abound communities







Abound Communities Annual Report 2026

Connected Communities

Acknowledgement of Country

Abound Communities acknowledges Aboriginal and Torres Strait Islander peoples as the first Australians, and celebrates the diversity of Indigenous cultures. We pay our respects to Elders past and present. This report was prepared on Wurundjeri Country, and through our work we hope to build a more just society together.

Acknowledgement of Heritage

For more than 150 years Abound Communities has consistently provided a welcoming and supportive environment for older Victorians. Our long-standing commitment to enriching lives through independent community living and care drives our strategic vision for the future.

OUR VALUES

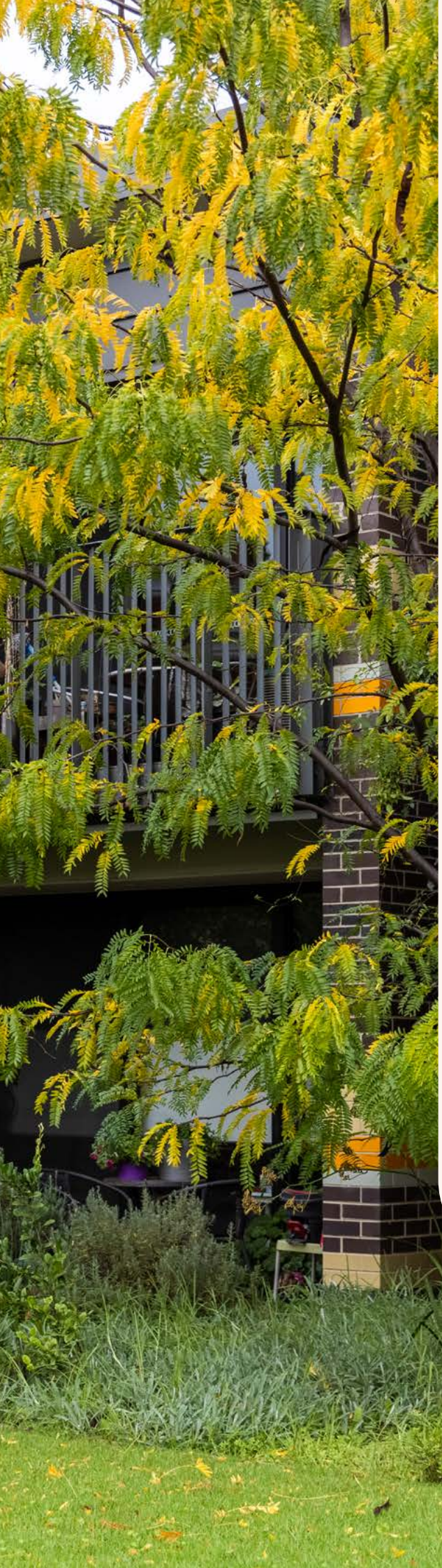
Respect
We appreciate, embrace and celebrate our differences

Community
We work collaboratively to foster open, inclusive and engaged communities

Kindness
We care about people and have a shared passion to support people to live fulfilling lives

Integrity
We are open, trustworthy and take responsibility for our actions





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Who We Are

For over 150 years, Abound Communities, formerly Old Colonists' Association of Victoria, has provided older Victorians with safe, affordable and secure housing and support. From our first village, Rushall Park, founded in 1869, to our newly refurbished residential aged care home, Liscombe House, our focus today remains the same.

Abound Communities follows a unique operating model, bridging the gap between commercial retirement village operators and community or social housing providers to provide safe and secure housing and a continuum of care for residents.

OUR VISION

Through independent community living and care, we enrich the lives of our people.

OUR MISSION

To advocate and provide affordable, safe and dignified independent homes for older Victorians within a village environment, and to offer appropriate and practicable extended care when required.



Our Unique Model

Abound Communities occupies a distinctive place in Victoria's ageing sector, sitting between the commercial retirement village model and community or social housing. We exist so that a safe, dignified home in older age is not determined by financial means, and our charitable structure has supported that from the outset. As residents' needs change, we aim to keep them connected to Abound rather than see them move on from it, whether that means transitioning to Liscombe House, our residential aged care facility, or receiving increasing support at home through our Support at Home program. Rushall Park in Fitzroy North, our oldest village, was established in 1869, and several of the original cottages built that year are still home to residents today.

That longevity has never rested on resident fees alone. Abound was founded as a charitable response to older Victorians who had nowhere else to turn, and philanthropy has remained part of how we operate ever since. Donations, bequests, and grants help fund what resident contributions and government funding do not fully cover, from dementia-friendly fitouts to the volunteer-run activities that keep our villages feeling like communities. The people and the places have changed over more than 150 years, but the reason Abound exists has not.



Our Year in Numbers

515
Number of residents

4
Villages in operation

1,500+
Volunteer Hours

200+
Resident Bus Outings

400+
Activities run at Liscombe House

500+
Social gatherings and events across our four Retirement Villages



Chair Message

It has been another exciting though challenging year in the life of Abound Communities. We've passed tests that were anticipated, such as the heightened regulatory environment in aged care and the budget pressures due to increases in everyday costs. And we've also risen to the unexpected, such as extreme bushfires impacting our communities.

Abound Communities is now recognised as one of the world's longest, continually operating retirement village organisation (originally operating as the Old Colonists' Association of Victoria). Longevity brings the challenges of managing ageing structures and historic gardens, but also the affirmation that we provide healthy, sustainable village communities for older Victorians. We plan to grow our offerings in both residential aged care and retirement living because we recognise that more older people, particularly women, live without secure housing or adequate supports. To assist with the maturing of this vision, the Board has advanced its development, recruited new members, and implemented succession plans that ensure its continuity.

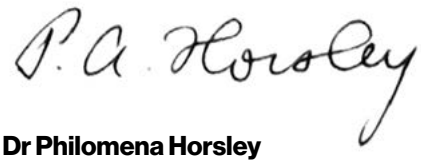
Directors, staff and residents have been navigating momentous regulatory change at both federal and state levels. Federally, significant changes to the Aged Care system are still to be bedded down. We've invested in our capacities to meet the compliance obligations while ensuring our quality of care remains high. For some residents, the changes have been helpful, while others continue to live with uncertainty. Like others in the sector, we are challenged by workforce shortages, yet our retention rates exceed the aged care industry benchmark, a reflection of the Board's continued confidence in Abound's people strategy.

In May 2026, Victoria's Retirement Villages Amendment Act 2025 came into effect. The Board prioritised the resourcing needed to meet these obligations, recognising the strategic importance of consolidating and modernising our systems across the portfolio. The input of our resident committees has been invaluable in shaping this work.

Grounding this period of regulatory change is Abound's transition from an organisation formed by an Act of Parliament to a Company Limited by Guarantee. The process, hopefully concluded in early 2027, requires a Bill to go through several stages of state parliament. The Board took the opportunity for a major constitutional review, including updating our principal purpose.

Moving from the dry legal area to the drying environment we now inhabit, the success of Abound's response to January's catastrophic Longwood bushfire is especially notable. As fire threatened our Currie Park community, the recently updated Bushfire Plan, endorsed by the Board earlier this year, was put into action. The safe evacuation and re-housing of residents stands as a credit to Abound's management and staff, and as validation of the Board's ongoing investment in emergency preparedness. The evolving impact of climate change continues to challenge us to ensure our villages adapt in structurally, socially and economically suitable ways.

The Board has especially valued the growth in Abound's philanthropic and sector profiles. Broadening the base of our funding relationships and our influence within the aged care and retirement village sectors ensures that we continue to be informed, responsive to change, and innovative in our thinking. The Board thanks our CEO, Katherine Burton, and our hard-working Executive team and staff who have maintained the very impressive momentum of the past two years.



Dr Philomena Horsley
Board Chair
Abound Communities

Our Board



Dr Philomena Horsley
Board Chair
Appointed to the Board 2021



Dr Catherine Wilson
Appointed to the Board 2022



Alison Elliott
Appointed to the Board 2024



Salvatore Trimboli
Appointed to the Board 2025



Paul Bowers
Appointed to the Board 2025



Amanda Hickey
Appointed to the Board 2026



Karen Vernon
Appointed to the Board 2026



CEO Message

Another year has passed at Abound Communities, and once again I find myself reflecting not on the numbers, but on the people.

Behind every statistic or number in this report is a resident who has found a place to belong, a staff member who has shown up with care and patience, a family who has trusted us with someone they love, and a volunteer who has given their time simply because they felt compelled to. That is what growth means to us. Not growth for its own sake, but growth in service of the people who make up our community.

This year has seen real progress across our villages, our Support at Home program, and at Liscombe House. We have welcomed new team members into leadership and site roles, strengthened the way we work together across our locations, and continued to prepare for the changes ahead in aged care, including the shift to Support at Home, and the Retirement Villages Amendment Act 2025. Change of this kind is never simple, but our staff have approached it steadily and thoughtfully, always keeping residents front of mind.

I am especially proud of the moments that remind us why we do this work. Witnessing a resident of Liscombe House celebrate a hundred years of life is a privilege few organisations get to share. Hearing about the craft group at Leith Park, and the way their work supports families doing it tough through the Heidelberg CWA, reminds me that our residents are not just receiving care. They are contributing, connecting, and giving back, exactly as they always have.

These stories sit alongside a harder truth, one I think about often. Older women are now the fastest growing group of people experiencing homelessness in Australia. Many have worked, raised families, and contributed their whole lives, only to find themselves without secure housing as they age, often because of a lifetime of lower income, time out of the workforce to take on caring responsibilities, or a relationship breakdown later in life. It is a confronting reality, and it is precisely why the work of Abound Communities matters as much today as it did when we were founded in 1869.

We exist because older people deserve a safe, affordable, and dignified place to live out this stage of life. That purpose has not changed in all the years we have been doing this work, and it will not change in the years ahead.

When I began in this role, my focus was on strengthening our foundations; our people, our systems and the way we work together across our villages, Support at Home programs, and Liscombe House. That groundwork took time, and it needed to. Now, with those foundations solid, and with the support and direction of our Board, we are looking outward and ahead. As the number of older Australians grows, and as affordable housing becomes harder to find, our responsibility grows with it, and so does our determination to meet this need.

That is why sustainable growth matters so much to us. We are not simply building for today. We are building so that Abound Communities can still be here in another 150 years, supporting the generations of older people who will need us just as much as those who need us now. Every decision we make, whether it's a new development, a new service, or a new position, is made with that long view in mind. We owe it to the residents, staff, and our founder, George Coppin, who came before us, and to those who are yet to come, to continue building something that lasts.

None of this happens without the people who carry it out every day. To our staff, thank you for your dedication and care. To our volunteers, thank you for giving so generously of your time. To our donors and supporters, thank you for continuing to invest in our mission. To our residents and their families, thank you for trusting us and for making our villages and Liscombe House the warm, connected communities they are. And to our Board, thank you for your guidance as we plan for the decades ahead.

We look back on this year with pride, and we look forward with purpose and drive. Abound Communities has always been about people looking after people. That will never change, no matter how much we grow.



Katherine Burton
Chief Executive Officer
Abound Communities

Our Executive Team



Katherine Burton
Chief Executive Officer



Clay Santos
Head of Operations



Mila Hodgson
Executive Manager
People and Culture



Narelle Kent
Executive Manager Quality
Risk and Compliance



Tim Nelson
Executive Manager Marketing,
Philanthropy and Stakeholder Engagement

Braeside Park Berwick



51 Residents

41 Females

10 Males

81 Average Age

7.3 Years average time at Braeside Park

6 Residents 90 years old or over

All Aboard at Braeside Park

Spend some time at Braeside Park in Berwick and you soon notice who does the work of community. It is the resident who bakes sausage rolls for a friend's farewell, the neighbour who pressure-washes the car park wall without being asked, and the resident who takes the wheel of the village bus so everyone else can enjoy a day out. Over the past year, residents and volunteers have shaped the life of the village every bit as much as the staff who support them.

At the heart of much of it is Vivienne Saunders, President of the Activities Committee. When Mary Tasker stepped down after almost 20 years as President, members voted Viv in to take over. Under her leadership the committee has kept the calendar full, from a Biggest Morning Tea that raised more than $370 for Cancer Council Victoria to Grand Final and Melbourne Cup celebrations.

The committee also makes a point of drawing new residents in. "We introduce the new resident by inviting them to our weekly Chat and Chew residents meeting, and encourage them to attend our various functions, craft groups and outings. We also invite them to become involved and put forward new ideas," Viv says.

Some of the year's warmest connections grew from a single conversation. Volunteer librarian Di Saugy asked residents what they would enjoy, and the answer became Makers and Minglers, a fortnightly Sunday afternoon of book chat, craft and plenty of talk. Around ANZAC Day, the group made poppies together, and Barbara recalled a knitting project that set out to collect 5,000 poppies and received 50,000, some of which were displayed at Buckingham Palace. Members are now gathering stories, recipes, poems and artwork for a keepsake booklet.



The village's generosity also reaches well beyond its gates. Braeside's knitters, Viv among them, have made almost 100 sets of jumpers, beanies and socks for premature babies in Indonesia, sent on through Barbara and the Beaconsfield Baptist Church.

Nothing captured the spirit of the year quite like the new Braeside bus. Secured through a grant from the Ian Rollo Currie Estate, it arrived in December in time for Braeside Park's 50-year celebrations, where Mary Tasker, fittingly, cut the ribbon. Residents named it Braeside Village People through a competition, and resident Trevor Turner volunteered as driver. Since then, the bus has taken residents to country towns, hotel lunches, shopping centres and Morning Melodies sessions. One Apartments resident joined a trip to Dandenong Market, which she had loved and not visited in 20 years.

"The bus is just wonderful. Our residents who mostly stayed in their homes are travelling to places they've never been. We feel very lucky to have Trevor as our knowledgeable guide and bus driver," Viv says.

The same care shows when friends move on. When residents moved closer to family or into higher care, the committee made sure each one left with a morning tea and a room full of well-wishers.

Looking ahead, the bus is ready for its next outing, and the residents are looking forward to more time together as a community. "We have had some fabulous days," Viv says. "And, there are plenty more to come."

Braeside Park residents at their Biggest Morning Tea



Rushall Park Fitzroy North



199 Residents

158 Females

41 Males

81 Average Age

8.7 Years average time at Rushall Park

22 Residents 90 years old or over

1 Resident **100** years old or over

A community built around a cup of coffee

How Phil and Liz made the kiosk the heart of village life at Rushall Park

Three mornings a week, the kiosk at Rushall Park fills with conversation. There is real coffee, Liz's home-made scones, often a quiz, and on most days between fifteen and twenty residents who have come as much for the company as for anything on the menu. It is a simple scene, and it is exactly the point.

For Phil and Liz, who are residents as well as volunteers, the coffee club is the result of nearly ten years of quiet effort. When Phil and Liz first looked at the kiosk, it was opening around twenty-six times a year, and the coffee came from an urn and a jar of instant. "We thought, we could do better than that," Liz says. Phil brought the catering experience, having cooked for up to ninety people at the aero club he helped run in Orange. Between them they saw the same thing. A good space that was barely being used, and plenty of potential.

They tracked down a proper coffee machine, had it refurbished, and started opening every Monday, Wednesday and Friday, so people always knew they could come in. "The coffee club is a very important part of being here," Liz says. "It is about socialising, getting together and doing things together."

What makes it matter is not the coffee. A cup costs two dollars, and that is deliberate. "We are not there to make money," Liz says. "We are there to provide a service and connect with our neighbours." Low prices mean residents who are doing it tough can still take part, and the gatherings are a gentle way of making sure everyone is alright. "Little by little, people will take you into their confidence if they are not feeling okay," Liz says. Phil has become the neighbour many residents call when their computer plays up or they find their power out at 8pm on a Sunday, the kind of help that is hard to ask a stranger for.

From the coffee club, more has grown. There are international lunches built around a country's national day, fully booked at more than fifty people, and day trips to Portarlington and Ballarat made possible by the volunteers of Travellers Aid. For the volunteers themselves, the work brings purpose and a reason to stay connected. Peter, who is in his nineties, helps at the kiosk because "it gives him a reason to get up and come out and do something," Phil says.

The building is now reaching the end of its life, and winter is hard without an all-weather space.

Phil and Liz would like to see a proper cafe one day, so the community they have helped to nurture has a home to match it.

Ask them why they keep at it, and the answer is not complicated. The lunches, the day trips and the quiet check-ins all come back to the same thing: bringing people together and making sure nobody is left on their own. At Rushall Park, that work is served three mornings a week, with a two-dollar cup of coffee.



Rushall Park residents enjoying their morning coffee club cuppa



Leith Park St Helena

162 Residents

122 Females

40 Males

80 Average Age

7.3 Years average time at Leith Park

15 Residents 90 years old or over



A Culture of Giving

Every Wednesday afternoon from midday, the Village Hall becomes something more than a craft group. It's the engine room of a small, determined operation that has raised well over $3,000 this year alone, and is on track to beat every year before it.

At the centre of it is Pat Slevin, known to most as Sailor Pat, a nod to the two years she spent in the Navy after leaving home at seventeen. Pat has lived at Leith Park for four and a half years, and started the craft group in her first week, after asking at the office whether one existed.

"I could sell a hundred dollars' worth on a Wednesday afternoon," Pat says.

What began as a Wednesday gathering to knit and crochet has grown into a genuine partnership with the Heidelberg CWA. It started almost by accident, when a fellow resident was collecting clothing for the CWA's work with people experiencing homelessness, and Pat offered a few crocheted rugs. She asked the CWA to explain exactly what was needed, and the group has been making for that purpose ever since. Rugs, scarves, beanies and fingerless mittens go out under the group's name, sold to raise money or given directly to people sleeping rough near the Heidelberg Repatriation Hospital, where scarves are tied to the boardwalk railings for anyone to take.

More recently, The Cosy Loop, a small craft shop nearby, began selling the group's work too. The two women who run it offered to help as soon as they heard what the money was for, taking in items to sell and running classes to make more.

The group's reach doesn't stop with the CWA. This year, Pat and the team also donated $3,000 to Hayden's Helping Hands, along with knitted hats, gloves and scarves, which the charity distributes directly to people experiencing homelessness.

None of this comes out of Abound's budget. Pat and two friends, one in Bendigo, one in Eltham, buy all the materials themselves.

"We take nothing from what's been sold", Pat says.

That instinct didn't come from nowhere. Pat raised four children alone, without much support of her own.

"I often thought, I wish someone had knocked on my door and said, here's a box of veggies," Pat says.

Her father made her promise something before he died, that she would never walk past a Salvation Army collection point without putting something in. They were, he told her, the only ones who helped him during the war. It's a promise Pat has kept ever since. "I've always given," Pat says.

Asked what she wants people to take from the group's work, her answer is characteristically unadorned.

"You feel good if you donate. That's all you need. You stand there, hand over a rug, and they say thank you. That's fine," Pat says.

The group is aiming for four thousand dollars this financial year, and Pat is direct about what would help get there. More volunteers who can knit or crochet would make the biggest difference, along with materials, particularly cotton drill for the group's popular aprons. Anyone interested can find the group in the Village Hall most Wednesdays from midday, or visit their stall at the Leith Park market day, held throughout the year.

Pat presenting the group's donation to Hayden's Helping Hands



Currie Park Euroa



26 Residents

14 Females

12 Males

80 Average Age

5.9 Years average time at Currie Park

4 Residents 90 years old or over

What Grows Back

At Currie Park Village in Euroa, the garden isn't just something residents tend on the side. It's part of how the community holds itself together, in good seasons and in hard ones.



That became clearer than ever in January 2026, when extreme bushfires swept through the country surrounding Euroa. Conditions grew serious enough that Abound evacuated the majority of Currie Park's residents, along with some staff, to Seymour, leaving behind homes and gardens they had spent years building, not knowing what they would find on their return. It was a rare and unsettling experience in a community built around the quiet, steady rhythm of country life.

For resident Mary Peacock, an artist who has called Currie Park home for almost two years and spends much of her time working in the village's vegetable garden, coming home again brought a single, clear priority. Getting back into her garden, she found her peace and tranquillity return with it, after days away from the place she calls home.

Fellow resident Keith White has lived at Currie Park Village for eight years, and has spent that time repotting and selling plants from his unit. Long before he moved in, Keith was one of the local community members who helped establish Currie Park Village in its earliest years. When the fires hit, he



Currie Park resident, Mary Peacock, in her garden.

responded in his own way, potting and giving away plants to local organisations supporting Euroa families who had lost their homes.

Between them, Mary and Keith show something worth noticing about Currie Park. When the community faced real disruption, residents turned to the same thing that steadies them every other day of the year, their gardens, both to find their own footing again and to give something back to their wider community.

That instinct runs through the village well beyond the two of them.

Annie Ross, who moved to Currie Park four years ago after eight years working for Strathbogie Shire, has built a low maintenance, structural garden featuring a Giant Spear Lily, wild irises and Acacia Cognata. Pride of place goes to two potted kumquats, given to her by her mother thirty years ago, that still hold a special place in what she calls her garden heart.

Dina Van Dyk, known to friends as "Diny", has lived at Currie Park for eight years and tends a courtyard garden she can enjoy from her lounge room. Long before Currie Park, Dina helped establish VicSwim and AusSwim, and built the International Pre-School Aquatics program. She was inducted into the Swimming Coaches of Australia Hall of Fame in 1995, and named a Legend by the International Swimming Schools Association in 2019. At 90, she has recently returned to playing bridge, a game she hadn't played since she was eighteen.

Mary Wallace, an active member of the Euroa Gardening Club, has lived at Currie Park for eight years and works throughout the village's shared gardens, nursing young trees and plants through the district's punishing summer heat. Her own garden, she says, gives her the country feel she loves about life at Currie Park.

None of this happens by accident. It's residents like Annie, Dina and Mary Wallace, together with Keith, and Mary Peacock, who keep Currie Park's gardens growing season after season, drawing on decades of experience, a shared love of the land around Euroa, and, when it's needed most, a determination to grow something back.

Thanks to Currie Park resident Ellen for gathering these stories and photos.

Liscombe House St Helena



77 Residents

67 Females

10 Males

87 Average Age

2.8 Years average time at Liscombe House

27 Residents 90 years old or over

3 Residents over 100 years old

A Year of Living Well at Liscombe House

Ask anyone who spends time at Liscombe House what makes it special, and the answer rarely starts with the building. It starts with the people, the routines and the small moments that turn a care home into a home. Over the past year, residents at our 81-bed home in St Helena filled their calendar with celebrations, friendships and new connections. Meanwhile, the team around them quietly strengthened the systems that keep everyone safe and well cared for.



Ian with his name engraved on the footy tipping plaque

Some of the year's warmest moments came from our youngest visitors. Over six weeks, students from St Helena College took part in Stories from My Life, a program run with the Banyule Nillumbik Local Learning and Employment Network. The students sat with residents and listened to their life stories. They then returned with creative presentations, which they shared over afternoon tea. Grade 6 students from Greenhills Primary School brought songs, a violin performance and a round of games that brought out residents' competitive streak, and the afternoon was talked about for days. In the winter school holidays, the Henny Penny egg hatching program gave grandchildren and great-grandchildren a reason to visit, and gave residents the chance to hold newly hatched chicks. The program is made possible each year by the ongoing generosity of National Seniors Greensborough.

Animals were a constant source of joy. Buddy the greyhound visited regularly with Helena from Lort Smith. A visit from Nala the kitten, courtesy of the Cat Protection Society, even drew residents who rarely leave their rooms out to the lounge.

The Liscombe House calendar rarely had a quiet week. Weekly bus trips took residents out for a scenic drive and a coffee in the local area. Friday Happy Hour, with live entertainment, became a fixture for residents and families, and staff were often found on the dance floor. The footy season finished with a themed high tea, where Ian Anderson's name was engraved on the tipping competition plaque that now hangs near reception. The year also brought a racing season hat parade, a well-attended Christmas party, a tennis tournament to mark the Australian Open, and an Italian Republic Day lunch that had the dining room buzzing. In the days before Remembrance Day, residents hand-crafted poppies for one another and wore them with pride.

The Liscombe House bowls team deserves a special mention. For more than 15 years, the team has played a fortnightly competition against another aged care home at the Hurstbridge Bowling Club. Its players range in age from 75 to 100, and they spent much of the year at the top of the ladder.

Generosity flowed in both directions. To thank staff for everything they do, resident Dorothy baked a batch of her famous shortbread for the staff appreciation day, and it disappeared quickly.

Behind the scenes, the year brought important improvements. Residents gained access to snacks around the clock, offered on the evening tea trolley and available overnight on request. The courtyard and chook pen were given new life by our Gardening Club volunteers and Leith Park's Head Gardener, Tegwen. Two new computers were set up in the library for residents and families. A new backup generator was installed in November, so that lighting, heating and cooling, refrigeration and clinical equipment keep running during a power outage. The move to the Best Med electronic medication system and to eCase for resident records has also strengthened the consistency and quality of care.

The team grew too, welcoming 55 new staff across personal care, food services, cleaning and nursing, along with a new Resident Wellbeing Manager. In March, the Abound Board held its meeting at Liscombe House and joined residents for a cuppa in the Retro Café beforehand.

As the year drew to a close, the team turned its attention to Liscombe House's upcoming re-registration, the process through which the aged care regulator checks that a home meets the standards needed to keep providing care. The preparation has been a significant undertaking, and it has shown the strength and care of our workforce at its best. Staff across every area have worked side by side with one shared aim, which is to make each resident's experience the very best it can be. It is that same spirit, seen in every celebration, outing and quiet moment of care throughout the year, that makes Liscombe House a home.



Roz and John sharing their daily puzzle

Our People

Our people are at the heart of quality care and community connection. Over 2025–2026, we focused on building a capable, connected and contemporary workforce that supports safe, high quality care and vibrant communities for older Victorians.

Abound Communities employed 187 staff across all sites, welcoming 68 new employees and supporting ten internal career moves during the year. Employee retention remained strong at 95.7%, above the aged care benchmark, while first year retention reached 100%, reflecting the strength of our onboarding and induction practices.

The 2025 Employee Pulse Survey recorded an overall engagement score of 60% and gave staff a clear voice in shaping priorities for the year ahead, with supportive teams, learning opportunities and a strong sense of belonging rating highly. The People and Culture Taskforce, bringing together staff, managers, executives and Board members, used this feedback to progress action on communication, recognition, professional development, rostering, wellbeing and respectful workplace behaviours, before concluding its work in May 2026.

Mandatory training compliance reached 87% by June 2026, delivered through a mix of online modules, in person learning and annual training calendars. Training priorities reflected both regulatory requirements and the breadth of capability our teams need to provide safe, high quality care, spanning the strengthened Aged Care Quality Standards, Code of Conduct, dementia care, Homelessness Awareness, manual handling, emergency preparedness, Workplace Health and Safety, clinical skills development and psychological safety.

In June 2026, we launched Building Success in Others, a six month leadership development series for managers and supervisors. The program began with 19 participants from executive, manager and supervisor roles, covering communication and feedback, coaching, managing conflict, leading change and psychological safety, and is building a foundation of accountable, respectful and high performing leadership across the organisation.

A refreshed Staff Recognition Policy and Procedure, launched in October 2025, embedded spot, quarterly and annual recognition linked to our values, alongside milestone service anniversaries and celebrations including Aged Care Employee Day and Diversity Day.

Following union negotiations, a new enterprise agreement was developed and approved by the Fair Work Commission in March 2026, supporting a contemporary and fair employment framework for eligible staff. The agreement delivered a 9% wage increase over three years, reinforcing our focus on attraction, retention and sustainable workforce planning at a time when the sector faces real pressure to compete for skilled staff. We also passed on applicable wage increases arising from the 2025–2026 aged care work value case, further strengthening our employment offer and recognising the skill, responsibility and care that aged care employees bring to their work every day.

The introduction of a Resident Wellbeing Manager role during the year is also building a more consistent wellbeing model, strengthening the connection between lifestyle, engagement, social inclusion and person-centred care. Looking ahead, People and Culture will continue to focus on workforce planning, leadership capability, engagement, training compliance and wellbeing, keeping pace with aged care reform and the needs of our communities.

We thank every employee for the professionalism and care they bring to Abound Communities, central to creating safe, welcoming and connected communities where older Victorians can live with dignity, purpose and belonging.



Philanthropy & Partnerships

The generosity of our donors, foundations and community partners continued to make a real difference in the lives of older Victorians this year. Every gift, whether a small individual donation or a significant grant, helped us provide more than housing. It helped us provide dignity, connection and peace of mind to the people who call Abound home.

Our Urgent Need Fund remains one of the clearest examples of this. When a resident faces unexpected financial hardship, this fund allows us to respond quickly and compassionately, without the stress and delay that can come with other forms of support. It is philanthropy at its most direct, turning a donor's generosity into real relief for someone who needs it.

We were also grateful to welcome new grant partnerships this year, each one bringing tangible benefits to a different part of our community. A grant from the City of Casey introduced seated exercise classes for residents at Braeside Park, supporting mobility and wellbeing in a format everyone can take part in. The City of Yarra backed the development of a biodiverse, habitat rich garden at Rushall Park, giving residents a place to connect with nature close to home. A Banyule Council Age Friendly grant brought an intergenerational music program to Liscombe House, creating joyful moments of connection between residents and younger generations. And the continued support of the Marian and E.H. Flack Trust funded a new bus for Currie Park, helping residents stay connected to community outings, appointments and each other.

Our bequest program also grew this year, through a new partnership with Safewill that makes it simpler than ever for supporters to include Abound in their will. A bequest is one of the most meaningful gifts a person can leave, a way of extending care and generosity to future generations of older Victorians long after it is made.

We thank every donor, partner and supporter who chose to stand with our mission this year. Your generosity continues to shape what is possible for the residents and communities we serve.

Thank You

Our donors are pivotal to our work. We value our donors because, without them, our mission would not be realised. We also thank our volunteers for their infectious energy, enthusiasm, and expertise.

Grants
$46,445

Bequests
$43,085

General donations
$65,348

Total funds raised
$154,878

Donor	Amount
Anonymous - Rushall Park Donor	$36,000
Estate of Edward Davies	$35,626
Marian and E.H. Flack Trust	$16,000
Equity Trustees	$6,341
City of Yarra	$4,246
City of Casey	$3,630
Good Things Foundation	$3,000
Equity Trustees - W H Russell Trust	$1,533

Scan the QR to donate today



Volunteers, the Heart of Our Community

Volunteering remains one of the clearest expressions of connected community at Abound Communities. Across the year, 73 volunteers gave their time, skills and generosity across our villages and Liscombe House, supporting group activities, outings, and the quieter, one on one company that means so much to residents.

This work continued to be guided by the 2025–2028 Volunteering Strategy, which sets our direction for keeping volunteering safe, inclusive, meaningful and well supported as the program continues to grow. Volunteers were also recognised through the Staff Recognition Policy and Procedure introduced this year, a reflection of how closely their contribution sits alongside that of our paid workforce.

Some of Abound's volunteers have been part of the fabric of their village for decades, often continuing a connection that began long before they ever wore a volunteer badge. Leith Park residents Bev Ward and Marj Bibes are two of them. Bev regularly makes the trip to Liscombe House to run the chapel service, while Marj helps on the floor at the Retro Cafe twice a week, serving coffee and stopping for a chat with residents.

Twenty Years of Growing Community

Jane Glynn's connection to Abound began before she ever drew a wage. More than twenty years ago she was volunteering in the AJ Wing of Liscombe House, sitting with residents, cooking, sorting through old photographs and helping make mobiles for the craft table. When a reception position came up, she applied and stayed on staff for the next two decades. Even then, volunteering didn't stop, it just changed shape, fitting around family and rostered days as her children grew.

That flexible, whatever's needed spirit has defined Jane's contribution ever since, and it's part of why she was named a Life Governor at last year's AGM, in recognition of twenty years of service across both paid work and volunteering.

The garden at Leith Park is where her impact is easiest to see. Around the time of the village's anniversary, Jane approached management with an idea, drawing on her own experience at a local community garden and the enthusiasm she had noticed among residents keen to grow their own produce. Given the go ahead, she had a stretch of vacant land near the hall in mind, but no funding to work with. She found it through a social media competition, entering with an appeal written on behalf of the residents rather than herself. The result was a herb garden built over four days one June long weekend, worth many times the original prize on offer.



From there the momentum built. Grants followed for veggie beds across each area of the village, along with worm farms and compost bins, then later potting benches for the greenhouse. Out of that first herb garden, a proper garden group took shape, meeting weekly with residents from across Leith Park. Today, the group's market and family fun days have raised money for cafe chairs, courtyard plants and a pergola built with volunteer labour, small but visible improvements felt right across the village.

Jane is quick to spread the credit around when asked about the garden's success.

"I've been really lucky, because I get a lot of the credit, but I've got a fantastic team who I work with," Jane says.

It's a theme she returns to often, the sense that what she is part of is bigger than any one person.

Being named a Life Governor, she says, was both an honour and a reminder of how many others might be equally deserving.

"It was amazing. I'm really honoured, humbled, all those typical words, but I do think there are a few more people that could be worthy of it too," Jane says.

Stepping back from paid work has changed the way she connects with new residents and staff, something Jane is candid about. Without the daily contact reception once gave her, she now relies more on established relationships, and hopes Abound can find new ways to introduce volunteers to the people they serve, so newer residents come to know the faces behind the garden beds and mosaics.

Her hope for anyone reading her story is a simple one.

"It would be nice if they were inspired to come aboard to volunteer, to feel connected, and to support a wonderful community."

After twenty years of doing exactly that, Jane's own journey makes the case better than any brochure could.



Meetings attended by Directors

Financial year ending 30 JUNE 2026

Directors	Board meetings		Finance and Audit Committee		Governance Committee		Quality Advisory Committee	
	Meetings held (8)		Meetings held (4)		Meetings held (6)		Meetings held (4)	
	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended
Dr Philomena Horsley	8	7	4	4	6	6	4	4
Judy Thompson	8	7	4	4	N/A	N/A	N/A	N/A
Alison Elliott	8	6	N/A	N/A	6	6	4	3
Dr Cartherine Wilson	8	8	N/A	N/A	N/A	N/A	4	4
Paul Bowers	8	8	N/A	N/A	3	3	N/A	N/A
Salvatore Trimboli	5	4	N/A	N/A	3	3	N/A	N/A
Amanda Hickey	3	2	N/A	N/A	N/A	N/A	N/A	N/A
Jack Haber	2	2	3	1	N/A	N/A	N/A	N/A
Kelly Rogerson	1	1	N/A	N/A	N/A	N/A	N/A	N/A

Appointments and resignations

Paul Bowers	Appointed 7/7/2025
Salvatore Trimboli	Appointed 27/10/2025
Amanda Hickey	Appointed 7/7/2025, resigned 5/1/2026
Jack Haber	Resigned 26/2/2026
Kelly Rogerson	Appointed and resigned 16/3/2026
Judy Thompson	Resigned 31/07/2026

"Meetings held during an approved leave of absence have been excluded from the number of meetings the Director was eligible to attend."

Amanda Hickey was re-appointed to the Board and Karen Vernon was appointed to the Board after 30 June 2026. Both appear on page 7, which shows the current Board.

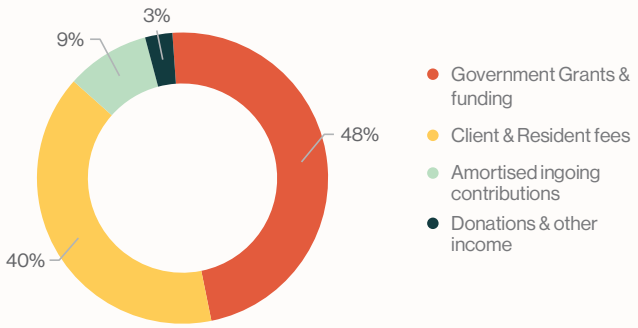
Concise Financial Statements

For the Year Ended 30 JUNE 2026

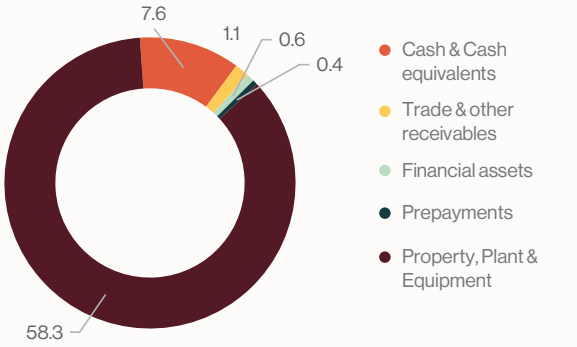
A.B.N. 15 660 751 609

Financial Year 2026

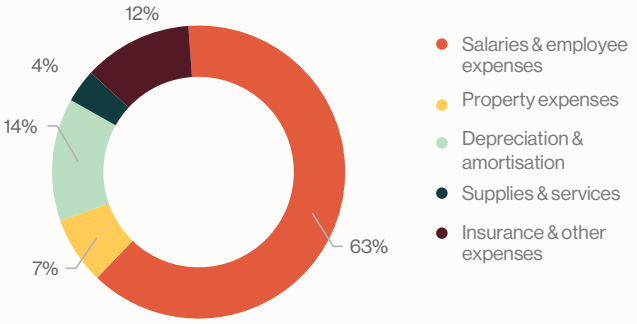
Revenue (%)



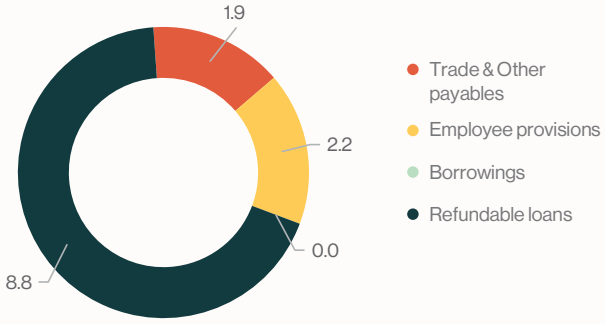
Assets ($M)



Expenses (%)



Liabilities ($M)



Operating performance

Abound Communities' operating strategy and financial model are based on our operations – Retirement Living, Support at Home and Residential Aged Care .

We generate operating income from three primary sources: Commonwealth funding of Residential Aged Care, service charges from our independent and Residential Aged Care Residents and Support at Home clients. Collectively, these go towards the costs of delivering our services. Donations and bequests received are allocated towards projects and improvements to benefit the health and wellbeing of our residents.

In the financial year ended 30 June 2026 (FY2026), Abound Communities generated a $1.86 million surplus after adding back depreciation and amortisation (of $2.89 million). The net deficit before any depreciation and amortisation adjustments stood at $1.033 million which was a $0.065 million increase on FY25. Total revenue increased by 11% compared to FY25 to $20.3 million, driven by increases across several different revenue streams including ingoing contributions, government subsidies and retirement living.

During FY26 Abound Communities continued a series of strategic actions which are expected to deliver long-term financial benefits. These strategic actions required investment across several different important areas of operations (IT infrastructure projects including Health Metrics, our new CRM system, Legal), which resulted in operating expenditure rising by 11% compared to FY25. There were also government regulated changes to Residential Aged Care including mandated care minute targets which saw Residential Aged Care's net profit decreasing by $0.585million on the FY25 result. Salaries and employee benefits increased by 11% or $1.402 million, in line with increased rostering required to meet mandated care minute targets and the ongoing Aged Care Fair Work increase for Aged Care staff in line with Royal Commission recommendations. Repairs and maintenance increased by 8%, or $0.066 million, due to an increase in building material costs and the ongoing cottage/unit infrastructure work. These investments continue to provide us with a solid foundation to build on in future years and reduce potential health and safety risks.

Capital works and other expenditures

We continued to invest in the long-term future for our residents and invested $1.699 million into Property, Plant and Equipment during FY26 including several refurbishments on units across all sites.

The uniqueness of our model primarily rests with our ingoing contributions. New independent living residents are charged a non-refundable, means tested, ingoing contribution that is significantly lower, relative to commercial retirement village operators. We further demonstrate our commitment to supporting and housing people in need via our approach of a percentage of our new residents having no financial capacity to pay an ingoing contribution. We remain committed to this model, and ingoing contributions help to maintain and enhance the built environment at our villages for the long term.

Financial position

Abound Communities remains in a stable and solid financial position and has budgeted for a net profit break even position for 30 June 2027. Cash and financial assets (term deposits) on 30 June 2026 totalled $8.200 million, we have a significant asset base which we continue to invest in, have no bank debt, and we generated cash flow from operations of $1.856 million during the year. Net assets at cost on 30 June 2026 showed a very healthy $55.15 million.

Further information

The Concise Financial Statements for Abound are provided on the following pages. These are derived from the full FY26 audited financial statements, which are available on our website at www.aboundcommunities.org.au

Statement of Financial Position

AS AT 30 JUNE 2026

	2026 $	2025 $
ASSETS		
Cash and cash equivalents	8,200,662	9,014,292
Trade and other receivables	1,500,332	869,946
Capital work in progress	36,573	211,527
Property, plant and equipment	58,285,499	59,341,861
TOTAL ASSETS	**68,023,066**	**69,437,626**
LIABILITIES		
Trade and other payables	1,908,464	1,392,521
Refundable loans expected to be paid within 12 months	2,281,239	1,365,290
Borrowings expected to be paid within 12 months		1,163
Employee benefits expected to be paid within 12 months	1,871,922	1,832,890
Refundable loans expected to be paid after 12 months	6,492,758	8,386,779
Employee benefits expected to be paid after 12 months	317,493	274,610
TOTAL LIABILITIES	12,871,876	13,253,253
NET ASSETS	**55,151,190**	**56,184,373**
FUNDS		
Accumulated funds	55,151,190	56,184,373
TOTAL FUNDS	**55,151,190**	**56,184,373**

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2026

	2026 $	2025 $
Revenue	20,030,737	18,069,009
Other income	297,985	248,008
	20,328,722	**18,317,017**
Expenses		
Administration and other expenses	(1,622,020)	(982,322)
Cleaning and laundry	(168,679)	(151,818)
Depreciation and amortisation	(2,894,993)	(2,885,889)
Finance costs	(31,599)	(55,421)
Food expenses	(570,282)	(544,613)
Insurance	(235,591)	(234,432)
Impairment loss	(80,605)	(150,611)
Professional services expense	(601,051)	(540,826)
Repairs and maintenance	(946,173)	(879,888)
Resident and client expenses	(4,976)	(2,263)
Salaries and employee benefits	(13,519,448)	(12,117,180)
Services and contracts	(43,120)	(113,700)
Utilities and rates	(643,368)	(625,499)
	(21,361,905)	(19,284,462)
Surplus (deficit) before income tax	**(1,033,183)**	**(967,445)**
Income tax expense	–	–
Surplus (deficit) for the year	**(1,033,183)**	**(967,445)**
Other comprehensive income	–	–
Total comprehensive income (loss) for the year	**(1,033,183)**	**(967,445)**

Statement Of Changes In Funds

For the year ended 30 June 2026

	Accumulated Fund	Total
	$	$
Balance at 1 July 2024	57,151,818	57,151,818
Comprehensive income		
Surplus (deficit) for the year	(967,445)	(967,445)
Other comprehensive income		
Total comprehensive income (loss) for the year	(967,445)	(967,445)
Balance at 30 June 2025	56,184,373	56,184,373
Balance at 1 July 2025	56,184,373	56,184,373
Comprehensive income		
Surplus (deficit) for the year	(1,033,183)	(1,033,183)
Other comprehensive income		
Total comprehensive income (loss) for the year	(1,033,183)	(1,033,183)
Balance at 30 June 2026	55,151,190	55,151,190

Statement of Cash Flows

For the year ended 30 June 2026

	2026 $	2025 $
Cash flows from operating activities		
Receipts from customers and government	20,021,140	18,263,448
Payments to suppliers and employees	(18,508,912)	(16,467,063)
Donations and bequests received	119,988	144,144
Interest income received	255,798	275,283
Interest paid other	(31,507)	(42,422)
Net cash fbws from operating activities	1,856,507	2,173,390
Cash flows from investing activities		
Proceeds from sale of property, plant and equipment	–	40,909
Purchase of property, plant and equipment residential	(116,708)	–
Purchase of property, plant and equipment - other	(22,667)	(5,518)
Purchase of capital work in progress residential	(1,604,907)	(1,102,689)
Net cash flows from investing activities	*(1,744,282)*	*(1,067,298)*
Cash flows from financing activities		
Proceeds from refundable accommodation deposits	2,127,400	5,234,809
Proceeds from borrowings	–	445,000
Repayment of refundable accommodation deposits	(3,052,000)	(1,550,000)
Repayment of borrowings	(1,255)	(762,461)
Net cash flows from financing activities	(925,855)	3,367,348
Net increase in cash and cash equivalents	**(813,630)**	**4,473,440**
Cash and cash equivalents at the beginning of the financial year	9,014,292	4,540,852
Cash and cash equivalents at the end of the financial year	**8,200,662**	**9,014,292**

FINANCIAL REPORT 30 JUNE 2026

Board Members' Declaration

OLD COLONISTS' ASSOCIATION OF VICTORIA
(TRADING AS ABOUND COMMUNITIES)

FINANCIAL REPORT - 30 JUNE 2026

BOARD MEMBERS' DECLARATION

The Board Members of Old Colonists' Association of Victoria declare that:

1. The financial statements, which comprises the statement of financial position as at 30 June 2026, and the statement of profit or loss and other comprehensive income, statement of changes in funds and statement of cash flows for the year ended on that date, and notes to the financial statements, including material accounting policy information, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:

   (a) comply with *Australian Accounting Standards - Simplified Disclosures* (including Australian Accounting Interpretations) and the *Australian Charities and Not-for-profits Commission Regulations 2022*; and

   (b) give a true and fair view of the financial position of the Association as at 30 June 2026 and of its performance for the year ended on that date.

2. In the opinion of the Board Members, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board.



Dr Philomena Horsley
Chair

12 October 2026

FINANCIAL REPORT 30 JUNE 2026

Auditor's Independence Declaration

StewartBrown
Chartered Accountants

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OLD COLONISTS' ASSOCIATION OF VICTORIA
(TRADING AS ABOUND COMMUNITIES)
ABN 15 660 751 609

FINANCIAL REPORT - 30 JUNE 2026

AUDITOR'S INDEPENDENCE DECLARATION UNDER s60-40
OF THE *AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012*
TO THE MEMBERS OF OLD COLONISTS' ASSOCIATION OF VICTORIA

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2026 there have been:

(a) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and

(b) no contraventions of any applicable code of professional conduct in relation to the audit.

StewartBrown

StewartBrown
Chartered Accountants

Justin Weiner
Partner

12 October 2026

FINANCIAL REPORT 30 JUNE 2026

Independent Auditor's Report

StewartBrown
Chartered Accountants

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OLD COLONISTS' ASSOCIATION OF VICTORIA
(TRADING AS ABOUND COMMUNITIES)
ABN 15 660 751 609

FINANCIAL REPORT - 30 JUNE 2026

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
OLD COLONISTS' ASSOCIATION OF VICTORIA

Opinion

We have audited the financial report of Old Colonists' Association of Victoria which comprises the statement of financial position as at 30 June 2026, the statement of profit or loss and other comprehensive income, the statement of changes in funds and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Board Members' Declaration.

In our opinion, the accompanying financial report of Old Colonists' Association of Victoria is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

a) giving a true and fair view of Association's financial position as at 30 June 2026 and of its financial performance for the year then ended, and

b) complying with *Australian Accounting Standards - Simplified Disclosures* and the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibility for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the Board of the Association, would be in the same terms if given to the Board as at the time of this auditor's report.

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

Boards' Responsibility for the Financial Report

The Board of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with *Australian Accounting Standards - Simplified Disclosures* and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the Board determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Board are responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board Members either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

The Board are responsible for overseeing the Association's financial reporting process.

FINANCIAL REPORT 30 JUNE 2026

Independent Auditor's Report (continued)

OLD COLONISTS' ASSOCIATION OF VICTORIA
(TRADING AS ABOUND COMMUNITIES)
ABN 15 660 751 609

FINANCIAL REPORT - 30 JUNE 2026

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
OLD COLONISTS' ASSOCIATION OF VICTORIA

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 the 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.

A further description of our responsibilities for the audit of the financial report is located at *The Auditing and Assurance Standards Board,* and the website address is http://www.auasb.gov.au/Home.aspx

We communicate with the Board 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.

StewartBrown

StewartBrown
Chartered Accountants

Justin Weiner
Partner

12 October 2026

Abound Communities is not just a place to live, it's a place to belong.

abound communities

Abound Communities

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St Helena VIC 3088
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Currie Park
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St Helena VIC 3088
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aboundcommunities.org.au