



**WATCH DISABILITY  
SERVICES INC.**



**Annual Report  
2023 - 2024**

# AN OVERVIEW OF WATCH DISABILITY SERVICES INC.

## Our History

A small group of parents founded WATCH in the mid 1980's as there were no adult services available in the Waverley area for their children. After several years of lobbying and submission writing to both the State and Federal Governments, Waverley Adult Training Centre for Intellectually Handicapped Persons (W.A.T.C.H.) was opened in 1988. The Centre started with fifteen (15) full-time participants in a rented building located at the Transport Accident Commission (TAC) in Glen Waverley, and soon moved to the current site in 1991. Further renovations to the Mountain Crescent site over the years have enabled more participants to join WATCH. In 2009 after extensive forums and meetings with all associated with WATCH, our Strategic Plan was launched at the AGM. One of the major goals of the Plan at this time was to change our name to WATCH Disability Services, this took place in 2010. In 2014 the completion of our second location, WATCH Springvale Campus, was opened and allowed us to offer more places at WATCH.

## About Us

WATCH DISABILITY SERVICES INC.

ABN: 852 164 178 58

Association Registration No. A0013445F

NDIS Registration No. 4-433C-931



13 Mountain Crescent Mulgrave VIC 3170

Phone: 03 9562 3796

Rear 4 / 4A Brough Street Springvale VIC 3171

Phone: 03 9546 3700

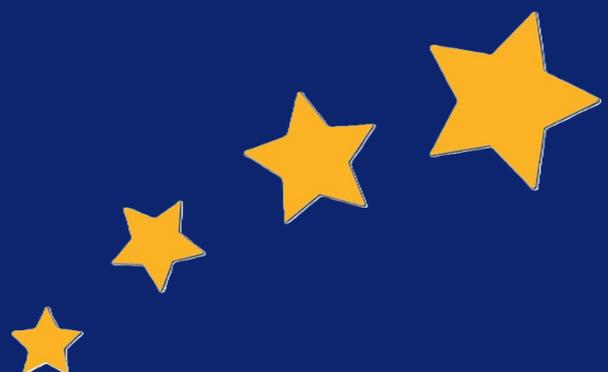
Email: [info@watchinc.com.au](mailto:info@watchinc.com.au)

Web: [www.watchdisabilityservices.com.au](http://www.watchdisabilityservices.com.au)

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



*Pictured on the Front Cover: Participants of the WATCH Social Group enjoying each others company at one of the first of many dinners in November 2023.*



# AN OVERVIEW OF WATCH DISABILITY SERVICE INC.



## Vision

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

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



## Values



### Quality of Life

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



### Empathy

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



### Respect for Each Individual

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

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



### Honest Communication

We value open and honest communication through transparency, active listening, and freedom to express ideas. Integrity guides our actions to build trust and maintain ethical relationships.



# CONTENTS

## Section 1 — An Overview of WATCH

Our History	2
About Us	2
Our Vision & Values	3

## Section 2 — Our Governance

President's Report	5
CEO's Report	6
Honouring Lesley Slater (OAM)	8
Acknowledgement of Service	9
Our People and Supporters	10
Our Donation Recognition	11
WATCH Connections Report	12
WATCH Council Report	13
WATCH Quality & Safeguarding Report	15

## Section 3 — Our Finances

Treasurer's Report	16
Financial Report	17

## Section 4— Our Other Important Information

How you can Help	40
Contact Us	40



*Pictured on the right is participant Mirjana who is our 'WATCH Me Shine!' Ambassador.*

*The spray of stars represents the WATCH guiding motto 'to learn and achieve, be active and social'.*

*Mirjana's story can be found at [www.watchdisabilityservices.com.au/about-mirjana](http://www.watchdisabilityservices.com.au/about-mirjana)*

# PRESIDENT'S REPORT

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

I would firstly like to acknowledge our program participants for their engagement with WATCH and our services which are aimed towards making the lives of people with a disability more fulfilling. My appreciation also extends to the parents, carers and families of our participants who have entrusted WATCH with the care of their loved one. This is not taken for granted by the Committee of Management or the broader team at WATCH.

The Committee of Management has continued to work hard in the post-pandemic and NDIS era to provide great services to our participants whilst also leading the broader organisation in a manner which will mean we are strong and financially viable into the future. We always deliberate on decisions that balance this financial and organisational strength with accessibility of services to our participants; especially in the cost-of-living crisis which is impacting so many families.

We have had a change in membership over the last year on the Committee. Lesley Slater (OAM) finished serving on the Committee shortly after the last AGM, having served for 36 years. Lesley was always a strong advocate for our participants as a parent which is a critical perspective to bring each month to our meetings. Thank you Lesley, for your enormous contribution to WATCH over many years.

Maintaining the important voice of participants and their families on the Committee is Julie Sheppard, who joined us since the last AGM. Julie has already made a strong contribution, including presenting to the Committee on her son's NDIS plan and some of the challenges parents and carers face under this scheme.

I would like to thank Laura Ubavin, our CEO, for her ongoing strong leadership over the last year. Laura and her staff have focused heavily on improving many aspects of the services at WATCH from the physical appearance of the facilities and to strengthen the operating procedures for our services. My thanks go to all of our amazing staff who do such important work at a high standard.

As can be seen in the Treasurer's Report, Andrew Robinson has formally taken over as Treasurer from Jeff Hall since our last AGM. Jeff's tireless and hands-on support of WATCH, especially in the face of NDIS taking over from State funding and the COVID 19 pandemic, has been immense. He still plays a very active role on the Committee including ensuring a smooth transition to Andrew as Treasurer. Throughout the past year, WATCH has maintained a strong financial position, thanks to the diligent oversight of Andrew and Jeff. Their efforts have contributed to another successful financial year, resulting in a surplus. This is the second year running that WATCH has been in surplus following some loss-making years through COVID.

It is with sadness that I acknowledge the passing of Milan Vucic. Milan's generous support of WATCH over many years has been significant in keeping the organisation in good shape to serve our participants. Our thoughts are with the Vucic family at this difficult time.

As I did in my report last year, I would like to finish with something that we start with at every Committee meeting: a 'Mission Moment'. To ensure the Committee remains grounded with the purpose of our services to our participants, we always start meetings with Laura sharing something special from our participants over the prior month. In our most recent Committee meeting, our Mission Moment saw a group of our participants from the weekend social group program attend the Chinese New Year Lunar Festival at Forest Hill Chase. The event featured performances of traditional Chinese dances with participants joining in on the festivities.

I look forward to the coming year for WATCH as we continue to improve and grow our services to our participants.

**James Chisholm**

**Chairman**



*Pictured above are participants of the WATCH Social Group watching the Chinese New Year Lunar Festival at Forest Hill Chase.*

# CHIEF EXECUTIVE OFFICER REPORT

As we reflect on the past year, I am proud to share the remarkable progress and achievements our organisation has made in supporting participants. Despite the challenges and uncertainties in the NDIS landscape, our dedicated Committee of Management and staff team have demonstrated resilience, innovation, and a steadfast commitment to our vision, to provide each person we serve with the opportunity and support to develop and maintain the skills which will enable them to live with the greatest degree of independence possible.

Our focus on person-centred approaches has positioned us well for the future. We have invested in lifting our service standards, better resourcing our management team, and enhancing our sites with new furniture and other improvements.

## Highlights of the Year

Some of the highlights during the year include:-

**Community Engagement:** Participants have become more actively engaged with the community, such as joining the Greater Dandenong Peer Action Group run by VALID advocacy group. They contribute to meetings at the Springvale Council to discuss how people with disabilities can be better supported in the community. Initially, the WATCH group was hesitant to share their opinions. However, they have become more confident and are now actively participating in decision-making. The group focuses on addressing access and equity barriers within the local community. In late 2023, they identified that people with disabilities still lack a strong presence in the community. One strategy was to create events run by people with disabilities, with the necessary support.

**Art Competition:** WATCH artists entered five pieces in the Disability Pride Art show at the Orville Community Centre. The purpose of this event was to celebrate International Day of People with a Disability which is held annually on the 3<sup>rd</sup> December, and was sponsored by VALID. Participants from WATCH joined in this community event, and the Art Piece that WATCH won third prize for was made of Silk using the 'Serti' technique for silk painting and with the support of staff, participants painted a person in a wheelchair titled "Watching Pride Unfold".

**WATCH Council Activities:** The WATCH Council has had a busy year, planning WATCH functions and undergoing training on various topics such as OH&S, bullying and harassment, and current affairs. Members include Adam H, Adam K, Blake H, George M, Mark K, Minh N, and Paul D. The Council Members are taking on the responsibility of conducting quarterly property inspections at Mulgrave. We thank them for their contribution to WATCH.

**Recycling Program:** Participants of the WATCH Inspire Program joined the Victorian Container Deposit Scheme recycling eligible cans and bottles, which they have embraced, becoming proficient in processing these items. They now better understand the benefits of recycling for the environment.

**Corporate Partnerships:** We have strengthened our relationships with corporate partners like Bunnings Springvale, who have supported WATCH with a BBQ fundraiser. Participants also took part in the Bunnings onsite programs and Kayla, the Activities Coordinator, also conducted a ceramic art workshop at WATCH's Mulgrave site. Bunnings provided all supplies for these activities and donated a \$500 gift voucher to the organisation. Bunnings provided a fantastic opportunity for creative expression and community engagement for our participants.



# CHIEF EXECUTIVE OFFICER REPORT CONT.

## Strategic Planning and NDIS Recertification

The Committee of Management has been busy working on WATCH's strategic plan. I would like to express my gratitude to participants and families for their invaluable contributions to the strategic planning survey issued in April 2024. Your feedback is deeply appreciated and is shaping the future direction of our organisation. As a result of the participants' and families' feedback, the Committee of Management is drafting a strategic plan to ensure we thrive amidst the ever-changing NDIS landscape. Significant work is underway at the senior management and Committee of Management level to navigate current NDIS changes and ensure a successful and viable future.

In June, WATCH completed its NDIS recertification audit, providing an excellent opportunity for external assessment against the Quality Indicators of the NDIS Practice Standards. The auditors reviewed our policies, procedures, systems, and service delivery practices, engaging with participants and families to ensure satisfaction. I am pleased to report that WATCH exceeded standards, a testament to the dedication of our staff and Committee of Management.

## Acknowledgements

I would like to express my gratitude to Lesley Slater, a founding member of WATCH who recently left the Committee of Management after 36 years of hard work and devotion. She was instrumental in commencing WATCH and shaping it to what it is today. Lesley lobbied the Government, fundraised, and advocated for the families and participants of WATCH. Without her, WATCH would not be the organisation it is today, and we are very grateful for her tireless work and contributions.

The WATCH community is saddened by the loss of Milan Vucic, who recently passed away. We appreciate all that he did for the WATCH community. Our thoughts are with his wife Maria, and sons Anton and Joe, during this difficult time.

I would also like to thank the Committee of Management who generously dedicate their skills and time to WATCH. Their support is commendable. Additionally, I would like to thank the management and staff team of WATCH for their dedication and support of our participants. Finally, a special mention to Narelle Vukic, congratulations on achieving 25 years of service at WATCH Disability Services Inc.

## Looking Ahead

WATCH is excited about the opportunities before us. We remain committed to navigating the evolving landscape with agility and purpose, always striving to deliver exceptional outcomes for the people we support.

Thank you for your continued trust and support.

**Laura Ubavin**

**CEO**

*Pictured right is Mirjana B (left) and Peter S from the WATCH Inspire Group at Bunnings Springvale painting rocks to make a potted rock garden. Bunnings kindly provided a fantastic opportunity for creative expression and community engagement for our participants.*



# HONOURING LESLEY SLATER (OAM)



Lesley Slater was instrumental in establishing Waverley Adult Training Centre for Intellectually Handicapped Persons (W.A.T.C.H.) in 1988, she instigated and rallied a small group of parents, like herself, who also had children with a disability who were seeking an appropriate day facility for their young adult children. From the outset, Lesley served as the secretary for this group, which eventually developed into the WATCH Committee of Management.

Through their efforts, temporary accommodation was made available in 1988 at the Transport Accident Commission's Mulgrave hospital. A suitable leader, Mrs. Peggy Beckett, was appointed, and WATCH commenced providing its valuable service. Lesley not only worked tirelessly on the committee but was also very hands-on, helping on an almost daily basis.

As time went on, it became apparent that a new site capable of accommodating the increasing number of people seeking its services had to be found. Fortunately, a former children's home in Mountain Crescent, Mulgrave, became available. At the time, this property was privately owned. Through the perseverance of the Committee, WATCH was able to lease the property and later purchase it outright with financial assistance from the Department of Community Services and other funds raised by the Committee of Management.

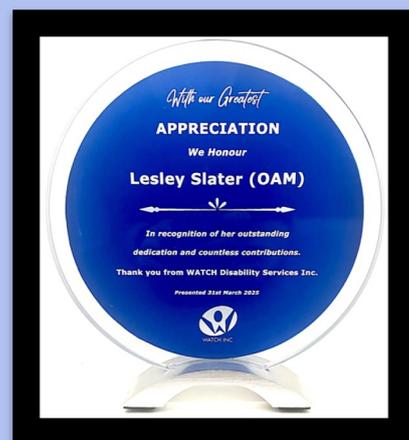
At the start of the new millennium, WATCH was successful in receiving a Rotary Project 2000 grant. Together with financial help from the Monash Council and the Department of Human Services, this enabled the construction of a new extension—the Peggy Beckett Wing—for the Mulgrave building. The wing was opened by the Minister for Community Services, The Hon. Christine Campbell, in October 2001. A further State Government grant shortly after that time facilitated an upgrade of the original building.

In 2009, one of the major goals of the Strategic Plan was to change the organisation's name to WATCH Disability Services Inc., this took place in 2010.

Lesley was a driving force behind all of these moves, her contribution has been above and beyond, in her role, she has actively driven progress from the very start to ensure that participants are given the very best services, their needs have also been paramount. Lesley through her role as Secretary of WATCH Disability Services Inc. over the last thirty six years, has contributed so much to the participants their parents, carers and to the community as a whole.

Lesley's dedication and tireless efforts have been fundamental to the growth and success of WATCH. Her legacy continues to inspire and guide the organisation.

**With our greatest appreciation, we thank you Lesley.**



## ACKNOWLEDGEMENT OF SERVICE

# CONGRATULATIONS NARELLE VUKIC



Narelle reached her 25 years of service in June 2024.

Narelle started at WATCH in 1999 as an instructor after completing her Bachelor Applied Science in Intellectual Disability Studies at Deakin University. She has mostly been in supervisory roles during her career at WATCH, including being appointed to Program Manager.

Narelle has been present for many changes at WATCH over the years including the opening of the Springvale Centre in 2014. Then a further 10 years on, Narelle has supported WATCH to move from differing funding models and introduced the programs and activities under the NDIS. More recently Narelle has been promoted to General Manager – Connections to better support the operations of both Mulgrave and Springvale services and assist with the implementation of WATCH's strategic initiatives.

On Monday June 17 2024, a momentous surprise celebration was held to congratulate Narelle on this lifetime achievement. She was presented with a service award certificate, flowers and gifts to acknowledge her dedication to WATCH and the highly commendable care she shows towards each participant.



*Pictured from the left is Picture 1 Narelle with participant Craig M on the left,  
Picture 2 Narelle with the Team Leaders from the left is Claire & Zuhra and on the right is Robert,  
Picture 3 Narelle with participant Mirjana B on the right, and Picture 4 Narelle with participant Paul D on the right.*

# OUR PEOPLE AND SUPPORTERS

## COMMITTEE OF MANAGEMENT

### Office Bearers

#### **President**

James Chisholm

#### **Vice President**

Frank Miller OAM

#### **Treasurer**

Andrew Robinson \*

#### **Secretary**

Milenko Barbaric \*

### Committee Members

Jeff Hall

Julie Sheppard (joined 03/2024)

Lesley Slater OAM (resigned 02/2024)

Malcolm Tilbrook

Mark Pellas (resigned 12/2023)

## LEADERSHIP & ADMINISTRATION TEAM

### **Chief Executive Officer**

Laura Ubavin \*

### **Accounts Manager**

Wendy Blight (resigned 11/2023)

### **Finance & Administration Assistant**

Nirmala Auty \*

### **Administration Assistant**

Max Vukic \*

### **Manager Quality & Safeguarding**

Meghan Lyons (joined 10/2023)

### **General Manager Connections**

Narelle Vukic (25) \*

**Team Leader**

### **Service Manager**

Claire Whelan \*

Jana Majdalani \*

Robert Stewart \*

Zuhra Keskic

## SUPPORT WORKERS

### Permanent Employees

Anita Su

Claire Whelan

Danielle Jeffrey

Giuseppe DePetra

Jagjeet Dhillon

Manisha Samel

Nathalie Printannier

Phannary Chea

Robert Stewart

Stephen Rodriqs (5) \*

Vicky Fredrick

Zuhra Keskic

Chantelle Davies

Daniel O'Shea

David Williams

Gladys Fernandes

John Kim

Matthew Jayewardene

Nodia Odigie

Pirtpal Singh

Shinoy Stephen

Suzie Milovanovic

Yamini Godse (5)

Chloe Muxworthy

Danielle Hetherington

Genevieve Barboza (5)

Jade Torr \*

Kylie Donat (5)

Nahla Abaker

Pagna Heav

Ramesh Reghunathan(5)\*

Sithal Singh

Vanessa Foote (15)

Yan Gao

### Casual Employees

Anita John

Margareta Broscoi

Joanne Stewart

Serena Emary

Linda Hammond

Sojan Thomas

## WATCH PARTICIPANT COUNCIL

Adam Hasnat

Craig Maxfield

Mark Komives

Adam Kohne

George Massouridis

Minh Nguyen

Blake Hewett

Jack Gleeson

Paul Davidson

## WATCH SPECIALIST SUPPORT

Thomas Tuena (Musician)

## COMMUNITY PARTNERS

Bunnings Springvale

Frank Cutuli @ Greater Dandenong Peer  
Action Group

Spuds R Us Dandenong

VALID

## FINANCIAL AUDITOR

onefocus Audit & Assurance Pty Ltd

## NDIS COMPLIANCE AUDITOR

DNV Business Assurance Australia Pty Ltd

(X) Staff milestones in Years of Service to WATCH Disability Services Inc.

\* The asterisk recognises those employees who have volunteered their time out of hours to fundraise at the Bunnings BBQ in October 2023.



**WATCH IS GRATEFUL FOR YOUR SUPPORT**

# OUR DONATION RECOGNITION

WATCH acknowledges the generous donations from the following:

## MONETARY DONATIONS

Bunnings (Gift Card)	\$500.00
David & Melissa Voce	\$200.00
Judy Buitenhuis	\$100.00
(2 x Coles \$50 gift cards)	
Judy Hasnat	\$30.00
Milan, Maria, Anton & Joe Vucic	
Donation	\$173.41
Subsidised Music Programs	\$1,687.50
Water & Sewage Usage	\$230.88
Zuhra Keskic	\$20.00

## IN-KIND DONATIONS

Flick Springvale	Electricity
Milan, Maria, Anton & Joe Vucic	Rent & Rate Payments
Penelope Trood	New Gym equipment
Spuds R Us	Onions (Bunnings BBQ)



*Thank you to the Vucic family who have been instrumental in supporting WATCH to subsidise the Music Programs with their kind donation.*

*Pictured is staff member Margareta (left) and participant Craig M. on the microphone.*

*Thank you to Penelope Trood (a placement student) for donating equipment for Springvale's Recreation Room. The Participant's have been enthusiastic in participating in exercise and playing ball games.*

*Pictured is participant Tim A. seated using the exercise bike.*



All Donations of \$2.00 and over are an allowable tax deduction in accordance with Australian Taxation Office.



# WATCH CONNECTIONS REPORT

In 2024, **'WATCH Me Shine!'** became our guiding motto, emphasising learning, achievement, active living, and social engagement for participants at WATCH Disability Services Inc. This motto reflects our core principles:

**Community:** 'Belonging' to a group, neighbourhood, club or local community fosters a sense of self-actualisation and personal fulfillment.

**Connection:** Building meaningful 'friendships' and broadening relationships enriches life experiences and wellbeing.

**Choice & Control:** Making informed decisions based on 'my preferences' is empowering, and respecting those individual choices is a fundamental human right.

The 2023-2024 year saw WATCH Connections grow with the addition of new staff members: Chantelle, Chloe, Danielle, David, Jagjeet, Pagna, Phannary, and Pirtpal. We also welcomed new participants Adrian, Blake, and Josie into our group programs.

Throughout the year, we offered a diverse array of programs and activities, with over 60 sessions per week delivered across our Mulgrave and Springvale sites, fostering skill development, independent living skills, social connections, active participation, community engagement, and overall wellbeing for our participants. Our services are designed to enrich participants' lives and work towards meeting their short, medium and long term goals.

WATCH Connections saw the revitalisation of our Social Group in 2023 with an array of activities and events attended throughout the financial year. This offering has been well received.

In addition to our WATCH Connections timetable, the yearly calendar featured some exciting fun events, including:

**Easter Celebrations** with fun games, creative crafts, biscuit baking and egg decorating. This event brought together the WATCH Community where being active and social was experienced.

**WATCH Idol** with an afternoon celebrating participant's singing talent, along with some creative movements and audience engagement. This was led by our WATCH Council and Musician, Thomas Tuena who plays the guitar, provides the music and lyrics for individual participant song choice. This event embraced the 'WATCH Me Shine!' motto to learn and achieve, be active and social.

Thank you to the WATCH Council, our participant advisory committee and advocates. They play a critical role in providing feedback from their peers.

In July 2023, we were saddened by the sudden passing of participant, **Wayne Miller** who was part of the original group who started at WATCH in 1988.

Looking ahead to 2025, WATCH Connections remains dedicated to supporting each individual in achieving their goals, through the continued fostering of person-centred active support, and I extend my gratitude to the support staff and management team for their ongoing assistance throughout the year.

**Narelle Vukic**

**General Manager—Connections**



*Pictured above is a sequence from the Woodwork program. Firstly, participants painted and decorated each of the chair pieces. Secondly, participants worked together to assemble the chair. Thirdly, a picture of the completed colourful wooden chair.*

*Pictured left is the late Wayne Miller who was part of the original group of participants at WATCH in 1988.*



# WATCH COUNCIL REPORT

WATCH Council members have remained busy participating in ongoing activities and tasks throughout the course of the 2023 – 2024 period. Council members remain and value their position as representatives, endeavouring to always support and be the voice of all WATCH participants.

Within weekly programs, staff have created activities and tasks to assist with increasing knowledge, vocabulary and awareness of the Days of Significance. This has included WATCH Council members completing a **Workplace Health and Safety Inspection** in 2023. Discussions were held between staff and members to increase understanding of reporting potential hazards and identifying risks. Staff assisted members to complete a basic checklist while providing insight to the process. This proved to be a positive learning experience with each member voicing their own concerns around Safety at WATCH. Concerns raised included to check the alarm and make sure tables and furniture are not broken. A Fire Safety session was later planned where members completed activities based on this topic. Staff encouraged recall of information which proved to be a successful exercise for the group.

**R U OK? Day, World Braille Day and Anzac Day** were among the Days of Significance observed. Open conversation was exchanged, promoting further awareness and meaning of why these days are important and should be recognised in our community.

**Respect** was a topic introduced and revisited, providing reflection time for members. This benefited the group in understanding the rights of all people as well as recognising the effects of disrespectful words and behaviour. The group talked through the meaning of empathy where members completed activity tasks to demonstrate and confirm a good understanding. This work was later represented in activities around International Friendship Day and the Olympics. This is where their understanding of friendships between people, countries, cultures, and as individuals can inspire peace efforts and the building of bridges between communities.

Unfortunately, Council members, along with the entire WATCH community grieved the loss of participant Wayne Miller in July 2023. Staff supported council members to understand feelings of grief, different types of grief and how to cope while experiencing feelings of grief. WATCH Council attended a memorial service held in the WATCH garden area to honour their beloved friend and shared their feelings and what they will miss most about Wayne.

On a lighter note, 2024 was the year that WATCH Council began to hold monthly formal meetings, essentially providing an official platform for members to have a voice. Spokesperson opportunities were offered to all, with Adam H and Paul D eagerly accepting the joint role to represent their peers. Formal meetings have proven to be an effective way to support forward thinking and planning of future events, as well as voicing any matters of concern. Paul suggested for further learning opportunities around money handling, healthy eating, reading and literacy. All members were supportive of these ideas with staff planning sessions incorporating the above suggestions.

Some of the WATCH Council members have joined the VALID Advocacy Group meetings, and attended the opening of the Noble Park Community Centres Accessible Garden on the 28 June 2024.

WATCH Council also brainstormed ideas for events to be held throughout the year. See over for more about these events.



*Pictured above is participants Adam K (left) and Paul D sharing their healthy eating worksheets on the Food Pyramid in Health & Wellbeing.*

# WATCH COUNCIL REPORT CONT.

**WATCH Idol** was held in February 2024. Council invited Thomas, our musician to M.C. and accompany participants while performing in the Show. WATCH Idol proved to be a great success across the WATCH Community and is planned to now be an annual event at WATCH Disability Services Inc.



**Olympic Fun Day** was scheduled to coincide with the Paralympics later in 2024. Another tremendous effort on behalf of WATCH Council members.

WATCH Council were actively encouraged to complete a **Participant Strategic Planning Survey**, based around experiences and plans for WATCH Disability Services Inc. Meghan Lyons, Manager Quality and Safeguarding

assisted the group to successfully provide feedback contributing to the strategic planning and direction for the future of WATCH Disability Services Inc. The Council members were specific in what improvements should be made to facilities, how services could be improved, and were clear on what WATCH does well. They shared their thoughts on opportunities for the organisation to consider offering in the future and individually expressed that residential supports in some sought of capacity would be ideal for their future plans as well.

*Pictured above is Musician Tom (left) and participant Adam K singing at WATCH Idol in February 2024.*

**Zuhra Keskic**

**Acting Team Leader**



*The 2024 Strategic Planning Survey showed significant satisfaction from Participants, Families & Carers regarding WATCH's Programs and activities on offer.*



*The 2024 Strategic Planning Survey showed significant satisfaction from Participants, Families & Carers regarding their experiences with our staff.*

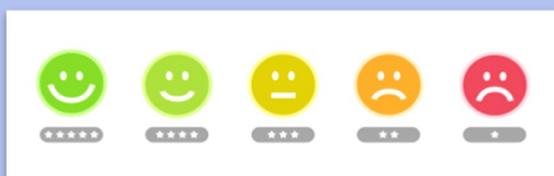
# WATCH QUALITY AND SAFEGUARDING REPORT

Stepping into this newly created role in October 2023 has been an immensely rewarding experience. My first priority was to review the 2022 participant satisfaction data and identified areas for improvement. I was pleased to see WATCH had acted on your feedback.

WATCH had responded by reinstating the after-hours Social Group, adding a second weekly music session, and developing an enhanced, more user-friendly Participant Communication Book as some of the improvements in 2023.

My second priority was to overhaul the WATCH Community Newsletter, and create new WATCH Brochures and Banners for the 2024 marketing events.

The third priority was to facilitate the WATCH Strategic Planning Survey in April 2024 with Participants, Families, Carers, Staff and other Stakeholders. Part of this process was to facilitate a Participant Focus Group to respond to the survey. WATCH Council members were more than happy to be involved sharing their experiences, thoughts and ideas on what works well, what can be improved on, and what service offerings they believe would be of benefit to the WATCH Community.



The results indicated interest in more Recreation & Leisure Activities, Supported Independent Living (SIL), and Getaway Holidays or other Respite options.

The final priority for the 2023-2024 year was to gain NDIS recertification for WATCH Disability Services Inc. which was successfully obtained with three best practices. These were for the following NDIS Standards:

## Feedback & Complaints Management

### Continuity of Supports

### Access to Supports

This demonstrates the hard work and dedication the team has shown at WATCH. A huge thankyou to the participants, families and carers who contributed to the individual interviews with the auditor and for the positive feedback and practical suggestions for improvement.

**Meghan Lyons**

**Manager Quality & Safeguarding**



*Pictured above is the WATCH Brochure and the Inspire Program Flyer. Also pictured above is the pictorial rating scale used with the Participant Focus Group.*

# TREASURER'S REPORT

## As at the 30 June 2024

It is my pleasure to present the Treasurer's Report for WATCH Disability Services Incorporated for the 2023–2024 financial year.

The organisation recorded a net surplus of \$33,260 for the year ending 30 June 2024, compared to a surplus of \$200,796 in the previous year. Revenue totalled \$3.34 million, largely generated from NDIS program funding and participant fees, with the remainder from government grants, donations, interest income, and incentives.

Expenditure increased during the year, with the major costs being salaries and employee benefits at \$2.74 million, along with program costs, insurances, and repairs and maintenance. The organisation also continued investing in building improvements and lease commitments to support operations and service delivery for participants.

As of 30 June 2024, WATCH Disability Services Inc. remained in a strong financial position with net assets of \$1.1 million and cash reserves of \$780,985. These reserves will support ongoing operations and provide stability as we continue delivering essential services to our participants.

It is important to note that new NDIS pricing arrangements came into effect in January 2024, partway through the financial year. These changes have impacted the previous billing structure and funding models, along with staffing requirements, particularly for group and centre-based supports. As with any significant change to NDIS pricing, the implementation of the new model takes time as we adapt our systems, staff resourcing, and service delivery to align with the new requirements while ensuring continued high-quality support for our participants. CEO, Laura Ubavin and her team have done a fantastic job in navigating these changes.

During the financial year, our internal finance team, supported by Effortless Accounts Pty Ltd, successfully migrated our accounting software from MYOB to Xero. This transition has improved integration with external partner systems, resulting in greater efficiency and time savings.

I would like to acknowledge the continued efforts of the leadership team, staff and the Committee in maintaining financial stability while continuing to invest in services and support for our participants and community.

**Andrew Robinson**

**Treasurer**



*Pictured above is Peter S and Peter A depositing eligible containers at the Mulgrave Depot as part of the WATCH Inspire Program fundraising activity.*

**Watch Disability Services Incorporated**  
**ABN 85 216 417 858**

**Financial report**  
**For the year ended 30 June 2024**

**COMMITTEE MEMBERS, REPORT**  
**FOR THE YEAR ENDED 30 JUNE 2024**

Your committee members present this report on Watch Disability Services Incorporated for the financial year ended 30 June 2024. In order to comply with the provisions of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act), the committee members report as follows:

**Committee members**

The names of each person who has been a committee member during the year and to the date of this report are:

James Chisholm	- President
Frank Miller	- Vice-President
Andrew Robinson	- Treasurer
Jeff Hall	- Treasurer (resigned as Treasurer in Feb 2024 and remained as a current committee member)
Milenko Barbaric	- Secretary
Malcom Tilbrook	
Lesley Slater	(resigned in Feb 2024)
Mark Pellas	(resigned in December 2023)
Julie Sheppard	(commenced in Feb 2024)

Committee members have been in office since the start of the financial year to the date of this report unless otherwise stated.

**Principal Activities**

The principal activities of the association during the financial year were the provision of supports for adults with a disability.

**Significant Changes**

No significant change in the nature of these activities occurred during the year.

**Operating Result**

The net current year surplus of the association for the financial year ended 30 June 2024 amounted to \$33,260 (2023: surplus \$200,796).

**Auditor,s Independence Declaration**

The lead auditor's independence declaration for the year ended 30 June 2024 has been received and can be found on page 2 of the financial report.

Signed in accordance with a resolution of the members of the committee.

  
Verified by signNow  
21/03/2025 00:12:32 UTC  
df38c199f69842609383  
James Chisholm

  
Verified by signNow  
21/03/2025 03:26:54 UTC  
df38c199f69842609383  
Milenko Barbaric

Dated this 21 day of March 2025



**AUDITOR'S INDEPENDENCE DECLARATION UNDER  
SECTION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012  
TO THE COMMITTEE MEMBERS OF WATCH DISABILITY SERVICES INCORPORATED**

In accordance with Subdivision 60-C of the *Australian Charities and Not-for-profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the Committee Members of Watch Disability Services Incorporated.

As the lead audit partner for the audit of the financial report of Watch Disability Services Incorporated for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- i. the auditor independence requirements of the *Australian Charities and Not for Profits Commission Act 2012* in relation to the audit; and
- ii. any applicable code of professional conduct in relation to the audit.

*one focus Audit & Assurance Pty Ltd*

onefocus Audit & Assurance Pty Ltd  
ACN 163 796 147

Scott Phillips  
Director

Signed in Melbourne this 21<sup>st</sup> day of March 2025

**Watch Disability Services Incorporated**  
**ABN 85 216 417 858**

**STATEMENT OF PROFIT OR LOSS  
AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Note</b>	<b>2024</b>	<b>2023</b>
		\$	\$
Revenue	2	3,344,871	3,156,603
Salaries and employee benefits		(2,743,929)	(2,412,174)
Depreciation and amortisation expenses	3	(95,460)	(105,363)
Rental and motor vehicle lease expenses		(2,254)	-
Interest expense		(10,195)	(7,899)
Other expenses from ordinary activities		(459,773)	(430,371)
<b>Net surplus</b>		<b>33,260</b>	<b>200,796</b>
Other comprehensive income		-	-
<b>Net surplus attributable to members of the Association</b>		<b>33,260</b>	<b>200,796</b>

The accompanying notes form part of these financial statements.

**Watch Disability Services Incorporated**  
**ABN 85 216 417 858**

**STATEMENT OF FINANCIAL POSITION**  
**AS AT 30 JUNE 2024**

	Note	2024 \$	2023 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	780,985	713,445
Trade and other receivables	5	230,025	329,003
Other assets	6	25,089	40,832
<b>TOTAL CURRENT ASSETS</b>		<b><u>1,036,099</u></b>	<b><u>1,083,280</u></b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	7	601,941	521,831
Right-of-use assets	8	228,514	62,094
<b>TOTAL NON-CURRENT ASSETS</b>		<b><u>830,455</u></b>	<b><u>583,925</u></b>
<b>TOTAL ASSETS</b>		<b><u>1,866,554</u></b>	<b><u>1,667,205</u></b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	9	174,845	186,072
Provisions	10	304,976	276,670
Lease liabilities		61,420	55,412
<b>TOTAL CURRENT LIABILITIES</b>		<b><u>541,241</u></b>	<b><u>518,154</u></b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	10	47,697	60,207
Lease liabilities		173,242	17,730
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b><u>220,939</u></b>	<b><u>77,937</u></b>
<b>TOTAL LIABILITIES</b>		<b><u>762,180</u></b>	<b><u>596,091</u></b>
<b>NET ASSETS</b>		<b><u>1,104,374</u></b>	<b><u>1,071,114</u></b>
<b>EQUITY</b>			
Retained surplus		1,104,374	1,071,114
<b>TOTAL EQUITY</b>		<b><u>1,104,374</u></b>	<b><u>1,071,114</u></b>

The accompanying notes form part of these financial statements.

**Watch Disability Services Incorporated**  
**ABN 85 216 417 858**

**STATEMENT OF CHANGES IN EQUITY**  
**FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Retained Surplus</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>
<b>Balance at 1 July 2022</b>	870,318	870,318
Surplus for the year	200,796	200,796
<b>Balance at 30 June 2023</b>	1,071,114	1,071,114
Surplus for the year	33,260	33,260
<b>Balance at 30 June 2024</b>	1,104,374	1,104,374

The accompanying notes form part of these financial statements.

**Watch Disability Services Incorporated**  
**ABN 85 216 417 858**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Note</b>	<b>2024</b>	<b>2023</b>
		<b>\$</b>	<b>\$</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from government and sponsors		3,424,827	3,019,877
Payments to suppliers and employees		(3,189,345)	(2,795,345)
Interest received		19,022	7,246
<b>Net cash provided by operating activities</b>	<b>11</b>	<b><u>254,504</u></b>	<b><u>231,778</u></b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments on purchase of assets		(104,915)	-
<b>Net cash used in investing activities</b>		<b><u>(104,915)</u></b>	<b><u>-</u></b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Repayments of lease liability capital amounts		(82,049)	(82,046)
<b>Net cash used in financing activities</b>		<b><u>(82,049)</u></b>	<b><u>(82,046)</u></b>
Net increase / (decrease) in cash held		67,540	149,732
Cash at beginning of the financial year		713,445	563,713
<b>Cash at end of the financial year</b>	<b>4</b>	<b><u>780,985</u></b>	<b><u>713,445</u></b>

The accompanying notes form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2024**

**NOTE 1: MATERIAL ACCOUNTING POLICY INFORMATION**

The financial statements cover the association as an individual entity, incorporated and domiciled in Australia. The financial statements were authorised for issue on the same date of the committee members signing the committee members' declaration.

**Financial Reporting Framework**

The committee members have prepared the financial statements on the basis that the association is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. the association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the *Australian Charities and Not-for-profits Commission Act 2012* and the significant accounting policies disclosed below, which the committee members have determined are appropriate to meet the needs of members. Such accounting policies are consistent with those of previous periods unless stated otherwise.

**Statement of Compliance**

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the *Australian Charities and Not-for-profits Commission Act 2012*, the basis of accounting specified by all Australian Accounting Standards and Interpretations and the disclosure requirements of Accounting Standards AASB 101: *Presentation of Financial Statements*, AASB 107: *Cash Flow Statements*, AASB 108: *Accounting Policies, Changes in Accounting Estimates and Errors*, AASB 1031: *Materiality*, AASB 124: *Related Party Disclosures*, AASB 1048: *Interpretation of Standards*, and AASB 1054: *Australian Additional Disclosures*.

The association has concluded that the requirements set out in AASB 10 and AASB 128 are not applicable as the initial assessment on its interests in other entities indicated that it does not have any subsidiaries, associates or joint ventures. Hence, the financial statements comply with all the recognition and measurement requirements in Australian Accounting Standards.

**Basis of Preparation**

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise. The amounts presented in the financial statements have been rounded to the nearest dollar.

**Accounting Policies**

**a. Revenue**

**Revenue recognition**

*Operating program fees, grants and donations*

When the association received operating program fee, grant revenue and donations, 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 revenue, recognises a contract liability for its obligations under the agreement and recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the association:

- recognises related amounts; and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the association recognises income in profit or loss when or as it satisfies its obligations under the contract.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

a. **Revenue (Continued)**

**Revenue recognition (continued)**

*Interest income*

Interest income is recognised using the effective interest method.

All revenue is stated net of the amount of goods and services tax.

b. **Property, Plant and Equipment**

**Freehold land**

Freehold land and buildings are shown at cost or fair value as indicated less subsequent depreciation for buildings. The committee members consider the carrying value of the property does not exceed its estimated recoverable amount.

Increases in the carrying amount arising on revaluation of land and buildings are recognised in other comprehensive income and accumulated in the revaluation surplus in equity. Revaluation decreases that offset previous increases of the same class of assets shall be recognised in other comprehensive income under the heading of revaluation surplus. All other decreases are recognised in profit or loss.

Any accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Freehold land and buildings that have been contributed at no cost, or for nominal cost, are initially recognised and measured at the fair value of the asset at the date it is acquired.

A property deed of charge has been executed between the association and the Department of Human Services (HSV) which recognises HSV's equity interest in the property arising from their funding contribution towards acquisition of the property.

**Plant and equipment**

Leasehold improvements, office furniture and equipment are measured on the cost basis less depreciation and any impairment losses.

In the event the carrying amount of plant and equipment is greater than the recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(e) for details of impairment).

**Depreciation**

The depreciable amount of all fixed assets including buildings and capitalised lease asset is depreciated on a straight-line basis over the asset's useful life to the association commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

<b>Class of Fixed Asset</b>	<b>Depreciation Rate</b>
Buildings	2.5 – 4%
Office furniture & equipment	6.6 – 30%
Leasehold improvements	20%
Motor vehicles	20 – 25%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**c. 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 a corresponding lease liability is 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. If this rate cannot be readily determined, the association uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under 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 certain 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 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.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest. Where a 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.

**d. Financial Instruments**

**Initial recognition and measurement**

Financial assets and financial liabilities are recognised when the association becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the association commits itself to either purchase or sell the asset (ie trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient was applied as specified in paragraph 63 of AASB 15: *Revenue from Contracts with Customers*.

**Classification and subsequent measurement**

*Financial liabilities*

Financial liabilities are subsequently measured at:

- amortised cost; or
- fair value through profit and loss.

A financial liability is measured at fair value through profit and loss if the financial liability is:

- a contingent consideration of an acquirer in a business combination to which AASB 3: *Business Combinations* applies ;
- held for trading; or
- initially designated as at fair value through profit or loss.

All other financial liabilities are subsequently measured at amortised cost using the effective interest method.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**d. Financial Instruments (Continued)**

**Classification and subsequent measurement (continued)**

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense to profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability. That is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

A financial liability is held for trading if it is:

- incurred for the purpose of repurchasing or repaying in the near term;
- part of a portfolio where there is an actual pattern of short-term profit taking; or
- a derivative financial instrument (except for a derivative that is in a financial guarantee contract or a derivative that is in an effective hedging relationship).

Any gains or losses arising on changes in fair value are recognised in profit or loss to the extent that they are not part of a designated hedging relationship.

The change in fair value of the financial liability attributable to changes in the issuer's credit risk is taken to other comprehensive income and is not subsequently reclassified to profit or loss. Instead, it is transferred to retained earnings upon derecognition of the financial liability.

If taking the change in credit risk to other comprehensive income enlarges or creates an accounting mismatch, these gains or losses should be taken to profit or loss rather than other comprehensive income.

A financial liability cannot be reclassified.

*Financial assets*

Financial assets are subsequently measured at:

- amortised cost;
- fair value through other comprehensive income; or
- fair value through profit or loss.

Measurement is on the basis of two primary criteria:

- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset that meets the following conditions is subsequently measured at fair value through other comprehensive income:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

By default, all other financial assets that do not meet the measurement conditions of amortised cost and fair value through other comprehensive income are subsequently measured at fair value through profit or loss.

The association initially designates a financial instrument as measured at fair value through profit or loss if:

- it eliminates or significantly reduces a measurement or recognition inconsistency (often referred to as an "accounting mismatch") that would otherwise arise from measuring assets or liabilities or recognising the gains and losses on them on different bases;
- it is in accordance with the documented risk management or investment strategy and information about the groupings is documented appropriately, so the performance of the financial liability that is part of a group of financial liabilities or financial assets can be managed and evaluated consistently on a fair value basis; and

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

d. **Financial Instruments (Continued)**

**Classification and subsequent measurement (continued)**

- it is a hybrid contract that contains an embedded derivative that significantly modifies the cash flows otherwise required by the contract.

The initial measurement of financial instruments at fair value through profit or loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

**Derecognition**

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

*Derecognition of financial liabilities*

A liability is derecognised when it is extinguished (ie when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss.

*Derecognition of financial assets*

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All the following criteria need to be satisfied for the derecognition of a financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the association no longer controls the asset (ie it has no practical ability to make unilateral decisions to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

On derecognition of a debt instrument classified as fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investment revaluation reserve is reclassified to profit or loss.

On derecognition of an investment in equity that the association elected to classify as at fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investments revaluation reserve is not reclassified to profit or loss, but is transferred to retained earnings.

**Impairment**

the association recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- contract assets (eg amount due from customers under contracts);

Loss allowance is not recognised for:

- financial assets measured at fair value through profit or loss; or
- equity instruments measured at fair value through other comprehensive income.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

The association uses the simplified approach to impairment, as applicable under AASB 9: *Financial Instruments*.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

d. **Financial Instruments (Continued)**  
**Impairment (continued)**

*Simplified approach*

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

This approach is applicable to:

- trade receivables; and
- lease receivables.

In measuring the expected credit loss, a provision matrix for trade receivables is used, taking into consideration various data to get to an expected credit loss (ie diversity of its customer base, appropriate groupings of its historical loss experience, etc).

*Recognition of expected credit losses in financial statements*

At each reporting date, the association recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

Assets measured at fair value through other comprehensive income are recognised at fair value with changes in fair value recognised in other comprehensive income. The amount in relation to change in credit risk is transferred from other comprehensive income to profit or loss at every reporting period.

For financial assets that are unrecognised (eg loan commitments yet to be drawn, financial guarantees), a provision for loss allowance is created in the statement of financial position to recognise the loss allowance.

e. **Impairment of Assets**

At the end of each reporting period, the association reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair amount less costs of disposal and value in use, is compared to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the association would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of a class of asset, the association estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

f. **Employee Benefits**

**Short-term employee benefits**

Provision is made for the association's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

the association's obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as part of accounts payable and other payables in the statement of financial position.

Contributions are made by the association to an employee superannuation fund and are charged as expenses when incurred.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**f. Employee Benefits (Continued)**

**Other long-term employee benefits**

the association classifies employees' long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the association's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on high quality corporate bonds that have maturity dates that approximate the terms of the obligations. Any remeasurements for changes in assumptions of obligations for other long-term employee benefits are recognised in profit or loss in the periods in which the changes occur.

the association's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the association does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

**g. Cash and cash equivalents**

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

**h. Trade and Other Receivables**

Accounts receivable and other debtors include amounts due from donors and any outstanding grant receipts. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment. Refer to Note 1(e) for further discussion on the determination of impairment losses.

**i. Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

**j. Income Tax**

No provision for income tax has been raised as the association is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

**k. Provisions**

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

**l. Comparative Figures**

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

Where the association retrospectively applies an accounting policy, makes a retrospective restatement or reclassifies items in its financial statements, a third statement of financial position as at the beginning of the preceding period in addition to the minimum comparative financial statements must be presented.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2024**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**m. Trade and Other Payables**

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount being normally paid within 30 days of recognition of the liability.

**n. Critical Accounting Estimates and Judgements**

The committee members evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the association.

**Key judgement**

*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 related to the goods or services promised.

*Lease term and Option to Extend under AASB 16*

The lease term is defined as the non-cancellable period of a lease together with both 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 entity.

**o. Economic Dependence**

The association is dependent on NDIS funding and client fees for the majority of its revenue used to operate its functions. At the date of this report, the committee members have no reason to believe NDIS will not continue to support the association.

**Watch Disability Services Incorporated**  
**ABN 85 216 417 858**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2024**

**NOTE 2: NET CURRENT YEAR SURPLUS**

	Note	2024 \$	2023 \$
<b>Continued operations</b>			
- Interest revenue		19,022	7,426
- Other grants		30,724	49,114
- NDIS program payments and client fees		3,290,334	3,054,438
- Donations		4,305	13,098
- Trainee incentives		486	32,527
<b>Total revenue</b>		<b><u>3,344,871</u></b>	<b><u>3,156,603</u></b>

**NOTE 3: SURPLUS FOR THE YEAR**

**a. Expenses**

Depreciation:

- Buildings		15,168	15,168
- Furniture & equipment		9,637	18,960
- Right-of-use assets		70,655	71,235
		<b><u>95,460</u></b>	<b><u>105,363</u></b>

**b. Significant Revenue and Expenses**

The disclosures made in Note 2 and Note 3(a) above reflect significant revenue and expense items that are relevant in explaining the financial performance for the respective financial years.

**NOTE 4: CASH AND CASH EQUIVALENTS**

Cash on hand		1,054	1,490
Cash at bank		352,166	300,440
Term deposits		427,765	411,515
Total cash on hand as stated in the statement of financial position and statement of cash flows		<b><u>780,985</u></b>	<b><u>713,445</u></b>

**NOTE 5: TRADE AND OTHER RECEIVABLES**

Trade receivables		151,867	253,389
Recoverable - portable long service leave		77,418	74,874
Others		740	740
		<b><u>230,025</u></b>	<b><u>329,003</u></b>

**NOTE 6: OTHER ASSETS**

Prepaid expenses		<b><u>25,089</u></b>	<b><u>40,832</u></b>
------------------	--	----------------------	----------------------

**NOTE 7: PROPERTY, PLANT AND EQUIPMENT**

**Land and building**

Land at cost		233,284	233,284
Building at cost		567,715	567,715
Less accumulated depreciation		(303,704)	(288,536)
<b>Total land and building</b>		<b><u>497,295</u></b>	<b><u>512,463</u></b>

**Furniture & equipment**

Leasehold Improvements at cost		87,572	42,048
Less accumulated depreciation		(42,048)	(42,048)
		<b><u>45,524</u></b>	<b><u>-</u></b>

Computer & office equipment at cost		118,068	105,253
Less accumulated depreciation		(104,648)	(99,991)
		<b><u>13,420</u></b>	<b><u>5,262</u></b>

**Watch Disability Services Incorporated**  
**ABN 85 216 417 858**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2024**

**NOTE 7: PROPERTY, PLANT AND EQUIPMENT (CONTINUED)**

	Note	2024 \$	2023 \$
Furniture & activities equipment at cost		144,540	98,599
Less accumulated depreciation		(98,838)	(95,541)
		45,702	3,058
Motor vehicles at cost		241,285	241,285
Less accumulated depreciation		(241,285)	(240,237)
		-	1,048
<b>Total furniture &amp; equipment</b>		<b>104,646</b>	<b>9,368</b>
<b>Total property, plant and equipment</b>		<b>601,941</b>	<b>521,831</b>

**Movements in Carrying Amounts**

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Land & building \$	Furniture & equipment \$	Total \$
Balance at the beginning of the year	512,463	9,368	521,831
Addition	-	104,915	104,915
Depreciation expense	(15,168)	(9,637)	(24,805)
Carrying amount at the end of the year	<b>497,295</b>	<b>104,646</b>	<b>601,941</b>

**NOTE 8: RIGHT OF USE ASSETS**

The association's lease portfolio includes buildings and motor vehicles. These leases have an average of 4.5 years as their lease term.

Options to extend or terminate depreciation:

The option to extend or terminate are contained in several of the property leases of the association. There were no extension options for equipment leases. These clauses provide the association opportunities to manage leases in order to align with its strategies. All of the extension or termination options are only exercisable by the association.

AASB 16 related amounts recognised in the balance sheet

**Right of use assets**

Leased building - Mulgrave	107,761	110,397
Accumulated depreciation	(10,776)	(99,357)
	96,985	11,040
Leased building - Springvale	129,314	132,477
Accumulated depreciation	(12,931)	(119,229)
	116,383	13,248
Leased assets – motor vehicle	90,799	90,799
Accumulated depreciation	(75,653)	(52,993)
	15,146	37,806
<b>Total right of use assets</b>	<b>228,514</b>	<b>62,094</b>

**NOTE 9: TRADE AND OTHER PAYABLES**

Trade creditors	56,663	72,699
Sundry creditors	39,248	27,670
Amounts payable to Australian Taxation Office	29,838	13,324
Accrued Wages	49,096	72,379
9a	<b>174,845</b>	<b>186,072</b>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

**NOTE 9: TRADE AND OTHER PAYABLES (CONTINUED)**

	Note	2024 \$	2023 \$
<b>Financial liabilities at amortised cost classified as trade and other payables</b>			
Trade and other payables:			
– total current		174,845	186,072
– total non-current		-	-
Financial liabilities as trade and other payables		<u>174,845</u>	<u>186,072</u>

**NOTE 10: PROVISIONS**

**CURRENT**

Provision for annual leave		128,146	106,491
Provision for long service leave		176,830	170,179
		<u>304,976</u>	<u>276,670</u>

**NON-CURRENT**

Provision for long service leave		<u>47,697</u>	<u>60,207</u>
----------------------------------	--	---------------	---------------

	Annual Leave \$	Long Service Leave \$	Total \$
<b>Analysis of total provisions</b>			
Opening balance at 1 July 2023	106,491	230,386	336,877
Additional provisions raised during year	190,834	31,844	222,678
Amounts used	(169,179)	(37,703)	(206,882)
Closing balance at 30 June 2024	<u>128,146</u>	<u>224,527</u>	<u>352,673</u>

**NOTE 11: CASH FLOW INFORMATION**

Reconciliation of cash flows from operating activities with net current year surplus

Net current year surplus		33,260	200,796
Adjusted for:			
– Depreciation and amortisation		95,460	105,363
– Interest expense on leases		10,195	7,899
Movements in working capital:			
– (increase) / decrease in trade and other receivables		98,978	(129,480)
– (increase) / decrease in other assets		15,743	(40,832)
– Increase / (decrease) in trade and other payables		(11,227)	103,926
– Increase / (decrease) in other liabilities		(3,701)	(3,606)
– Increase / (decrease) in provisions		15,796	(12,288)
		<u>254,504</u>	<u>231,778</u>

**NOTE 12: AUDIT FEES**

– Audit of financial statements		<u>10,000</u>	<u>8,500</u>
---------------------------------	--	---------------	--------------

NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 30 JUNE 2024

**NOTE 13: RELATED PARTY TRANSACTIONS**

	Note	2024 \$	2023 \$
a. <b>Key management personnel</b> Any person(s) having authority and responsibility for planning, directing and controlling the activities of the association, directly or indirectly, including any committee members (whether executive or otherwise) of the association, is considered key management personnel.			
b. <b>Other related parties</b> Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel, individually or collectively with their close family members.			
c. <b>Key management personnel compensation:</b>			
short-term employee benefits		-	-
post-employment benefits		-	-
Other long-term benefits		-	-
		<hr/>	<hr/>
		-	-
<b>Other Related Parties:</b>			
Transactions with related parties		-	-
		<hr/>	<hr/>
		-	-

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.

**NOTE 14: SUBSEQUENT EVENTS**

No other matters or circumstances have arisen between the end of the financial period, and the date of this report, which have directly, significantly affected or may significantly affect the operations of the association, the results of those operations or the state of affairs of the association in future financial years.

**NOTE 15: THE ASSOCIATION DETAILS**

The registered office and principal places of business of the association is:  
 Watch Disability Services Incorporated  
 13 Mountain Crescent  
 Mulgrave VIC 3170

COMMITTEE MEMBERS, DECLARATION

In accordance with a resolution of the committee members of the association, the committee members of the association declare that, in the committee members' opinion:

1. The financial statements and notes, as set out on pages 3 to 18, satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and:
  - a. comply with Australian Accounting Standards applicable to the association; and
  - b. give a true and fair view of the financial position of the association as at 30 June 2024 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that the association will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

  
\_\_\_\_\_  
  
James Chisholm

  
\_\_\_\_\_  
  
Milenko Barbaric

Dated this 21 day of March 2025



## INDEPENDENT AUDITOR'S REPORT TO THE COMMITTEE MEMBERS OF WATCH DISABILITY SERVICES INCORPORATED

### Opinion

We have audited the financial report of Watch Disability Services Incorporated (the "association"), which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements, including material accounting policy information, and the committee members' declaration.

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

- giving a true and fair view of the association's financial position as at 30 June 2024 and of its performance for the year then ended; and
- complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the association in accordance with the ACNC Act, 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. We have also 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.

### 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 has been prepared for the purpose of fulfilling the association's financial reporting responsibilities under 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.

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

The committee members are responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2024, 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 appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

### Responsibilities of the committee member for the Financial Report

The committee members of the association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the ACNC Act and for such internal control as the committee members determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee members are responsible for assessing the association'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 the committee members either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

*Liability limited by a scheme approved under Professional Standards Legislation*

## INDEPENDENT AUDITOR'S REPORT TO THE COMMITTEE MEMBERS OF WATCH DISABILITY SERVICES INCORPORATED (CONT'D)

### Auditor's Responsibility for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the 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 the 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 the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.
- Conclude on the appropriateness of the Committee 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 the association'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 the association 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.
- Obtain sufficient appropriate audit evidence regarding the financial information and business activities within the association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our opinion.

We communicate with the Committee 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.

one focus Audit + Assurance Pty Ltd

onefocus Audit & Assurance Pty Ltd  
ACN 163 796 147



Scott Phillips  
Director

Signed in Melbourne this 21<sup>st</sup> day of March 2025



**DISCLAIMER TO THE COMMITTEE MEMBERS OF  
WATCH DISABILITY SERVICES INCORPORATED**

The additional financial data in the following page is in accordance with the books and records of the association which have been subjected to the auditing procedures applied in our statutory audit of the association for the financial year ended 30 June 2024. It will be appreciated that our statutory audit did not cover all details of the additional financial data. Accordingly, I do not express an opinion on such financial data and we give no warranty of accuracy or reliability in respect of the data provided. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than Watch Disability Services Incorporated) in respect of such data, including any errors of omissions therein however caused.

*one focus Audit + Assurance Pty Ltd*

onefocus Audit & Assurance Pty Ltd  
ACN 163 796 147

A handwritten signature in black ink, appearing to read "S Phillips".

Scott Phillips  
Director

Signed in Melbourne this 21<sup>st</sup> day of March 2025

