



Acknowledgement of Country

Our offices are located on the country of the Dja Dja Wurrung, Taungurung and Wurundjeri Woi Wurrung peoples. We acknowledge the traditional owners of the land on which we work and live. We pay our respects to Elders past, present and emerging, and extend that respect to all Aboriginal and Torres Strait Islander people. We recognise, celebrate and respect Aboriginal and Torres Strait Islander people as the First Australians. We acknowledge their unique cultural and spiritual relationships to the land and waters, as we strive for equality and safety in community services and health care.

Statement of Diversity

Sunbury and Cobaw Community Health is committed to improving the health of our community and being accessible to all, including people from culturally and linguistically diverse communities, those from Aboriginal and Torres Strait Islander background, people with a disability, lesbian, gay, bisexual, transgender, intersex and queer people and other socially vulnerable groups and supporting their communities across the lifespan from birth to older age.

Child Safe Commitment Statement

Sunbury and Cobaw Community Health is committed to the safety and wellbeing of all children and young people and has zero tolerance for child abuse. We are committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. In particular, we pay attention to the cultural safety of Indigenous children and children from culturally and/or linguistically diverse backgrounds, children who identify as LGBTIQ+, as well as children with a disability. Every person involved in Sunbury and Cobaw Community Health has a responsibility to understand the important and specific role they play individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do. See our [website](#) for our full Child Safe Commitment Statement.

Sustainability Statement

Sunbury and Cobaw Community Health agrees with the World Health Organisation that globally, climate change is the greatest threat to human health in the 21st century. Locally, we commit to working within our organisation, with our community and with our partners in finding local solutions and responses to this threat.

A Year in Review	2
Board Chair and CEO Report	4
Our Board Directors	6
Feedback	7
Safety	8
Continuous Improvement	9
Accreditation	9
Dental	10
Facilities	11
Sunbury Village	12
Our Village Family Childcare	14
Child and Youth Health	16
Family Violence Support	18
Disability Support	19
LGBTIQ+ Support	20
Community Mental Health	21
School Focused Youth Services	22
Community Partnerships	24
Volunteer Partnerships	25
Alliance of Rural and Regional Community Health	26
Aboriginal Engagement	27
Community Connections	28
Financials	29
Contact Us	32





Our values

**Passionate People,
Amazing Together,
Remarkable Impact.**

Our vision

**Healthy connected
people. Healthy
connected
communities.**

Our purpose

**We strengthen the social
fabric of our communities,
so everyone is supported
to lead healthy, connected
lives.**



A Year in Review

2024-2025

Housing
Support

241

NUMBER OF CLIENTS

Clients

10,152¹



Home Care
Packages

107

NUMBER OF PARTICIPANTS

New
Clients

4,608²

\$

Funding
Streams

36

THE AGE
OF OUR
CLIENTS³



0-10

2,234

11-20

504

21-30

546

31-40

1,204

41-50

1,061

51-60

933

61-70

1,586

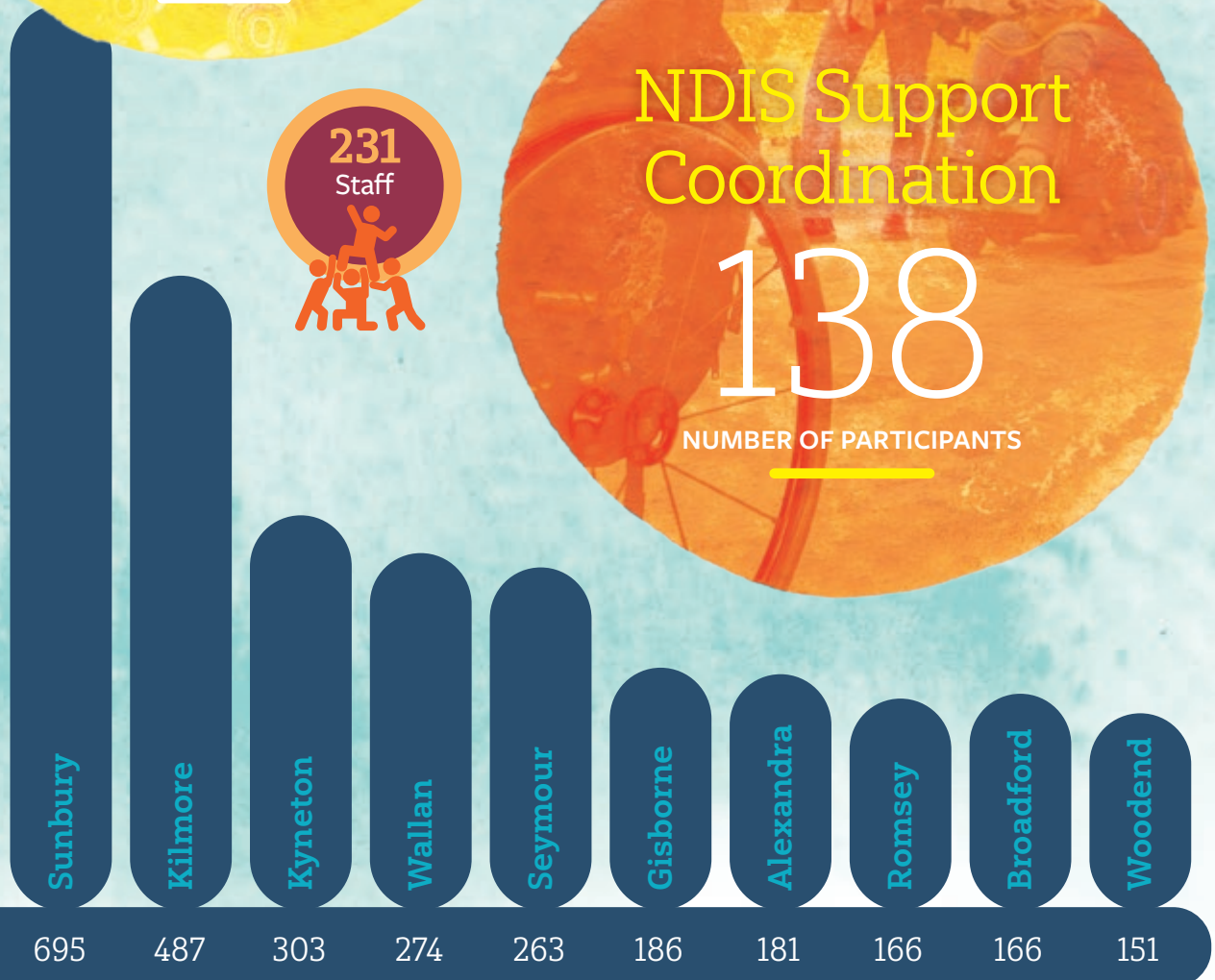
Over 70

5,052

Client
Demographics



NEW
CLIENTS BY
LOCATION²



Board Chair and CEO Report

It is with great pride that we present the 2024–25 Annual Report for Sunbury and Cobaw Community Health.

This report marks the conclusion of a remarkable chapter in our organisation's history - one defined by unwavering commitment, passionate service, and a profound impact across the communities we serve. As we reflect on the achievements of the past year, we also look ahead with excitement and optimism to the beginning of a bold new chapter.

This year has been transformative. We have grown in reach, strengthened our partnerships, and deepened our connection with the people we serve. In January 2025, we assumed management of the **Commonwealth Home Support Programme (CHSP)** contract previously held by Nexus Primary Health. This transition extended our services into Mitchell, Strathbogie, and Murrindindi LGAs, welcoming 2,294 new clients. Combined with 2,314 new clients from Sunbury and the Macedon Ranges, we proudly welcomed **4,608 new individuals** to our services, an achievement that speaks to the agility, compassion, and dedication of our team.

This collaboration with **Nexus Primary Health** laid the foundation for a bold new future. In late January, we assumed full governing control of Nexus, and by April, we announced the merger of our two organisations. **From 1 January 2026**, we will unite as a single, stronger community health

service, one that is resilient, innovative, and deeply rooted in the community health values that have guided us thus far.

This year we also celebrated the **reopening of our Romsey site** and the **refurbishment of our Macedon St Sunbury site**, reaffirming our commitment to place-based care, including our belief that health services should be accessible, welcoming, and embedded in the heart of the communities they support.

Our people remain our greatest strength. The **2025 Victorian Government's People Matter Survey** revealed significant improvements: staff satisfaction and engagement rose by 16%, managerial support by 11%, and happiness at work by 10%. These results are a testament to the culture of respect, purpose, and support that defines our workplace.

We continued to champion sector-wide collaboration through active involvement with **ARRCH** and **Community Health First**, and proudly joined the celebrations marking 50 years of community health in Victoria - a powerful reminder of our sector's enduring legacy.

We also welcomed the return of Georgina Dougall to our Board, alongside new Director Berneice Callow. Their leadership and governance expertise



David Wild | CEO

Peter Donlon | Board Chair

We have grown in reach, strengthened our partnerships, and deepened our connection with the people we serve

will be instrumental as we shape the next chapter of our organisation.

Looking ahead, our strategic priorities are clear. Over the next twelve months, we will focus on building a new organisation with a strong identity and values-based culture. We are energised by the opportunities this merger presents - for our clients, our staff, and our communities.

As we close this chapter, we celebrate all that Sunbury and Cobaw Community Health has stood for: service excellence, community connection, and a legacy of impact. We honour the achievements, the passion, and the people who have made this journey extraordinary.

To our staff, volunteers, partners, and community members, thank you. Your trust, support, and belief in our mission have been the foundation of our success.

Here's to the next chapter, one built on the proud legacy of Sunbury and Cobaw Community Health, and shaped by the same spirit of care, courage, and community. ●●

**SUNBURY
COBAW**



**COMMUNITY
HEALTH**



Peter Donlon

CHAIR

Bachelor of Science; Associate Diploma in Computing; Member of the Australian Institute of Company Directors



Janelle Parry

DEPUTY CHAIR

Certified Practising Accountant; Bachelor of Business (Accountancy); Registered Tax Agent



Mary Rush

DIRECTOR

Bachelor of Business (Management); Member of the Institute of Community Directors Australia

PROFILE

This year we proudly celebrate Mary's remarkable milestone of 40 years of service on the Board of Sunbury and Cobaw Community Health. Mary was first elected to the Committee of Management of Sunbury Community Health in 1985 joining a group of passionate people committed to improving the health and wellbeing of local people.

Mary has had various roles on the Board including a term as Chair. She has generously volunteered thousands of hours reading board papers, attending meetings, supporting organisational VIP visits and advocating for community health with key stakeholders, local MPs and government ministers.

"We've gone from being a small multi-disciplinary team of dedicated professionals," says Mary, "working to make a difference in people's lives, to the much larger group we have now, delivering a wide range of services to Sunbury, the Macedon Ranges and, more recently, the shires of Mitchell, Strathbogie and Murrindindi. We have responded to our community by advocating for more services and better health outcomes, empowering our community, lobbying stakeholders and keeping community health at the forefront in funders' minds."

"It is essential that we understand the value of providing quality, place-based, caring health services in our local communities. We willingly partner with others to expand those services and ensure no one is left behind".

Mary acknowledges all those who have worked to build a sustainable organisation for the long-term health of all our communities.

"Caring for our community continues to guide our passion."

Mary's legacy is one of vision, compassion and unwavering dedication. We thank her for her extraordinary contribution.



Our Board Directors

Bruce Marshall

DIRECTOR

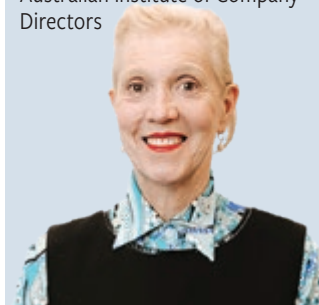
Bachelor of Business (Marketing); Graduate Diploma of Education (Secondary); Diploma of Management; Australian Certified Economic Developer; Graduate of the Australian Institute of Company Directors



Georgina Dougall

DIRECTOR

Master of Public Health; Bachelor of Arts (Recreation); Post Graduate Diploma of Education (Health Education); Graduate Diploma of Education; Diploma of Business Management; Certificate IV Assessment and Workplace Training; Graduate of the Australian Institute of Company Directors



Matthew Stewart

DIRECTOR

Bachelor of Health Science; Post Graduate Diploma of Nursing Management; Division One Registered Nurse; Member of the Australian Institute of Company Directors



Berneice Callow

DIRECTOR

Diploma of Business Administration; Diploma of Vocational and Educational Training; Certificate IV in Training and Assessment; Member of the Institute of Community Directors Australia; Member of the Australian Institute of Company Directors

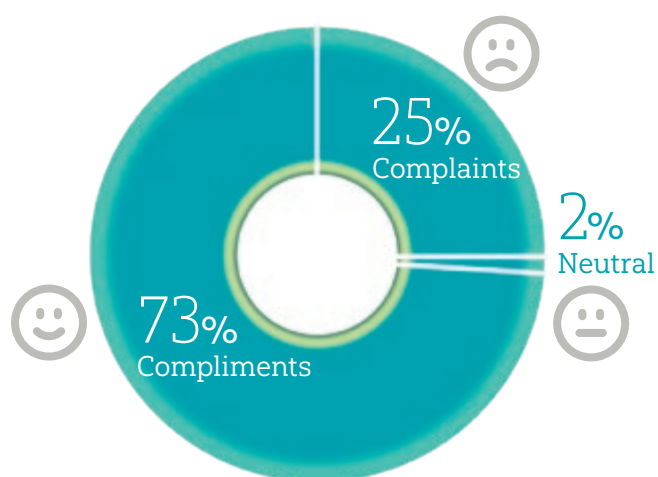


Feedback

Your feedback helps us grow stronger every day – thank you for being part of our progress.

We remain dedicated to making it simple and accessible for clients and community members to share their feedback. Over the past few years, we have seen a consistent increase in feedback, with a 30% rise compared to the 2023–24 reporting period. This growth reflects our ongoing investment in staff education around feedback processes, our strong culture of continuous improvement, and the trusted relationships we have built with the communities we serve.

Feedback 24/25



Compliments are shared with staff, and complaints are investigated by the relevant manager. In 2024–25, we made several improvements to our processes, systems and facilities on the back of feedback received. Some of these include:

- » Face-to-face meetings to support Home Care Package renewals rather than through the mail.
- » An improved range of signage at our sites to cater for neurodiverse needs.
- » Updated service brochures and our website to provide clearer details on program eligibility and service locations for each program.
- » Improved website feedback page.
- » A system introduced to call clients who prefer a phone call rather than a text about their upcoming appointment.
- » Modified the height of toilet roll holders to meet disability requirements.
- » Rearranged furniture in Kyneton waiting room to create a variety of seating options and to improve privacy for clients at the reception desk.
- » Improvements to appointment letter template and site location maps for new client welcome packs.
- » An improved process introduced for arriving clients in the dental program.
- » A new invoice template developed with our finance software vendor to reduce confusion about where clients can attend to make payments. ●●



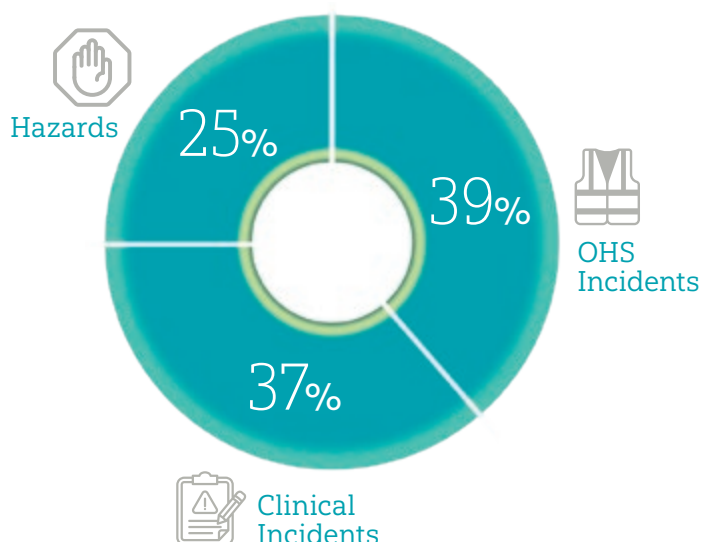
Safety

At Sunbury and Cobaw Community Health, we remain committed to maintaining the highest standards of health and safety for both our staff and service users.

A key part of this commitment is the timely and accurate reporting of hazards, near misses, and incidents. Between 1 July 2024 and 30 June 2025, a total of 178 incidents were reported, reflecting our proactive approach to safety and continuous improvement.

Clinical incidents remained relatively consistent over the 12-month period. The most common type of clinical event throughout the reporting period was related to patient deterioration and falls, with the causal factor being for a wide variety of reasons unrelated to the service they received. However, the Falls Incident Review Committee continue to meet six monthly to review data and make recommendations for any improvements that can be made to reduce this risk. ●●

Incident Types 24/25



Clinical Incidents 2024-2025

Falls	17
Other	15
Behaviour	11
Deteriorating patient	7
Unexpected outcome	3
Skin integrity	3
Communication	2
Documentation	2
Medication and IV fluids	2
Consent	1
Property	1

Continuous Improvement

We are continually committed to the active pursuit and demonstration of continuous improvement in all aspects of governance and operations, with a focus on enhancing service quality and strengthening our position as an employer of choice in the region.

Quality improvement activities are measured through an organisational Balanced Scorecard which measures our progress to strategic objectives, through a series of targeted improvement plans, successful accreditation efforts and through a staff-led Quality Improvement Project (QIP). QIPs can be submitted by staff no matter how large or small the improvement is, and completed projects are shared with staff through the weekly staff newsletter to promote learning and collaboration. One standout QIP this year was the Romsey Supermarket Tour, designed to help clients better understand healthy food choices and increase service referrals in the Romsey region. The initiative met its planned objectives and, with some refinements, is set to return in 2025–26. ●●



Romsey Supermarket Tour

Accreditation

This year we were assessed against four standards with auditors commending us on our strong quality and safety practices across the organisation and our internal and external partnerships.

Quality Improvement Council (QIC) Health and Community Services Standards

Rainbow Tick Standards

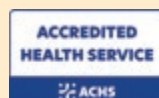
NDIS Practice Standards

Aged Care Quality Standards

Social Services Standards

National Safety and Quality in Primary and Community Healthcare Standards

National Quality Standards



Dental

Safe dental care requires that we meet infection control standards to a high level. This starts from the moment a client walks into the dental clinic and continues after they leave.

The clinic needs to be disinfected in between each client, and instruments sterilised. Each dental clinician needs to follow strict hand hygiene and infection control procedures to ensure the safety of the community.

Sterilisation of instruments is a key part of safe dental care. This year we renovated our dental sterilisation room at our Sunbury site, and we now have state-of-the-art facilities to ensure the highest infection control standards. These include a reverse osmosis water system that ensures that water is disinfected for steriliser use, climate-controlled air conditioning, restricted access, and a modern storage facility for sterilised instruments.

We were also successful in renewing our accreditation under the National Safety and Quality Primary

and Community Health Standards. Areas assessed included governance, client-centered care, clinical care and safety. Positive feedback was received from the assessors who were impressed with our new sterilisation room, our focus on effective policy and procedures, and staff focus on client care.

We have continued this year to provide high quality and accessible dental services to our community both in our Sunbury clinic and out in the community. This has included early intervention work in schools as part of Smile Squad, and through kindergarten outreach activities. We also teamed up with Our Village Family Child-

care to deliver health promotion activities as part of their playgroup sessions. With early childhood being the time when lifetime habits are formed, this was a fantastic opportunity for the children to learn about the importance of oral health within a familiar environment, including what to expect when visiting a dentist. ●●



Facilities

Reopening of Romsey

The increase in Child and Youth Health staff and the capacity to see more families coincided with us reopening our Romsey site this year.

The building, which is located next to the award-winning Romsey Ecotherapy Park, was first opened in 2018. Formerly the Romsey Primary School, the renovation and extension to the 150-year-old building was made possible thanks to contributions by the federal government, the Victorian Department of Health and Macedon Ranges Shire Council.

Initially opening two days per week, we have now increased this to three days, offering the people of Romsey, Lancefield and surrounds, accessible services closer to home. Services include podiatry, occupational therapy, speech therapy, physiotherapy, counselling, housing support, dietetics and Parent Child Mother Goose.

Child and Youth Wing Refurbishment

A major highlight this year was the refurbishment of the Child and Youth Health wing and reception area at our Sunbury site.

Thanks to the support of Josh Bull, Member for Sunbury, and \$3 million of funding from the Department of Health, we have been able to transform part of our Macedon Street building into a dedicated child and youth hub.

Following a comprehensive service review and the development of a master plan, we submitted a proposal to the Department of Health outlining the rationale for redeveloping the existing site. The goal was to enhance the client journey and improve the overall experience for children, young people, families, and staff.

The proposal was approved, and planning commenced with tenders sent to eight companies. ODC Design was awarded the contract and construction began in March 2025 and was completed four months later.

The project was delivered on time and on budget, with all identified outcomes successfully achieved. We are incredibly proud of the warm, welcoming, and inclusive environment now available to our clients, visitors, and staff. ●●

Key Features

Welcoming new reception area featuring calming tones, a larger reception desk, and fully adjustable sit/stand desks to improve client communication.

Environmentally sustainable materials were used wherever appropriate.

Modern staff areas with open-plan zones with adjustable hot desks to encourage collaboration and accommodate visiting staff.

Family-friendly waiting area including a fish tank, felt tree, play equipment, a carer's room, and a quiet space/prayer room.

Child and youth health wing with a large group room, two additional treatment/consult rooms, and telehealth phone rooms to support flexible service delivery.

Needle and syringe program room with a discreet and accessible space for community members to collect supplies and safely dispose of used items.

Cultural recognition with indigenous-designed panelling featuring Pendanus 'Stone' by Tiwi Islands master screen printer Osmond Kantilla.



Sunbury Village

Since August 2024 we have been leading the development of an exciting new project which will benefit families living in Sunbury.

Funded by the Victorian Government's Department of Families Fairness and Housing, Sunbury Village aims to improve the support for those at risk of engaging with the child protection system. Working in partnership with more than 70 professionals from 35 agencies and services that provide supports to local families, the bold initiative is working towards offering a stronger, more cohesive network of support and the opportunity to engage with services earlier before challenges within the family escalate and reach crisis point.

Designed as a place-based network of supports, the team behind Sunbury Village has crucially engaged with a group of local community members with a lived experience of the child protection system. Together with the lived experience group, we are shaping the ideal service system response through a series of workshops over a period 12 months.

The pilot project has been led by Justine Maher, our Manager of Family Services and Housing, also a member of the Hume Merri-bek

“

We are designing a model that ensures families have timely, accessible, and meaningful support - right when they need it most. Our vision is for Sunbury Village to not only transform lives locally but also become a blueprint for other communities. With the hope for continued funding, we are confident this innovative strategy will grow and ripple outwards, strengthening the safety and wellbeing of children across the region.

JUSTINE MAHER

”



**“Support
before report”**

MEL LEWIS
(LIVED EXPERIENCE)



Sunbury Village

Smart Service Network, a group of senior leaders from various sectors working together to reduce experiences of cumulative harm amongst children and families. It is hoped that Sunbury Village has the potential to be replicated in other areas.

The commitment and motivation of the stakeholders involved has reflected the need for change, and the voice of those with lived experience has proved powerful giving us invaluable insights and a deeper understanding of how families and children feel when they are faced with challenges and need extra help.

As the development phase of the project comes to an end, Sunbury Village will be formally launched in September 2025 after which the implementation of the action plan will begin. This will start with the activation of the Sunbury Village network meetings and the family leadership group who will give feedback and guidance on service access barriers and suggestions for system improvements. ●●



Sunbury Village development workshops

**"Ask me how
I am, not
what I need"**

BRE BUYING
(LIVED EXPERIENCE)

Our Village Family Childcare

Family Day Care Capability Trial

This year we were excited to be offered the opportunity to be part of the Family Day Care Capability Trial. Funded by the Australian Government and led by Family Day Care Australia, the Trial, showcases the sector's ability to meet diverse care needs, support regional communities, and create local employment.

A key focus of the initiative is to provide start-up funding for eligible new educators in selected regional areas with limited early childhood education and care services. The Trial aims to assess the impact of targeted support on educator viability and community outcomes.

New eligible educators will be supported by Our Village Family Childcare through training, mentoring, and home visits, ensuring high-quality care and ongoing professional development.

Educator Profiles

Each educator at Our Village Family Childcare offers a unique and enriching environment for children to learn and grow. We are pleased to introduce two of our educators who have generously shared insights into their individual services, providing a glimpse into the personalised care and learning experiences they offer.

Diana

Sunbury | 15 years of service

Educational Philosophy

Diana is a highly experienced educator, committed to delivering exceptional education and care for children. Her approach is grounded in providing meaningful, child-centred learning experiences that cater to each child's individual interests and developmental needs.

Excursions and Community Engagement

Diana regularly organises enriching excursions, including visits to the Melbourne Zoo, where children engage in inquiry-based learning about animals and their habitats. Local parks and playgrounds, including our own outdoor space, are also part of the children's regular exploration, supporting their physical development and connection to nature.

Hands-On and Sensory Learning

Hands-on learning is a cornerstone of Diana's educational philosophy. Children are encouraged to participate in sensory-rich activities such as

making their own playdough. A recent favourite was a coffee and cocoa-scented playdough, which inspired imaginative play as children shaped animals and built homes for them. The rich aroma added an extra layer of sensory engagement to the experience.

Emotional Development and Child Voice

Diana fosters emotional intelligence by engaging children in conversations about their feelings and experiences. She actively involves them in decision-making processes related to their learning, promoting autonomy and confidence.

Outdoor Play and Nature Exploration

Outdoor play is an essential part of the daily routine, with activities that include gardening, water play, and messy exploration with mud and natural materials. Children also enjoy creating imaginative 'potions' using a variety of plants and herbs, encouraging creativity and experimentation.

Family Partnerships and Holistic Growth

Through Diana's nurturing and dynamic environment, and her strong partnership with families, children are supported to grow, learn, and thrive—while sharing plenty of laughter along the way.

Kylie

Romsey | 16 years of service

Educational Program and Practice and Physical Environment

Kylie consistently demonstrates a deep commitment to child-led learning. Her educational environments, both indoors and outdoors, are thoughtfully curated with open-ended, sustainable resources that inspire curiosity and creativity across all age groups. Kylie actively listens to children's voices, incorporating their ideas into daily activities, which fosters a strong sense of agency and belonging.

A standout feature of her program is the regular cooking experiences. Kylie ensures all dietary needs are considered, making these moments inclusive and meaningful.



Children's Health and Safety

Kylie prioritises children's safety while encouraging exploration and independence. She thoughtfully balances supervision with opportunities for appropriate risk-taking, particularly in natural settings. Her support for risky play helps children build resilience, confidence, and problem-solving skills in a secure environment.

Relationships with Children

Kylie has cultivated strong, trusting relationships with the children in her care. Her interactions are consistently warm, respectful, and responsive, creating a nurturing atmosphere where children feel safe and valued. These relationships are evident not only during home visits but also in community settings and playgroups.

Collaborative Partnerships with Families and Communities

Kylie actively integrates community engagement into her program. Regular outings to playgroup, as well as excursions to local shops, provide children with rich, real-world learning experiences. She also supports school transitions through school runs and maintains strong connections with local educators, ensuring continuity of care and learning. ●●



Child and Youth Health

Our Child and Youth Health team has experienced a year of exciting growth and transformation, significantly enhancing our ability to support families across Sunbury and the Macedon Ranges.

In response to increasing demand, a second team was established with plans to further recruit and strengthen our workforce. This new Child and Youth Health team works alongside our existing multidisciplinary team to deliver services under a range of funding models, including the National Disability Insurance Scheme, Community Health, and School Readiness Funding. This expansion has allowed us to broaden our service offerings, reduce wait times, and provide more targeted support to children and young people with diverse needs. The collaboration between teams has fostered a dynamic and responsive service environment, ensuring families receive timely, high-quality care tailored to their needs and circumstances.



In addition to expanding our core services, our teams have delivered several impactful programs, including kindergarten screening initiatives, audiology outreach services to conduct hearing assessments, and the ongoing success of our music group program.

Left to right: Sarisha Lobo, Chad Lazaro, Janelle Menzoza. Child and Youth Health team



School Readiness Fund

Over the past 12 months, our team delivered over 200 allied health sessions in kindergartens and early learning services in the Macedon Ranges. These sessions focus on equipping teachers with practical strategies to better support children's communication, wellbeing and participation in their everyday environment. Not only do current children benefit, but the skills and confidence developed among educators create lasting change that will support future cohorts. This aligns directly with the goal of the Victorian School Readiness program, which is to build the capacity of educators so that all children, regardless of background are supported to thrive and transition successfully to school.

Speech Pathologist Jennifer Zelenbaba



Audiology Outreach

Our audiologist, Rangi Rodrigo, was keen to be able to screen clients out in the community, rather than them having to come into the audiology booth at our Sunbury site. Rangi researched a range of audiology testing equipment and developed a proposal to purchase a Titan tympanometer which provides portable advance screening, diagnostic and clinical testing. Having this flexibility has enabled us to screen clients at all of our sites, plus she has also been working alongside our speech therapy team providing hearing and speech screenings in the community at one of the local maternal and child health hubs, and kindergartens and schools. ●●

Audiologist Rangi Rodrigo



“

I like to play with squishy stuff I can mould with. Sometimes it gets my anger out. I like playing with the puppets, the way you can move them helps being in control of someone else that can't make you feel mad or bad about anything.

RACHAEL

”

“

It has been helpful in identifying and understanding how my daughter is feeling and now she is able to express her feelings and stop them from being out of control.

RACHAEL'S MOTHER

”

Family Violence Support

Safe Thriving and Connected

Safe, Thriving and Connected is a therapeutic family violence recovery program for victim survivors of family violence. The program is delivered by the Loddon Gender Equality and Violence Prevention Consortium, of which we are partners along with the Centre for Non-Violence (lead agency), Annie North, Centre Against Sexual Assault Central Victoria and Women's Health Loddon Mallee.

Rachael*, her mother and older sister were referred to the Safe, Thriving and Connected program for family violence therapeutic support. Initially, 8-year-old Rachael was reluctant to engage in therapy and only her sister took part. Over the 12 sessions, Rachael became familiar with the family's therapist and the surroundings, and after one family session, felt comfortable to begin her own therapy with the support of her mother in the room.

The sessions were anchored in using play and art as therapy to allow Rachael to use her choice of materials to express her emotions, thoughts and sensations. Part of the process was to support Rachael to identify her emotions via body sensations

and words, and to express them through clay, paint, sand, movement and puppet play.

There have been many positive outcomes as a result of the therapy sessions. There has been an growth in the nurturing relationship Rachael has with her mother, plus she now enjoys going to school, has a close friend and is engaged in after school activities. Rachael reports that she can better identify and express her emotions in more helpful ways. ●● * Name changed



Disability Support

My Story

Presented through theatrical performance, *My Story* will be an exploration of disability rights – what they are, what it looks like when these rights are upheld and fully exercised, and what it means for people with disability, and their carers, when these rights are not respected and embedded in practice.

My Story will aim to improve the knowledge and skills of NDIS staff and participants around disability rights and educate people on what they can do to raise awareness and promote rights-based practice, and give guidance on what to do when things go wrong.

My Story is one of fourteen programs awarded a Support for NDIS Providers Grant administered by the NDIS Quality and Safeguards Commission. Embedding lived experience at every stage of the project, a steering committee has been established which includes people with lived experience of disability and expertise in the arts. Over 50 people with a disability have contributed to the community consultation process and the co-design of the storylines. We have also engaged leading disability media company Attitude Foundation as our video production partner.

My Story will be told by artists with a disability and in partnership with our ARRCH colleagues, the performance will be toured across regional Victoria to present disability rights in a way that is personal, authentic, and thought provoking. Audiences will be taken on a journey that challenges stereotypes and accepted practice. Education packs and an online



Jaymie-Lee MacMahon from BoilOver in *Heartstrings* July 2024

resource will be created to build on the impact and reach of the project, guiding audiences through focused discussion and reflection, with a call to action in embedding lessons learned into practice.

BoilOver Performance Ensemble

BoilOver Performance Ensemble was nominated this year as a finalist for the National Disability Awards which took place in Adelaide in December. BoilOver has provided physical theatre and creative arts expression opportunities to people with a disability for over 15 years. The nomination celebrated the outstanding contribution that BoilOver, led by Creative Producer, Carmen Maddison, with artist support from Karen Cleur and Jacqui Hughes, makes to creating an inclusive Australia where people with disability are valued, respected and can contribute to the community. ●●

Artists from *My Story*



LGBTIQA+ Support



Healthy LGBTI Ageing Project

In response to feedback from the community, we were successful in receiving a two-year grant to establish a new project to support the mental health and wellbeing needs of older lesbian, gay, bisexual, transgender and intersex people in the Macedon Ranges and Sunbury.

Through the Healthy LGBTI Ageing Project we have delivered various activities, connected local LGBTIQA+ people with services and community groups, and raised the profile of older LGBTIQA+ people locally. We also had information stalls at a number of local community events to raise awareness about the project including the Kyneton Daffodil Festival, Sunbury StreetLife Festival, Puppy Pride, IDAHOBIT, and a Homelessness Week expo in Kyneton.



Tonye Segbedzi and Mez Lanigan, Healthy LGBTI Ageing Project

In consultation with local LGBTIQA+ community members, the broad range of activities included:

- » **Film screening:** *LGBTI Seniors Untold Histories* and panel discussion in conjunction with Goldfields Libraries as part of the Victorian Seniors Festival.
- » **Workshop:** *Preparing for your Future* in conjunction with Justice Connect on preparing legal documents for later life.
- » **Chillout Festival:** Soundcheck and mocktails with Marcia Hines in conjunction with the Country LGBTI Inclusion Program's Birds of a Feather events.
- » **Rainbow bingo:** Games and lunch as part of Sunbury Neighbour Day in conjunction with Sunbury and Surrounds LGBTIQ Social Club.
- » **Rainbow Crafternoon:** A visit to the Old Auction House in Kyneton to see the Queerthentic art exhibition and spend some time crafting.

The Healthy LGBTI Ageing Project team also:

- » Published a monthly list of local LGBTIQA+ social events on our website.
- » Provided 27 participants with specific information about services and groups they expressed interest in.
- » Organised more intensive support to four individuals who needed assistance with more complex issues such as housing, legal, financial and mental health.
- » Hosted an afternoon tea where eight participants had the opportunity to meet with a counsellor and learn more about the support available.
- » Developed a series of fact sheets that explain counselling and other supports available locally.
- » Supported service providers and community groups to be more inclusive of older LGBTIQA+ people through the delivery of the *Rainbows Don't Fade With Age* training workshops delivered by Val's LGBTI Ageing & Aged Care.

Community Mental Health

'Rainbows Don't Fade With Age' Training



The Healthy LGBTI Ageing Project is funded by the Victorian Department of Health, Mental Health and Wellbeing Division, Diverse Communities Grants Program until 31 December 2025. A video about the project can be found by scanning the QR code. ●●

“
There was no barrier here,
everyone was just being
themselves and you can
feel that in the room. It was
liberating for a lot of people
HLAP EVENT ATTENDEE — ”



Children's Health and Wellbeing Local

The Loddon Children's Health and Wellbeing Local (LCHWL) was established after the Royal Commission into Victoria's Mental Health System recommended that mental health, allied health, community health and family services work in a more collaborative way. This was to ensure that children 0 to 11 years who had previously fallen through the gaps could access a range of professionals to meet their developmental and wellbeing needs. By providing wrap-around services earlier the aim is to prevent more serious mental health problems developing in the future.

The LCHWL has its central hub at Bendigo Community Health with clinicians based in Kyneton, Castlemaine, Maryborough, Loddon and Echuca.

Clinicians meet with children and families at educational and childcare settings, families' homes, and within the wider community. This helps overcome any barriers families may have previously faced. Clinicians engage children in group work and play therapy to support their social, emotional and language needs. Workshops are run for parents and educators and have included topics such as managing the use of electronic devices, and supporting neurodiversity in children.

The flexibility of the program has enabled our clinician to tap into the beauty of the Macedon Ranges and use this as part of the therapy sessions. The Romsey Ecotherapy Park next to our Romsey site was used for a series of outdoor sessions, and with another family, the clinician met with the parent for walking counselling sessions through the spectacular autumnal trees of Mount Macedon. These ways of interacting, in a non-clinical setting, enabled our clinician to get a better understanding of the families she was working with and help them to acknowledge their strengths and resources and work towards their goals for the future. ●●



School Focused Youth Services

School Focused Youth Services helps empower schools, educators, and students with the tools and support they need to remain connected and get the most out of their schooling. This year was another impactful year in the Loddon Campaspe region where we delivered a broad range of programs tailored to local needs.

Kyneton High School: First Nations Program

Thanks to renewed School Focused Youth Services funding, Kyneton High School continued to deliver a vibrant and empowering First Nations program for Aboriginal and Torres Strait Islander students.

A standout achievement was the design and development of the school's first Indigenous school uniform. This project, created in collaboration with Uncle Mick Harding, a Taungurung artist and community leader, featured culturally significant elements such as Bundjil the Creator and the Campaspe River. Students were deeply involved in the six-month creative process, gaining a stronger connection to culture, identity, and community.

Building on this cultural initiative, Kyneton High School will host a special event in late September,

featuring a performance and workshop by Mitch Tambo. First Nations students from all secondary schools in the Macedon Ranges will be invited to participate in this regional celebration of culture and connection.

ICAN Imagination Club

The ICAN Imagination Club offered transformative 10-week sessions for students with autism or who identify as neurodivergent. The program paired students with mentors who also have lived experience of autism, helping participants to build confidence, social skills, and a sense of belonging within the school setting.

Educators reported that the program was life-changing for many students, particularly those who previously struggled with school attendance due to anxiety or a lack of support. With accompanying teacher training, participating schools are now better equipped to support and re-engage neurodivergent learners.

70
Educators



400
Students



14
Programs



21
Schools





Uncle Mick Harding at Kyneton High School



Castlemaine Secondary College: Hands-On Learning

In partnership with Castlemaine Community House, we introduced the Hands-On Learning program at Castlemaine Secondary College. Designed for students at risk of disengaging from school, this initiative emphasises practical skills, teamwork, and real-world learning opportunities.

Current student-led projects include the development of a community cafe and school-based landscaping and gardening initiatives, providing meaningful, hands-on experiences that help students reconnect with learning in a supportive and engaging environment.

Health and Wellbeing Initiatives

School Focused Youth Services delivered several physical wellbeing programs designed to enhance both individual and group resilience:

- » Fitness sessions for Kyneton High School students at Outland in Kyneton in partnership with the local police.
- » Pilates sessions at Gisborne Secondary College promoting mental and physical wellness.

These programs contributed to improved student wellbeing, strengthened peer connections, and fostered more positive student-teacher relationships. ●●

Doofe Cafe Castlemaine



Growing Healthy Communities

Thanks to the support of a VicHealth Growing Healthy Communities grant, we have been able to partner with Kyneton High School to enhance their community kitchen garden creating a vibrant space where students can grow, cook, share, and enjoy fresh seasonal produce.

One of the most exciting outcomes of this project has been the enthusiastic involvement from both staff and students. The initiative is not only building capacity within the school to embed the garden across the broader secondary curriculum, but it has also sparked a cultural shift. Students are engaging in conversations about nutritious food and healthy eating, while teachers are beginning to see the garden as a natural extension of their classrooms.

The Year 10 Building and Construction class played a key role designing and constructing bench seating, picnic tables and raised garden beds for the



space. Over 40 staff members attended an afternoon social networking event in the garden, where ideas flowed about how the space could be integrated into teaching and learning.

Together, staff and student groups have installed compost bins, planted a fruit tree orchard and an edible

food forest, and successfully established an annual cash crop of garlic and daffodil bulbs, laying the groundwork for a sustainable and educational resource that will benefit the school community for years to come. ●●

Teachers are beginning to see the garden as a natural extension of their classrooms

Community Partnerships



Volunteer Partnerships

The Volunteer Partnerships program is managed by Sunbury and Cobaw Community Health with funding provided through a Volunteer Management Activity grant from the Australian Government.

The aim of the program is to increase volunteer management capacity of organisations with volunteers in Sunbury and the Macedon Ranges, and increase inclusivity in volunteering across the region.

Training and Events for the Sunbury and Macedon Ranges Leaders Forum

Six volunteer leader's forum events were held bringing together leaders of volunteers and potential volunteers for networking and learning. Activities included:

- » A full day Dumuwal Djaara cultural competency program in Bendigo.
- » Volunteer masterclasses on volunteer management, governance and finance.
- » Training sessions on creating inclusive environments for LGBTIQ+ individuals in daily interactions, volunteer spaces and workplaces.
- » Legal issues in managing volunteers.

Promotional Video

A video for social media was produced to coincide with International Day of Volunteers. *Volunteers: More than what you see* showcases a diverse cast of volunteers from Sunbury and the Macedon Ranges and set out to:

- » Celebrate the region's current volunteers.
- » Showcase the benefits of volunteering to potential volunteers from diverse communities.
- » Reinforce to organisations with volunteers that they can come from diverse backgrounds and their diversity adds value.

Supporting Meaningful Volunteer Opportunities for People with Disabilities

Our Volunteer Partnerships team coordinated a co-design process involving people with disabilities, their carers and family members as well as volunteer managers from our region. Co-designers participated in interviews and workshops to interrogate and shape two resources for use by volunteers and volunteer managers when shaping opportunities for people with a disability. ●●



Left: Cultural competency program for volunteers. **Top:** *Volunteers: More than what you see*. **Above:** Creating volunteer opportunities for people with disabilities.

Alliance of Rural and Regional Community Health

Common Leadership Program

As part of the Alliance of Rural and Rural Community Health (ARRCH), Sunbury and Cobaw Community Health (SCCH) had three of our team leaders participate in the pilot Common Leadership Program, delivered in partnership with Federation University, Ballarat. This initiative was designed to strengthen leadership capability across regional community health organisations, with limited places awarded through development pathways or expressions of interest.

The program led to a nationally recognised Diploma of Business qualification, delivered through six intensive two day workshops held onsite at the university. The workshops combined classroom learning with practical assessments, role play, and written submissions. Participants also completed additional coursework and assessments outside of the workshops. Some staff stayed in university accommodation which fostered deeper connections through shared meals, guest speaker evenings, centre tours, and interactive experiences such as dining while wearing virtual visual impairment glasses.

The program was fully funded by each ARRCH organisation and brought together staff from all 11 member services. The classroom environment was rich with collaboration, humour, and mutual

support. Participants built a strong network of peers, sharing insights, asking thoughtful questions, and offering honest feedback. This network continues to support our leaders well beyond the program.

The course covered a broad range of leadership and business-focused units, including managing budgets and financial plans, risk management, critical thinking, diverse workforces and team effectiveness.

Several months on, participants have already applied their learnings in meaningful ways. They have gained a deeper understanding of the business side of community health, developed practical tools for project planning and stakeholder engagement, and strengthened their emotional intelligence and critical thinking skills. The opportunity to connect with ARRCH counterparts has also enabled cross-organisational collaboration and idea-sharing.

We feel extremely fortunate to have been part of this program and hope to see future leaders invested in the same way. ●●



David Wild with staff graduates of the Common Leadership Program



Aboriginal Engagement

Reconciliation Action Plan

We are committed to walking together with Aboriginal and Torres Strait Islander people for a shared and equitable future. We are proud to have implemented initiatives within our Reflect Reconciliation Action Plan as we strive for reconciliation that is both visible and meaningful. Highlights from the past twelve months have included:

- » Implementing an internal and external communications strategy to increase understanding of our shared history and the ongoing impact of colonisation.
- » Updating processes to increase understanding and observing of cultural protocols such as Acknowledgement of Country and Welcome to Country.
- » Hosting and partnering on National Reconciliation Week and NAIDOC activities across our region.
- » A submission in support of the renaming of Sunbury's Noogal Reserve, meaning 'belong' in the Woi Wurrung language, in acknowledgement of first nations communities. Members of our Reconciliation Action Plan Working Group were also privileged to join more than 3,000 people from across Victoria to mark the closure of Australia's first formal truth-telling process, the Yoorook Justice Commission.



We continue to work with and support Aboriginal and Torres Strait Islander organisations on local programs and events that promote health, wellbeing and reconciliation. We have maintained a partnership with the Sunbury Aboriginal Corporation to support initiatives such as Healthy Happy Deadly, Aboriginal Playgroup, Sunbury Community Harmony Food Co-op, Kid X and NAIDOC Week celebrations. We have also partnered with the Victorian Aboriginal Child and Community Agency for the Sunbury Village project.

We look forward to building on the foundations of our Reflect Reconciliation Action Plan through development of our next Innovate Reconciliation Action Plan and continuing to learn and work towards advancing reconciliation between Aboriginal and Torres Strait Islander peoples and the broader community for the benefit of everyone. ●●

Community Connections

Social Support

The Social Support and Respite team has remained consistently busy this year, with a strong focus on refining processes, enhancing quality, and introducing fresh ideas into group planning.

Our intergenerational program continues to thrive in partnership with Our Village Family Childcare with children visiting their 'grandfriends' once a month in the Moonbeams group, engaging in music, craft, storytime, and other interactive activities that foster connection and joy across generations.

In the New Horizons group, we have shared in the excitement of major life achievements, with group members gaining employment and moving into supported living, both wonderful examples of personal growth and independence.

Our team currently supports over 120 people, and we remain committed to expanding our reach as community needs continue to grow. We are proud of the meaningful connections we foster and the positive impact we make every day.

Connection Service

The Connection Service is for people aged under 65 (under 50 if Aboriginal and Torres Strait Islander) who require assistance accessing services due to barriers. Over the past year, we have supported members of the Macedon Ranges community facing a wide range of health, social, and financial challenges.

Our Connection Officer is able to guide people towards the appropriate supports, services and resources needed for their particular issue which could be supports such as financial assistance, food banks, help with technology, or transport options. The service aims to empower people with the knowledge and confidence to continue their journey independently and work towards their personal goals. For those who were not yet able to take those next steps alone, we provided hands-on support tailored to their specific needs. ●●



“ One of the most rewarding aspects of this role has been seeing people regain a sense of value in their lives. Knowing that they can achieve their goals and still be able reach out to me when needed, while also feeling empowered to move forward on their own, has proven to be a compassionate and sustainable way to support individuals during challenging times.

CAROLYN COLSON, CONNECTION OFFICER ”



Financials

The complete 2024–25 Financial Report is available on our website: sunburycobaw.org.au/about-us/publications/

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2025

	Note	Consolidated \$ 2025	Parent \$ 2024
Continuing Operations			
Revenue from contracts with customers	2	27,947,718	19,493,348
Other sources of income	2	5,204,814	3,865,032
Gain on acquisition	15	13,654,524	–
Employee benefits expense	3(a)	(26,909,357)	(17,092,643)
Depreciation and amortization expense	3(b)	(944,666)	(734,682)
Finance expenses	3(c)	(30,889)	(184)
Utility expenses		(349,289)	(226,680)
Motor vehicle expenses		(159,325)	(78,469)
Audit, accreditation, legal and consultancy fees		(690,646)	(314,612)
Staff training and development expenses		(282,946)	(236,437)
Client support services expenses		(728,841)	(673,184)
General program supplies	3(f)	(2,858,988)	(2,058,713)
External dental providers		(469,043)	(468,106)
Repairs and maintenance		(318,234)	(171,360)
Other expenditure		(1,378,068)	(395,372)
Impairment expense		–	(145,594)
Surplus /(Deficit) for the year		11,686,764	762,344
Items that will not be classified to net result			
Unrealised gains on investments		421,401	426,693
Total comprehensive surplus/(deficit) attributable to members of the entity		12,108,165	1,189,037
Total comprehensive income/(deficit) for the year arises from:			
Continuing Operations		12,108,165	1,189,037
		12,108,165	1,189,037

The above statement of profit or loss and other comprehensive income should be read in conjunction with accompanying notes, specifically Note 1 Summary of Significant Accounting Policies and Basis of Preparation.

Statement of Financial Position For the Year Ended 30 June 2025

	Note	Consolidated \$ 2025	Parent \$ 2024
Assets			
Current assets			
Cash and cash equivalents	4	7,985,197	9,730,961
Trade and other receivables	5	1,313,754	895,748
Inventories	6	23,920	26,746
Other assets	7	477,086	133,924
Total Current Assets		9,799,957	10,787,379
Non-current assets			
Investments	8	7,168,263	7,360,238
Property, plant and equipment	9	33,772,711	15,991,183
Right-of-use assets	11	552,844	—
Total Non-Current Assets		41,493,818	23,351,421
Total Assets		51,293,775	34,138,800
Liabilities			
Current liabilities			
Trade and other payables	12	9,599,432	8,126,550
Provisions	13	4,981,336	2,458,113
Lease liabilities	14	120,632	—
Total Current Liabilities		14,701,400	10,584,663
Non-current liabilities			
Provisions	13	833,666	444,220
Lease liabilities	14	540,627	—
Total Non-Current Liabilities		1,374,293	444,220
Total Liabilities		16,075,693	11,028,883
Net Assets		35,218,082	23,109,917
Equity			
Retained earnings		32,782,395	20,674,230
Asset revaluation reserve	21	2,255,687	2,255,687
Asset replacement reserve		180,000	180,000
Total Equity		35,218,082	23,109,917

The above statement of financial position should be read in conjunction with the accompanying notes, specifically Note 1 Summary of Significant Accounting Policies and Basis of Preparation.

Statement of Cash Flows

For the Year Ended 30 June 2025

	Note	Consolidated \$ 2025	Parent \$ 2024
Cash flows from operating activities			
Continuing operations			
Receipts from clients and government grants		29,214,892	23,332,329
Receipts from donations, reimbursements and rentals		535,199	410,690
Payments to suppliers and employees		(31,378,070)	(19,899,220)
Low-value lease payments		—	(16,685)
Interest received		307,754	219,874
Interest paid		(11,415)	(184)
Dividends received		329,462	326,708
Net cash (used in)/ provided by operating activities		(1,002,178)	4,373,511
Cash flows from investing activities			
Continuing operations			
Proceeds from sale of property, plant and equipment		13,149	527
Payments for property, plant and equipment		(2,658,854)	(287,756)
Proceeds from sale of investments		2,574,189	349,159
Payments for purchase of investments		(1,822,941)	(551,623)
Net cash used in investment activities		(1,894,457)	(489,694)
Cash flows from financing activities			
Payment of funds advanced to controlled entity		—	—
Payment of principal elements of lease liabilities		(100,163)	(42,137)
Net cash used in financing activities		(100,163)	(42,137)
Net increase / (decrease) in cash and cash equivalents		(2,996,798)	3,841,681
Cash and cash equivalents at beginning of the financial year		10,981,995	5,889,281
Cash and cash equivalents at the end of the financial year	4	7,985,197	9,730,961

The above statement of cash flows should be read in conjunction with the accompanying notes, specifically Note 1 Summary of Significant Accounting Policies and Basis of Preparation



Feedback

We welcome your feedback on your visit to us, or your interaction with our staff. We also welcome feedback on this report.

Phone: 9744 4455

Post: Written feedback can be sent to
PO Box 218, Sunbury VIC 3429

In Person: Drop into one of our offices and ask to speak to someone in person and complete a feedback form

Email: feedback@scchc.org.au

Online: Use our electronic feedback form:
<https://us1.zonka.co/BnrK01>

Scan the following QR Code with your mobile device:





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**SUNBURY
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COMMUNITY
HEALTH



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