governance, quality and safety and enterprise risk, with a strong track record of strengthening organisational capability, driving regulatory excellence and embedding high-performing, safety-focused cultures across complex and evolving service environments. Deeply values-driven, Caroline is committed to compassionate, person-centred care that upholds dignity, respect and inclusion. She is passionate about fostering psychologically safe environments, empowering teams and ensuring governance frameworks translate into meaningful outcomes for residents, clients and staff.

Michael Scholz

People

Michael Scholz joined Mayflower in 2023 bringing more than 24 years of human resources experience across not-for-profit, healthcare and social services organisations. With expertise in employee and industrial relations, he is passionate about building positive workplace cultures that enable people to deliver exceptional care and strengthen organisational capability. Before joining Mayflower, Michael supported long-term unemployed people into meaningful employment through The Salvation Army's Employment Plus program. He is committed to developing capable, engaged teams and creating workplaces where people feel supported, valued and empowered to make a meaningful difference every day.





Deb Morey

Company Secretary

Deb Morey was appointed Company Secretary at Mayflower in June 2026 after more than four years supporting the organisation in executive and governance roles. She brings more than 10 years of experience supporting boards and executive leadership across the aged care, financial services and public sectors, with expertise in governance, board administration and stakeholder engagement. Deb is committed to supporting effective governance and contributing to Mayflower's mission of delivering exceptional care and service to the community.



Consolidated *Financial Statement*

Mayflower Brighton and Controlled Entity

Statement of Profit or Loss and Other Comprehensive Income	2025/26 $'000	2024/25 $'000
Revenue / Income		
Resident Fees and Charges	14,020	17,786
Government Subsidies	38,554	37,060
Other Income	4,932	3,070
Net Gain on Disposal of Property, Plant and Equipment	13	1,631
Gain/(Loss) on Financial Assets	128	393
Gain/(Loss) on Revaluation of Investment Property	0	0
	57,646	**59,940**
Expenses		
Employee Benefits Expense	45,196	39,977
Maintenance and Utilities	2,593	3,196
Depreciation	4,054	5,138
Administration Expense	3,319	3,895
Catering Expense	1,861	1,750
Finance Costs	558	977
Other Costs	3,070	3,749
	60,651	**58,682**
Total Surplus/(Deficit) for the Year	**(3,005)**	**1,258**
Gain on the Revaluation of Land and Buildings	0	0
Total Comprehensive Surplus/(Deficit) for the Year	**(3,005)**	**1,258**

Statement of Financial Position	2025/26 $'000	2024/25 $'000
Assets		
Cash and Investments	7,803	17,243
Receivables	1,793	13,556
Financial Assets	37,057	48,338
Investment Property	83,058	83,058
Property, Plant and Equipment *(net of depreciation)*	141,775	136,989
Right of Use Assets	2,011	—
	273,497	**299,183**
Liabilities		
Payables	3,398	5,147
Accommodation Bonds and Entry Contributions	156,692	173,428
Lease Liabilities — ROU	2,041	—
Employee Entitlements	5,616	5,454
Borrowings from Financial Institutions	—	6,400
	167,747	**190,428**
Net Assets	**105,750**	**108,755**
Funds		
Reserves	52,753	52,997
Accumulated Funds	52,997	55,758
Total Funds	**105,750**	**108,755**

Our *Supporters*

Thank you to our generous donors, supporters and volunteers. Through the generosity of our community, we continue to invest in environments, experiences and initiatives that support wellbeing, connection and quality of life.



Christina Andersen's generous bequest has funded the refurbishment of the Brighton Gift Shop, creating a welcoming new community space for residents, families, volunteers and visitors.

Every gift, whether large or small, helps create opportunities that enhance the lives of Mayflower residents.

Fundraising and Community Support

During FY26, Mayflower gratefully received $540,170 in donations and community support, representing an extraordinary investment in the future of our residents and communities.

This year's fundraising was highlighted by the exceptional generosity of Christina Andersen, whose transformational bequest has funded the refurbishment of the Brighton Gift Shop. This much-loved community space has been thoughtfully redesigned to create a more welcoming, contemporary environment for residents, families, volunteers and visitors.

We are sincerely grateful to Christina and to every individual, organisation and anonymous donor whose generosity enables us to continue enhancing the lives of those in our care. Together, your support helps create meaningful experiences, strengthen our communities and ensure Mayflower remains a place where older people can live with dignity, purpose and connection now and into the future.





This year, we extend our heartfelt thanks to:

Individuals

- Christina Andersen
- Jonathan Rothfield
- Lady Marigold Southey AC
- Marty Drill
- Anonymous donors

Organisations

- Footscray Rotary Aged and Community Service Fund
- John & Elaine King Foundation
- Trinos Opportunity Shop

Schools and Community Partnerships

The presence of young people within our homes continues to bring joy, energy and connection to residents. Through ongoing partnerships with local schools and community groups, residents enjoy meaningful intergenerational experiences that foster friendship, learning and a strong sense of belonging.

These relationships remain an important part of community life at Mayflower, enriching the experiences of both residents and students alike.

Volunteers

Mayflower's volunteers continue to make an extraordinary contribution to our community, generously sharing their time, compassion and talents to enrich the lives of residents every day.

Whether driving community buses, assisting with outings and lifestyle activities, welcoming visitors, supporting the Brighton Gift Shop, or simply spending time with residents through conversation, games and companionship, our volunteers create moments of connection that make a lasting difference.

We extend our sincere thanks to every volunteer for their kindness, generosity and unwavering commitment. Your contribution is deeply valued and plays an important role in making Mayflower the vibrant and caring community it is today.







Support *Mayflower*

Together, we can make a lasting difference. As a not-for-profit organisation, Mayflower relies on the generosity of our community to help create exceptional experiences for the people we care for.

Every donation, every hour volunteered and every act of support helps us enhance the lives of residents through improved facilities, engaging lifestyle programs, specialised equipment and initiatives that foster connection, independence and wellbeing.

Whether your contribution is made today or planned for the future, it becomes part of Mayflower's enduring legacy of Care without Compromise.

Make a Donation

Every donation, regardless of size, helps enrich the lives of our residents. Gifts support projects and initiatives beyond the scope of day-to-day funding, including community spaces, lifestyle experiences, specialised equipment and programs that enhance quality of life. All donations to Mayflower are tax deductible.

Leave a Gift in Your Will

A gift in your Will is a lasting way to support future generations of Mayflower residents.

The extraordinary generosity of supporters such as Christina Andersen, whose bequest has funded the refurbishment of the Brighton Gift Shop, demonstrates the lasting impact a legacy gift can have. By remembering Mayflower in your Will, you can help create welcoming environments and meaningful experiences that will benefit residents for many years to come.

Volunteer

Volunteers are at the heart of the Mayflower community. Whether providing companionship to residents, supporting outings and lifestyle programs, assisting in the Brighton Gift Shop or sharing a special skill or interest, volunteers make a meaningful difference every day. If you have time to give, we'd love to welcome you to our team.

Community and School Partnerships

We welcome partnerships with schools, community groups and local organisations that share our commitment to creating connected and inclusive communities.

Intergenerational programs, fundraising activities and community involvement bring joy, learning and friendship to residents while creating rewarding experiences for everyone involved.

Schools

Mayflower welcomes school visitations. Both residents and staff appreciate the value students add to our homes lifestyle programs.

To learn more about donating, volunteering or leaving a gift in your Will, please contact us on **(03) 9591 1100** or visit **mayflower.org.au/support-us**



1300 522 273
info@mayflower.org.au

mayflower.org.au

Live life your way