

BRAND LAUNCH 2025

The logo for f4oos features a purple 'f' followed by a stylized purple icon of two people, then a green 'o' with a white center, and finally a purple 's'. The '4' is represented by a white circle with a purple outline.

CRASH BANG WALLOP

• CEO & CHAIR REPORT

The past year has been one of profound change, determination, and progress for Kindilan Society (Focus).

As the disability sector continues to navigate the complexities of the NDIS, marked by shifting policy settings, financial pressures, workforce shortages and increasing regulatory expectations, our organisation has remained steadfast in its purpose: to support people with disability to live full, meaningful and self-directed lives.

Amid these challenges, we have continued to transform Focus so that we remain strong, adaptable, and prepared for what lies ahead. Our focus has been on strengthening the foundations of our organisation - our people, systems, partnerships, culture, and governance, so that we can better respond to the evolving needs of those we support. Throughout this work, one principle has guided us above all others: being person-first and purpose-led in every decision we make.

This year, we embraced opportunities that allowed us to think creatively about how we deliver supports and how we can better help people achieve their goals. Whether through partnerships with specialist disability accommodation providers, trialling new service approaches, or embedding more flexible and person-centred practice, we have continued to ask ourselves how we can do better for the people and families who rely on us.

A major milestone this year was the Board and Members' wholehearted support for the resolutions to reshape our organisational structure in a way that strengthens our ability to serve people with disability now and into the future. As a purpose-led, charitable organisation, every decision we make must begin with the needs of the people we support and this structural separation of properties and investments from our service operations was no exception. This change aligns with emerging expectations across the sector and positions Focus ahead of many providers in demonstrating strong governance, transparency, and operational integrity. It ensures our mission can endure, that resources are stewarded responsibly, and that our frontline services have the clarity and stability they need to continue evolving. We are deeply grateful to our Board and Members for embracing this vision and for endorsing the significant step of approving a new name for the organisation. A name that will reflect who we are, what we value, and the future we are building together.

This year has also brought its share of sorrow. We have lost several people we support, and the impact of each passing is deeply felt across the organisation. Our love and thoughts are with the families and loved ones of those who have passed, and with the teams and fellow residents who have lost a housemate, a friend, or a colleague. These moments remind us of the profound relationships formed within our services and the privilege we have in being part of people's lives.

We have also faced significant operational challenges. The devastating fire at Endota Spa, our neighbour at the Coolstores, resulted in the complete loss of our head office fit-out and contents. For the past five months, our Head Office team has been working remotely as a result of this incident. Their resilience, adaptability, and unwavering commitment during this period have been nothing short of exceptional. We are pleased to share that we have secured a new office site and construction will commence in the new year, with the expectation of being fully operational by mid-2026. While unexpected and disruptive, this challenge has highlighted the strength, professionalism, and tenacity of our team — qualities that continue to define our organisation.

Through all of this, our Focus team has remained the heart of Kindilan Society. Their dedication, compassion and professionalism have ensured that the quality of our supports remains strong, grounded in respect, independence, and person-centred practice. In a sector where workforce pressures are ever-present, their collective commitment has been extraordinary.

We also extend our sincere thanks to our partners, collaborators and community stakeholders. Your ongoing support, shared expertise and alignment with our mission make it possible for us to extend our reach and strengthen our impact. Together, we are creating better pathways, stronger networks, and more opportunities for the people we serve.

As we reflect on a year of challenge and transformation, we look to the future with optimism. With a clear strategic direction, strengthened governance, renewed organisational structure, and the continued backing of our Members, Board, team and partners, Kindilan Society (Focus), soon to carry a new name, is well positioned to meet the future with confidence and purpose.

Above all, our commitment remains unwavering to the people at the centre of everything we do. Their goals, their growth, and their wellbeing continue to guide every step of our journey forward.

Warm regards,

Wendy Waddell
Board Chair

Toni Stewart
Chief Executive Officer



● EXECUTIVE SUMMARY

Leading by example, and in response to national reforms arising from the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability and the NDIS Review, this year, the Board of Kindilan Society proposed a corporate restructure which was approved by our members.

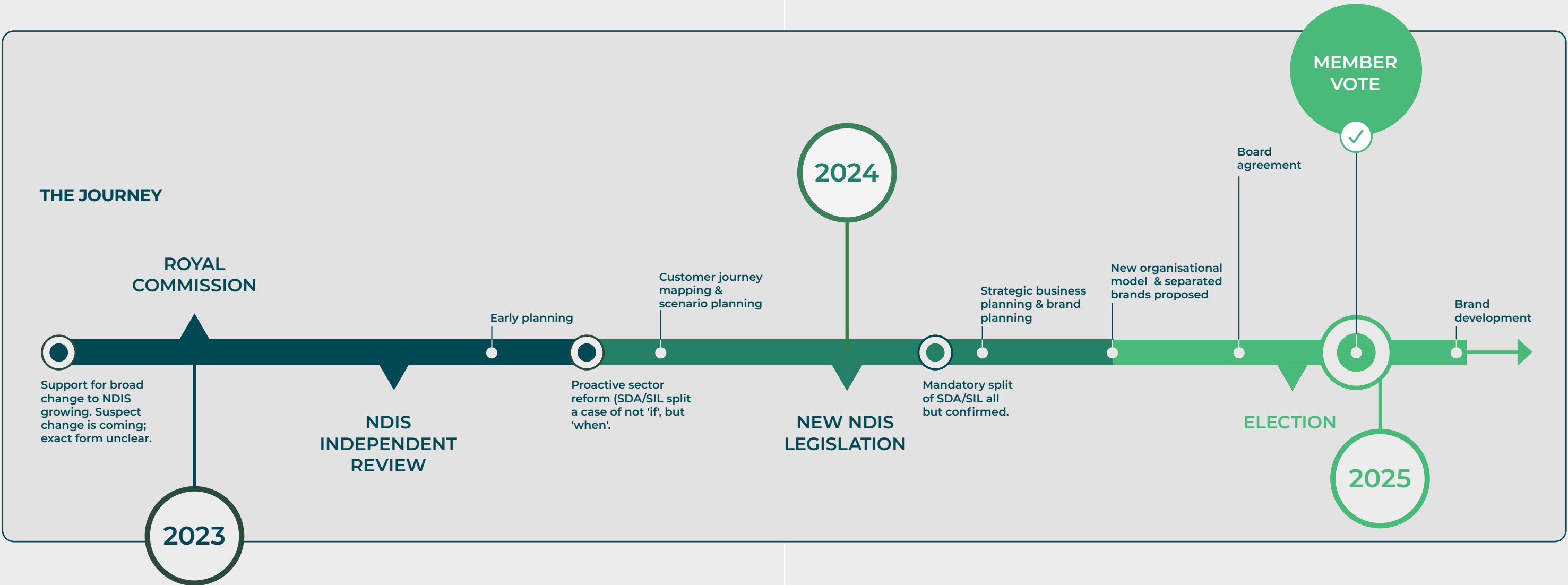
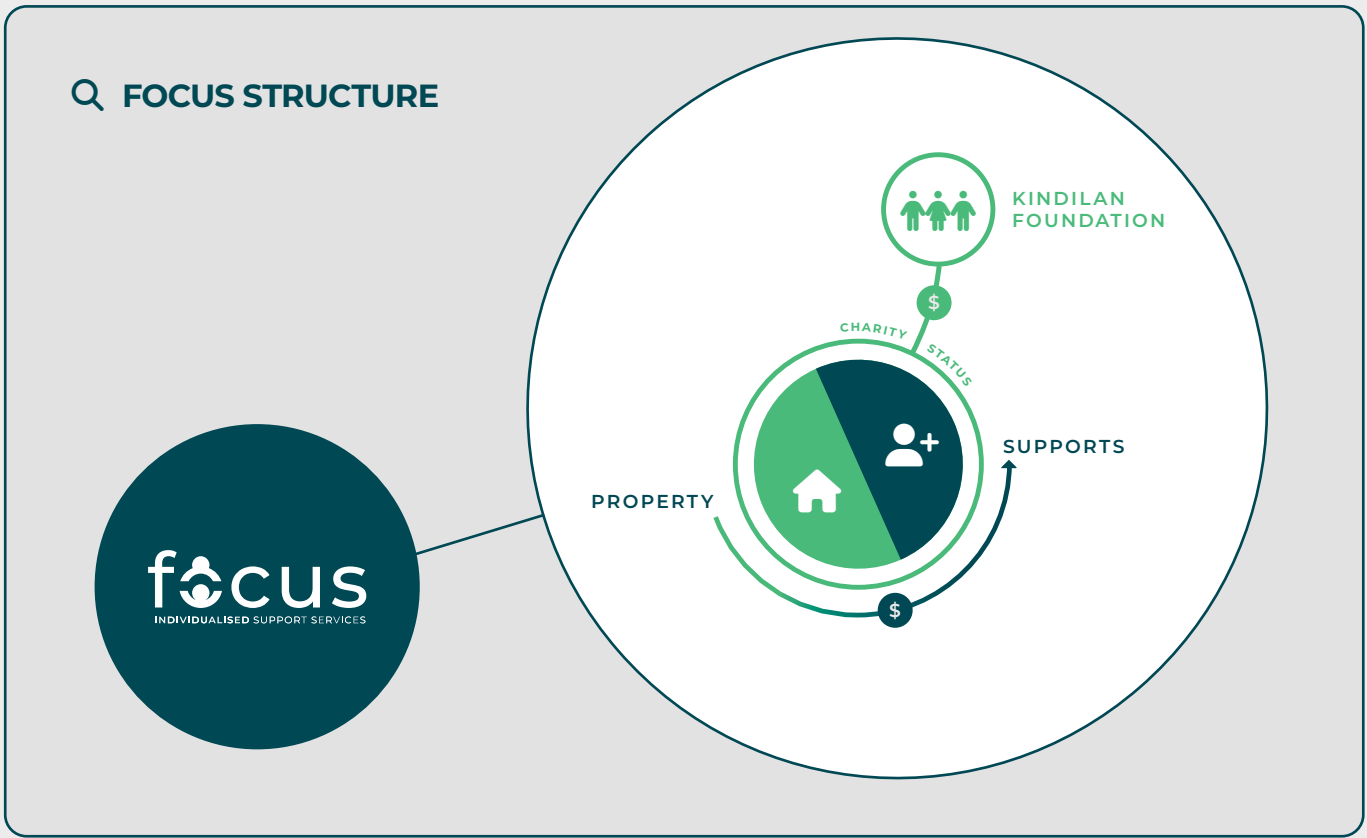
The restructure meets the sector’s evolving best-practice standards by separating our housing (Specialist Disability Accommodation - SDA) and support services (Supported Independent Living - SIL) into two distinct entities, governed by a new holding company, Kindilan Holdings.

The restructure is designed to strengthen participant choice and safeguarding, eliminate potential conflicts of interest, and ensure the long-term sustainability and integrity of our organisation.

Alongside this structural change, our CEO proposed the development of a new brand identity for our support services: Doable, which was supported by the Board and approved by the members.

It was unanimously agreed the new, contemporary brand reflects our commitment to empower people with disabilities through adaptable, participant-centred supports.

By refreshing our corporate structure and identity, we can now build on our proud history while positioning ourselves to thrive in a rapidly changing environment. It will also allow us to serve current and future participants with greater transparency, independence, and focus.



• AN ENDURING VISION

In 1972, the caring and generous people who started Kindilan Society would have had a hard time imagining that their small school for children with intellectual disabilities would become a leading organisation in the sector. But it has. In just 50 years, our organisation (rebranded as focus individualised support services in 2017) has evolved and expanded to accommodate and support approximately 100 adults with disabilities across the Mornington Peninsula and its surrounding areas.

We have adapted and thrived.

However, the one thing that has not – and will never – change, is our dedication to ensuring the people we support receive the compassionate care and dedicated support they deserve. In a fast-changing world, we remain driven by our vision to provide high quality support to people with disabilities, so they can say, ‘I am living the life I want’.

As we look forward to the next 50 years, we remain prepared to take into account how technology and data, as well as a culture and governance, is shaping our ability to bring our vision to life.

This approach will allow us to maintain a **balanced focus on continuity of support while responding to emerging consumer trends.**

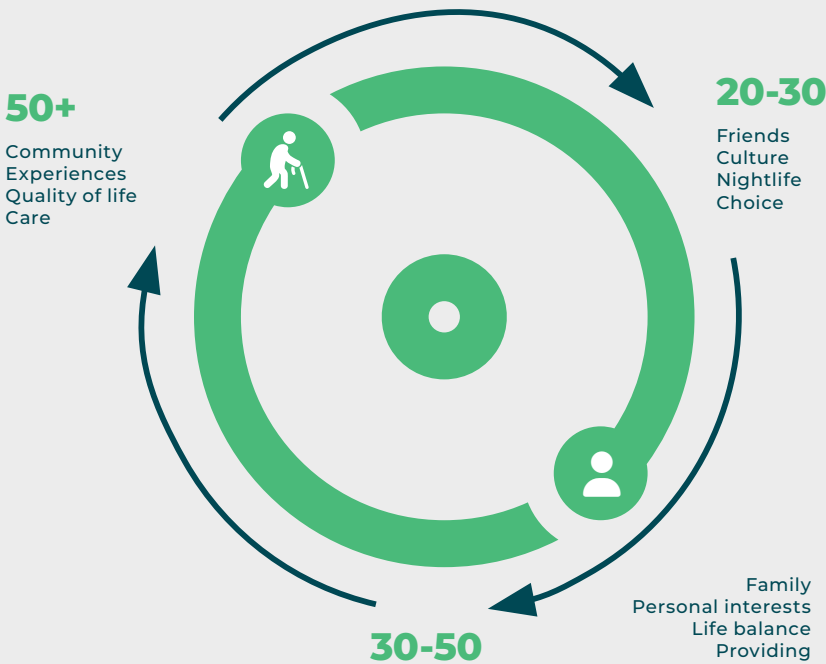
By Investing in contemporary supports to positively influence our community, we protect our history and ensure our future. We also increase our relevance to a younger customer – who we can support for longer.

It is important to never forget that for the people we support, we are their critical & unique conduit to an ordinary life.

SUPPORT FOR EVERY STAGE OF LIFE

We offer:
Contemporary support that allows your life to evolve.

Growth opportunity
Younger clients, for longer.



• A NEW STRUCTURE

To prepare the organisation for new national safeguards and regulations and strengthen the rights of people with disability to make independent choices we have divided the support and property assets (of focus) into two separate companies, using a holding company (and its members) to provide oversight.

To keep an integral part of our history alive, we have called the Holding Co., **Kindilan Holdings**.

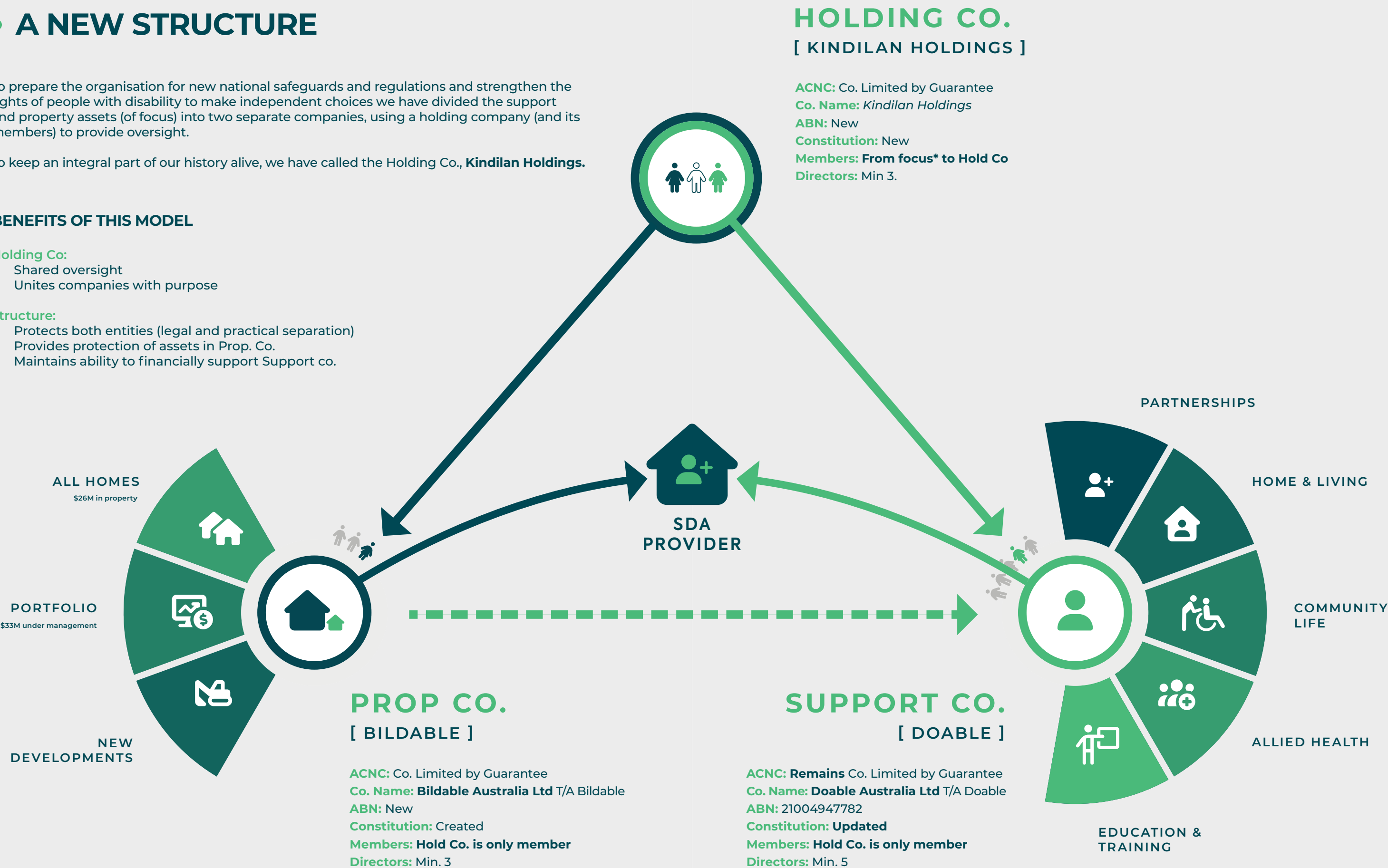
BENEFITS OF THIS MODEL

Holding Co:

- Shared oversight
- Unites companies with purpose

Structure:

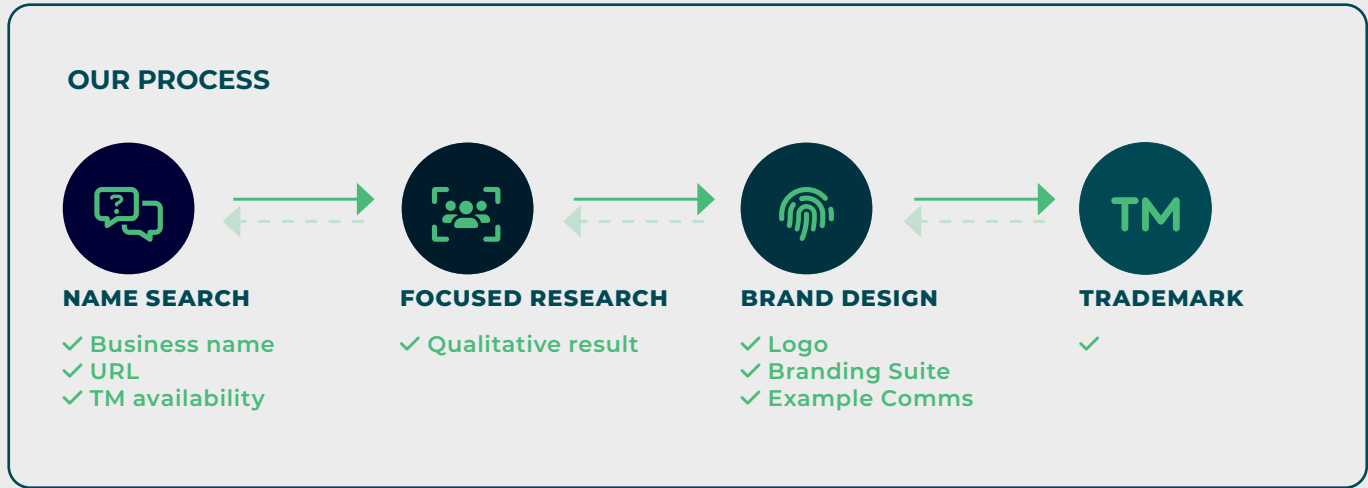
- Protects both entities (legal and practical separation)
- Provides protection of assets in Prop. Co.
- Maintains ability to financially support Support co.



• A NEW IDENTITY FOR SUPPORT CO.

When the trading name of the Kindilan Society company was changed (due to the name having inescapable associations with children and schooling) to 'Focus individualised Support Services' in 2008, the choice of name was supported by a strong public sentiment pushing the cause for 'inclusivity' in the disability sector. However, the 'Focus' name has not proven to be unique enough to own in it's own right. The 'focus' trademark, URL (web address) and even business name have never become available, and brand recall and affinity has remained well below industry standard. To date, the business is known as focus, internally, but our wider community commonly refers to us as FocusLife, Kindilan, 'The Society' or 'The Centre'.

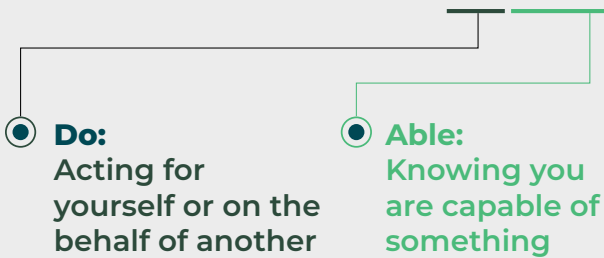
As part of the restructure, members voted to rebrand our support company.



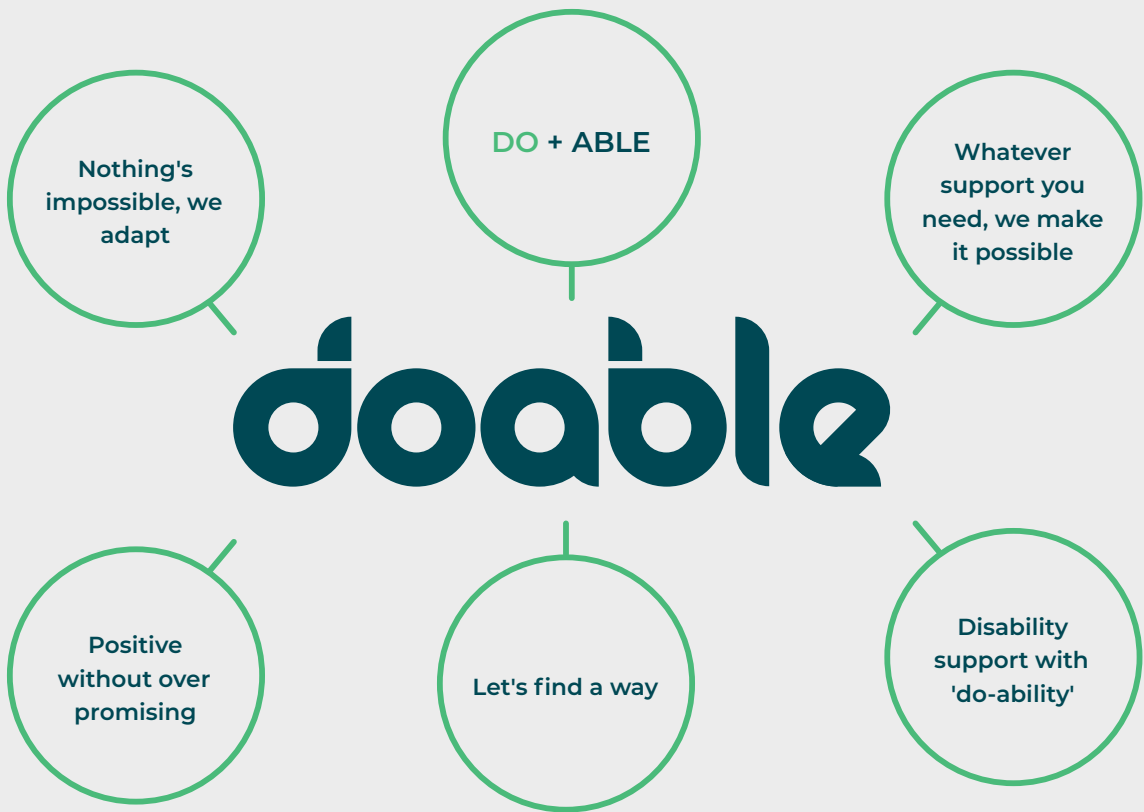
FINDING A NEW NAME

After many rounds of creative development, we arrived at a name that came from the sort of straight-forward, pragmatic and kind-hearted statement you can expect from any one of our team:

'Whatever people with a cognitive impairment may want in the future, our role is to make it **doable**.'



VALIDATED BY RESEARCH

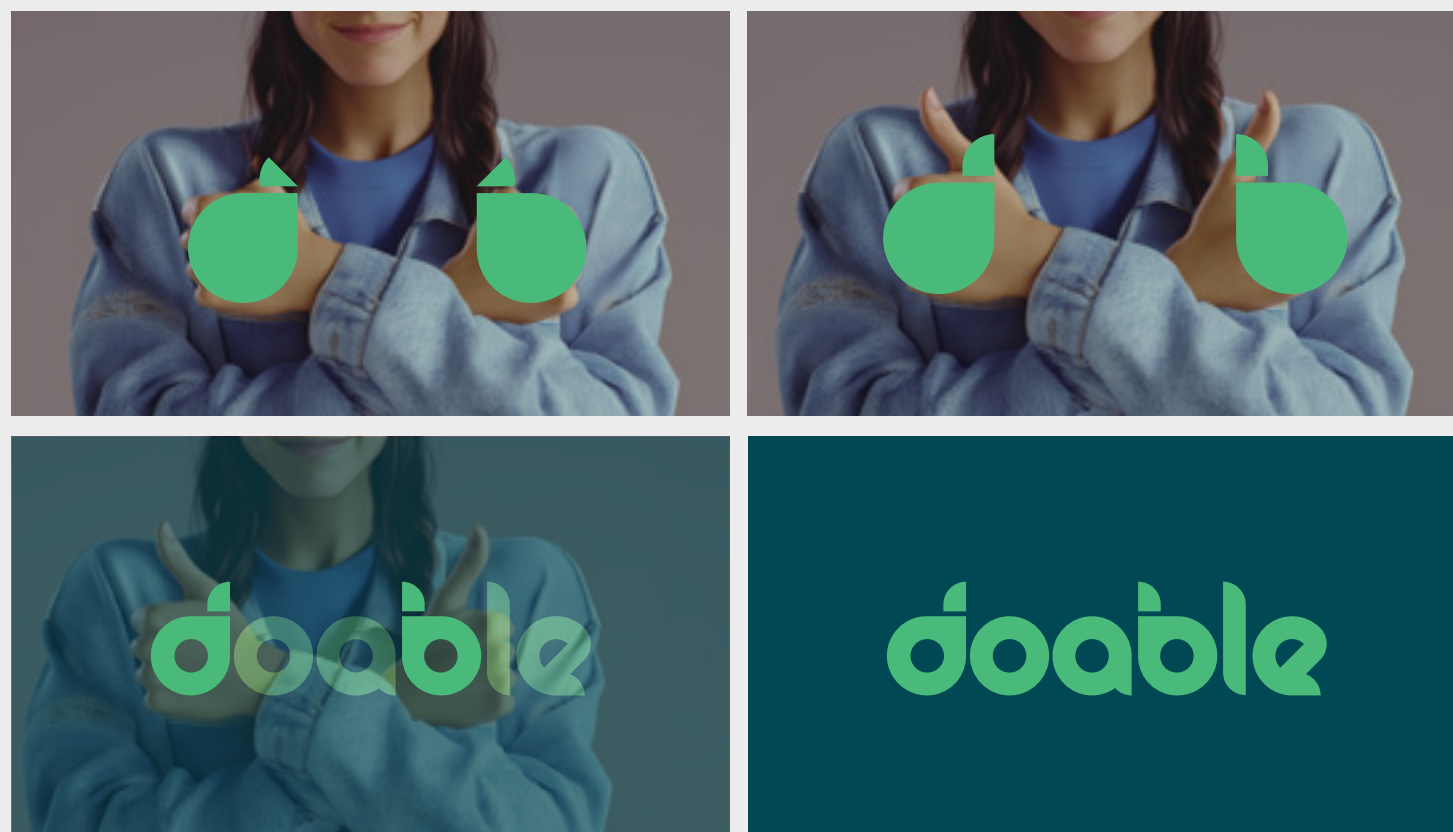


Qualitative research validated the name, with over 80% of respondents ranking the name no.1 (a clear winner, set against 5 other choices), showing a clear preference for the name and its associations with values such as being adaptable, caring, enabling, and innovative.

Associations are positive and strong:

- ✓ Warm and accepting
- ✓ Providing care, empathy, kindness, compassion and dignity
- ✓ A straightforward, understandable and down to earth word
- ✓ Person-centred

• DOUBLE THUMBS UP: IT'S DOABLE



As a defining moment in the rebranding process, and integral to securing the 'doable' trademark, we have developed a new logo and brand identity for our new brand.

Inspired by two thumbs up (indicating that something is indeed, doable) the logo is designed to mimic the gesture, performed with the subject's arms crossed.

Simple and iconic, the crossed arms with two thumbs up gives doable its 'CBUS moment', and our staff, the people we support and our community a positive, feel-good way to confirm that something (if not, anything) is possible.

Of note, the hand gesture has been approved for use by Expression Australia (formerly known as VicDeaf/Victorian Deaf Society), with no meaning in Auslan, but two very positive associations: crossed arms mean 'love', while thumbs up imply 'all is good'.

- ✓ Doable brand logo and name trademarked
- ✓ Doable.org.au secured
- ✓ Doable signage for new office on the way



BRAND WORK IN PRODUCTION



VISION

A leading provider of progressive, inclusive and holistic support for people with disabilities.

MISSION

To collaboratively deliver better futures for people with disabilities by providing contemporary supports that empower them to take control of their lives.

That's doable



● 2024/2025 FINANCIALS

The following represents a summary of the financial position of Kindilan Society ABN 21 004 947 782 (T/A focus Individualised Support Services) as at 30th June 2025. A copy of the complete audited accounts may be obtained if required by contacting the Chief Executive Officer at MM4, 49 Eramosa Rd W, Somerville, Vic 3912 (Ph: 03 59 815100).

2025 Profit & Loss Report

Income	
Ndis & Government Grants	\$26,765,285
Client Fees	\$2,149,855
Fundraising & Donations	\$858,714
Investment Income	\$1,883,710
Consultancy Income	\$12,000
Other Income	\$333,753
Total Income	\$32,003,317
Expenses	
Salaries And Staff Related Costs	\$25,073,102
Depreciation & Amortisation	\$1,194,221
Repairs & Maintenance	\$614,236
Motor Vehicle Expense	\$235,033
Occupancy Expense	\$63,530
Professional Fees	\$245,919
Other Expenses	\$2,110,638
Total Expenses	\$29,536,679
Surplus From Operating Activities	\$2,466,638
Net Gain / (Loss) In Fair Value Of Financial Assets Classified At Fair Value Through Profit Or Loss	\$473,287
Surplus For The Year	\$2,939,925

2025 Balance Sheet

Current Assets	
Cash Assets	\$4,611,162
Receivables	\$1,150,558
Other Assets	\$1,618,903
Assets classified as held for sale	\$560,876
Total Current Assets	\$7,941,499
Non-Current Assets	
Other Financial Assets	\$32,668,916
Lease Assets	\$296,056
Property, Plant And Equipment	\$24,884,349
Other Assets	\$1,306,454
Total Non-Current Assets	\$59,155,775
Total Assets	\$67,097,274
Current Liabilities	
Payables	\$1,469,123
Lease Liabilities	\$208,848
Provisions	\$2,976,371
Total Current Liabilities	\$4,654,342
Non Current Liabilities	
Lease Liabilities	\$104,484
Provisions	\$917,470
Total Non-Current Liabilities	\$1,021,954
Total Liabilities	\$5,676,296
Net Assets	\$61,420,978
Equity	
Reserves	\$11,664,103
Accumulated Surplus	\$49,756,875
Total Equity	\$61,420,978

PREPARED BY
CRASH BANG WALLOP



Doable Board

Wendy Waddell - Chair
Michael Negri - Deputy Chair
Nichola Lefroy
Belinda Scott
Andrew Simpson

A heartfelt thank you to everyone who helped us this year. Your time, generosity, and kindness make a real difference in the lives of people with disabilities. With your support, we continue to grow and bring joy and inclusion to our community. Thank you for making an ordinary life for Australians with a disability doable!



MM4, 49 Eramosa Rd W, Somerville, VIC 3912
03 5981 5100 | doable.org.au