Annual Report

2024-25

Southern Stay

DISABILITY SERVICES

Acknowledgements

Southern Stay Disability Services acknowledges the Traditional Owners of the land: the Gunditjmara/ Maar Nation people. We recognise their continuing connection to the land and the waters, to their stories and traditions. We pay our deepest respects to their Elders past, present and emerging and extend that respect to all First Nations people visiting our services.
We commit to building a brighter future together.

'Country to Coast'
Artist : Asha Roche

This artwork represents Southern Stay's inclusive work across regions from country to coast. Three colour ranges illustrate these areas: earthy tones for the mountains, vibrant yellow for the life and openness Southern Stay embodies, and calming blue for the coastal region. At the centre, U-shaped symbols of varying sizes and colours reflect the diversity of the people connected to Southern Stay. The central composition unites coast and country, symbolising connection and community.

Southern Stay
DISABILITY SERVICES

8th Annual Report

1st July 2024 – 30th June 2025

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choice inclusion achievement

These opportunities promote confidence, skill development, and a sense of belonging.

Our **Board of Directors** and **Executive Team**

Board of Directors

Jo Beard
President

Billy Edis
Vice President

Rebecca Biddle
Secretary

Nick Starkie
Treasurer

Kathryn Emeny
Director

Michael Tudball
Director

Trish McLean
Director

Pru Neale
Director

Executive Team

Jason Fleming
Chief Executive Officer

Lynne Millard
Chief Operating Officer

Bridie West
General Manager People & Client Engagement

Graeme McDonald
General Manager Quality & Compliance

Andrew Long
General Manager Finance & Corporate Services

From the **President & CEO**

Welcome to Southern Stay Disability Services annual report for the year 2024-2025.

The 2024- 2025 year has been a year of resilience, innovation, and deepened commitment to the people and community we support. As we reflect on the past 12 months, we are proud to share the progress Southern Stay Disability Services has made in enriching the lives of people with a disability by promoting choice, inclusion and achievement.

At the heart of our organisation is a deep belief that every person living with a disability deserves the opportunity to lead a life rich in unique experiences and to participate fully in their community. Over the past year, we proudly supported more than 700 individuals and families across south-west Victoria, empowering them to pursue their goals through person-centred support and meaningful community engagement.

Key Achievements

This year saw an end to the 2021 – 2025 Strategic Plan period, which has allowed us to reflect on the successes and learnings during this time.

In the last year, key achievements have been:

- We've reviewed and implemented revised Executive team portfolios to provide improved leadership and strategic direction for the future.
- We successfully achieved NDIS registration achieving a high level of compliance against the NDIS Practice Standards through auditing completed by Health and Disability Auditing Australia (HDAA).
- We commenced our transition to the selected replacement client management system to replace Carelink.

Challenges and Resilience

Like many in the sector, we have needed to navigate ongoing funding pressures, workforce shortages, and the evolving NDIS landscape. Despite these challenges, our team has remained agile and focused, ensuring continuity of care and upholding the dignity and rights of every person we support.

This year has seen some significant change for the organisation, with the resignation of our former long term Chief Executive Officer Paul Loughead, and Chief Financial Officer Ann Van Zyl of which we're extremely grateful for their contributions to Southern Stay. We would like to thank those that have acted in interim positions during this time including Bridie West as Interim Chief Executive Officer, and Hayley Arnold as Interim Chief Financial Officer, we appreciate your great leadership and stewardship during this time.

It has been pleasing to see that throughout this period of change, our teams have continued to show a great appetite and energy for change and improvement, which we will need to harness as we move forward.

Looking Ahead

We've built a strong reputation within the disability sector and across our local communities over many years — but we know that reputation alone isn't enough. The environment in which we deliver support is evolving rapidly, and if we don't continue to improve, we risk falling behind. That's why we remain committed to strengthening the integrity of the services we provide — ensuring they are not only responsive and inclusive, but also grounded in trust, quality, and continuous learning.

As we move into 2026, Southern Stay's Board of Directors and Executive Team are focused on a bold and forward-looking agenda. Our priorities include:

- Implementing and embedding our new 2026–2029 Strategic Plan, unlocking opportunities to support not only our current participants but also future members of our community.
- Reviewing and optimising our services to ensure both quality and long-term viability.
- Investing in our people, systems, and infrastructure to build a more resilient and responsive organisation.
- Prioritising the experience of our participants and employees, placing their voices at the centre of everything we do.
- Monitoring and responding to confirmed changes from the Disability Royal Commission and the NDIS Review.
- Exploring future growth opportunities to expand our impact across the region.

Underpinned by a fresh executive leadership approach, we are embracing innovation, accountability and collaboration. This renewed focus ensures we remain agile and aligned with the evolving needs of our community.

Gratitude

We extend our heartfelt thanks to our participants, families, employees, volunteers, Board of Directors, and community partners. Your trust, passion, and collaboration continue to be a driving force behind our success and the integrity of the services we provide.

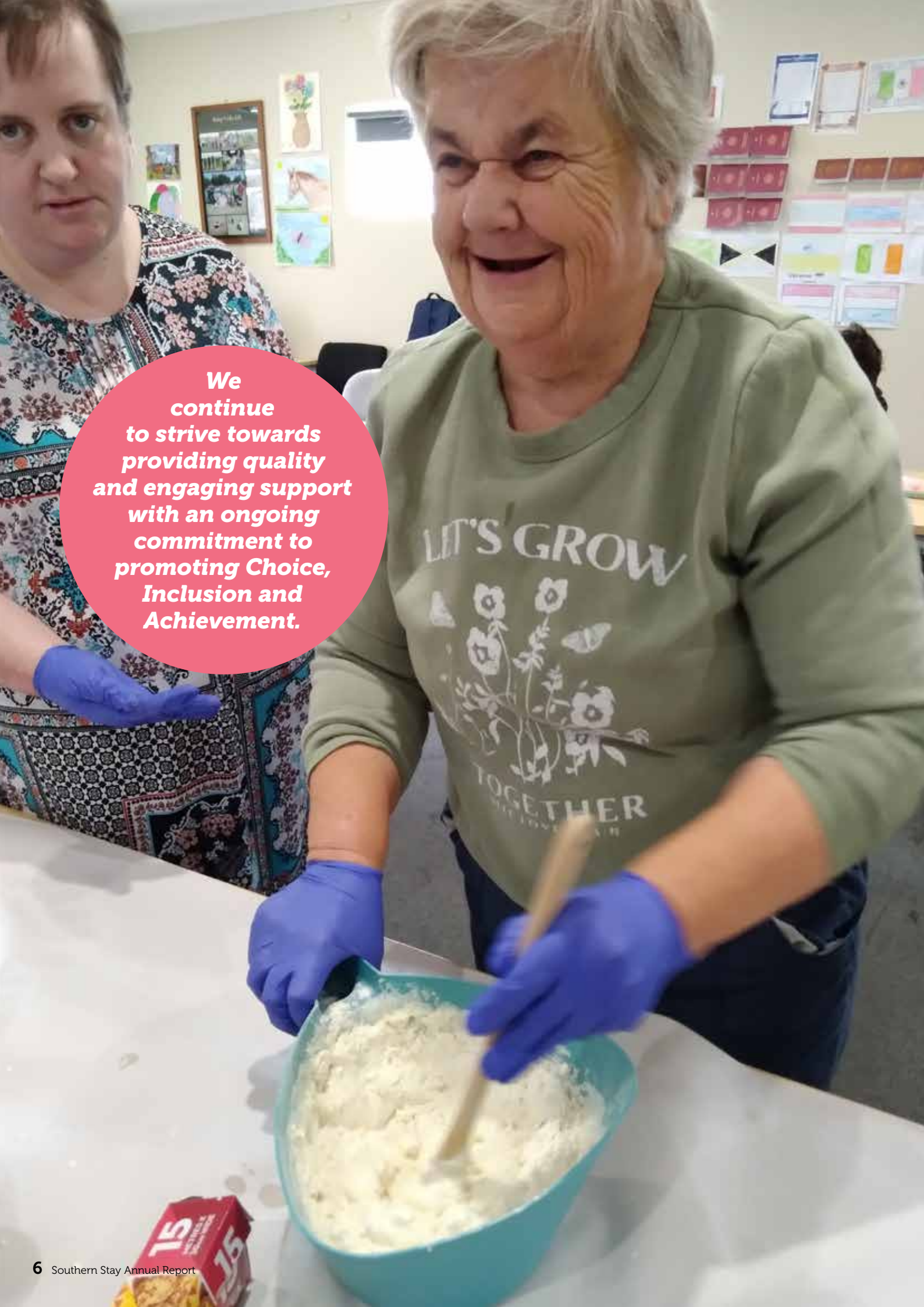
During this year, we welcomed Trish McClean and Pru Neale to the Board. We are grateful for your contributions so far and look forward to working alongside you as we continue to grow and evolve.

As Chief Executive Officer and Board President, we are both deeply privileged to be entrusted with leading Southern Stay. It is an honour to serve an organisation deeply embedded in community, inclusion, and purpose — and we remain committed to ensuring our work reflects the values and aspirations of those we support.

Warm regards,

Jason Fleming
Chief Executive Officer

Jo Beard
President



We continue to strive towards providing quality and engaging support with an ongoing commitment to promoting Choice, Inclusion and Achievement.

Reflecting on the **2021-2025 Strategic Plan**

Executive Summary

Over the 2021–2025 period, Southern Stay Disability Services made significant strides in expanding service delivery, strengthening leadership, and enhancing financial sustainability. Key achievements include the expansion of supported accommodation, improved internal systems, and a strong focus on participant outcomes. Despite sector-wide challenges, the organisation maintained resilience and continued to deliver high-quality, inclusive support. This summary reflects our commitment to continuous improvement and positions us strongly for the next strategic cycle.

Strategic Priorities and Achievements

Strategy & Planning

- Expanded supported independent living and specialist disability accommodation options to additional locations including Scoresby St Hamilton, Hodge Ct Portland and Gavin St Warrnambool.
- Expansion into Portland including opening of a new office space to support service provision.
- Centralised the agencies rostering processes by establishing the Program Coordination team to improve efficiency, and the experience of both our participants and employees.

Leadership

- Strengthened organisational leadership through undertaking a range of leadership training throughout the period to learn, reflect and grow.
- Development of a 'Consumer Engagement Strategy' to guide consumer reputation on Board, internal working groups, and through targeted forums.
- Continued our role as an active contributor to Community South West, South West Disability Network, South West Regional Leaders Group, CEO Collaboration Group, and as a member of our peak advocacy body National Disability Services.
- Promotion and support of a number of local community groups and projects that support people with a disability including South Warrnambool Hurricanes and the Hamilton Boomers football teams, Find Your Voice Choir, Gillin Boys Foundation, All Abilities Advocacy group, Carers Week events, South West Sports Awards and Warrnambool Special Development School fundraising.

Financial Sustainability

- Revenue year ending 30/06/2021 $18,545,180 to Revenue year ending 30.06.2025 $22,247,899 (20% increase).
- Implemented robust systems and ethical investment models to ensure long-term viability.
- We've continued to align financial decisions with our purpose and values.
- We navigated the challenges posed by the pandemic and rising costs, which demonstrates our resilience.
- Southern Stay is in a very strong financial position which enables us to make investments to ensure future sustainability

Safeguarding, Quality, and Improvement

- Maintained our NDIS registration achieving a high level of compliance against the NDIS Practice Standards through auditing completed by Health and Disability Auditing Australia (HDAA).
- Fostered a culture of innovation and continuous improvement through the

Reflecting on the 2021-2025 Strategic Plan continued

guidance of our Quality & Compliance Committee and Clinical Governance Sub-Committee established during this period.

- Invested in internal systems to enhance service quality through the use of Camms, to support integrating risk management, incident reporting, and feedback.

People and Capability

- Built a skilled and diverse workforce through targeted recruitment and traineeships.
- 55% of employees have worked 3+ years with Southern Stay, with 35% working 5+ years.
- Promoted a positive workplace culture and supported employee development in a number of focus areas including workplace discrimination, bullying and harassment, manual handling, positive behaviour support, defensible documentation, first aid, medication, and various high intensity support modules.

Participant and Market Focus

- Delivered high-quality, participant-focused services with results from the 2024 Participant survey highlighting
  - Over 90% of respondents happy with the quality of Southern Stay's services
  - 91% feel supported to achieve their goals
  - 100% of respondents feel safe and respected at Southern Stay
  - 88% would recommend Southern Stay to other people
- Engaged effectively with participants and the broader community
- Strengthened our marketing to reach new participants

Data, Information and Knowledge

- Selected and commenced transitioning to a new fit for purpose client management system to replace Carelink, which will also support several other business functions and replace software no longer required.
- Completed a project to review our current approach to information management and developed a plan to optimise over the coming years.
- Commenced work to develop a digital roadmap to provide us with systems and infrastructure that will support us to optimise our operations and service provision for the future.

Challenges and Lessons Learned

- While we achieved significant progress, we also faced challenges such as adapting to changing regulatory environments, the COVID 19 Pandemic, workforce shortages, and the need for rapid innovation. These experiences have strengthened our resilience and informed our approach to future planning.

Stakeholder Engagement

- Our success was made possible through the active involvement of participants, families, employees, volunteers, and community partners. Their voices shaped our services and ensured we remained responsive to evolving needs.

Looking Ahead

- As we transition into our next strategic planning cycle, we carry forward the insights and momentum gained from 2021–2025. Our commitment to choice, inclusion, and achievement remains at the heart of everything we do.

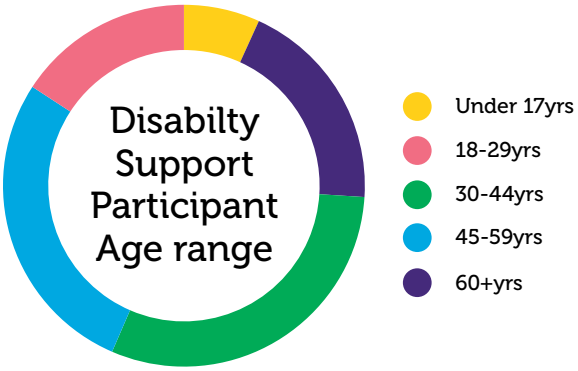
Acknowledgements

We extend our heartfelt thanks to our dedicated employees, Board members, supporters, and the people we support. Your contributions have been critical to our journey.

Over the past year, we proudly supported more than 700 individuals and families across south west Victoria

2024-2025 At A Glance

Our **Participants**



177
Disability Supports

55
of our participants reside in our supported accommodation homes

253
Support Coordination

643
Plan Management

753
Total of Participants Supported

Our **People**

292
Total of employees (as at 30 June 2025)

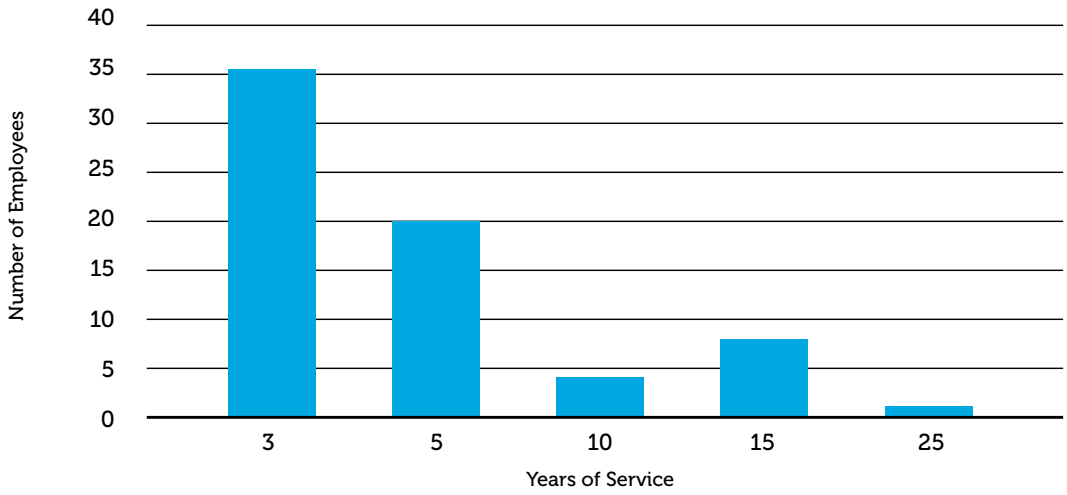
50
50 new hired team members during FY 2024 - 2025

81.3%
Retention rate (compared to average retention rate across sector 75% – 83%)

2,724
Provided training hours

196,000
delivered hours of support to participants

Employee Service Achievements for 2024-25



Participant Focus

Southern Stay has the privilege of supporting participants in their homes and communities. Through our programs and service delivery we continue to strive towards providing quality and engaging support with an ongoing commitment to promoting Choice, Inclusion and Achievement.

Delivering Quality, Safe, Person-Centred Support

Our support workers are committed to delivering safe, high-quality support, that is guided by individualised, person-centred planning. On a daily basis, our team meet the diverse and evolving needs of our participants. This includes promoting choice and independence and supporting individuals with their wellbeing and health requirements

With the guidance of our High Intensity Nursing Coordinator, staff receive professional development that enhances their ability to respond confidently and appropriately to participant health needs. In accordance with the NDIS Practice Standards, we develop individualised participant Support Plans and deliver tailored training to our staff. Our High Intensity Nursing Coordinator, Meg Kelly says "It's inspiring to witness staff grow in confidence and competence. This directly contributes to the delivery of high-quality, participant focused care"

Supported Independent Living (SIL)

Our residents are encouraged to be actively involved in the daily running of their homes which can include planning menus, shopping for groceries, preparing meals, organising the laundry, and managing household tasks. These activities not only build life skills but also create autonomy and pride in their home.

Residents are supported to maintain family connections with assistance to facilitate phone calls and face time, visits to the family home or farm. Highlights including attending weddings and birthdays and other special family events. These moments of connection are extremely valued and actively supported by our teams.

Children's Program

Our Children's Program has relocated to our respite home, offering a welcoming, homely new base. With access to a kitchen, children have enjoyed learning basic cooking and helping with everyday tasks, fostering independence and confidence.

The outdoor area, including a playground, has encouraged active play and group activities, helping children build social connections. These enhancements have supported the growth of the program.

The relocation of the program also provides the opportunity for the children to become comfortable in the respite home environment and assisted a smooth transition to staying overnight (Short term accommodation).

Lynne Millard

Chief Operating Officer

Hodge Court (Portland)

In the last 12months, Julie has developed greater independence in her daily living skills and grown in confidence when engaging with staff, housemates, and the wider community. A big part of Julie's journey has been the recognition and respect for what matters most to her, especially her love for her "babies" (her cherished dolls) and her cat. These important parts of Julie's life are embraced by her support team, who ensure they are included in her daily routines and interactions. This has helped Julie feel safe, valued, and truly at home.

Kate's Housing Journey

Our Short Term Accommodation (STA) team have supported Kate's journey toward independent living. With a goal to live with her fiancé Lachlan outside of a group setting, Kate received tailored support from respite staff and her broader support network. Together, they have explored housing options and identified pathways aligned with Kate's housing aspirations.

Through a supported decision-making process, Kate gained the confidence and tools to advocate to the NDIS for appropriate housing funding. Her successful application marked a significant milestone and highlighted the power of person-centred support in helping participants take meaningful steps toward their long-term goals. We wish Kate every success as she continues to explore her housing options.

New House Mates

After a period of living independently, Kevin has warmly welcomed Tim into Ryot 2, marking a positive transition for both housemates. Tim's move from Merri Street was thoughtfully planned, with a structured orientation process that included multiple visits to Ryot St. These visits, along with casual catchups over meals and coffee with Kevin, gave them both the opportunity to build rapport and decide together that they would like to live together.

Support staff played a key role in facilitating Tim's move, focusing on strengthening his independent living skills and encouraging social engagement. Tim's active involvement in each step of the process ensured the transition was smooth and assisted to ease his anxiety.

Tim and Kevin have discovered shared interests, including a friendly rivalry when watching their favourite football teams on TV.

Overall, Tim's transition to Ryot 2 has been a great success, reflecting a well-supported move and a positive outcome for his wellbeing and independence.

Beach Vibes

An accessible day by the ocean brought joy, connection, and new experiences for Troy and Ruth. Thanks to the use of accessible beach buggies, both were able to get right onto the sand—an opportunity that created meaningful and memorable moments.

The day was filled with smiles and laughter, demonstrating how accessibility and adaptable equipment can open opportunities for everyone to enjoy a day out at the beach.

Individual and Group Programs

Through our range of programs, Participants are supported to pursue activities of their choice, including attending work, day programs, TAFE, and a variety of social and recreational programs, including horse riding, bowling, playing netball. These opportunities promote confidence, skill development, and a sense of belonging.

Ladies Dinner

Social connection has flourished through initiatives like the Ladies' Dinner, where participants come together to share a meal, stories, and laughter.

A highlight has been seeing the friendships develop over the past year. Conversations are increasingly led by participants rather than staff and the ladies discuss and decide where they will go to dinner the following month. It is certainly seen as a highlight in the social calendar.

Tim's Budgies

At Scoresby St, Tim enjoys the company of his two beloved budgies, affectionately named "Boy" and "Girl." The birds live in Tim's bedroom, where he spends quality time sitting beside them, chatting and enjoying their company.

Tim takes an active role in caring for them, supervising the cleaning of their cage and ensuring they always have fresh water and bird seed.

The companionship of Boy and Girl has become a meaningful part of Tim's daily routine, contributing positively to his overall wellbeing and sense of home.

People and **Capability**

The 2024–25 year has been a year of renewal and growth for Southern Stay, with our people at the very centre. Our employees are not only the foundation of our services, but also the champions of our culture, the custodians of our reputation, and the partners in our journey forward.

Late this year saw the introduction of a newly created role — General Manager, People & Client Engagement — bringing together Human Resources, Intake, and Program Coordination (rostering). By streamlining these functions under one leadership, we are aligning processes, improving responsiveness, and ensuring that employees and participants alike experience greater clarity and consistency in their day-to-day interactions. Ultimately, this change is about making it easier for employees to do their jobs well and freeing up more of their energy for what matters most: delivering high-quality support to participants.

The past twelve months also marked a major leadership transition, with the departure of our long-standing CEO and the appointment of our new CEO, Jason Fleming. Such a shift can be challenging, yet our employees demonstrated resilience and enthusiasm, embracing the new leadership and engaging wholeheartedly with his vision. Their willingness to adapt, to trust, and to commit reinforces the depth of ownership and pride our workforce feels in the organisation. This transition has energised the culture and set us on a strong path for the future.

Retention remains a strong point for Southern Stay. Our rate for 2024–25 was approximately 81.3%, a result that compares favourably to sector benchmarks, where retention commonly falls between 75% and 83%. This performance is particularly noteworthy given that the broader disability sector continues to report rising turnover, with many organisations struggling to hold onto employees. For us, retention is not just about numbers, but about continuity of care for participants and the stability of a culture that values quality, respect, and inclusion.

A highlight this year is celebrating achievements of long service within our team. Twenty employees are to be recognised for their significant loyalty and contribution including four for 10 years of service and eight for 15 years of service. We are also thrilled to celebrate Deborah Philp for reaching an incredible milestone—25 years with our agency. Deborah has been a constant source of support and care for participants. Her unwavering commitment and adaptability through many years of change in the sector have made a real difference, and her contribution continues to leave a lasting impact on our team and the community we serve.

These milestones are more than symbolic. They reflect the trust and commitment of individuals who have built their careers with us, and they demonstrate that Southern Stay is a place where people choose to stay and grow. With a significant proportion of our workforce, 37% having been with us for over five years, our stability is well above much of the sector, where tenure is typically shorter and long-service recognition less common.

Alongside our focus on retention and recognition, we continued to invest in employee development and wellbeing throughout 2024–25. Over the year, our team completed 2,698 hours of structured training programs, 3,250 hours were dedicated to individualised participant needs and program or house orientations, and 1,954 hours of supervision, information sharing, and feedback sessions were provided by our leadership team—both one-on-one and in team meetings. These initiatives ensure our employees are equipped with the knowledge, skills, and confidence to provide high-quality support to participants.

We also supported 17 employees to successfully return to work following injury. Each of these returns was carefully managed, with reviews and corrective actions where required, reflecting our commitment to safety, care, and continuous improvement.

Another key focus has been improving the systems that support our employees. Following a thorough review of our internal platforms and processes, we commenced projects to implement new client management, rostering, HR and payroll systems, and refine communication tools such as email. These changes are designed to reduce administrative burdens and give employees more time and space to focus on what matters most: the people they support.

Diversity within our workforce has also grown over the year, reflecting the cultural and linguistic diversity of our community. This is not only enriching our internal culture but also enhancing the quality of support for participants. When participants see themselves reflected in their support teams, trust is strengthened, relationships deepen, and services become more responsive and inclusive. Diversity is proving to be a genuine strength, one we are proud to nurture.

Taken together, these achievements paint a picture of an organisation with strong foundations. We have a workforce that is proud, resilient, and committed; systems that are evolving to better support employees; diversity that strengthens both our culture and services; and retention and recognition that compare favourably to sector norms. As we look ahead to 2025–26, we do so with confidence that our people — engaged, skilled, and valued — will continue to be our greatest asset.

Bridie West

General Manager
People & Client Engagement

Staff engagement isn't just high — it's heartfelt.

Southern Stay is a place where people choose to stay and grow

Quality and **Compliance**

Compliance:

July 2024 kicked off with the State Governments introduction of the new Social Services Standards, these standards required a revision of Southern Stay's policies, procedures and changes to our Camms incident recording and reporting system.

We also received feedback from our assessment and certification organisation (HDAA) on the NDIS recertification audit, conducted back in May 2024. While we passed the majority of the assessment there were a few forms that required minor changes to better align with the NDIS Practice Standards. The Executive Team were able to change and submit the forms within the given time period and we have since received confirmation both from HDAA and the NDIS Quality and Safeguards Commission that Southern Stay has now been reaccredited as a NDIS Registered Provider. Our next accreditation will occur in June 2026, where again I'm sure we will meet and, in many cases, exceed the standards.

In April 2025 we began a deep dive gap analysis of Southern Stay's policies and procedures against the 11 Child Safe Standards (Vic) and from this analysis we can confidently assure that Southern Stay continues to provide a physically, mentally and culturally safe place for our after school and respite services.

Quality:

Southern Stay remains part of the South West Quality Assurance Group a network of Quality managers across the region that meet to discuss quality and compliance issues, benchmarks and changes affecting NDIS accredited providers.

As part of a wider project aimed to simplify the number and language used in Southern Stay's key documents (policies/procedures/forms/guidelines) as well as increasing employee access to the right document at the right time, we have over this year engaged external specialists such as Votar Partners. Votar have assisted to look at our information management to ensure that the way we collect, retain and dispose of documents and other pieces of information are in line with current best practice and legislation.

WH&S:

Since April Southern Stay has been in the process of redesigning our WH&S Committee and recruiting Health and Safety Representatives (HSR's) from different areas of the organisation, with the aim of creating a more representational WH&S Committee and a renewed focus on creating a safer workplace for all. We've also further aligned our WH&S system to the OH&S Act by adding Safe Work Procedures to new and existing equipment.

Graeme McDonald

General Manager
Quality & Compliance

Financial **Report**

We are proud to share the 2024/2025 results as well as the total asset base, how we have spent our funds, and our commitment to the future.

Southern Stay continues to be in a strong financial position allowing investments to be made to ensure we have a sustainable future and respond to the needs of our participants. Our strong financial position allows us to be confident about our future.

It is our aim to maintain this strong financial position and to look at options to strengthen our financial reliance.

Earnings Before Interest, Taxes and Depreciation and loss on investment property sale was a net surplus result of $640K effectively is a break-even result which is a very sound result in this period of change.

Impact and Commitment

Whether it's supporting our participates in their homes, in community, or across our broad range of services, all funding received supports people with a disability to live more inclusively within our local community.

2024/25 Results

Revenue

- Increased to $22m
- Individual Support Revenue grew
- Over 90% of our income comes from NDIA.

Expenditure

- Increased in line with revenue.
- Wages remain our major expense at approx. 84% of total revenue.
- Substantial investment made in technology solutions which assist us with better delivery of support and cost efficiency

Other Investments

- Invested $857K in property plant and equipment.
- Investments held in term deposits
- Reserves remain strong

Assets

In July 2025 the Timor Street building was sold. After undertaking due diligence, it was found that the cost of renovation and adapting this building to meet our current requirements was prohibitive and the best option was to sell the building. The building was sold in July 2025.

Due to a fall in retail property values and substantial increases in building costs the building was sold for less than what it was purchased at. As a result, a loss of $1,719,776 on the sale of this building will be recorded in the financial report under "Net loss on investment property revaluation impairment expense." This amount will reduce our retained earnings reserve. The funds from this sale will be invested to provide long term sustainable support for Southern Stay and we are confident we will regain these funds over time.

Prior Year Payroll Correction

We have also had to provide for a prior year error in our 2025 accounts. This is a back payment due to some current and past employees not being paid correctly where penalty rates were not applied correctly. The award this falls under is complex and has been interpreted in various ways. Southern Stay is one of several organisations that have faced similar challenges in navigating its requirements.

These back payments mainly relate to the 2019 and 2020 financial years. To ensure we covered this area thoroughly a full audit of the

year 2019 to 2024 was undertaken. As part of our Governance framework we will be undertaking regular internal audits of our payroll to ensure the awards are being correctly interpreted.

Corporate Services Administration Costs

Total administration expenses were $2.9 million. This is a result of the cost associated with IT support and innovations, property costs, fleet management and client expenditure such as food and supplies for our Supported Accommodation.

We ensure appropriate controls and governance procedures are maintained and strengthened to manage overheads.

Investment for the Future

2025/26 Budget

Our 2025/26 Budget and Strategic Plan underpins a strong financial base ensuring we meet our future commitments to our participants. We're continuing to invest in the future sustainability of Southern Stay with initiatives that include:

- Technology – major investment to implement a new operating platform
- An update to our strategic plan
- Changes to our operating model to meet the current funding model
- Implementation of a Financial Management Improvement Plan to improve our efficiency

Southern Stay is committed to the highest standards of accountability and transparency. We report annually to the ACNC, ASIC and full Annual Financial Statements are available from the web site.

Andrew Long

General Manager
Finance & Corporate Services

Financial Report

For the year ended
30th June 2025

Southern Stay
DISABILITY SERVICES

Southern Stay Disability Services Inc.

Financial Statements
For the yer ended 30 June 2025
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Southern Stay Disability Services Inc.

Statement of profit or loss and other comprehensive income
For the year ended 30 June 2025

	Notes	2025 $	Restated 2024 $
REVENUE			
Operating activities	2	21,842,229	21,296,884
Other	3	405,670	570,648
TOTAL REVENUE		**22,247,899**	**21,867,532**
EXPENSES			
Employee expenses		18,736,015	18,884,839
Property expenses		711,184	639,779
Administration expenses		866,955	743,970
Depreciation and amortisation	4	639,941	622,387
Client expenses		400,392	406,696
Staff amenities		136,538	135,646
Vehicle expenses		711,919	292,433
Sundry expenses		1,270	713
Bad debt expense		45,349	14,516
Loss on investment property revaluation		-	42,330
Impairment expense		1,719,776	-
TOTAL EXPENSES		**23,969,339**	**21,783,309**
NET OPERATING RESULT FOR THE YEAR		**(1,721,440)**	**84,223**
COMPREHENSIVE RESULT FOR THE YEAR		**(1,721,440)**	**84,223**

The accompanying notes form part of these financial accounts.

Southern Stay Disability Services Inc.

Statement of financial position
For the year ended 30 June 2025

	Notes	2025 $	Restated 2024 $
ASSETS			
Current assets			
Cash and cash equivalents	5	1,766,630	4,343,365
Financial assets	6	4,753,083	4,025,205
Trade and other receivables	7	3,819,165	3,237,136
Other assets		272,559	230,893
Assets held for sale		2,041,301	-
Total current assets		**12,652,738**	**11,836,599**
Non current assets			
Property, plant & equipment	8	10,094,794	9,770,882
Right of use asset		187,733	265,745
Investment Property	9	-	3,750,000
Total non current assets		**10,282,527**	**13,786,627**
TOTAL ASSETS		**22,935,265**	**25,623,226**
LIABILITIES			
Current liabilities			
Trade and other payables	10	1,726,654	2,705,984
Lease liability		158,650	158,924
Employee benefits	11	3,127,121	3,012,205
Total current liabilities		**5,012,425**	**5,877,113**
Non current liabilities			
Lease liability		60,000	133,548
Employee benefits	11	229,090	257,375
Total Non Current Liabilities		**289,090**	**390,923**
TOTAL LIABILITIES		**5,301,515**	**6,268,036**
NET ASSETS		**17,633,750**	**19,355,190**
EQUITY			
Retained earnings		15,341,463	17,062,903
Asset revaluation reserve		1,887,684	1,887,684
Government equity reserve		362,840	362,840
D. Ryan bequest reserve		13,429	13,429
Lois McPherson bequest reserve		28,334	28,334
TOTAL EQUITY		**17,633,750**	**19,355,190**

The accompanying notes form part of these financial accounts.

Southern Stay Disability Services Inc.

Statement of cash flows
For the year ended 30 June 2025

	Notes	2025 $	2024 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from operating activities		21,476,856	21,418,777
Payment to suppliers and employees		(22,878,333)	(20,152,560)
Interest received		266,672	248,039
Donations received		100	1,600
Net GST received/(paid)		235,570	176,779
NET CASH PROVIDED BY OPERATING ACTIVITIES		**(899,135)**	**1,692,635**
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(860,792)	(502,158)
Proceeds on sale of property, plant, and equipment		69,666	144,091
Redemption/(purchase) of financial assets		(727,878)	1,113,335
NET CASH PROVIDED BY/(USED IN) INVESTING ACTIVITIES		**(1,519,004)**	**755,268**
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of operating lease		(158,596)	(193,568)
NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES		**(158,596)**	**(193,568)**
NET INCREASE IN CASH AND CASH EQUIVALENTS HELD		**(2,576,735)**	**2,254,335**
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		**4,343,365**	**2,089,030**
CASH AND CASH EQUIVALENTS AT END OF THE YEAR	5	**1,766,630**	**4,343,365**

The accompanying notes form part of these financial accounts.

Southern Stay Disability Services Inc.

Statement of changes in equity
For the year ended 30 June 2025

	Notes	Retained Earnings $	Asset Revaluation Reserve $	Government Equity Reserve $	D.Ryan Bequest $	Lois Mcpherson Bequest $	TOTAL $
BALANCE AT 30 JUNE 2023		**17,525,211**	**1,887,684**	**362,840**	**13,429**	**27,821**	**19,816,985**
Impact prior year error	17	(546,018)	-	-	-	-	(546,018)
RESTATED BALANCE AT 30 JUNE 2023		**16,979,193**	**1,887,684**	**362,840**	**13,429**	**27,821**	**19,270,967**
Restated net result for the year	17	84,223	-	-	-	-	84,223
Other comprehensive income			-	-	-	-	-
Transfers to and from reserves		(513)	-	-	-	513	-
RESTATED BALANCE AT 30 JUNE 2024		**17,062,903**	**1,887,684**	**362,840**	**13,429**	**28,334**	**19,355,190**
Net result for the year		(1,721,440)	-	-	-	-	(1,721,440)
BALANCE AT 30 JUNE 2025		**15,341,463**	**1,887,684**	**362,840**	**13,429**	**28,334**	**17,633,750**

Note 1: Statement of material accounting policies

a. Basis of preparation

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

The financial statements were authorised for issue on the 27th October 2025 by the Board.

These are special purpose financial statements have been prepared in accordance with the Associations Incorporation Reform Act 2012 and the requirements of the Australian Charities and Not-for-profits Commission Act 2012. The association is a not-for-profits entity for financial reporting purposes under Australian Accounting Standards. The board have determined that the accounting policies adopted are appropriate to meet the needs of members of Southern Stay Inc. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

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

b. Critical accounting judgments and key sources of estimation uncertainty

The following are the critical judgements, apart from those involving estimations, that the Board has made in the process of applying the Entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Fair value measurements and valuation processes

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

Employee benefits - annual leave

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

b. Critical accounting judgments and key sources of estimation uncertainty (cont.)

Lease term and option to extend under AASB 16

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

Lease liability recognition - subsequent remeasurement

The Entity remeasures the lease liability due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is remeasured by discounting the revised lease payments using an unchanged discount rate. Management exercises judgement to determine the future change in consumer price index in calculating future lease payments.

Performance obligations under AASB 15

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

(c) Revenue

NDIA funding, donations and bequests

When the association receives operating revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the association: - identifies each performance obligation relating to the grant - recognises a contract liability for its obligations under the agreement - recognises revenue as it satisfies its performance obligations. Where the contract is not enforceable or does not have sufficiently specific performance obligations:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards;
- recognises relates amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from contract with customer)
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Government grants include funding per the NDIA guidelines for identified service types e.g. supported independent living, individual & social supports, short term accommodation etc.

(c) Revenue (cont.)

Capital grants

When the association receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

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

Interest income

Interest income is recognised using the effective interest method.

Client income

The Association enters into lease agreements as a lessor with respect to SDA & other properties owned and managed by the organisation. Rental and Board and Lodging income from operating leases is recognised on a straight-line basis over the term of the relevant lease.

(d) Property, plant and equipment

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Land & buildings are stated at fair value, based on regular independent valuations less depreciation on buildings.

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

Buildings	40 years
Leasehold improvements	40 years
Plant and equipment	3-10 years
Motor vehicles	3-8 years
Furniture & Fittings	5-20 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date. The board have adopted an independent valuation as at 30 June 2023, which represents the fair value of held Land and Buildings. An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the incorporated association. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

Government equity (Loyola Avenue) represents share repayable to the government in the event this property is sold. The government equity was purchased by Southern Stay Inc. during 2024-25.

(e) Investment Property

Investment properties represent properties held to earn rentals or for capital appreciation or both. Investment properties exclude properties held to meet service delivery objectives. Investment properties are initially recognised at cost. Costs incurred subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed performance of the asset will flow to the association. Subsequently investment properties are measured at fair value, determined annually by independent valuers. Fair values are determined based on a market comparable approach that reflects recent transaction prices for similar properties. Investment properties are neither depreciated nor tested for impairment. For investment properties measured at fair value, the current use of the asset is considered the highest and best use.

(f) Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

Other long-term employee benefits

The liability for long service leave not expected to be settled within 12 months of the reporting date are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and year's of service. Expected future payments are calculated using Department of Treasury and Finance wage inflation and discount rates that match, as closely as possible, the estimated future cash outflows.

Long Service Leave Portability

Employees entitled to long service leave entitlments within the portability long service leave scheme will have the mandatory contribution for long service leave entitlement held by the scheme from the 1st of January 2020 for disability support workers and 1st of October 2020 for other support & administration employees.

The Portable Long Service Leave Scheme (PLSLS) was established to, in general, administer and manage the Scheme assets and provide a construct to provide portability of long service leave across the Victorian community service, contract cleaning and security sectors. Whilst Southern Stay is a Participant Employer under the PLSLS, the Scheme rules stipulate that employees' long service leave rests with the Participant Employer. A provision for long service leave is required to be recognised at the present value of the long service leave obligation. In accordance with accounting standards, the reimbursement asset is required to be recognised as a separate asset and the accounting policy for this has been summarised in Note 1(l).

(g) Portable long service leave scheme receivable

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

Notwithstanding, in accordance with Accounting Standards, given the existence of the Scheme and the rules of the Scheme, where the long service leave obligation will be reimbursed by the Scheme, a reimbursement asset shall be recognised when and only when the reimbursement is virtually certain. Accounting standards specifically require the reimbursement to be treated as a separate asset that shall not exceed the value of the provision. Expected future receipts are discounted using Department of Treasury and Finance wage inflation and discount rates at the reporting date that match, as closely as possible, the estimated future cash inflows with the same probability factors used in the long service leave liability recognition.

(h) Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. Valuation techniques that are appropriate in the circumstances and for which sufficient data is available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

(i) Leases

At inception of a contract, the Association assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and corresponding lease liability are recognised by the Association where the Association is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease at the commencement of the lease. If this rate cannot be readily determined, the Association uses the incremental borrowing rate.

(i) Leases (cont.)
The incremental borrowing rate depends on the term, currency and start date of the lease and is determined based on a series of inputs including: the risk-free rate based on government bond rates, property type etc.

Lease payments included in the measurement of the lease liability are as follows:
- fixed lease payments less any lease incentive;
- variable lease payments that depend on an index or rate, initially measured using the index or the rate at the commencement date;
- the amount expected to be payable by the lessee under the residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably retain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The lease liability is presented as a separate line in the statement of financial position.
The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect the lease payments made.

The Entity remeasures the lease liability (and makes a corresponding adjustment to the related right-of-use asset) whenever:

- The lease term has changed or there is a significant event or change in circumstances resulting in a change in the assessment of exercise of a purchase option, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate
- The lease payments change due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is remeasured by discounting the revised lease payments using an unchanged discount rate (unless the lease payments change is due to a change in a floating interest rate, in which case a revised discount rate is used)
- A lease contract is modified and the lease modification is not accounted for as a separate lease, in which case the lease liability is remeasured based on the lease term of the modified lease by discounting the revised lease payments using a revised discount rate at the effective date of the modification.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

(i) Leases (cont.)
Right-of-use assets are depreciated over the lease term of useful life of the underlying asset (4.5-7 years), whichever is the shortest. Where lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Association anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

The right-of-use assets are presented as a separate line in the statement of financial position.

The Association applies AASB 136 Impairment of Assets to determine whether a right-of-use asset is impaired and accounts for any identified impairment loss as described in the 'Property, plant and equipment' policy.

(j) Assets held for sale
Non-financial physical assets are treated as current and are classified as held for sale if their carrying amount will be recovered through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable, the asset's sale is expected to be completed within 12 months from the date of classification, and the asset is available for immediate use in the current condition.
Non-financial physical assets classified as held for sale are treated as current and are measured at the lower of carrying amount and fair value less costs of disposal and are not subject to depreciation or amortisation.

Southern Stay Disability Services Inc.

Notes to the financial statements
For the year ended 30 June 2025

	2025 $	2024 $
Note 2: Revenue - operating activities		
Client income	878,660	863,420
NDIA funding	20,963,569	20,433,464
	21,842,229	**21,296,884**
Note 3: Revenue - other		
Interest	256,789	270,459
Donations	100	1,600
Profit on disposal of plant & equipment	30,421	107,502
Other income	118,360	191,087
	405,670	**570,648**
Note 4: Depreciation and amortisation		
Buildings	160,518	160,248
Plant & equipment	52,110	55,470
Motor vehicles	253,500	226,363
Furniture and fittings	18,534	19,895
Leasehold improvements	5,843	4,953
Right of use asset	149,436	155,458
	639,941	**622,387**
Note 5: Cash and cash equivalents		
Cash at bank	1,727,833	4,342,778
Petty cash	308	440
Debit cards	38,489	147
	1,766,630	**4,343,365**
Note 6: Financial sssets		
Term deposits > 3 months maturity	**4,753,083**	**4,025,205**

	2025 $	2024 $
Note 7: Trade and other receivables		
Trade debtors	602,178	1,188,098
Provision for impaired receivables	(64,954)	(19,604)
Sundry debtors	2,513,923	1,434,812
Bond receiveable	1,000	1,000
Accrued interest	159,000	168,882
Portable long service leave scheme - reimbursement	608,018	463,948
	3,819,165	**3,237,136**
Note 8: Property, plant & equipment		
Land- fair value	1,941,375	1,941,375
Building- fair value	7,389,551	7,357,150
Less accumulated depreciation	(320,767)	(160,248)
Less government equity (Loyola Avenue)	-	(350,000)
	9,010,159	**8,788,277**
Motor vehicles	2,066,375	1,822,405
Less accumulated depreciation	(1,268,933)	(1,079,875)
	797,442	**742,530**
Furniture and fittings	255,340	245,506
Less accumulated depreciation	(209,386)	(192,134)
	45,954	**53,372**
Plant and equipment	807,871	866,904
Less accumulated depreciation	(581,425)	(710,047)
	226,446	**156,857**
Leasehold improvements	18,158	48,640
Less accumulated depreciation	(9,615)	(21,095)
	8,543	**27,545**
Work in progress	**6,250**	**2,300**
	10,094,794	**9,770,881**

Land and buildings have been revalued to fair value by Preston Rowe Paterson (a qualified independent valuer) on 1st December 2022 , using market value or depreciated replacement cost depending on the nature of the property. Valuation effective at 30 June 2023. There has been no change to the valuation technique during the year.

Note 8: Property, plant & equipment (Cont.)

2025	Land & Buildings	Motor vehicles	Furniture and fittings	Plant and equipment	Leasehold improvements	Work in progress	TOTAL
Balance at 1 July 2024	**8,788,277**	**742,530**	**53,372**	**156,857**	**27,545**	**2,300**	**9,770,881**
Additions	382,400	341,522	11,221	121,699	-	3,950	860,792
Disposals	-	(33,110)	(105)	-	(13,159)	-	(46,374)
Depreciation	(160,518)	(253,500)	(18,534)	(52,110)	(5,843)	-	(490,505)
Balance at 30 June 2025	9,010,159	797,442	45,954	226,446	8,543	6,250	10,094,794

	2025 $	Restated 2024 $
Note 9: Investment Property		
Investment Property at Market value	**-**	**3,750,000**
Note 10: Trade and other payables		
Accounts payable	376,569	523,306
Accrued expenses	1,449,830	2,199,937
GST/PAYG	(99,745)	(56,937)
Credit cards	-	19,105
Income in advance	-	20,573
	1,726,654	**2,705,984**
Note 11: Employee benefits		
Current		
Annual leave	1,436,949	1,435,501
Long service leave	1,690,172	1,576,704
	3,127,121	**3,012,205**
Non-current		
Long service leave	**229,090**	**257,375**
	3,356,211	**3,269,580**

Note 12: Contingent liabilities

Southern Stays Inc. has a contingent liability as a result of prior year errors relating to the interpretation of the Enterprise Agreement and impact on penalties. Although a detailed review has commenced, the financial impact is uncertain at 30 June 2025. (2024 - nil)

Note 13: Short term lease commitments		
Short term lease commitments		
- no later than 12 months	**-**	**6,302**
Note 14: Capital commitments		
Commitment payments		
- no later than 12 months	**-**	**265,818**

	2025 $	2024 $

Note 15: Events after the reporting year

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

Note 16: Related party transactions

Aggregate key management personnel compensation	**890,350**	**553,024**

Note 17: Change in accounting policies, estimates and correction of prior period errors

During the year it was identified that management had made a prior year error relating to the interpretation of the Enterprise Agreement and impact on penalties. During the year a detailed review has commenced regarding the potential impact of this misinterpretation. A liability regarding the potential impact has been recognised as a prior year error and once the review is completed will be confirmed and paid as required. The impact of the restatement of the error on the impacted accounts is as follows:

	2024	Adjustment	Restated balance 2024
Opening equity 1 July 2023	**19,816,986**	**(546,018)**	**19,270,968**
Payables	2,053,405	652,579	2,705,984
Total Liabilities	**5,615,457**	**652,579**	**6,268,036**
Total Equity	**20,007,769**	**(652,579)**	**19,355,190**
Employee expenses	18,778,279	106,560	1,884,839
Operating Result	**190,783**	**(106,560)**	**84,223**

Southern Stay Disability Services Inc.

Statement by the Board Members
For the year ended 30 June 2025

In the opinion of the Board Members the financial report, comprising the Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, Statement of Cash Flow and notes to the financial report:

1. the incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and Associations Incorporation Reform Act 2012;

2. the attached financial statements and notes comply with the Accounting Standards as described in note 1 to the financial statements;

3. association's financial position as at 30 June 2025 and of its performance for the financial year ended on that date; and

4. there are resonable grounds to believe that the incorporated association will be able to pay its debts as and when they become due and payable.

This statement is made in accordance with a resolution of the Board Members and is signed for and on behalf of the Board by:

Board Member **Board Member**

Dated : 27th October 2025

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF SOUTHERN STAY DISABILITY SERVICES INC.

Opinion

We have audited the financial report of Southern Stay Disability Services Inc., which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity, and the cash flow statement for year then ended, and notes to the financial statements, including a summary of material accounting policies and statement by the board of management.

In our opinion, the accompanying financial report of Southern Stay Disability Services Inc.is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (the ACNC Act), including:

(i) Giving a true and fair value of Southern Stay Disability Services Inc.'s financial position as at 30 June 2025 and of its financial performance for the year then ended: and

(ii) Complying with Australian Accounting Standards, and Division 60 of the *Australian Charities and Not-For-Profits Commission Regulation 2022*.

Basis of Opinion

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

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

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

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

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

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report is prepared to assist Southern Stay Disability Services Inc. in complying with the to meet the requirements of the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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

Management is responsible for the preparation of the financial report in accordance with the requirements of the Australian Accounting Standards and ACNC Act and for such internal control as management determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

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

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

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

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

Independence

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

McLaren Hunt.

MCLAREN HUNT
AUDIT AND ASSURANCE

N.L. McLEAN
PARTNER
Dated at Warrnambool; 14 November 2025

Notes

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www.southernstay.org.au

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