

Your place



Hampton Park
Community House

ANNUAL REPORT

2025

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WELCOME HERE

Welcome to Hampton Park Community House, your place of connection, care, and community.

In 2025, as our community continued to grow and change, we remained committed to creating an inclusive and supportive environment where people from all walks of life can come together to belong, be, and become.

Who we are

As a proudly community-owned and managed not-for-profit, Hampton Park Care Group Inc. exists to provide benevolent support to those experiencing vulnerability and disadvantage — including culturally and linguistically diverse communities, LGBTQIA+ individuals, people with disabilities, and families facing hardship.

We are committed to:

- Offering education, care, and family support services that respond to real community needs.
- Supporting individuals to gain independence, confidence, and wellbeing.
- Building opportunities for people to participate, connect, and contribute to their local community.

We respectfully acknowledge the Traditional Custodians of the land on which we live and work, and we honour the enduring wisdom, cultures, and contributions of Casey's Aboriginal communities — past, present, and emerging.



Neighbourhood House campaign

Our Vision

A welcoming space where everyone in Hampton Park can belong, be themselves, and become their best.

Strategic Intent

By the end of the current strategic period (2027), Hampton Park Care Group Inc. will be recognised as a trusted and vital community leader, strengthening the Hampton Park community through inclusive services, collaborative partnerships, and meaningful opportunities that foster connection, learning, and wellbeing.

Our Mission

To strengthen our community by offering inclusive programs, compassionate services, and empowering opportunities for learning, connection, and growth — helping individuals and families thrive and shape their futures.

CHAIR AND EXECUTIVE OFFICER REPORT

2025 has been a year of recovery, consolidation, and renewed confidence for Hampton Park Community House, following the financial challenges experienced in 2024.

Entering the year, the organisation was responding to a budget deficit driven by rising service delivery costs, particularly staffing, and declining enrolments in our Occasional Care and Out of School Hours (OSH) programs. These declines were largely due to four of the five local primary schools introducing on-site OSH services, significantly reducing demand and impacting not only Children's Services but the broader organisation.

In response, we took decisive and disciplined action. This included the difficult but necessary closure of the Strong Drive Occasional Care Program, allowing us to focus our efforts on extending sessional Kindergarten hours in line with community need and funding opportunities. We also strengthened our financial oversight through the engagement of Hoang Phan (BBus(Acc), MBA, CPA), Partner at JPR Business Group, as Financial Officer.

Alongside these changes, 2025 also brought significant legislative reform impacting the organisation. This included strengthened child safety requirements under the National Quality Framework, introducing tighter reporting timeframes, enhanced safeguarding expectations, and increased regulatory oversight across early childhood services. In Victoria, further reforms reinforced worker screening, compliance, and accountability obligations. In addition, new psychosocial health and safety regulations expanded employer responsibilities to proactively identify and manage workplace risks to staff wellbeing.

These changes required a substantial uplift in organisational systems and practices, particularly across Children's Services, workforce management, and governance. HPCH successfully navigated this evolving landscape while delivering several key organisational initiatives, including a comprehensive HR transformation project that strengthened compliance, clarified workforce structures, and improved staff engagement.

This uplift is also reflected in our risk management practices. Risk reporting increased slightly in 2025, with 16 reports compared to 14 in 2024, indicating improved awareness and a stronger reporting culture. Incident reporting increased, particularly within Children's Services, reflecting heightened regulatory requirements and more rigorous compliance practices. At the same time, hazard reporting declined, suggesting improved preventative controls and risk mitigation strategies. Overall, these trends demonstrate a more mature and responsive approach to risk management across the organisation.

These combined efforts have resulted in a strong financial turnaround, with the organisation returning to surplus in 2025. Financially, HPCH is now in a stable and strengthening position, reflecting improved revenue performance and a clear focus on aligning our services with community need. We continue to reinvest modest surpluses back into our programs to ensure they remain contemporary, high-quality, and responsive.

We have also continued to strengthen our systems, processes, and governance to support sustainable operations and long-term resilience.

Looking ahead, we remain focused on building a sustainable future for HPCH. This includes diversifying income, strengthening partnerships, and continuing to evolve our services to meet the changing needs of the Hampton Park community. We are committed to setting a clear strategic direction to guide the organisation over the coming years.



**Community Facilities
in the City of Casey Forum
April 2025**

We would like to acknowledge the commitment and resilience of our staff, volunteers, and Board. Their dedication has been instrumental in navigating this period of change and positioning HPCH for a strong and sustainable future.

“I felt so supported — leadership was always there to clarify things, always helpful, regularly checking in, and always willing to answer questions. I was guided really well in my role, with consistent availability and support throughout.”
—Staff Survey Feedback (2025)

Building capability, strengthening community

In 2025, Hampton Park Community House undertook a comprehensive HR project to strengthen its people foundations and ensure compliance with sector requirements. This work was supported through the CCF Round 4 Sustainability Grant, with HR specialist Tam Jones engaged to facilitate the project.

The project commenced with a full HR compliance audit, providing clarity on current practices, identifying key areas for improvement, and achieving 100% compliance across all HR documentation. Significant progress was also made in role clarity, including formal sign-off of position descriptions, targeted role redesign

to better meet service needs, and completion of all required contract variations. A detailed review of employment arrangements enabled reconciliation between casual and part-time roles, ensuring alignment with operational needs and regulatory obligations.

A key focus was improving fairness, transparency, and sustainability in workforce structures. This included re-levelling roles to better reflect responsibilities and capabilities, and reviewing the organisation’s pay structure to ensure all roles were appropriately mapped within range. The introduction of structured HR conversations and exit interviews created new opportunities to capture staff feedback, identify trends, and respond proactively to workforce challenges.

Building on this foundation, the project has positioned HPCH for a more consistent and intentional operating rhythm into 2026. This includes regular 1:1 meetings, team meetings, Senior Leadership Team forums, and Board subcommittees to strengthen alignment, communication, and accountability. Ongoing compliance will be supported through strengthened HR administration practices, while the introduction of “HPCH Values in Action” will embed a shared behavioural framework to guide how work is done.

Staff wellbeing remained a priority throughout 2025, with a strong focus on creating a supportive and connected workplace where individuals feel valued, heard, and able to thrive. Through proactive support, professional development, and a culture that celebrates connection and inclusion, HPCH continues to strengthen a team environment grounded in care, respect, and collaboration.



Jeff McAlpine
Chair



Kate Madden
Executive Officer



Jeff McAlpine
Chair



Kate Madden
Executive Officer

YOUR BOARD OF GOVERNANCE IN 2025

The Board of Hampton Park Community House sets our strategic direction, providing leadership and guidance. Its members are committed to our mission of enabling individuals living, working, or playing in Hampton Park to *belong, be, and become*.



Jeff McAlpine
Chair



Diane Leak
Secretary



John Minicz
Treasurer



Deb Elliott
Member



Matthew Keath
Member



Rev Argho Biswass
Member

OUR VALUES

Kindness

Be inclusive and treat everyone with respect, dignity, and empathy.

Collaboration

Work effectively within and across teams.
Build relationships.

Optimism

Create a positive, energising, warm, and caring environment for all.

Learning

Improve thinking, knowledge, understanding, and practice.

Excellence

Deliver high performance and demonstrate service excellence.

REPORT: CHILDREN'S SERVICES



**Sunflowers Community
Arts Project**

Kindergarten Program

In 2025, the Children's Services team continued to deliver high-quality early learning programs that support children's development, wellbeing, and school readiness. The Kindergarten program operated at strong capacity, with 53 children enrolled across the year and a consistently healthy waiting list. The service achieved an occupancy rate of approximately 76% (6,039 enrolments from a total capacity of 7,920), which is above the commonly referenced sector benchmark of around 70%, reflecting ongoing trust and confidence from families. A total of 29 children successfully transitioned to primary school, supported by intentional transition-to-school strategies that strengthened partnerships with families and local schools and ensured continuity of learning, aligning with the Quality Improvement Plan, particularly Quality Area 6.

Each year, the Department of Education invites parents of children in funded kindergarten programs to participate in a voluntary online Parent Opinion Survey. This survey gathers feedback on parent experiences and satisfaction, supporting the goal of building foundations for lifelong learning. In 2025, Hampton Park Community Kindergarten families survey responses increased by 25%. This provided a more representative and reliable reflection of family perspectives. Overall satisfaction increased by 3% to 93%, exceeding the benchmark of 90% for both the City of Casey and Victoria. These results demonstrate strong family confidence in the program, validate the quality-of-service delivery, and provide robust evidence to support continuous improvement, planning, and ongoing community trust.

A child-safe and family-centred approach underpinned all aspects of the program. Children's voices were actively incorporated into daily practice, with their ideas and interests shaping learning experiences. Families were supported to engage meaningfully through inclusive practices such as translated communication in four languages and interpreter support during Monash Health "Meet and Greet" sessions, strengthening communication and partnerships.

The educational program continued to evolve in response to children's interests and developmental needs, with a strong focus on play-based and inquiry learning, including STEM experiences. A \$1,000 grant supported enhanced inquiry opportunities, including participation in the "Rockets and Robots" incursion, fostering curiosity, problem-solving, and critical thinking.

Children's health and wellbeing remained a priority, supported through initiatives such as the Breakfast Club and the "Carrots and Co." incursion, which promoted healthy eating and lifestyle habits.

Inclusive practice remained central, with partnerships with Noah's Ark and the Pre-School Field Officer program supporting educators to implement targeted strategies for children with additional needs. Aboriginal and Torres Strait Islander perspectives were embedded through everyday practices and programs such as the Little Wombats Program, fostering cultural understanding and respect.

The service also contributed to the development of the early childhood workforce, with approximately 6–7 pre-service educators completing placements during the year, gaining practical experience while supporting program delivery.

Strong partnerships with families, schools, allied health professionals, and community organisations continued to support a holistic approach to children's development and wellbeing.

OSH Program

In 2025, the Outside School Hours Care (OSHC) program maintained healthy enrolments, reflecting strong family engagement and consistent demand. The Vacation Care program experienced particularly high demand across the sector,

driven by a well-planned and engaging program that attracted strong interest from families. Activities, incursions, and excursions were shaped by children's input, supporting agency, participation, and a sense of belonging.

A strong focus on children's voice continued within OSHC, with children contributing to program planning and decision-making, particularly during Vacation Care. This approach supported engagement and ensured programs remained responsive and meaningful.

Health and wellbeing initiatives were embedded within OSHC, including participation in the Vic Kids Eat Well initiative, ensuring the provision of nutritious food options and supporting children's overall wellbeing and engagement.

Workforce development remained a priority, with educators participating in targeted professional learning aligned with Quality Improvement Plan priorities, including inclusion, trauma-informed practice, and cultural responsiveness. Through Strategic Resource Funding, staff accessed specialised training such as Foundation House programs to support children and families from refugee and trauma-affected backgrounds, alongside additional training through Kids First to strengthen responses to complex needs.

Partnerships with families and community organisations remained integral, supporting inclusive practices and enhancing outcomes for children across the program.

Occasional Care Program

The Occasional Care program operated as a separate service at Strong Drive in 2025. While enrolments were lower, the program was intentionally maintained to support community needs and sustain important partnerships, ensuring continued access to flexible care options for families.

We extend our sincere thanks to our families, staff, and community partners for their continued support and trust, which strengthens the quality and impact of our programs.



REPORT: COMMUNITY SERVICES

Community Services

Hampton Park Community House continued to play an important role in supporting the wellbeing, inclusion, and connection of our local community throughout 2025. Through a wide range of programs, activities, and partnerships, we provided opportunities for community members to build skills, access support, develop confidence, and strengthen their sense of belonging.

A key focus this year was ensuring that people of all ages, backgrounds, and abilities had access to welcoming and inclusive spaces where they could connect with others, learn new skills, and participate in community life. Our programs supported people experiencing social isolation, financial hardship, language barriers, and limited access to education and employment opportunities.

Our pre-accredited training programs in English, digital literacy, and employability continued to create positive pathways for participants by improving confidence, communication, independence, and readiness for further study, volunteering, or work. Many participants reported feeling more connected, capable, and supported as a result of engaging with these programs.

This year also marked two years of Hampton Park Community Groups Connect, which has become an important platform for local organisations, service providers, and community groups to work together more effectively. By strengthening relationships, sharing information, and identifying community needs, this network has contributed to a more coordinated and responsive approach to supporting local residents.

Community events, cultural celebrations, workshops, and social activities remained an important part of our work, providing opportunities for people to come together, build friendships, celebrate diversity, and strengthen community pride. These activities not only encouraged participation but also helped create a stronger, more connected Hampton Park.

The continued support of our volunteers, partners, and community members has been vital to the success of our work. Together, we are creating a community where people feel welcomed, supported, and empowered to thrive.

Community Highlights

Throughout 2025, Hampton Park Community House continued to respond to the changing needs of our local community by delivering practical support, creating opportunities for connection, and working alongside community partners to improve outcomes for local residents.

One of our key priorities was supporting local families during times of financial pressure. At the beginning of the school



Tea with Chisholm
Language School



year, more than 40 students received essential school supplies through our Back-to-School Support program. This assistance helped families manage rising costs and ensured children could begin the school year feeling prepared and included.

Food relief also remained a significant area of need within our community. With the support of generous local businesses, organisations, and residents, we provided food assistance to more than 90 families throughout the year. For some families this was emergency relief during a difficult period, while for others it became ongoing support that helped reduce stress and improve household stability.

The success of many of our programs continued to be strengthened through partnerships. We were grateful to maintain strong relationships with existing partners while also building new connections across the community. These partnerships allowed us to expand our reach, share resources, and deliver more responsive support to local people.

We are especially thankful to the many groups and organisations that contributed to our work during the year. Support from the Hampton Park Progress Association helped fund both our Back-to-School program and Christmas support initiatives. Donations from the Sri Lankan Senior Citizens Group, The 5th Child, Woolworths Hampton Park, Eminence Care, Holy Trinity Anglican Church Hampton Park and Aspire Church Hampton Park brought practical relief and joy to many local families, particularly during high-cost periods such as Christmas and the start of the school year.

Our community spaces across both Hampton Park Community House sites continued to be used to their full potential. These welcoming spaces supported a broad range of programs delivered through NHVic and ACFE, as well as English language classes through Chisholm Institute AMEP programs. They also provided opportunities for local groups and church communities to gather, connect, and support one another.

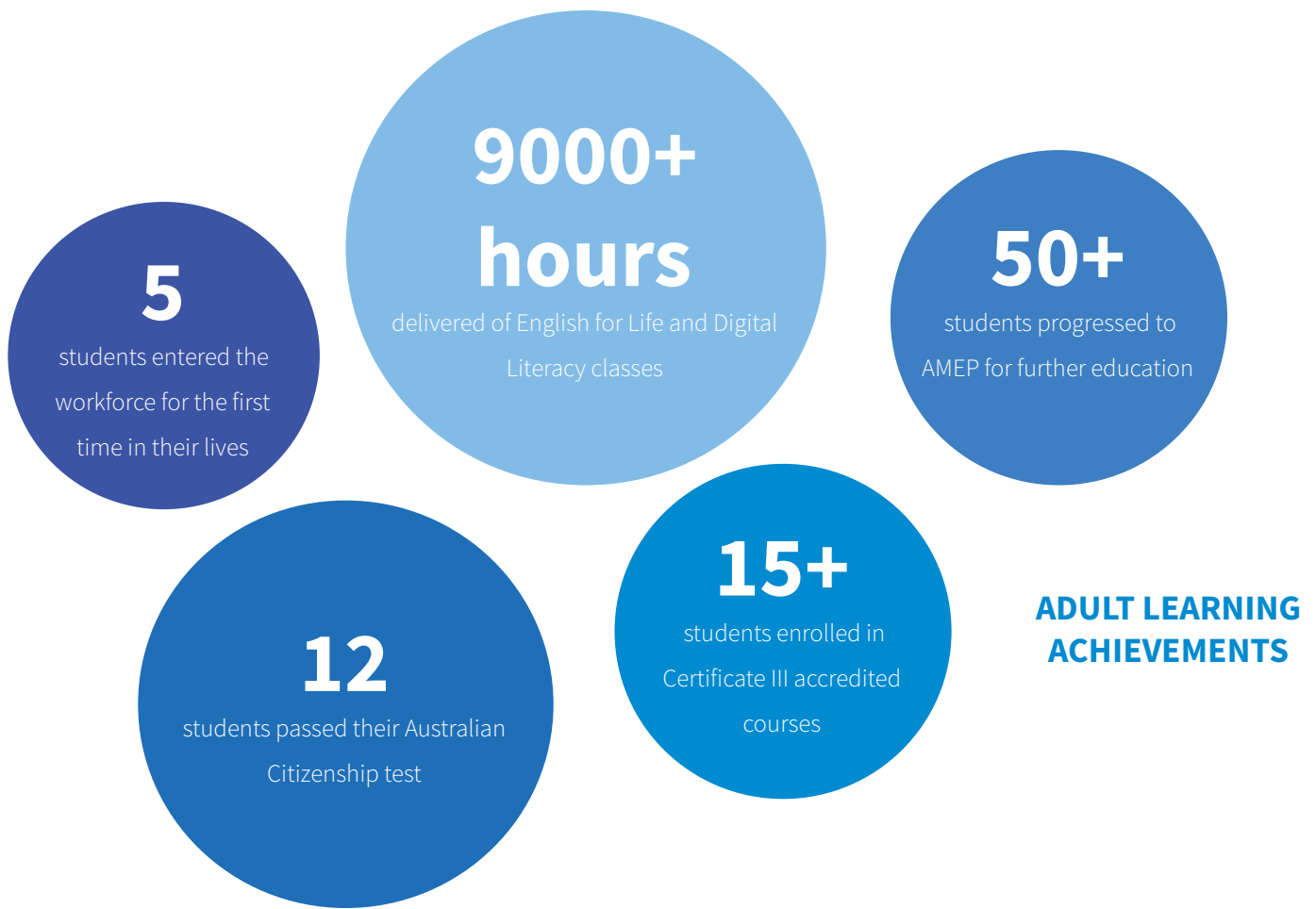
Our Women's Dignity Project continued to make an important impact throughout the year, with hundreds of dignity packs distributed to women experiencing hardship. These packs provided essential hygiene items and everyday care products, helping women feel supported, respected, and cared for during difficult times.

Celebrating the diversity of our community remained a key focus. Together with local organisations and community groups, we delivered a range of events that brought people together to share culture, build understanding, and strengthen social connections. Events such as R U OK? Day, Harmony Day, Diwali, Chinese New Year and Eid created opportunities for people of all backgrounds to come together and celebrate what makes Hampton Park such a vibrant and diverse community.

We also remained committed to promoting respect, safety, and inclusion. During the global 16 Days of Activism against Gender-Based Violence campaign, we partnered with Hampton Park Community Groups Connect to host a community walk that raised awareness of gender-based violence and encouraged conversations about creating safer communities. This was followed by an art exhibition in partnership with Holy Trinity Anglican Church Hampton Park, featuring artworks created by survivors of gender-based violence.

At Christmas, the generosity of local community groups, scout groups, organisations, and individual donors made it possible for us to provide more than 50 hampers and gifts to local families experiencing hardship. These acts of kindness helped reduce stress, bring joy, and ensure many families could celebrate the festive season with dignity.

These highlights reflect the strength, compassion, and resilience of the Hampton Park community. Through the support of our volunteers, partners, donors, and community members, we continue to create a welcoming and connected place where everyone has the opportunity to feel supported and belong.



Adult Education

Pre-accredited training and education remain central to the work of Hampton Park Community House and are a key part of our commitment to building a more inclusive, confident, and connected community. In 2025, demand for our ACFE (Adult, Community and Further Education) programs continued to grow, and we were proud to exceed our funded delivery hours in response to this need. This would not have been possible without the dedication of our ACFE tutors and the support of our valued partners, including Hampton Park Primary School, Uniting Place Church Hampton Park, Hampton Park Library, and Hampton Park Secondary College.

Our ACFE programs continue to play an important role in supporting adult learners, particularly people from migrant, refugee, and culturally diverse backgrounds, as well as those who may have had little or no access to formal education earlier in life. For many participants, these programs are their first step into a classroom environment and an opportunity to begin their learning journey in a safe and supportive setting.

Programs delivered at Hampton Park Community House focus on essential life and employment skills, including English language, digital literacy, and employability training. These courses are designed to be accessible, flexible, and responsive to the needs of the community. They help participants build confidence in everyday tasks such as reading forms, using technology, communicating with services, supporting their children's education, and preparing for work.

For many learners, education is about much more than gaining knowledge. It is about building confidence, reducing isolation, and creating a sense of belonging. Many of our students are newly arrived in Australia and face challenges such as language barriers, limited schooling, social isolation, and unfamiliarity with local systems. Through our programs, participants are able to develop the skills needed to navigate daily life more independently and feel more connected to their community.

The outcomes of these programs continue to be significant. Participants have progressed into further education and training, successfully completed citizenship requirements, gained employment, increased their confidence in speaking and reading English, and become more active members of the community. These achievements not only improve individual lives but also strengthen families and contribute to a more resilient and engaged Hampton Park community.

A key strength of our education programs is the welcoming and inclusive environment in which they are delivered. We recognise that returning to learning as an adult can be challenging, particularly for people who have experienced disadvantage, trauma, or limited educational opportunities. Hampton Park Community House provides a respectful, non-judgemental space where learners are supported at every stage of their journey and encouraged to celebrate their progress, no matter how small.

Through education, we are not only building skills—we are creating opportunities, strengthening confidence, and helping community members achieve greater independence and participation in everyday life.

With the ongoing support of the ACFE Board and in collaboration with local organisations and training providers, we continue to strengthen access to learning opportunities for adults in our community. Our focus remains on creating inclusive pathways that support people to build skills, achieve their goals, and feel connected and valued within the community.

Community partnerships

At Hampton Park Community House, we value the strong and enduring partnerships that continue to shape and strengthen our work within the community. These relationships are central to our mission and have played a vital role in enabling us to respond effectively to local needs throughout 2025.

We extend our sincere appreciation to our key partners, including the Casey Connect & Learn Alliance, Neighbourhood House Network, Hampton Park Progress Association, Hampton Park Secondary College, Aspire Church Hampton Park, Sri Lankan Senior Citizens Group, Community Groups Connect, Hampton Park Primary School, Chisholm AMEP, Hampton Park Uniting Place, Hampton Park Library, The Dignity Project, Backpack for Kids, The Sixth Child, Woolworths Hampton Park, and Uncle Bucks. Their ongoing collaboration, generosity, and shared commitment have supported a wide range of programs, initiatives, and community outcomes.

Equally, we acknowledge the invaluable contribution of our local community members. Their continued engagement, through volunteering, participation, and acts of generosity, remains at the heart of everything we do. This collective spirit of support continues to strengthen connection, resilience, and wellbeing across Hampton Park.

These partnerships demonstrate the power of working together with a shared purpose. Through collaboration, we have been able to deliver meaningful support, strengthen community connections, and create opportunities that enhance wellbeing and inclusion.

We thank all our partners and community members for their ongoing support and look forward to continuing this shared journey of building a stronger, more connected Hampton Park.



Community Programs Coordinator
Zohra Hasib

IMPACT MEASURES



COMMUNITY SERVICES



ONLINE ENGAGEMENT

8.7k
↑40.4%
Facebook visits

98.5%
engagement rate from
Facebook followers

5884
↑22.74%
website users

35
individuals
empowered with
resume writing
support

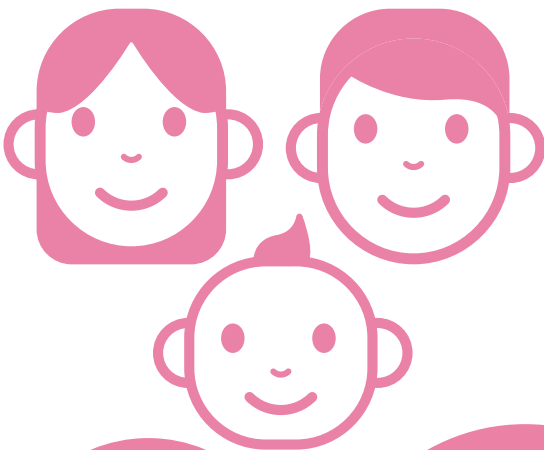
80+
families received
essential food relief

150
women & girls
supported through
the Dignity project

50+
Community members
connected through
Hampton Park
Community Groups
Connect

FAMILY SUPPORT SERVICES

50
gift hampers
delivered



2,624
hours of intensive,
personalised support



ADULT EDUCATION

96
Families supported
with wraparound
care

\$48,259
worth of material aid
donated and delivered

370
Adult Learners supported
through pathways to
learning, employment and
empowerment

REPORT: FAMILY SERVICES



Supporting families through integrated practice

In 2025, the Family Services team continued to provide vital support to vulnerable families across our community, ensuring access to essential services including early learning, childcare, kindergarten, schools, health, and housing. Our trauma-informed, relationship-based approach enabled us to walk alongside individuals, couples, young parents, and multi-generational families as they navigated significant and often overlapping challenges.

Throughout the year 2025, we delivered 2,624 hours of intensive support to 72 families, many of whom were experiencing family violence, financial hardship, mental health concerns, school disengagement, and insecure housing. Our integrated model connected families with a coordinated network of support, including child protection practitioners, allied health professionals, disability services, housing providers, and education settings.

Listening to children and families

A rights-based approach underpins all aspects of our work. In 2025, we remained committed to upholding the rights of children and families to be heard, to participate in decisions that affect them, and to be treated with dignity, respect, and fairness.

We supported meaningful participation by embedding voice and choice into everyday practice. Families were actively involved in assessment, planning, and review processes, ensuring that support responses reflected their priorities, strengths, and lived experience. Children's perspectives were intentionally sought and valued, recognising their right to express views and to have those views taken seriously in matters that impact their lives.

Beyond service delivery, we created opportunities for families to contribute to the life and governance of the organisation through community engagement, volunteering, and pathways to Board participation.

Building team capability and culture

In 2025, we continued to invest in workforce capability and cultural safety through a range of professional development opportunities, strengthening our team's ability to respond to complexity with confidence, compassion, and skill.

Training areas included neuro-affirming practice, information sharing, culturally responsive practice, mental health, disability inclusion, and emergency response, supporting high-quality, safety, and inclusive service delivery.

Responding to complex needs

School disengagement, family violence, and mental health concerns continued to be prevalent themes in 2025. Practitioners worked collaboratively with child protection, family violence services, housing workers, schools, and NDIS-related supports to develop coordinated, family-centred responses.

Our trauma-informed approach prioritised safety, dignity, and voice, particularly for children and young people whose perspectives are often overlooked.

Student placements

This year our program had the opportunity to host two Master of Social Work students, one from Federation University and one from the Australian College of Applied Professions (ACAP). Both students undertook their final placements with us, bringing fresh perspectives, strong theoretical grounding, and a genuine commitment to trauma-informed, client-centered practice. Throughout their placements they engaged in case work, observed multidisciplinary collaboration, and contributed meaningfully to service delivery while developing their professional identity as emerging social workers. Their presence added value to the team, and their learning journeys highlighted the importance of high-quality student placements in strengthening the future social workforce.

Working in partnership

We continued our strong collaboration with the Southern Melbourne Child and Family Alliance (SMCFA), bringing together community-based and government services to improve outcomes for vulnerable children, young people, and families. Through this partnership, we contributed to shared learning, systems advocacy, and improved service integration across the region. As part of the SMCFA Action Plan, targeted training, was offered to all practitioners in SMCFA. The training included working with neurodivergent children and understanding the factors contributing to school disengagement. This included dedicated neuro-affirming practice, strengthening workforce capability and supporting more consistent, informed responses to the complex needs of children and families.

Reforms to the structure of family services delivery will come into effect on July 1, 2026. This will not affect funded hours but the structure of delivery hours.

Gratitude to our donors and supporters

We extend sincere thanks to our donors and community supporters, whose generosity enabled us to provide material aid, food relief, and essential household items to families experiencing acute hardship. This support plays a critical role in restoring dignity and hope during times of crisis.

Key supporters included Our Village, MSFIN, Share the Dignity, and generous community members.

YOUR VOICE

Adult Learner 1 - Adult Education

"When I came to Australia, I was sick and had to wait for someone to make an appointment for me, I tried to call and make an appointment, but it didn't understand anything....I cried very much. Now I can do all this by myself and even speak to the doctor. For my this is independence. Thank you to my teacher!"

—Ming, ACFE English Learner

Consumer 2 - Family Services

"The support I have had has given me a newfound feeling of safety and confidence. I truly cannot thank the girl enough. Thank you for everything you have done for my children and I"

Parent 1 - Children's Services

Thank you so much Holly (ECT) for everything. Tom (name changed) gained a lot and has improved in a lot of aspects since having joined the (Hampton Park Community) Kinder.

Adult Learner 3 - Adult Education

"Every time I made an appointment over the phone or spoke to someone I struggled to understand and didn't know how to say because I was embarrassed. I applied for a job because its tough times, I understood everything in the interview and was able to respond confidently. I am so happy"

—Roshana, English for Life student.

Community member 1 - Community Services

"As a single Mum doing it tough, I just wanted to give my Mum a small gift to show I appreciated her but simply didn't have the finance. The support from Hampton Park Community House meant so much. Zohra went out of her way to let me pick it up outside usual hours due to my work schedule. That act of kindness lifted so much off me. My Mum was so touched—it made her day. I'm honestly so grateful. Thank you."

Consumer 1 - Family Services

"Lorna, to say your 'helped' my family would be incredible understatement. You have saved me and my children time and time again. Thank you so much for everything you have done for us. everyone is so kind and comforting."

Adult Learner 2 - Adult Education

"Before joining the computer class, I was very nervous to use technology because English is not my first language and I had never used a computer before. Now I can send emails, search for information, use online services, and help my children with school tasks. The class has given me more confidence and helped me feel more independent in everyday life..."

—Sofia, Digital Literacy Learner

Consumer 3 - Family Services

"Without the support of Hampton Park Community House (HPCH) honestly, I'm not sure how I would've faired through this process, and what lasting damage would've been done. I'm eternally grateful for the love compassion guidance and support that we received during our time connected to HPCH. It's made a world of difference to myself and my children moving from chaotic upheaval from violence finding a new sense of normality and balance in our home"

TREASURER'S REPORT

2025 marked a significant turnaround for Hampton Park Community House. Following the 2024 deficit, income increased by 21.6% to \$1.77M, driven by strong growth across childcare, community services, and facility hire. Expenditure remained high at \$1.73M, with staffing continuing as the primary cost; however, improved revenue performance enabled us to return to a surplus of \$45,121.70.

This result reflects the Board and management's focused efforts on financial recovery, including strengthening income streams and maintaining disciplined cost management. As a result, our net assets improved to \$179,652 and cash reserves strengthened significantly, restoring liquidity and operational stability.

I took on the role of Treasurer during 2025 and would like to acknowledge and thank the previous Treasurer, Bruce McBain, for his contribution and service.

The Board remains committed to maintaining financial sustainability while continuing to deliver essential services to the community.

I would also like to acknowledge the dedication of EO Kate, her team, and the Board in achieving this recovery and positioning the organisation for a stable future.

John Minicz

Treasurer, Hampton Park Community House



John Minicz
Treasurer

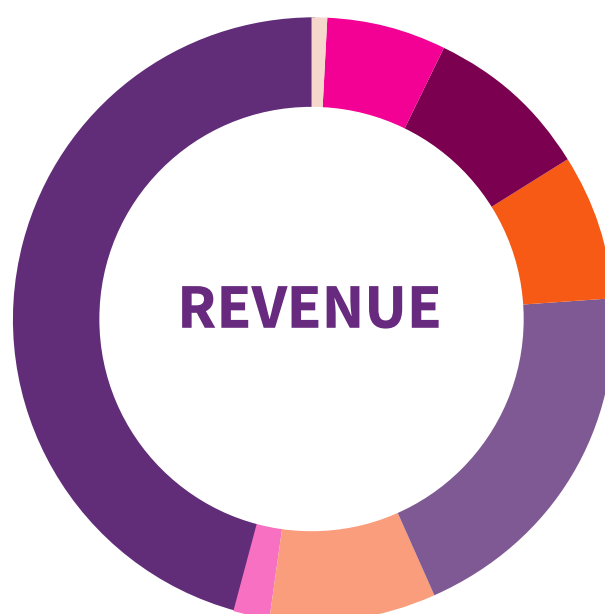
FINANCIAL SUMMARY

The financial results presented in this Annual Report are drawn from the audited Financial Report of Hampton Park Care Group Inc for the year ended 31 December 2025.

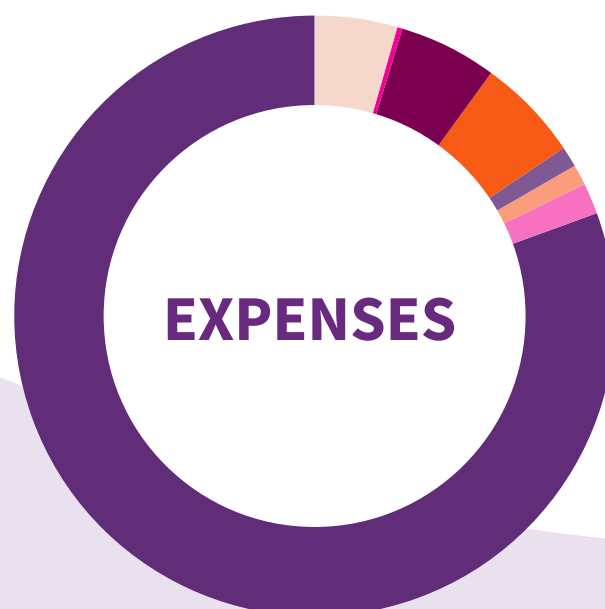
Hampton Park Care Group Inc. delivered a significantly improved financial performance in FY2025, marking a strong turnaround from the prior years.

The organisation recorded total operating income, grants, and fundraising revenue of \$1.77 million in FY2025. This resulted in a profit from ordinary operating activities of \$45,121 compared to a loss of approximately \$110,000 in FY2024.

REVENUE	2025	2024
Childcare Services	45.6%	42.79%
City of Casey	2.11%	2.93%
Community Services	8.77%	8.01%
Family Support Services	19.55%	26.34%
Hire & Rental	7.71%	7.33%
NHCP Funding	8.97%	7.23%
Projects, Grants & Fundraising	6.39%	5.37%
Other Income	0.89%	00.00%



EXPENSES	2025	2024
Payroll and Benefits	80.28%	83.06%
Marketing and Advertising	1.67%	2.02%
Rent, Running and Occupancy	1.16%	1.04%
Travel and Motor Vehicle	1.22%	0.42%
Professional Services	5.44%	4.40%
Office Supplies and Technology	5.40%	5.35%
Depreciation	0.25%	0.20%
Other Expenses	4.58%	3.52%



REPORT: FINANCE

HAMPTON PARK CARE GROUP INC

STATEMENT BY MANAGEMENT COMMITTEE

In the opinion of the Management Committee of the Hampton Park Care Group Inc.

- a) The accompanying Income Statement and Cash Flow Statement are drawn up so as to give a true and fair view of the result and cash flow of the Hampton Park Care Group Inc for the year ended 31 December, 2025;
- b) The accompanying Balance sheet and Statement of Changes in Equity is drawn up so as to give a true and fair view of the state of affairs for the Hampton Park Care Group Inc as at the end of the financial year, and
- c) At the date of this statement, there are reasonable grounds to believe that Hampton Park Care Group Inc is able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Management Committee

JEFFREY MULLANE *Jeffrey Mullane* 23/3/2026
Name: Signature: Date:
(Chair) Hampton Park Care Group Inc

JOHN MINICZ *John A. Minicz* 19th MARCH 2026
Name: Signature: Date:
(Treasurer) Hampton Park Care Group Inc

REPORT: FINANCE

Income and Expenditure Statement

HAMPTON PARK CARE GROUP INC
For the year ended 31 December 2025

	2025	2024
Income		
Childcare Services	808,716.69	623,907.01
City of Casey	37,430.84	42,700.89
Community Services	155,630.81	116,739.19
Family Support Services	346,745.33	384,086.09
Hire & Rental	136,775.38	106,816.44
NHCP Funding	159,158.38	105,474.29
Projects, Grants & Fundraising	113,343.68	78,318.63
Other Income	15,795.43	-
Total Income	1,773,596.54	1,458,042.54
Gross Surplus	1,773,596.54	1,458,042.54
Expenditure		
Salaries & Wages	1,387,541.78	1,302,534.41
Marketing / Communication	28,814.15	31,602.71
Cleaning	3,221.17	1,364.95
Depreciation	4,261.23	3,133.90
Dues & Subscriptions	18,362.67	12,554.26
Equipment	6,972.37	13,199.98
Excursions/Incursions	26,029.41	12,563.15
Family Support Expenses	3,690.00	7,475.00
Fees & Registrations	3,758.59	3,326.96
General Office Expenses	67,610.36	50,906.97
IT Expenses	13,047.00	17,780.15
Photocopying	12,736.03	15,213.15
Professional Consultancy	93,946.00	68,959.50
Travel & Motor Vehicle Expenses	21,161.57	6,563.15
Telephone & Internet	10,684.00	9,271.83
Training & Development	20,420.31	6,068.08
Utility Expenses	6,218.20	5,713.92
Total Expenditure	1,728,474.84	1,568,232.07
Current Year Surplus/ (Deficit)	45,121.70	(110,189.53)

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

REPORT: FINANCE

Assets and Liabilities Statement

HAMPTON PARK CARE GROUP INC

As at 31 December 2025

	NOTES	31 DEC 2025	31 DEC 2024
Assets			
Current Assets			
Cash and Cash Equivalents	2	297,190.23	188,030.44
Trade and Other Receivables	3	25,887.37	41,843.40
Total Current Assets		323,077.60	229,873.84
Non-Current Assets			
Property, Plant and Equipment, Motor Vehicles	4	70,851.09	60,704.88
Total Non-Current Assets		70,851.09	60,704.88
Total Assets		393,928.69	290,578.72
Liabilities			
Current Liabilities			
Trade and Other Payables	5	121,907.68	75,902.26
Provision for Future Expenses		4,000.00	3,800.00
Bond Refundable		3,157.64	4,468.49
Total Current Liabilities		129,065.32	84,170.75
Non-Current Liabilities			
Leave Provisions	6	85,211.01	71,877.31
Total Non-Current Liabilities		85,211.01	71,877.31
Total Liabilities		214,276.33	156,048.06
Net Assets		179,652.36	134,530.66
Net Equity/ Member's Funds			
Current Year Earnings		45,121.70	(110,189.53)
Retained Earnings		134,530.66	244,720.19
Total Net Equity/ Member's Funds		179,652.36	134,530.66

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

REPORT: FINANCE

Movements in Equity

HAMPTON PARK CARE GROUP INC
For the year ended 31 December 2025

	2025	2024
Equity		
Opening Balance	134,530.66	244,720.19
Increases		
Current Year Earnings	45,121.70	(110,189.53)
Total Increases	45,121.70	(110,189.53)
Total Equity	179,652.36	134,530.66

REPORT: FINANCE

Statement of Cash Flows HAMPTON PARK CARE GROUP INC For the year ended 31 December 2025

Account	2025	2024
Operating Activities		
Cash receipts from customers and grants	1,907,286	1,543,374
Cash payments to suppliers and employees	(1,783,718)	(1,666,856)
Net Cash Flows from Operating Activities	123,568	(123,482)
Investing Activities		
Payments for property, plant & equipments	(14,407)	
Net Cash Flows from Investing Activities	(14,407)	0
Financing Activities		
Other cash items from financing activities		
Net Cash Flows from Financing Activities	0	0
Net Cash Flows	109,160	(123,482)
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of period	188,030	311,512
Cash and cash equivalents at end of period	297,190	188,030

Notes to the Financial Statements

HAMPTON PARK CARE GROUP INC For the year ended 31 December 2025

1. Summary of Significant Accounting Policies

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012 (Victoria), and the Australian Charities and Not-for-profits Commission Act 2012. The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

Income Tax

Hampton Park Community House Inc. is endorsed as an income tax exempt charity under Division 50 of the Income Tax Assessment Act 1997.

Property, Plant and Equipment (PPE)

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

Impairment of Assets

At the end of each reporting period, the committee 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, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

Employee Provisions

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee provisions have been measured at the amounts expected to be paid when the liability is settled.

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 are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Cash on Hand

These notes should be read in conjunction with the attached compilation report.

REPORT: FINANCE

Notes to the Financial Statements

Cash on hand includes cash on hand, deposits held at call with banks.

Accounts Receivable and Other Debtors

Accounts receivable and other debtors include short-term amounts owing to the association. Receivables are recognised and carried at the nominal amounts due for settlement less any impairment losses.

Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

If conditions are attached to the grant that must be satisfied before the association is eligible to receive the contribution, recognition of the grant as revenue will be deferred until those conditions are satisfied.

Fees are recognised as revenue when the related service is provided. If fees have been received in advance of the commencement of the service period they are recognised as liability in the statement of financial position (income received in advance), then recognised as revenue as the service is provided.

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

Leases

Leases of PPE, where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the association, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term. Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

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 assets and liabilities statement.

These notes should be read in conjunction with the attached compilation report.

REPORT: FINANCE

Notes to the Financial Statements

Financial Assets

Investments in financial assets are initially recognised at cost, which includes transaction costs, and are subsequently measured at fair value, which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an equity reserve.

Accounts Payable 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 that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

	2025	2024
2. Cash on Hand		
Cash Management Cheque Account	287,050.54	167,920.76
Deductible Gift Recipient A/c	9,989.03	9,859.16
Term Deposit CBA 50058734	-	10,099.86
Petty Cash on Hand	150.66	150.66
Total Cash on Hand	297,190.23	188,030.44
	2025	2024
3. Trade and Other Receivables		
Trade Receivables	25,887.37	23,572.40
Prepayments	-	18,271.00
Total Trade and Other Receivables	25,887.37	41,843.40
	2025	2024
4. Property, Plant and Equipment, Motor Vehicles		
Buildings	76,812.28	76,812.28
Buildings Accumulated Depreciation	(76,812.28)	(76,812.28)
Leasehold Improvements	109,790.61	103,990.61
Leasehold Improvement Accumulated Depreciation	(102,637.50)	(101,842.71)
Furniture & Equipment at Cost	210,129.74	201,522.30
F&E Accumulated Depreciation	(178,931.76)	(175,465.32)
Motor Vehicles at Cost	83,280.36	83,280.36
Motor Vehicles Accumulated Depreciation	(50,780.36)	(50,780.36)
Total Property, Plant and Equipment, Motor Vehicles	70,851.09	60,704.88
	2025	2024
5. Trade and Other Payables		
Trade Payables		
Trade Creditors	8,236.40	66,807.08
Total Trade Payables	8,236.40	66,807.08

These notes should be read in conjunction with the attached compilation report.

Notes to the Financial Statements

Other Payables	113,414.97	9,095.17
Total Trade and Other Payables	121,651.37	75,902.25

2025 2024

6. Provisions

Provision for Annual Leave	71,884.55	58,998.59
Provision for Long Service Leave	13,326.46	12,878.72
Total Provisions	85,211.01	71,877.31

These notes should be read in conjunction with the attached compilation report.

AUDITOR'S REPORT

Hampton Park Care Group Inc

Independent Auditors Report to the members of Hampton Park Care Group Inc.

Scope

We have audited the Financial Statements of Hampton Park Care Group Inc. (the "Association") set out on the attached pages for the year ended 31st December 2025. The Committee is responsible for the financial statements. We have conducted an independent audit of these financial statements in order to express an opinion on them to the members.

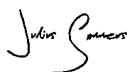
Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Standards and other mandatory professional reporting requirements, so as to present a view which is consistent with our understanding of the Association's financial position, the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In our opinion, the Financial Statements present fairly in accordance with Australian Accounting Standards and other mandatory professional reporting requirements the financial position of Hampton Park Care Group Inc. as at 31st December 2025 and of the results of its operations for the year then ended.

Dated 17th March 2026



.....
Julius Sommers

ASIC Registered Company Auditor No:9092

JP Hardwick & Associates

Unit 7, 617-643 Spencer Street

West Melbourne, VIC 3003



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Disclaimer:

All information contained in this Annual Report was accurate and complete to the best of our knowledge at the time of printing. While every effort has been made to ensure the reliability of the data and statements presented, subsequent developments may affect the accuracy or relevance of certain information. We accept no responsibility for any loss or damage resulting from reliance on the contents of this report after the date of publication.