

ANNUAL REPORT 2024-25

WATCH DISABILITY SERVICES INC.



Peter A, learning to bake some treats.

TABLE OF CONTENTS

SECTION 1:
AN OVERVIEW OF WATCH

Fun Facts 03
Our History 04
Our Vision 06
Our Values 07

SECTION 2:
OUR GOVERNANCE

President's Report 2024-2025 08
CEO Report: 2025 Year In Review 10
Honouring Milan Vucic 14
Our People & Supporters 15

SECTION 3:
TRAINING AND SUPPORT SERVICES

General Manager's Report 2025 16
In Loving Memory: Samantha Yeo 19
WATCH Council Report 2025 20
Our Donors 21

SECTION 4:
OUR FINANCES

Treasurer's Report 2024-2025 22
Statement of Profit or Loss 24
Statement Cash Flows 25
Statement of Financial Position 25

SECTION 5:
OTHER IMPORTANT INFORMATION

How You Can Help 26

Front Cover Picture:
George M studying the topic of the human body.

FUN FACTS

CONTAINER COLLECTION 2024-25

Material *Types*	**Subtotal** *Quantity*
Glass	**555**
Aluminium	**6088**
PET *(Plastic)*	**4583**
Liquid Paper Board	**961**
Steel	**256**
HDPE *(Plastic)*	**43**

SOCIAL & CONNECTIONS 2024-25

38 SOCIAL DAYS

12 SOCIAL DINNERS

1444 SONGS SANG

240 COOKING CLASSES

1400 HOURS OF LITERACY & NUMERACY

1152 BUNNINGS SAUSAGES COOKED AND SOLD

OUR HISTORY

A small group of parents founded WATCH in the mid 1980's as there were no adult services available in the Waverley area for their children.

After several years of lobbying and submission writing to both the State and Federal Governments, Waverley Adult Training Centre for Intellectually Handicapped Persons (W.A.T.C.H.) was opened in 1988.

The Centre started with fifteen (15) full-time participants in a rented building located at the Transport Accident Commission (TAC) in Glen Waverley, and soon moved to the current site in 1991.

Further renovations to the Mountain Crescent site over the years have enabled more participants to join WATCH. In 2009 after extensive forums and meetings with all associated with WATCH, our Strategic Plan was launched at the AGM.

One of the major goals of the Plan at this time was to change our name to WATCH Disability Services, this took place in 2010.

In 2014 the completion of our second location, WATCH Springvale Campus, was opened and allowed us to offer more places at WATCH.



Coutney D enjoying the sunshine at the beach.

WATCH
DISABILITY SERVICES INC.

ABN: 852 164 178 58

13 Mountain Crescent
Mulgrave VIC 3170
Phone: 03 9562 3796

Rear 4/4A Brough Street
Springvale VIC 3171
Phone: 03 9546 3700

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www.watchdisabilityservices.com.au

WATCH Disability Services Inc.
is registered with the
Australian Charities and
Not-for-Profits Commission.

Registration No. A0013445F

Registered
NDIS
Provider

Registration No. 4-433C-931

WATCH Disability Services Inc. acknowledges the Traditional Custodians of the lands on which we live and work. We pay our respects to Aboriginal and Torres Strait Islander Elders past, present, and emerging and recognise their continuing connection to land, waters, and community.

In alignment with our core values, WATCH is a proudly inclusive organisation that celebrates diversity. We welcome people of all backgrounds, faiths, cultures, genders, sexual orientations, and abilities.

OUR VISION

WATCH believes that every person, regardless of their level of disability, has the right to quality of life and participation in the community.

WATCH aims to provide each person we serve with the opportunity and support to develop and maintain the skills which will enable that person to live with the greatest degree of independence possible.

WATCH is an inclusive community that values and respect diversity. People of varied cultural backgrounds, gender, sexual orientation, ability, race, and religion are welcome.



Angela M cooking up a storm.

SECTION 1: AN OVERVIEW OF WATCH

OUR VALUES

Quality of Life

We aim to enhance participants' wellbeing by promoting health, safety, friendships, and personal growth. Every individual is encouraged to express themselves, find joy, feel valued, and participate meaningfully in life.

Empathy

We foster empathy by understanding others' emotions, using kindness, humour to connect, and building trust through forgiveness.
Our goal is to create caring relationships where everyone feels supported.

Respect for Each Individual

We respect each person's uniqueness by encouraging independence, freedom of choice, and fair treatment.

Success is celebrated, and respectful two-way communication is at the heart of all our interactions.

Honest Communication

We value open and honest communication through transparency, active listening, and freedom to express ideas.

Integrity guides our actions to build trust and maintain ethical relationships.

PRESIDENT'S REPORT 2024-2025

It is my pleasure to present the Chairman's Report for the 2024-2025 financial year.

The first and most important acknowledgement I would like to make is to our participants for their engagement with WATCH at our training and support services. We aim to make the lives of people with a disability more fulfilling.

I also appreciate the trust that the parents and carers of our participants place in WATCH in allowing our team to take care of their loved ones.

The associated responsibilities of this trust are taken very seriously by the Committee of Management and the broader team at WATCH Disability Services.

We are now a few years on from the peak of disruption from the COVID pandemic and regaining stability in the provision of our core services.

While the NDIS has now been in place for over 10 years, the scheme remains a challenging environment for WATCH to navigate.

Changes in the NDIS over the last few years have seen many providers shut down due to financial pressures.

The Committee of Management has developed further plans over the last 12 months to secure our future viability which will allow us to continue providing high quality services to our participants under the NDIS.

We will always consider how any decision will allow for the ongoing provision of high quality and accessible services for participants while planning for our sustainable financial and organisational strength.

The Committee of Management has been very stable over the last year with no member leaving the committee and one additional member joining. Negar Ghadiri-Zare has joined us with a specialty focus on marketing and a passion for our mission at WATCH.

We are proud of our programs and services; however, we have recognised that we lack a strong level of awareness in the sector to attract new participants.

Maintaining a sufficient number of participants is vital for us to remain financially viable and have the scale to offer increasingly impactful programs.

Negar will work with the committee and Laura's team to build our profile in the local community to attract new participants and identify new services that complement our existing services and mission.

Laura Ubavin has continued to drive high standards and improved services with the support of her team. I thank Laura for her continuing strong leadership over the last year. I would also like to thank all of our staff who do such important work with great care.

Throughout the last year, WATCH continues to remain in a strong financial position with Andrew Robsinson taking on the Treasurer role in full, well supported by Jeff Hall on the committee and Ben Moodie who joined us in February as CFO. As can be seen in the Treasurer's report, the past financial year resulted in a small loss due primarily to lower than planned participant numbers.

As per my comments above, this remains a strong focus of the Committee with our marketing efforts, and we are already seeing a positive uplift.

In addition to the marketing and related efforts to attract new participants to our day service, we have registered with the NDIA to add supported accommodation services to our offerings at WATCH. This is well aligned to our mission for our participants and will help strengthen our financial performance with a new revenue stream. We are working through the process to launch this new service of Supported Independent Living (SIL) and Laura is gathering interest from WATCH participants for when the service is available.

Finally, I would like to share a small and recent example of our services that make life more fulfilling for our participants. At every Committee of Management meeting we commence with a 'Mission Moment' to ensure that our focus remains grounded with the purpose of our services to our participants. In our most recent meeting, we saw how some of our participants have enjoyed the chance to create unique Mosaic Art Projects.

James Chisholm
Chairman



Craig M who completed a tiled mosaic.

CEO REPORT
2025 YEAR IN REVIEW

It has been truly inspiring to see our participants thrive through WATCH's Training and Support Services, gaining confidence, acquiring new skills, expanding their knowledge, and growing in independence.

This year, participant progress has been evident across a wide range of activities, from WATCH Council, literacy & numeracy classes, learning independent living skills, travel training, public speaking, reviewing current affairs, our recycling and music programs.

Each initiative has provided meaningful opportunities for learning, leadership, and self-expression.

As we reflect on the year, we celebrate the unique journey of every participant, the dedication of our staff, and the strength of our community. Together, we continue to build a future where people of all abilities are supported to learn, grow, and thrive.

WATCH has continued its transformational journey this year, guided by our dedicated Committee of Management, which finalised WATCH's strategic plan and reaffirmed our commitment to collaborative and person-centred support.



Peter S participating in the can recycle program.

Strategic Highlights

A key highlight this year has been our commitment to co-design, working closely with participants and their families to shape the future of our services.

Their insights and lived experiences have guided improvements across our learning programs and informed major strategic decisions.

In response to feedback from our 2024 Participant and Family Survey, we began the process of expanding into Supported Independent Living (SIL).

This initiative reflects our shared vision for more inclusive and flexible support options.

In April 2025, we successfully completed our registration audit against the SIL criteria and have been recommended for registration, a significant milestone made possible through collaboration with our community.

While we await issuing of our registration from the NDIS, we've been actively engaging with interested participants and their families to understand their living preferences and needs.

We have also commenced discussions with Special Disability Accommodation (SDA) providers and private landlords to explore appropriate housing options, laying the groundwork for this exciting change at WATCH.

This year saw further capital improvements to both our Mulgrave and Springvale sites, including new flooring, aids and equipment and the creation of an indoor sports space at Springvale which includes gym equipment, mini basketball court and participants from both sites are enjoying this facility.

Our Committee of Management has also begun exploring long-term structural upgrades to our 13 Mountain Crescent, Mulgrave building to enhance accessibility and functionality.

A priority list has been compiled, focusing on making the building more accessible.

These upgrades form part of a longer-term master plan for the property.

Community Engagement

Sensory Room

Thanks to the generous support of the Rotary Club of Mount Waverley and the Rotary Foundation, we installed visually engaging sensory tiles in our sensory room.

These have been a hit with participants and have significantly enriched their sensory experience.

Fundraising BBQ's

Our Bunnings BBQs have been a tremendous success!

A heartfelt thank you to our Committee of Management members, staff, participants, and families who supported these events.

Proceeds from the BBQs enabled us to purchase a large commercial oven, which has already benefited our programs and events.

We are grateful to Bunnings Springvale for their ongoing support.

After-Hours Growth

Our after-hours service offering has doubled this year, offering more opportunities for connection, learning, fun, and personal growth beyond our regular hours.

I would like to acknowledge Jana Majdalani, our Service Manager for her instrumental role in developing and expanding this program.

Stay tuned for exciting new initiatives coming to the after-hours program next year!



Sensory Room detail.



Warrick R enjoys the new recreation room at our Springvale Campus.

In Memory

I would like to take this opportunity to honour the memory of two cherished members of our community who passed away this year.

★ Milan Vucic



A founding member of WATCH and a driving force behind its development. His passion, vision, and unwavering commitment helped shape the organisation we are today.

Milan's legacy lives on in the values we uphold and the community he helped build. We are forever grateful for his support and the lasting impact he made.

★ Samantha Yeo



Samantha Yeo passed away suddenly, and her beautiful smile and warm presence are deeply missed by all who knew her.

Samantha brought joy and connection to our community, and her memory continues to inspire us.

Welcomes

Julie Sheppard who has settled into the Committee of Management over the last 18 months as a parent representative of a WATCH participant. Julie has provided a valuable family perspective and has been a passionate advocate for the voices of families within our community.

More recently, we were delighted to welcome, Negar Ghadiri-Zare, who brings a strong background in marketing. We look forward to her fresh insights and energy as she will contribute to our strategic direction.

We also welcomed Ben Moodie to the management team as our Chief Financial Officer. Ben has already made a strong impact, bringing financial expertise and strategic insight to support WATCH's continued growth.

Acknowledgements

I would like to extend my heartfelt thanks to WATCH's dedicated Committee of Management, who generously give their time, passion and skills; and to the management team and staff whose unwavering commitment to delivering the highest quality services and supporting our participants has been truly inspiring. Their passion continues to drive WATCH forward and ensure we remain focused on what matters most, our participants and their families.

Looking Ahead

Despite a reported deficit of $86,543 in 2025, our financial position is stabilising thanks to the successful transition to the Programs of Support (POS) funding model and our cost-saving measures. We remain committed to financial sustainability and service excellence. Although the NDIS administration is very complex and at times difficult for both families and providers to navigate, we thank families and carers, support coordinators, and other professionals for working with us to ensure the best possible outcomes for the people we support.

As we move into 2026, WATCH is well-positioned to expand our impact. With SIL registration on the horizon, a clear strategic roadmap, and growing community support, we are excited about the opportunities ahead.

Laura Ubavin
CEO

HONOURING MILAN VUCIC

Late last year the WATCH community was deeply saddened with the passing of Milan Vucic.

Milan had emigrated to Australia from The Former Yugoslavia in 1960. Over the years he became a successful businessman, investing in building and property. Milan married Maria and had two boys – Josip (Joe) and Anton.

Joe attended the Oakleigh Special School. When he finished there in 1988 it became clear there were no further facilities in the area to cater for people of his age and support needs.

Milan, along with a small group of parents in a similar situation, banded together and formed WATCH (Waverley Adult Training Centre for the Handicapped). Starting from a single room in the TAC Hospital, Glen Waverley, WATCH expanded to the stage where, today, it has two campuses (Mulgrave and Springvale) catering for some sixty participants.

Since WATCH's inception, Milan has been a driving force behind each campus' growth. His involvement in providing, preparing and building WATCH's facilities is outstanding to the point where it could not possibly have taken place without his input.

He has been, as well, a most generous financial benefactor. WATCH is sincerely grateful for all he has done.

Our sincerest condolences go to Maria, Joe and Anton over the passing of this fine man.

Frank Miller OAM
Vice President





Plaque unveiling in honour of Milan's contribution to WATCH.

His family is pictured from left to right: Joe,Maria and Anton Vucic

OUR PEOPLE & SUPPORTERS

COMMITTEE OF MANAGEMENT

Office Bearers

President
James Chisholm

Vice President
Frank Miller OAM

Treasurer
Andrew Robinson

Secretary
Milenko Barbaric

Committee Members

Jeff Hall
Julie Sheppard
Malcolm Tilbrook

LEADERSHIP & ADMINISTRATION TEAM

Chief Executive Officer
Laura Ubavin

Chief Financial Officer
Ben Moodie

Finance & Administration Assistant
Nirmala Auty

Administration Assistant
Max Vukic

Manager Quality & Safeguarding
Meghan Lyons

General Manager Connections
Narelle Vukic

Service Manager
Jana Majdalani

Operational Coordinator
Robert Stewart
Zuhra Keskic

SKILLS & SUPPORT FACILITATORS

Permanent Employees

Anita Su
Chantelle Davies
Chloe Muxworthy
Claire Whelan
Daniel O'Shea
Danielle Hetherington
Margareta Broscoi
David Williams
Genevieve Barboza
Giuseppe DePetra
Jade Torr
Navdeep Dhaliwal
John Kim
Kylie Donat
Manisha Samel
Matthew Jaywardene
Nahla Abaker
Nathalie Printannier
Nodia Odigie
Pagna Heav
Phannary Chea
Pirtpal Singh
Ramesh Reghunathan
Shinoy Stephen
Sithal Singh
Stephen Rodrigs
Vanessa Foote
Vicky Fredrick
Yamini Godse
Yan Gao

Casual Employees
Jagjeet Dhillon

WATCH PARTICIPANT COUNCIL

Adam Hasnat
Adam Kohne
Blake Hewett
Craig Maxfield
George Massouridis
Jack Gleeson
Mark Komives
Minh Nguyen
Paul Davidson

WATCH SPECIALIST SUPPORTS

Effortless Accounting
Thomas Tuena (Musician)
Workplace Plus

FINANCIAL AUDITOR

onefocus Audit & Assurance Pty Ltd

NDIS COMPLIANCE AUDITOR

DNV Business Assurance Australia Pty Ltd

GENERAL MANAGER'S REPORT 2025

Over the past year, participants at WATCH took part in a diverse range of group-based learning programs designed to promote health and wellbeing, skill development, positive behaviour, and community engagement.

These activities supported both physical and mental health while encouraging independence and social connection. A strong focus was placed on developing independent living skills across key areas including personal care, domestic tasks, financial literacy, communication, safety, transport, and recreation.

Participants practiced essential routines such as grooming, meal preparation, budgeting, and navigating public transport, while also building confidence in social settings through community events and peer interaction.

Highlights

Our participants truly shone through engaging in learning programs like Woodwork where they made practical items like shelving racks, plant holders, mini tables.

In Creative and Performing Arts, participants fostered self-expression, showcasing their talents and individuality.

Demand for our After-Hours Program has significantly increased this year. Activities have included baking, cooking, karaoke, zoo experiences, art & craft, mini golf, bowling, gift making for Mother's Day, Father's Day, Christmas; and building friendships through the monthly Social Dinners with peers.

The newly refurbished Recreation Room at our Springvale campus has allowed all year-round indoor exercise. The campus is now able to accommodate activities such as basketball, cricket, walking, and gym routines. Participants have enjoyed a more comfortable environment, with shared use between Springvale and Mulgrave campuses fostering inter-campus socialisation.

This year environmental awareness was a key theme, with participants actively engaging in sustainability education and hands-on learning around the principles of Reduce, Reuse, and Recycle. Highlights included mindful grocery shopping, encouraging reusing resources for projects like magazines for making Paper Mache, fabric for craft projects etc., and participation in Victoria's Container Deposit Scheme to support future WATCH initiatives. Through routine and repetition, participants have become increasingly confident in sorting waste correctly. Overall, the training and support services has made significant strides in enhancing participants' wellbeing, independence, and community inclusion, reflecting WATCH's ongoing commitment to meaningful learning and quality of life.



Rebecca L baking a cake.

SECTION 3: TRAINING AND SUPPORT SERVICES

Celebrations & Events

Our calendar was filled with special events such as WATCH Idol, Olympic Fun Day, Harmony Week, and Christmas in July.

These events fostered connection, creativity, and celebration across our community.

More specifically, WATCH Idol 2025, held on May 20th, was a vibrant celebration of talent and teamwork that showcased weeks of dedicated rehearsals by our participants.

Under the musical direction of Tom and the festive venue transformation by the Woodwork Program team, the event was filled with energy and warmth.

Paul from the WATCH Council served as an engaging MC, while judges Peter, Marsha, and Minh provided encouraging feedback throughout. The show opened with a captivating original play by the Performing Arts Group, highlighting themes of inclusion through the story of a misunderstood dragon.

Following this, a variety of solo, duet, and group musical performances lit up the stage, reflecting the passion and effort of each participant.

Beyond entertainment, WATCH Idol provided a meaningful opportunity for participants to build confidence, make choices, and develop social and memory skills.

The event concluded with applause and medal presentations, leaving everyone with a strong sense of pride and achievement. WATCH Idol 2025 truly embodied creativity, community spirit, and teamwork, with excitement already building for next year's event reflecting WATCH's ongoing commitment to meaningful learning and quality of life.

Partnerships

We continued our valued collaboration with the Peer Action Group with VALID and in partnership with the Noble Park Community Centre, supporting advocacy and inclusion of people with disability.

Community Engagement

We have been actively promoting WATCH Disability Services Inc. at expos, school information sessions, and shopping centres across Melbourne raising awareness of our service offerings and forging new connections.

These efforts continue to expand our reach and highlight the exceptional work of our team.

Acknowledgements

To our staff, participants, families, and partners, thank you. Your trust and enthusiasm are the heart of what we do.

Together, we look forward to another year of shared achievements and meaningful growth.

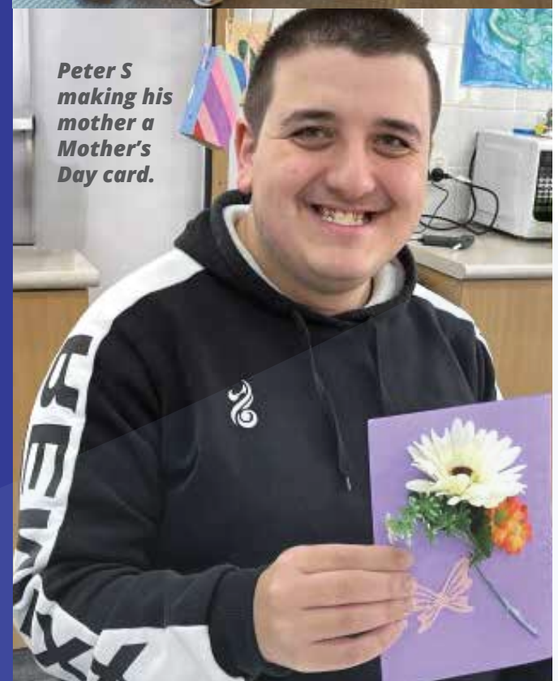
2025 has been a year of vibrant activity and continued growth at WATCH. Our learning programs, people, and partnerships have flourished, reflecting our commitment to inclusion, creativity, and community.



The WATCH woodworkers busy making shelves.



From Left to Right: Pater S, Adam K and Peter A at the museum.



Peter S making his mother a Mother's Day card.

SECTION 3: TRAINING AND SUPPORT SERVICES

IN LOVING MEMORY OF SAMANTHA YEO

In May this year, WATCH Disability Services Inc. experienced a profound loss with the sudden and heartbreaking passing of Samantha Yeo.

Samantha was a cherished participant whose presence truly lit up every room she entered. Her warmth, joy, and vibrant spirit touched the hearts of everyone at WATCH.

She had a way of making people smile, and her energy brought life to our WATCH community in a way that will never be forgotten.

Samantha was surrounded by a beautiful and deeply supportive family, whose love for her was evident in every interaction.

In the wake of her passing, her family extended their generosity and compassion to WATCH in an extraordinary way. In lieu of flowers, they kindly asked friends and loved ones to donate to our organisation.

Their generosity honours Samantha's memory in the most heartfelt way, and we will ensure that her legacy continues to inspire and uplift those around us.

She will be deeply missed but never forgotten.

Our thoughts are with her family, Richard, Luisa, and Sarah.

Narelle Vukic
General Manager





WATCH COUNCIL REPORT 2024-2025

Throughout the year, WATCH Council remained committed to fostering a supportive and inclusive environment for all participants.

Council members actively contributed to creating learning opportunities, building confidence, and ensuring participant voices were heard and respected.

Despite a change in attendance that saw long-standing member Mark K step down, his contributions were deeply appreciated by the group.

Weekly programs and formal monthly meetings provided structured opportunities for participants to share experiences, raise concerns, and plan future events. Council members Paul and Adam H. were recognised for their leadership and dedication, helping maintain strong communication between participants and management.

Open dialogue during meetings allowed participants to express interests that were then integrated into program planning by support staff.

Highlights of the year included the successful organisation of the Halloween Party 2024 and Watch Idol 2025, which offered creative outlets and performance opportunities.

Themed learning units such as “Australia Day Social Studies,” “The Human Body,” and “Let’s Stay Safe” helped participants build knowledge in geography, health, and hygiene.

Topics like “Maths in Daily Life” and “Earth Our Planet” supported practical skill-building in numeracy and environmental awareness, including activities on recycling, water pollution, and sustainability.

A standout moment was the collaborative art project “Vivid Dreams,” which encouraged teamwork, compromise, and creative expression.

Days of significance such as Random Acts of Kindness Day, International Wheelchair Day, and World Autism Day were celebrated with meaningful discussions and activities that promoted empathy, inclusion, and community spirit.

Looking ahead, WATCH Council members are excited to continue their work with the support of dedicated staff, remaining a strong voice for all participants and upholding WATCH’s values of inclusiveness, learning, and celebration.

SECTION 3: TRAINING AND SUPPORT SERVICES

OUR DONORS

We would like to thank and acknowledge our donor’s valuable support.

Aili Lim
Alysha Yeo
Amy Wang
Andrew Papacostas
Andrew Robinson
Anna Bowley
Ben Moodie
Ben Chan
Brian Ly Lam
Catherine Wilkes
Catherine Lynch
Charles Karl
Chi Man Lin
Christine Lee
Clarissa Han
Craig Manton
Darren Wang
Didier Bodin
Donald Shackleton
Elizabeth Nguyen
Emily Lawton
Esha Hassan
Evelyn Tan
Evonne Tan
Felicity Yeo
Frank Miller
Gaynor Thornell
Gillian Walter
Gishain Fernando
Guo Lei Jiang
Harinder Singh Sandhu
Hien Dang
Hoa Nguyen
Jade Torr
Jaimi Harrison
James Grenfell
Jashneel Narayan
Javad Yaghoubi
Jelena Solujic
Jenny Johnson
Jessica Raja
Joanne Eng-Frost
Jodi & Joe aksa
Joe Grobler
Joe & Carmen He
John Poon
Joseph Fletcher
Jren Khoon Ng
Judi Jarvis
Judy Buitenhuis
Judy Hasnat
Kai-Xing Goh
Katherine Noutso
Kay Ta
Kelly Nielsen
Krystle Lim
Laura Ubavin
Lee Family
Lee Chern Koay
Lisa Butcher
Lith Choummanivong
Looi Lai Yee
Madeleine McManus
Malcolm Tilbrook
Mandy Aghazadeh
Mario Alberti
Meegan McPherson
Meena Nachiappan
Meerium Fernando
Megan Smedley
Meghan Lyons
Michael Moffatt
Michelle Yii
Mike Shackleton
Mike Moffatt
Milan, Maria, Anton & Joe Vucic
Monica Teh
Nagako Inagaki
Nans Ind
Naomi Wattchow
Natalie Lockwood
Neha Lakhiani
Nigel Powers
Paroma Sarkar
Petra Hoffman
Phong Nguyen
Rachel Yam
Richard Yeo
Rita Excell
Robert Kochhan
Rod James
Sarah Yeo
Shio lee Aw
Shiu Ng
Shraddha Abhishek
Irsm
Soo Lim
Stephanie Wong
Terrance Tan
The Virtual IT Department Pty Ltd
Tian Jin
Tracy Ducas
Vivien Huang
Wai Yiu
Wan Teng Chan
Wendy Tan
Zafiri Karanasios

GRANTS, COMMUNITY AND CORPORATE SUPPORTERS

We would like to thank and acknowledge all our supporters for their valuable contribution.

Bunnings Springvale

Modern Curtains & Blinds

Flick Springvale

Frank Cutuli
(Greater Dandenong Peer Action Group)

Grill’d Glen Waverley

The Virtual IT Department Pty Ltd

Milan, Maria, Anton & Joe Vucic

Rotary Club Mount Waverley & Rotary Foundation

Spuds R Us

VALID

ALL DONATIONS OF $2.00 AND OVER ARE AN ALLOWABLE TAX DEDUCTION IN ACCORDANCE WITH AUSTRALIAN TAXATION OFFICE.

TREASURER'S REPORT 2024-2025

It is my pleasure to present the Treasurer's Report for Watch Disability Services Incorporated for the financial year 2024–2025.

This year has been a particularly challenging one, shaped by the ongoing changes to NDIS pricing structure and participant funding package allocations.

These shifts have required us to adapt our systems and staffing models while continuing to meet the needs of participants and staff.

Against this backdrop, the organisation recorded a net deficit of $86,543 for the year ending 30 June 2025, compared to a surplus of $33,260 in the previous year.

Revenue totalled $3.31 million, primarily from NDIS funding and participant fees, with the remainder from government grants, donations, and interest income.

Expenditure increased during the year, with salaries and employee benefits at $2.79 million remaining our largest cost, alongside program expenses, insurances, and operating costs. Additional depreciation and amortisation expenses and higher activity costs also contributed to the year's result.

As of 30 June 2025, Watch Disability Services Inc. maintained net assets of $1.02 million and cash reserves of $664,737. While reserves have decreased from the previous year, they continue to provide a strong buffer to support ongoing operations and financial stability, however, need to be monitored closely to ensure we remain financially strong to support WATCH's future endeavours.

As a result of the NDIS pricing and funding model changes which were introduced in 2024, the organisation had to remain adaptive to adjust our billing processes, staff resourcing, and service delivery models.



Peter S gardening.



Team Building Day Kicking Blind



Despite these challenges, the team has demonstrated resilience in adapting operations to ensure participants continue to receive the highest quality of support.

The organisation also continued to invest in assets and facilities, with $84,242 in capital purchases made during the year, strengthening our long-term service delivery capacity.

I would like to acknowledge the efforts of our finance team and external advisors in maintaining robust financial reporting and compliance, and to thank the leadership team, staff, and Committee for their ongoing commitment to sound governance and participant outcomes.

Thank you.

Andrew Robinson
Treasurer

STATEMENT OF PROFIT OR LOSS

	($) 2025	($) 2024
Revenue	**3,309,113**	**3,344,871**
Salaries and employee benefits	(2,785,302)	(2,743,929)
Depreciation and amortisation expenses	(96,985)	(95,460)
Rental and motor vehicle lease expenses	-	(2,254)
Interest on right-of-used assets	(12,416)	(10,195)
Other expenses from ordinary activities	(500,953)	(459,773)
Net (deficit) / surplus	(86,543)	33,260
Other comprehensive income	-	-
Net (deficit) / surplus attributable to members of the Association	(86,543)	33,260

STATEMENT OF CASH FLOWS

	($) 2025	($) 2024
Operating Activities		
Receipts from government and sponsors	3,283,727	3,424,827
Payments to suppliers and employees	(3,270,084)	(3,189,345)
Interest received	23,499	19,022
Net cash provided by operating activities	37,142	254,504
Investing Activities		
Payments on purchase of assets	(84,242)	(104,915)
Net cash used in investing activities	(84,242)	(104,915)
Financing Activities		
Repayments of lease liability capital amounts	(69,148)	(82,049)
Net cash used in financing activities	(69,148)	(82,049)
Net increase / (decrease) in cash held	**(116,248)**	**67,540**
Cash at beginning of the financial year	780,985	713,445
Cash at end of the financial year	664,737	780,985

SECTION 4: OUR FINANCES

STATEMENT OF FINANCIAL POSITION

	($) 2025	($) 2024
Current Assets		
Cash and cash equivalents	664,737	780,985
Trade and other receivables	231,912	230,025
Other assets	48,587	25,089
TOTAL CURRENT ASSETS	945,236	1,036,099
Non-Current Assets		
Property, plant and equipment	646,865	601,941
Right-of-use assets	165,953	228,514
TOTAL NON-CURRENT ASSETS	812,818	830,455
TOTAL ASSETS	**1,758,054**	**1,866,554**
Current Liabilities		
Trade and other payables	193,141	174,845
Provisions	307,476	304,976
Lease liabilities	45,852	61,420
TOTAL CURRENT LIABILITIES	546,469	541,241
Non-Current Liabilities		
Provisions	66,365	47,697
Lease liabilities	127,389	173,242
TOTAL NON-CURRENT LIABILITIES	193,754	220,939
TOTAL LIABILITIES	**740,223**	**762,180**
Equity		
Retained surplus	1,017,831	1,104,374
TOTAL EQUITY	1,017,831	1,104,374

HOW YOU CAN HELP

Become an Association Member

This allows you to vote at AGM's and nominate to be on the Committee of Management.

Volunteer Your Time

Have some time to give back to the community?

Please contact our CEO directly who will assess suitability and applicability at the time.

Make a Donation

At times WATCH receives monetary and in-kind donations from families, carers, clubs and corporate groups.

If able to, please donate using our dedicated QR Code.

Leave a Bequest

Gifting an inheritance, donation, or item in your Will is a very personal choice and private decision. Please contact our CEO directly for a confidential discussion.



Team Building Day Blind Assisted Painting


Warrick R practising his Soccer skills.


Woodworkers Shelves by Nitin & Peter.

SECTION 5: OTHER IMPORTANT INFORMATION

Support a Marketing Event or Fundraising Activity

Throughout the year, WATCH facilitates and participates in marketing and fundraising events to promote our services and raise funds for special projects, equipment, and resources.

Please express your interest so we can contact you as needed.

Become a Corporate Partner

At times WATCH is selected to partner with companies who donate their time, workmanship and expertise for the betterment of our facilities, participants and employees.

Other Ways You Can Help

Collect your eligible containers and on the Return-It App select WATCH Disability Services Inc. in the Container Deposit Scheme donation partner list when making a container deposit.

Contact Us

Please contact our CEO directly if you are interested in helping WATCH Disability Services.

13 Mountain Crescent
Mulgrave VIC 3170

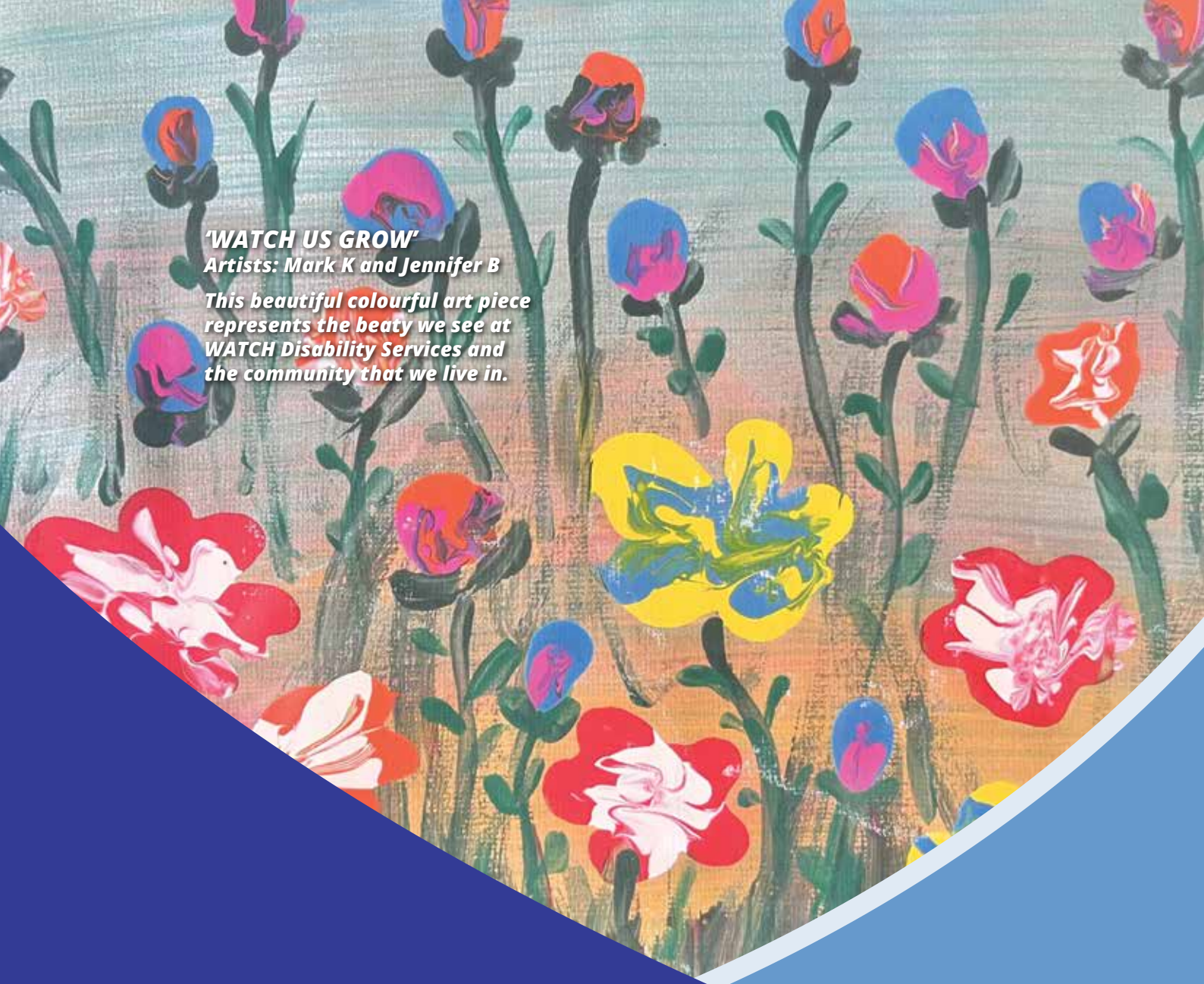
P.O. Box 414
Mulgrave North VIC 3170
info@watchinc.com.au
03 9562 3796



WATCH exhibiting at an Art Show.


Peter A enjoying an exhibition.


Santa giving Stephen S his Christmas present at the Christmas Party.



'WATCH US GROW'
Artists: Mark K and Jennifer B

This beautiful colourful art piece represents the beaty we see at WATCH Disability Services and the community that we live in.

WATCH DISABILITY SERVICES INC.

ABN: 852 164 178 58

13 Mountain Crescent
Mulgrave VIC 3170
Phone: 03 9562 3796

Rear 4/4A Brough Street
Springvale VIC 3171
Phone: 03 9546 3700

info@watchinc.com.au
www.watchdisabilityservices.com.au

WATCH Disability Services Inc. is registered with the Australian Charities and Not-for-Profits Commission.

Registration No. A0013445F

We ndis Registered NDIS Provider

Registration No. 4-433C-931