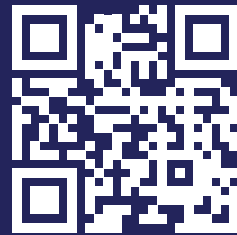


Epicentre of Greek Culture in Western Australia

To serve the Hellenic Community of Western Australia by providing a continuum of care, from childhood to old age, while uniting individuals through cultural, educational, spiritual, and social programs that strengthen our shared identity and support every generation.



Editor: HCWA Marketing Team
Printing: Optima Press



HELLENIC COMMUNITY
OF WESTERN AUSTRALIA INC.

REPRESENTING ALL GREEK AUSTRALIANS IN WESTERN AUSTRALIA

2025 Annual Report

2025 Hellenic Community of Western Australia Inc. Annual Report





Your Roadmap
to every
chapter of our
community
journey in
2025



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2025 President's Report

Paul Afkos, OAM

1995 – 2005; 2020 – present



2025 has been another year of **strong performance and sustained growth** across all areas of our Community.

Over my presidency, I have consistently reported on the significant progress achieved within our entities in the past five years. This success has not occurred by chance. It has been the result of careful planning, disciplined execution, forward-thinking, and a commercially balanced approach to decision-making.

A Turning Point

The transformation of St. Andrew's Grammar and the Hellenic Community Aged Care has been a cornerstone of our success and in achieving this, it provided financial assistance through our community.

Key initiatives included:

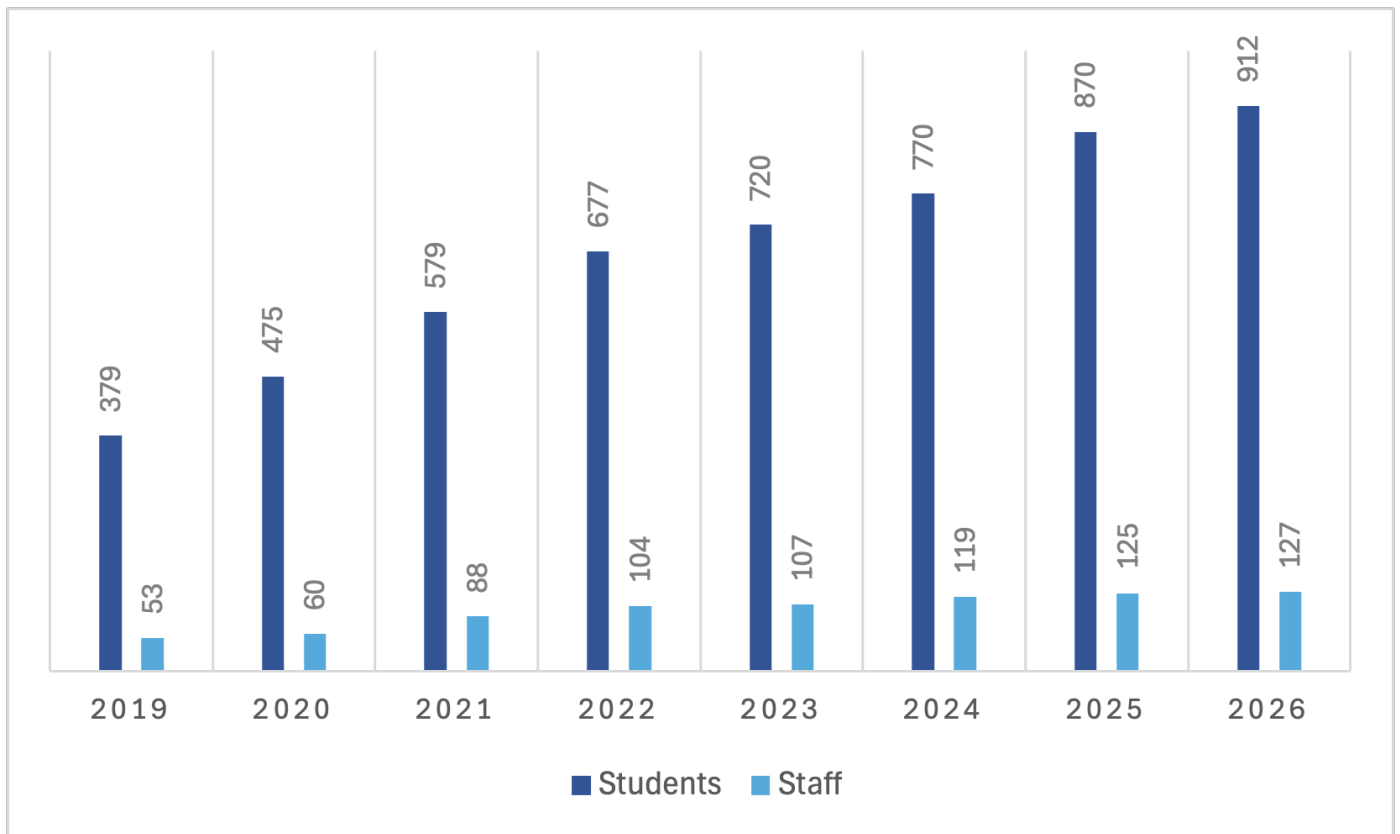
- Appointment of a full-time CEO
- Immediate investment of \$700,000 to upgrade ageing school facilities, significantly improving the school's professional presentation and becoming more appealing to students and parents.
- A professionally funded demographic study, followed by a \$48,000 marketing strategy, driving enrolment growth.
- Introduction of a dedicated marketing function across the school, aged care and the Community.
- Establishment of the Perth Glory School Academy, attracting 98 new fee-paying students.
- Construction of new pre-Kindy and Primary facilities, now supporting strong enrolment pipelines with a waiting list of students.
- Construction of a new primary school administration office with parent-friendly facilities
- Appointment of a full-time Community Liaison Officer, strengthening engagement with Greek Australian diaspora.

- Investment of \$400,000 over two years into specialist Greek language teaching staff from Greece. This investment will continue and we are now considering a third specialist Greek language teacher from Greece.

These initiatives have delivered sustained financial improvement, with the school recording consistent surpluses over the past three years, including **over \$980,000 in 2025**. These surpluses have assisted immensely in upgrading many of the schools' rundown 30-year-old facilities.

Growth Snapshot

Student enrolments and staff has steadily grown over the last six years. This growth has been supported by \$9.8 million in capital investment over five years, delivering modern, fully operational facilities.



Hellenic Community Aged Care

The Hellenic Community Aged Care has undergone an equally significant transformation.

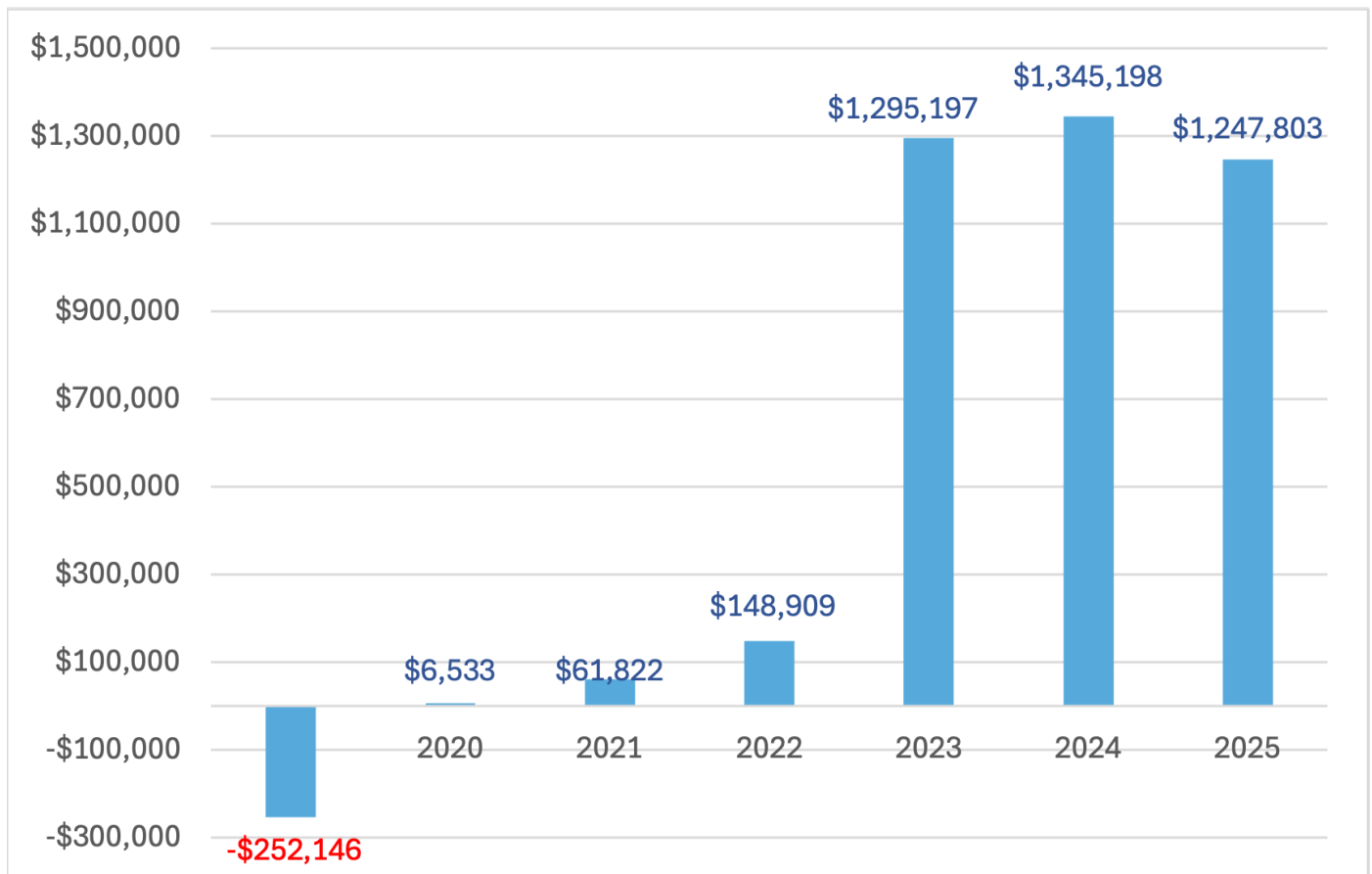
From a financial loss of \$252,146 in 2019, the facility has achieved strong and sustained surpluses in subsequent years, achieved through:

- Appointing a CEO
- Structural and governance improvements, including the establishment of an Advisory Aged Care Board.
- Introduction of new operations management practices and providing ownership of duties must be more focused.
- A revised operating model focused on productivity, increased efficiency and increased in quality of care.
- Strategic adjustment of Refundable Accommodation Deposits, increasing from \$450,000 to \$570,000. With this increase, we continue to be a low-paying

fees facility.

- A focus on positioning the facility as a premium provider, not a low-cost alternative.

With these changes, we achieved the following surpluses following the financial loss in 2019:



Occupancy levels have increased to the mid-to-high 90% range, reflecting strong demand and community confidence.

Following the increase in bond fees, our Aged Care is in strong demand and now have registered waitlists.

Over the past year, several important and large improvements have been made to the aged care facility:

- Significant earthworks to reclaim valuable unusable land on the western boundary.
- Construction of a long limestone wall with landscaping to enhance outdoor spaces for residents and visitors. This will further complement the new administration building, and reclaims usable land for the school.
- Clearing of land on the northern side to prepare for a new parking area.
- Construction of a 450m² warehouse for to store Community records and equipment.

In addition, internal facility upgrades are scheduled to commence over the next two years.

Major Projects and Future Developments

Looking ahead, several major projects will shape the future of the Community:

- A new Multipurpose Community Administration Centre (estimated cost: \$11.5 million), commencing in 2026. These funds are a combination of accumulated savings and reserved term deposit funds fully-owned by the Aged Care. This development will be completed without the need to borrow funds, which is an enviable position to be in.
- Redevelopment of land on Hellenic Drive for mixed-use commercial and community purposes. We're discussing further developments of this plot of land, with specialist consultants to generate more income for the Hellenic Community.
- Progression of the Parker Street development, including proposed underground parking.

We continue to pursue government funding opportunities to support these initiatives.

Hellenic Community of Western Australia

Incorporated in 1924, the Community has now operated for over 100 years. During this time, its governance structure has remained largely unchanged, despite a significant expansion in operational scope beyond its original Northbridge base.

On a consolidated basis, Community assets **exceed \$75 million** with an **estimated market value of over \$105 million**.

The responsibilities placed on committees and boards require strong management structures to ensure informed decision-making, risk management, and strategic direction. This leads to our appointment of a CEO in 2024 to oversee the day-to-day operations and to support the Board in implementing changes.

In 2025, the Committee undertook a review of governance structures across the consolidated Community. While the major entities of the school and aged care have developed their own management frameworks over time, the broader Community structure has now been strengthened through the appointment of a Chief Executive Officer and centralised administrative oversight.

Northbridge and Community Foundations

The foundation of our Community remains:

- The Church of Saints Constantine and Helene
- The Hellenic Community Centre, upper and lower halls
- The Tower House (Rectory)

Given the expansion of operations, direct oversight of Northbridge by the Community Committee is no longer practical. A Northbridge Advisory Sub-Committee is being established in 2026 to oversee non-ecclesiastical matters, including:

- Building use and upgrades
- Hiring arrangements

- Maintenance and repairs
- Safety, risk, and compliance
- Introduction of user pay system
- Funding and financing recommendations

Since my election as President, the Hellenic Community (through our committee) have contributed **over \$164,000** in donations to the Archdiocese of Australia, highlighting the strength and importance our community places on unity with our spiritual fathers.

Membership and Future Sustainability

In August 2025, an analysis of member demographics showed that approximately 70% of members are aged 50 or over, with an even distribution between male and female members.

Future membership growth remains a key consideration. While the school and aged care operate as successful business entities, they do not provide a direct pathway to Community membership, as most clients are not of the Greek Orthodox faith.

The long-term sustainability of the Community will rely on engagement through:

- The Church of Saints Constantine and Helene
- Cultural, social, and educational activities
- Ongoing connection with people of Greek heritage
- Leadership in the industry space

Northbridge Developments

Church of Saints Constantine and Helene

The Church, originally operating from the Parker Street hall, has long been the focal point for worship and social connection. Changing demographics, including mixed marriages and generational shifts, have led to a gradual decline in congregation numbers, consistent with broader trends across Christian communities.

Planning for the long-term support of the Church is essential. We will work with Father Terry to discuss options going forward.

Hellenic Community Centre

In 2024, the Board of the Hellenic Community of Western Australia resolved to investigate the redevelopment of the Hellenic Community Centre on Parker Street, recognising that the existing facility, constructed in the 1960s, now requires renewal to meet contemporary community, education, and cultural needs.

The outcome of the investigation is the proposed redevelopment of a multi-purpose, state-of-the-art precinct intended to reshape Northbridge through:

- A state-of-the-art, multi-purpose redevelopment (approximately 8,000 m²) designed to reshape and revitalise Northbridge through education, culture, events, and improved amenity.
- Invigorating and redefining the western part of Northbridge, increasing activity and visitation, and delivering significant commercial and social benefits as part

of broader urban renewal.

- Identification of five key drivers (social impact, focused business strategy, economic viability, adaptability, and capacity to deliver), alongside environmental measures such as rainwater harvesting, solar shading, on-site solar generation, and high-performance glazing.

Core Components of the Redevelopment

- Offices and facilities to support the religious, educational, and pastoral operations of the Church of Sts Constantine and Helene.
- A Years 7–12 city campus for St. Andrew's Grammar. The St. Andrew's Grammar city campus positions an established, community-owned school on the CBD fringe, providing an additional education pathway for nearby primary school catchments. Approval has been received from the Western Australian Department of Education to establish the campus. The direction of the St. Andrew's Grammar City Campus will include the introduction of the International Baccalaureate (IB) program. For students, the IB provides a globally recognised curriculum and assessment framework that emphasises inquiry-based learning, critical thinking, research and communication skills, and supports pathways into universities in Australia and internationally.
- A Byzantine/Hellenic Museum dedicated to showcasing Greek and Byzantine art, history, and culture (from ancient to contemporary), with seasonal programs and partnerships, and connections to the Perth Cultural Centre precinct, the National Archaeological Museum of Athens, and related institutions.
- A lecture theatre: a contemporary 200-seat venue designed for learning and presentations, incorporating modern acoustics, audio-visual capability, connectivity and accessibility, available for broader public use.
- A reception centre: a versatile function venue for up to 250 people, with quality catering facilities and services.
- A reimaged public square on Parker Street.
- Parking, providing approximately 84 bays.

Planning

- Planning, design, and delivery approach: preliminary planning advice indicates feasibility under current planning controls.
- Funding and partnerships: support for the project has been received from the State Government of Western Australia, the City of Perth, the Western Australian Department of Education, and the WA Museum, with further support being sought from international philanthropic organisations.
- The project is framed as comparable in ambition to major CBD initiatives and demonstrates need, stakeholder benefits, delivery experience, organisational capability, and a partnership-based service delivery model aligned to intended

Tower House

The lease was extended in 2024 for a further five years to April 2029, with annual rent reviews. Net income for 2025 **exceeded \$58,000**. The building remains unique; however, limited parking, internal stair access, and its heritage status restrict refurbishment options and reduce its market appeal.

International Engagement and Community Collaboration

In October 2025, the Community was honoured to host:

- The Honourable Ioannis Michail Loverdos, Deputy Foreign Minister of Greece
- His Excellency Stavros Venizelos, Ambassador of Greece to Australia
- Eleni Georgopoulou, Consul for Greece in Perth

The visit included an airport-welcome reception, a St. Andrew's Grammar school tour, VIP Dinner, Doxology service and wreath laying at the State War Memorial.

Two meetings were also held with Greek Associations in July and September to develop a shared events calendar, helping to minimise scheduling conflicts within Perth's Greek community. This calendar is now hosted on the Community website and will be updated biannually.

Following near completion of the Community Centre upgrades, associations were invited to host one event per year at no cost. In 2025, this included the Pontian Brotherhood, Hellenic Student Association, and Geraldton Community. It is the Board of Management's vision to continue supporting other Greek Australian Associations in Western Australia so they can prosper within our community.

Closing Remarks

The progress achieved over recent years reflects the collective efforts of our Board, management, staff, volunteers, and supporters.

We remain committed to building a strong, sustainable, and vibrant Community for future generations.

Special Thank You

In closing, I would like to thank our Board of Management, CEO Paul Savvas, John Metaxas and all administration staff.

Father Terry Gerovasilis and the Church Subcommittee, John Stamitis, and the Pangari members.

The lady volunteers who assist with the cleaning of our church, and Kate Fatouros for her dedicated work in our bookshop.

Fr Evan, the Aged Care Board, and Yemi Asfaw, along with her senior management team and all aged care staff.

I would also like to thank all staff at the school who have worked tirelessly to achieve great results across all programs.

Finally, thank you to all members who have shown their confidence in and support for us all.



Paul Afkos OAM



Welcome from the CEO

Pavlos (Paul) Savvas



At the heart of it all is our Community, and it is that shared connection that will continue to guide us forward.

Dear Members,

It is with great honour that I present the CEO's annual report to the Board of Management and Members of the Association, reflecting on a period of significant progress, renewal, and strengthened foundations in 2025, and since my appointment as Chief Executive Officer in January 2024.

Over the past year, our association has undergone a deliberate and strategic transformation. Guided by a clear vision, aligned with the Board of Management, ensuring long-term sustainability while preserving our cultural, educational, religious, benevolent, altruistic and community missions. We have focused on improving governance, strengthening financial performance, enhancing operational efficiency, and reinvigorating external stakeholder engagement.

Acknowledgements

I would first like to acknowledge the Board for their support and leadership, and ongoing commitment. The progress achieved this year is a collective effort, and I thank all those who have contributed.

Financial Performance and Sustainability

A key priority upon my appointment was to stabilise and improve the financial position of the Association. I am pleased to report that we have achieved a marked turnaround.

At the time of my commencement, the organisation recorded a consolidated annual turnover of approximately **\$27.5 million**. Through disciplined financial management, improved revenue streams, and a focus on cost efficiencies, we have increased our annual income to **approximately \$36.1 million**, representing a consolidated

business growth of **33%**.

This result is not incidental, it is the outcome of deliberate planning, accountability and a commitment to financial stewardship.

Key drivers of this improvement include:

- Strengthened financial oversight and reporting processes
- Optimisation of existing revenue-generating assets
- Improved occupancy and utilisation across our services
- Strategic cost control without compromising service quality
- Identification of new income opportunities across the organisation
- Investment in operational process and policy

These results place the Association on a far more secure financial footing and provide a platform for commercial management, while attracting quality board members for the future growth and investment of our associations.

Operational Improvements

Beyond financial performance, significant work has been undertaken to improve the day-to-day operations of the organisation.

Across our aged care services, we have focused on enhancing care delivery, staffing structures, and compliance standards. In parallel, our school and cultural programs have been supported through clearer governance, improved communication and stronger alignment with our Community's core values.

We have also introduced more structured management processes, ensuring accountability at all levels of the organisation. This includes clearer reporting lines, performance expectations, and operational planning.

Governance and Strategic Direction

Recognising the importance of strong governance, together with the Board of Management, we have taken steps to modernise and formalise our governance framework. With clear structural changes to all Advisory Boards in the composition and methods of operating. This includes the development of clearer policies, improved board reporting and the commencement of longer-term strategic planning and master planning.

Work is underway to establish a comprehensive strategic plan for the community that will guide each operation over the coming years, ensuring that growth is both sustainable and aligned with our mission – this will be made available for member submission once complete.

Community Engagement and Cultural Identity

At the heart of our organisation is our community. Over the past year, we have worked to strengthen our connection with members through increased communication, greater transparency and renewed engagement initiatives. We have also taken steps to elevate our cultural presence, ensuring that our Hellenic heritage and Greek Orthodox values remain central to everything we do across our school, church, aged care and community activities.

As part of our partnering with the Greek Orthodox Archdiocese of Australia, in 2025 alone, we have transferred over \$33,000 in donations and tray collections, and provided the Archdiocesan District of Perth with information technology and administrative, support on an as needed basis for several of their events and fundraisers.

Marking significant financial support and reaffirmation of the unwavering care of the Mother Church and the Patriarchate for the blessed progress and prosperity of the Christian plenitude.

Looking Ahead

While we are encouraged by the progress made, this is only the beginning. The focus moving forward will be on:

- Continuing to strengthen financial performance
- Implementing our long-term strategic plan
- Enhancing service delivery across all divisions
- Expanding community engagement and participation
- Ensuring the long-term sustainability of the Association



Paul Savvas





Key Highlights of 2025



860+

Students enrolled at St. Andrew's Grammar



96%

Average occupancy at Hellenic Community Aged Care



Bianca Afkos Science & Technology Centre

Newly opened in December 2025 and used by students for STEM-related classes



Rated 4 Stars

Hellenic Community Aged Care achieves 4 out of 5 stars throughout 2025



Centralisation of Marketing

Marketing and PR team now under one Hellenic Community Group, servicing the school, aged care and community function



Community Audited Consolidated Assets

The community holds \$37 million in assets (book value) and over \$2 million in surplus



300+ Employees

Servicing the Hellenic Community entities



Personnel

Management Committee

Trustees

Saints Constantine and Helene

Definitions

Hellenic Community Management
Committee Meetings

HCWA Subcommittees and Support

Saints Constantine and Helene Religious
Subcommittee

Building Subcommittee

Centre for Hellenic Studies - Teachers and
Board

Finance Subcommittee

Hellenic Community Aged Care Board

Hellenic Podcast (Monthly)

Information Technology Subcommittee

Social Subcommittee

Sunday School and Church Bookshop

Management Committee

Executive



Paul Afkos
OAM

President

re-elected June 2025



Effie
Mazgaltzidis

Vice President

re-elected June 2025



Sakis (Dennis)
Pilarinos

Treasurer

re-elected June 2025



Emmanuel
Takoniatis

Secretary

re-elected June 2025

General



Spiro
Damianides

re-elected June 2025



Stella
Milanko

elected June 2025



Harry
Navrozidis

appointed June 2025



Anna
Smilovitis

re-elected June 2025



Damien
Tsokos

re-elected June 2025



Dimitrios (Jim)
Tsokos

re-elected June 2025



Panagiotis
(Peter) Vatistas

re-elected June 2025



Georgette
(Gina) Vatistas

re-elected June 2025

Past

Paul Mantzouranidis

Theofanis Papasavvas



Definitions

HCWA	Hellenic Community of Western Australia Inc.
SAG	St. Andrew’s Grammar Inc.
HCBA	Hellenic Community Benevolent Association Inc.

Trustees

Chairman	Larry Doropoulos	elected April 2022
	Bill Evangel	elected 2023
Trustees	Vassilis Hatzidakis	elected April 2024
	Dennis Kalantzis	elected April 2024
	Marios Theodorou	elected April 2024

Saints Constantine and Helene

Parish Priest Rev Father Terry Gerovasilis

Hellenic Community Management Committee Meetings

In 2025, the Committee of Management met on 13 occasions to conduct the business of the Hellenic Community. These meetings, where possible, were co-scheduled with a total of 12 meetings of Hellenic Community Benevolent Association Inc. and 14 meetings of St. Andrew’s Grammar Inc.

Hellenic Community Committee Meetings 2025

21 January 2025	13 May 2025	8 July 2025	14 October 2025
18 February 2025	10 June 2025	12 August 2025	11 November 2025
11 March 2025	1 July 2025	16 September 2025	9 December 2025
8 April 2025			



HCWA Subcommittees and Support

The HCWA President, Vice-President and CEO have Ex-Officio status in all subcommittees.

Saints Constantine and Helene Religious Subcommittee

Fr Terry Gerovasilis	Kate Fatouros	Peter Kanganis	Byron Spartalis
Presbytera Stamatia Gerovasilis	Christi Gerovasilis	Prokopis Koutlis	Les Spartalis
Socrates Bakaimis	George Gerovasilis	Philia Koutroulis	Anastasia Tahos
Michael Christie	Robi Gerovasilis	John Metaxas	Damien Tsokos
Gayla Curries	Andrew Grapsas	Stefan Mihailidi	Danielle Tsokos
Paul Afkos OAM			

Building Subcommittee

Emmanuel Takoniatis	Paul Afkos OAM	Panagiotis Vatistas	Paul Savvas
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Centre for Hellenic Studies WA - Teachers and Board

Savvas Papasavvas	John Metaxas	Paul Afkos OAM
Nikolaos (Nick) Gile	Paul Savvas	Clare Zekas

Finance Subcommittee

Dimitrios Tsokos	Dennis Pilarinos	Paul Savvas	John Metaxas
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Hellenic Community Aged Care Board

Fr Evangelos Battalis	Effie Mazgaltzidis	Dr Roger Warne	John Metaxas
Jim Bivoltsis	Dennis Pilarinos	Paul Savvas	

Information Technology Subcommittee

Spiro Damianides	Anna Smilovitis	Paul Savvas	Damien Tsokos
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Social Subcommittee

Harry Navrozidis	Panagiotis Vatistas	Georgette Vatistas	Paul Savvas
Paul Mantzouranidis (retired)			

Marketing Subcommittee

Desiree Durrani	Joelle Martin	Peter Kapsanis	Paul Savvas
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Minutes of Annual General Meeting of 6 April 2025

Minutes of the Annual General Meeting
Hellenic Community of Western Australia Inc.

20 Parker St, Northbridge
Meeting at Hellenic Community Centre

Quorum: 69

Meeting Open: 2:00 PM
Meeting Closed: 4:10 PM



1.0	Welcome and Respects	
1.01	Paul Afkos	Opened the meeting welcoming members and life members. Father Terry was invited to bless the meeting, followed one minute's silence in remembrance of members who have passed.
1.02	Father Terry	Blesses the meeting.
1.03	Remembrance	One minute silence.
1.04	Father Terry	<p>Update on the life and activities of the Church of Saints Constantine and Helene.</p> <ul style="list-style-type: none"> • Coming Saturday of Lazarus begins the period of Great and Holy week leading to the Feast of Feasts the glorious Resurrection. • Fifty days after the Resurrection, the Holy Spirit descended upon the Apostles to give them the gift, the grace and the ability to go out and fulfil the apostolic mission. • We are united through and inheritors of that very apostolic moment of Pentecost. • As participants in the divine Eucharist, we experience the life of the resurrection, the grace of the Holy Spirit, and the love of God our Father in Heaven. • The Church of Saints Constantine and Helene continues to be the main and central orthodox Church in Perth with 50 baptisms and 20 weddings last year. • All churches are struggling in the face of widespread secularism in the world around us. • We move forward every week focussing on those things we can control in our Church. • We currently have 15 catechumens preparing to be received into the orthodox church; a record for our church, 50,000 followers on social media, with over 6 million views of social media videos over the past year. Research tells us this is about the highest social media presence anywhere in the Archdiocese of Australia. • Every week we run Monday morning playgroup organised by Presbyteria Stamatia, Wednesday evening services and parea, which commenced 4 years ago during Covid with 10 attending and 4 weeks ago there were 130 in attendance. • Orthodox parea is attended by 60-70 people every week to learn about the basic teachings of our Faith.
1.05	Paul Afkos	Thank you, Father Terry, we look forward to working with you on all the matters you have suggested.
1.06	Apologies:	John and Angela Yiannakis, Peter Vlachou, John Metaxas, Apostolos Mantzouranidis, Emanuel Foundas, Emanuel Petrelis, Con Nicholaos, Michael Hatzidakis, Christine Hatzidakis, Vasilis Hatzidakis, Thecla Pappas, Peter and Analise Hoogenkamp, Michael Litis, Nicolette Litis, and Peter Gregory.
2.0	Opening Comments	
2.01	Paul Afkos:	We have sent electronically the annual presidents, committee, and financial reports. I take all reports as read and table them for further discussion. From the size of the reports and the \$32m annual turnover of the Community, employing nearly 300 staff, in the last 4 years the Community has grown. Much of the success and growth dates back from 2016 with an annual turnover of about \$15m and now we have more than doubled that. The management committee must be commended for their

		commitment to manage this large corporation. I hope we can continue to draw good members to the management committee and other subcommittees. This year we have elections for a new management committee. I ask members to consider a vote for members who have worked for the Community and have proven ability to manage this large corporation.
3.0	Acceptance of Minutes	
3.01	Paul Afkos:	Do you have any changes to the minutes of the general meeting of 21 April 2024 or Special General Meeting of 1 December 2024.
3.02	Motion	<i>The minutes of the Annual General Meeting of 6 April 2024 are accepted. Moved: Larry Doropoulos Seconded: Paul Passed</i>
3.03	Motion	<i>The minutes of the Special Annual General Meeting of 1 December 2024 are accepted. Moved: Sam Albanis Seconded: Larry Doropoulos Passed</i>
4.0	President's Report	
4.01	Paul Afkos	<ul style="list-style-type: none"> • 2024 was a very good year by all entities. The outcomes achieved are the best in 101 years. The finances and growth in all entities are in a strong position. • Church income for the first time achieved more than \$500,000. Father Terry needs to be commended for his work in our Church. • In the last 3 years we have delivered \$2.0-\$2.5m surpluses and more than \$7.0m surplus over the last 3 years. • In 2024 we approved 142 member applications. Another good sign of our active Community. • Four years back we were in a poor financial position. Losing a tenant in the upper hall left both halls vacant. This gave us the opportunity with a state government grant to refurbish the lower hall as well with some of the Community reserve funds to install a new lift. • Tower House was paying rent well below market price. It is now paying market rental. • Thank you to the silent members who have helped the Community and wish to remain in the background. • Operations in our Church, our identity for many years, is being well taken care of by Father Terry. Some of the non-religious items to work on 2025 were covered by Father Terry in his address. The many activities instigated by Father Terry are well supported and put our Church above all others. • Church income was increased by the large amount of donations received for work to be undertaken in the Church. As the Church grows we can provide admin assistance to Father Terry. • Over the last 3 years we have achieved very good outcomes at the school and the aged care with collectively over \$32m in annual income. • Priority areas over the next 3 years are: <ul style="list-style-type: none"> • The Church. • New admin block for Hellenic Administration will cost in the vicinity of \$4.5m. The money is in the hands of the Aged Care. • The new canteen is a priority. Built to serve about 100 students when there are nearing 900 students.

		<ul style="list-style-type: none"> • The refurbishment of classrooms in the Harmanis building will have a large cost and we have received a \$1.5m state government grant. The refurbishment will be in excess of \$4m. The target for students was 900 and we can now increase it to a limit of 1,100. • We need to comply with regulations following an audit of the school amphitheatre including wheelchair access at a cost of around \$650,000. • Work undertaken in the past 4 years has been locked in with low interest bank loans serviced by the school. We also have a state government low interest loan application. The school will not be over-committed in its loans. • An audit of the school found the water services did not comply; they now comply. Fire services did not comply; they now comply. • As the school has grown we had to increase the car park at a cost of \$370,000 from reserve funds. • The watering system was not functioning well and is now improved. • Thank you to the management committee for their support.
5.0	Election of Auditors	
5.01	Paul Savvas	The lowest audit quote is the existing auditors Australian Audit at \$109,250, for 3 years followed by Auditors Australia at \$114,000, and Dry Kirkness \$153,818. We propose to accept the offer of our existing auditors for another 3 years.
5.02	Motion	<i>The meeting appoints Australian Audit as Community auditor for the next 3 years.</i> <i>Moved: Arthur Mistilis</i> <i>Seconded: Savvas Papasavvas</i> Passed
6.0	Election of Election Committee	
6.01	Paul Afkos	Last general meeting the members approved elections for 3 years. The Election Committee must be elected in the preceding year. We did not do it last year because we expected the motion for 3 years would be approved. When we sent the documentation to the Department they rejected it. So we will have elections this year and it is appropriate to have an Election Committee. The present Election Committee have chosen to renominate: Chris Mazgaltzidis, Marios Theodorou, Stratis Panatazis, and Marina Karamatsiou. We need one more. Thank you, Marios Theodorou is a Trustee and cannot be on the Election Committee.
6.02	Chris Mazgaltzidis	Chris Athanasiou
6.03	Savvas Papasavvas	Dionisea Tsokos
6.04	Paul Afkos	We have 5 people. Do we have any more nominations? If there are no more nominations those people are duly elected.
6.05	Arthur Mistilis	Anything you do which hampers the constitution and the Act brings into play the Commissioner. (...inaudible)
7.0	Consideration of Changes to the 2019 Constitution	
7.01	Special Resolution	Recommended new rule 22. CHIEF EXECUTIVE OFFICER CONTRACTORS AND EMPLOYEES 22.1. The Management Committee may appoint a Chief Executive Officer of the Association on such terms and conditions,

		<p>including remuneration, as determined by the Management Committee including a requirement that the Chief Executive Officer attend Management Committee meetings unless excused. The employee who was appointed by the Management Committee to a position titled Chief Executive Officer previously will continue as the Chief Executive Officer as though they were appointed under this rule.</p> <p>22.2. The Chief Executive Officer, who will report to the President, is to manage the affairs of the Association and carry out such other duties including those duties of the members elected to the Management Committee as directed by the Management Committee and the terms and conditions of the Chief Executive Officer's employment. The responsibility for ensuring compliance with those duties of the members elected to the Management Committee rests with those members.</p> <p>22.3. The Committee shall engage contractors or employ such persons as it deems necessary for the needs of the Association, fix their stipend or salary and terminate their engagement, according to the circumstances or terms of any agreement under which they have been engaged or employed.</p> <p>22.4. No employee or contractor of the Community shall be eligible to be a member of the Committee until twelve (12) months have elapsed after he or she has ceased to be an employee or contractor of the Community.</p> <p>Mover: Panayiotis Vatistas Secunder: Dennis Pilarinos</p>
7.02	Paul Afkos	Paul Savvas is excused from the meeting for the vote.
7.03	Arthur Mistilis	I am in favour of the motion.
7.04	Con Berbatis	I am concerned at the ability to terminate a CEO if required.
7.05	Paul Afkos	The CEO will be appointed under a contract with key performance indicators.
7.06	Stan Palassis	My issues in Rule 22.4. We do not have a clause where people on the Committee can resign and take up a paid position with the Community. The other issue is the reporting of the CEO is to the President which makes the President solely responsible for any actions of the CEO. The CEO should report to the management committee. When we are seeking a CEO we should test the market.
7.07	Savvas Papasavvas	The CEO should report to the President and the Management Committee.
7.08	Arthur Mistilis	Rule 22.2 makes clear the CEO reports to the President and Management Committee.
7.09	Paul Afkos	I put it to a vote.
7.10	Voting on Special Resolution Rule 22	<i>Recommended new rule 22 is passed.</i>
7.11	Special Resolution	<p>Recommended new rule 23 COMMITTEE</p> <p>23.1. The Management of the Association shall be vested in a</p>


		<p>in a Committee of twelve (12) Committee Members consisting of President, Vice President, Treasurer, Secretary and eight (8) Members whose term of office shall be from their election until the election of their successors.</p> <p>23.2. Following the election for a Committee in 2025, an election for a Committee shall take place every three (3) years.</p> <p>Mover: Effie Mazgaltzidis Seconder: Gina Vatistas</p>
7.12	Arthur Mistilis	There is a technical problem you do not have an Election Committee. You can go for an extra year now or wait for the elections and go for 3 years.
7.13	Paul Afkos	Are there any members against the motion. Arthur is against. Any abstentions? No.
7.14	Voting on Special Resolution Rule 23	<i>Recommended new rule 23 is passed.</i>
7.15	Special Resolution	<p>Recommended new rule</p> <p>30.1. At the Annual General Meeting immediately preceding a year when elections will be held for the Management Committee, five (5) Members shall be elected who shall constitute the Election Committee, whose responsibilities shall be the conduct of any election of the Association for the following three (3) years. The election will be held by secret ballot if more than five (5) nominations are received. The term of all current members of the Election Committee will be extended by one year until the election of their successors in 2027.</p> <p>Mover: Damien Tsokos Seconder: Spiro Damianides</p>
7.16	Paul Afkos	We have to change the Election Committee term. Anyone wishes to vote against? Any abstentions? No
7.17	Voting on Special Resolution Rule 30.1	<i>Recommended new rule 30.1 is passed.</i>
7.18	Special Resolution	<p>Recommended new rule</p> <p>47.1.1 The Secretary shall give sixty (60) days advanced notice to members of the date it is intended to hold the Annual General Meeting in any calendar year</p> <p>47.1.2 The Secretary or, in the case of a Special General Meeting convened under sub-rule 46.6, the Members convening the meeting, must give to each Member forty-two (42) days' notice of a General Meeting.</p> <p>47.2. The notice referred to in Rule 47.1.2 must:</p> <p>47.2.1. specify the date, time and place of the meeting;</p> <p>47.2.2. indicate the general nature of each item of business to be considered at the meeting; and</p> <p>47.2.3. if a Special Resolution is proposed:</p> <p>47.2.3.1.set out the wording of the proposed resolution as required by section 51(4) of the Act; and</p> <p>47.2.3.2.state that the resolution is intended to be proposed as a Special Resolution.</p>

		Mover: Panayiotis Vatistas Seconder: Effie Mazgaltzidis
7.19	Paul Afkos	Anyone wishes to speak on the motion? Anyone wishes to vote against? Any abstentions? No
7.20	Voting on Special Resolution Rule 47	<i>Recommended new rule 47 is passed.</i>
7.21	Special Resolution	Recommended new rule 70. ALTERATION OF RULES 70.1. If the Association wants to alter or rescind any of these Rules, or to make additional rules, the Association may do so only by Special Resolution and by otherwise complying with Part 3 Division 2 of the Act. 70.2. Save for rule 65, any of these Rules may from time to time be amended or altered, retracted or added to by a resolution passed by not less than a seventy-five percent (75%) majority of the Members at a General Meeting, provided notice of such amendments, alterations, retractions or additions are presented as motions in writing to the Secretary at least forty nine (49) days before the date of the General Meeting. All motions for amendments, alterations, retractions or additions must be circulated to all financial Members with a notice of the General Meeting as referred to in Rule 47.2 Mover: Damien Tsokos Seconder: Spiro Damianides
7.22	Paul Afkos	Anyone wishes to speak on the motion? Anyone wishes to vote against? Any abstentions? No
7.23	Voting on Special Resolution Rule 70	<i>Recommended new rule 70 is passed.</i>
7.24	Special Resolution	Recommended new Rule 23. COMMITTEE 23.1. The management of the Association shall be vested in a Committee of twelve (12) Committee Members consisting of President, Vice President, Treasurer, Secretary and eight (8) Members whose term of office shall be from their election until the election of their successors. 23.2. An election for a Committee shall take place every three (3) years. The term of all current members of the Committee will be extended by one year until the election of their successors in June 2026. Mover: Arthur Mistilis Seconder: Peter Vlachou
7.25	Arthur Mistilis	This motion will allow between now and the next election to correct the failure to have an election this year.
7.26	Paul Afkos	The Committee is not supportive of the motion considering motion for rule 22 has been accepted.
7.27	Paul Afkos	Those against the motion raise your hands. There are 54 against.

7.28	Voting on Special Resolution Rule 23	Recommended rule 23 is not passed.
7.29	Paul Afkos	
7.30	Special Resolution: Rule 30 Amendments	<p>Proposed amendment to Rule 30 to incorporate postal voting.</p> <p>Motion: Insert new rules 30.10A and 30.10A2</p> <p>30.10A.1 At least twenty-eight (28) days prior to the election, members who on that day are eligible to vote at the election, will be contacted by mail (which may be by post or electronic including email, messaging, website or electronic newsletters) and offered a postal ballot for the election.</p> <p>30.10A.2 Members who agree to receive a postal ballot and return or fail to return the postal ballot may not vote in-person.</p> <p>Moved: Nick Gile Seconded: Dr John Yiannakis</p> <p>Motion: Amend rule 30.16 from: 30.16 The elections shall be conducted between the hours of 11.00 am and 5.00pm on the specified date. to: 30.16 The <i>in-person</i> elections shall be conducted between the hours of 11.00 am and 5.00 pm on the specified date. Moved: Nick Gile Seconded: Dr John Yiannakis</p> <p>Motion: Insert new rules 30.16.1 and 30.16.2 30.16.1 Postal ballot papers will be sent to members eligible to vote at least 14 days prior to the date of the election. 30.16.2 Postal ballots must be post marked with a date preceding the date of the Wednesday before the day of the election to be counted in the election. Moved: Nick Gile Seconded: Dr John Yiannakis</p> <p>Motion: Amend rule 30.19 from: 30.19 Voting shall be by secret ballot. The President, Vice President, Treasurer and Secretary shall each be voted for separately. The remainder of the Committee shall be elected collectively in the order in which they poll on a list of nominated candidates. to: 30.19 Voting shall be by secret ballot in-person and by post. The President, Vice President, Treasurer and Secretary shall each be voted for separately. The remainder of the Committee shall be elected collectively in the order in which they poll on a list of nominated candidates. Moved: Nick Gile Seconded: Dr John Yiannakis</p>

7.31	Arthur Mistilis	That motion came out in an email on Tuesday 25 March. Which agenda are we following today? The one sent out on 21 February that gave 42-day notice or the one sent out on 25 March?
7.32	Paul Afkos	This is a motion from the members not from the Committee. The members submit their motions once they have been advised of the meeting and the Committee sends the motions to the members. Members have a right to submit the motions. Once received we have an obligation to forward it to the members I believe we met our obligations I've been informed the timing was sufficient.
7.33	Arthur Mistilis	The rule does not distinguish where the motion is coming from. The 42 day notice is not in the constitution it is in the Act.
7.34	Paul Savvas	You're relying on rule 47 there is another rule 72 which provides for 35 day notice. Where there is a conflict, we give members the benefit of the doubt. We have moved a motion to remedy the conflict.
7.35	Stan Palassis	We moved some amendments to the constitution in 12 July 2013, 1 May 2015, 9 May 2015, 29 August 2019, and 27 May 2022. Every time someone gets a thought bubble we make changes to the constitution. We cannot go on without any real due process and trying to be transactional with what we are trying to achieve with this Community. We are currently operating with a constitution of the 60s. This is not right for the future direction of this Community to keep changing the Constitution without some process. Electronic voting would cost around \$3,000. I worry about postal voting with someone going around collecting postal votes.
7.36	Savvas Papasavvas	Nobody goes around collecting votes. The members know what they are doing. I am opposed to this idea. First votes get sent to a home and any one can vote and return the ballot. Second, members are not that far away to be unable to vote. They should be encouraged to come to the Community not to stay at home.
7.37	Paul Afkos	Our election system dates back to 1924. To continue with those systems today is narrow minded. We have to prepare ourselves for modern methods of elections.
7.38	Costa Demtriades	You didn't ask the person who wants a postal vote why they want to send the vote by post. I want members to request a postal vote. You want to encourage members not come around here at all. Where is the youth here? Have a look around. We should consider 'zoom' for people who cannot make it here.
7.39	Helen Christopher	I have run elections for the last 2 elections and the number of people who voted the first compared to the second time was very, very, low. We need to get more members involved and a postal vote. You have a choice to come to the Centre or have a postal vote. You have to apply to have a postal vote.
7.40	Aristides Sioras	There should be early voting at the school for those who cannot vote on the day of the election.
7.41	Paul Afkos	Those against the motion. Those who abstain from the motion? Those who support the motion?
7.42	Voting on Special Resolution: Rule 30 Amendments	<i>Recommended rule 30 amendments passed.</i>

7.43	Arthur Mistilis	<p>Notice of Motion</p> <p>Notice for the Management Committee in consultation with members and in agreement with the Chair of Trustees, to establish an Organisational Sub Committee with a detailed terms of reference including timelines to examine the present Hellenic Community of Western Australia WA Inc Constitution 2019 including affiliate constitutions, management and operational structures, utilisation of assets and reporting requirements by engaging external consultants and non-members as required with the necessary skills, to assist members, the Management Committee and Chair of Trustees in this process including governance and compliance matters culminating in recommendations to members of the appropriate structures to best manage the affairs and assets of the Hellenic Community and its associated entities to ensure that they provide the greatest benefit for their Hellenic members with the recommendations coming forward for the consideration of members at the HCWA AGM 2026.</p>
7.44	Paul Afkos	The Committee is reluctant to support the motion. Those in support: 1. Those abstain: 1
7.45	Voting on Motion	<i>Motion is lost.</i>
8.0	General Business	
8.01	Con Berbatis	The future of the St Andrew's land is being dealt with inadequately. It is the biggest Community asset. It has gone through its problems, but the last 10 years have seen it flourish. There are problems with the land realising its full value. We have not heard any on the administration being moved onto the aged care land. That releases an enormous amount of land fronting Hellenic Drive and Alexander Drive which is the most valuable land. A lot of that land is wasted because it is recreational land that should be on the other side near Reid Highway. Childcare centres are very profitable.
8.02	Paul Afkos	There will be no more single storey building at the school. We are well aware of the value of land and the corner block could have a 5 or 6 storey. Any surplus land will be put to good use. Thank you ladies and gentlemen, the meeting is closed.
9.0	Closing of Meeting	



Notice to Members
of Annual General
Meeting
of 15 March 2026



Hellenic Community of Western Australia Inc.

The Community representing all Greek Australians in Western Australia

ADVANCED NOTICE OF 2026 ANNUAL GENERAL MEETING OF THE HELLENIC COMMUNITY OF WESTERN AUSTRALIA INCORPORATED

THE HELLENIC COMMUNITY OF WESTERN AUSTRALIA INCORPORATED
("ASSOCIATION")

is convening an Annual General Meeting at which resolutions will be proposed as
Special Resolutions.

The meeting will be held at **2.00 p.m.**

on **Sunday the 26th of April 2026.**

The meeting will take place at the Upper Hall, Hellenic Community Centre,
20 Parker Street, Northbridge WA 6003

Registration

Members should ensure that they arrive early in time to be registered by Hellenic Admin Staff before the meeting commencement.

Pursuant to the directives in the Constitution, the quorum will be determined by the number of financial members as at Sunday 12 April 2026.

To transact all business within this time frame:

1. Any questions on the reports received by the members must be submitted in writing by 5pm, Friday, 10 April 2026. These questions will be answered on the day.
2. Any questions "*without notice*" will be taken "*on-notice*" and responded to in writing to the questioner and/or published in the next Hellenic Newsletter.
3. There will be strict time limits on speakers and on the number of speakers for all motions with notice.

Entitlement to vote

To vote at the 26 April 2026 AGM, you must:

1. Be a member at 31 December 2025; and
2. Paid your 2025 (if unpaid) and 2026 membership at least 14 days before the AGM. That is, by Sunday 12 April 2026 (see Rule 10 of the Hellenic Community of WA Inc Constitution 2019).

Membership payments will **NOT** be collected on the day of the AGM.

If you are in any doubt about your membership standing, please contact Hellenic Admin before 5.00pm, Friday 10 April 2026 to clarify your status. Hellenic Admin's details are as follow:

Hellenic Admin

Address: 2A Hellenic Drive, Dianella, Western Australia, 6059

Phone: (08) 9303 3890

Email: info@hcwa.org

Submission of motions

Pursuant to Rule 47.1 any member wishing to submit any amendment, alteration, retraction or addition to the Constitution must provide notice of such amendment, alteration, retraction or addition as motions, in writing, to Hellenic Admin, to addressed to the Secretary. All motions to amendment, alter, retract or add to the Constitution will be circulated 42 days prior to the General Meeting. That is, by **15 March 2026**.

Similarly, and except as described above, any members wishing to submit any other motions, are to provide such motions in writing, to Hellenic Admin, addressed to the Secretary, at least 21 days prior to the General Meeting (see Rule 45.2). That is, by **5 April 2026**.

Yours faithfully,
Hellenic Community of Western Australia Inc.

E Takoniatis

Mr Emmanuel Takoniatis
Secretary

SPECIAL RESOLUTION/S:

Motion:

The Constitution attached as Annexure A be adopted by special resolution as the Constitution of the Hellenic Community of Western Australia Inc.

Mover: John Metaxas

Seconder: Nick Gile

Annexure A

Scan the QR code below to view the Constitution attached as Annexure A.





The Best of 2025

Events that brought our community together.

Greek Independence Day

25 March 2025; St. Andrew's Grammar

Greek Independence Day was commemorated with great pride across a series of events that brought together students, staff and the wider Hellenic Community. Celebrations began with a strong showing of 60 students attending the service at St. Nektarios Church, followed by participation in the official ceremony at Kings Park War Memorial, marking the 204th anniversary of Greece's declaration of independence on 25 March 1821.

Students represented our school with distinction alongside members of the Hellenic Community of Western Australia.

The significance of the day was further highlighted by its connection to the Feast of the Annunciation, an important occasion in the Orthodox calendar. Celebrations continued with a formal reception hosted by the Consulate of Greece in Perth, where Secondary students delivered a polished cultural performance. The week concluded with a whole-school Independence Day Assembly, coordinated by the Greek Department, featuring live bouzouki music, traditional dance, poetry, and song. The event was attended by a number of distinguished guests and concluded with a morning tea.

Collectively, these events reflected a deep sense of cultural pride and strong student engagement, marking one of the most well-attended and spirited Independence Day celebrations in recent years.



Orthodox Easter (Pascha)

19 April 2025; Saints Constantine and Helene Church

Orthodox Easter was celebrated with great reverence and ecclesiastical splendour on the evening of Holy Saturday, 19 April, at our Church of Saints Constantine and Helen in Northbridge. The Resurrection Service and Divine Liturgy were presided over by His Grace Bishop Elpidios of Perth, with the blessing of His Eminence Archbishop Makarios of Australia.

The Paschal Encyclical was read during the service, and at midnight the Holy Light was shared among the faithful, both within the Church and to those gathered outside. Following the proclamation of the Resurrection Gospel, the bells rang out as hundreds of attendees joined in the joyful chant of "Christ is Risen," marking the culmination of Holy Week.

His Grace conveyed the blessings of Archbishop Makarios and invited the Consul of Greece in Perth to extend her Easter wishes. The service was attended by Hellenic Community President and Board Members and dignitaries including WA Leader of the Opposition Mr Basil Zempilas, Frank Paolino MLA and Arlene Mavratscou, reflecting the significance of the occasion within the broader community.

Sincere appreciation was also expressed to the parish volunteers, cantors, and choir for their dedication throughout Holy Week. The celebrations concluded with the Resurrection Divine Liturgy and the distribution of traditional red Easter eggs, as the faithful were wished a blessed and joyous Easter.



Panos Kalidis Live in Perth

28 September 2025; Hellenic Community Centre

The Hellenic Community of Western Australia, proudly hosted internationally recognised Greek singer Panos Kalidis and his band for an unforgettable bouzoukia-style evening at the Community Hall in Northbridge together with Club Meraki.

The highly anticipated event attracted a large crowd from across the community, eager to experience a night of authentic Greek entertainment. Guests enjoyed an energetic live performance featuring many of Kalidis' well-known hits, including favourites such as *Kou Pepe* and *Pote Voudas*, which had the audience dancing and celebrating throughout the evening.

The Community Hall was transformed into a vibrant bouzoukia atmosphere, reminiscent of Greece's lively nightlife, as guests gathered to enjoy music, dance and the company of friends and fellow community members.

This event played an important role in bringing contemporary Greek culture to Western Australia, while providing opportunities for the community to come together and celebrate their shared heritage.

The evening was a resounding success and a testament to the Hellenic Community's ongoing commitment to hosting cultural events that strengthen community ties and keep Greek music and traditions alive in Perth.





Community Souvla Day

19 October 2025; St. Andrew's Grammar

The annual Souvla Day held in conjunction with the Centre for Hellenic Studies WA and the Greek Senior Citizens' Association at St. Andrew's Grammar once again brought together families, students, staff and members of the wider Hellenic Community of Western Australia for a celebration of Greek culture, food and community spirit.

Despite rainy and overcast weather, hundreds gathered across the school grounds to enjoy a lively afternoon filled with traditional smokey flavours and entertainment. The unmistakable aroma of lamb and chicken roasting on the spit filled the air, creating a warm and festive atmosphere as guests shared meals, conversation and laughter.

Families and friends gathered under marquees to enjoy the festivities, while children took part in activities including face painting and lawn games. Live Greek music added to the vibrant setting, and the afternoon concluded with traditional dancing that saw guests of all ages joining together in celebration.

The Hellenic Community extends its sincere thanks to the many dedicated volunteers who worked tirelessly to ensure the event's success.

Souvla Day continues to be a much-loved event on the Community calendar, strengthening connections and celebrating the traditions that unite the Hellenic Community in Western Australia.





Visit of the Deputy Minister of Foreign Affairs of Greece

21–24 October 2025; Hellenic Community

The Community had the great honour of welcoming the Deputy Minister of Foreign Affairs of the Hellenic Republic, Mr Ioannis-Michail Loverdos, to Perth as part of an official diplomatic visit to Western Australia.

Upon arrival, Mr Loverdos was welcomed by HCWA President Mr Paul Afkos OAM together with the Consul of Greece in Perth, Ms Eleni Georgopoulou. The delegation was formally received at St. Andrew's Grammar by the School Principal, Head of Secondary, senior teachers, and student leaders, marking the beginning of an important series of engagements with the Hellenic Community.

During the visit, community members were invited to a special meet-and-greet event hosted at St. Andrew's Grammar. Guests enjoyed light refreshments while witnessing a wonderful cultural performance by the school's Years 4–6 Greek Dancing Group, showcasing the strong connection between education, culture, and community.

The delegation was also presented with commemorative gifts before joining HCWA President Mr Paul Afkos and St. Andrew's Board Chair Ms Eleni Evangel for a tour of the school's facilities, including classrooms and areas currently under development as part of the school's future expansion.

The visit served as a meaningful reminder of the enduring cultural and diplomatic ties between Greece and the Hellenic diaspora in Western Australia, reinforcing the shared commitment to preserving language, culture, and heritage for future generations.





Oxi Day Commemoration

24 October 2025; Saints Constantine and Helene Church & State War Memorial at King's Park Botanical Gardens

Members of the Hellenic Community of Western Australia gathered to commemorate Oxi Day, honouring one of the most defining moments in modern Greek history and paying tribute to the courage and sacrifice of those who stood for freedom in 1940.

The commemoration began with a Doxology Service at Saints Constantine and Helene Church, attended by clergy, foreign dignitaries, community leaders, and representatives from St. Andrew's Grammar. The service offered a moment for reflection on the bravery and unity demonstrated by the Greek people during the Second World War, and the lasting significance of the historic "Oxi."

Following the service, attendees gathered at the State War Memorial in Kings Park for the official wreath-laying ceremony. The solemn event was attended by the Governor of Western Australia, His Excellency Chris Dawson AC APM, HCWA President Mr Paul Afkos OAM and Board Members, members of parliament, representatives of the armed forces, clergy, and members of the wider community.

This year's commemoration was further distinguished by the presence of His Excellency Mr Ioannis-Michail Loverdos, Deputy Minister for Foreign Affairs of Greece, and His Excellency Mr Stavros Venizelos, Ambassador of Greece to Australia, whose participation highlighted the strong and enduring ties between Greece and the Hellenic Community of Western Australia.

The ceremony served as a powerful reminder that the spirit of "Oxi" – courage, resilience, and unity in the face of adversity – continues to inspire and guide the Community today.





St. Andrew's Name Day Service

27 November 2025; St. Andrew's Grammar

Staff, students, and members of the Hellenic Community of Western Australia gathered at St. Andrew's Grammar for the annual St. Andrew's Name Day Service, commemorating the life and legacy of Saint Andrew the First-Called Apostle, one of the earliest disciples of Jesus Christ.

The liturgy was presided over by His Grace Bishop Elpidios together with Father Terry Gerovasilis, who led the service and offered Holy Communion through the breaking of bread.

The service is an important moment of reflection for the school community, recognising the spiritual foundations and values upon which St. Andrew's Grammar was established.

In his remarks, CEO Paul Savvas reflected on the example set by Saint Andrew, noting that his life embodied humility, faith, and service to others. These principles continue to guide the school's mission to nurture students who lead with integrity, compassion, and purpose.

The annual Name Day Service remains a meaningful tradition within the school calendar, bringing together the faith, heritage, and educational values that define St. Andrew's Grammar and its connection to the wider Hellenic Community of Western Australia.



St. Andrew's Greek Dinner Dance

29 November 2025; St. Andrew's Grammar

St. Andrew's Grammar marked its annual St. Andrew's Name Day celebration with a Greek Dinner Dance held in the school gymnasium, bringing together families, community members, and representatives of the Hellenic Community of Western Australia for an evening celebrating Hellenic culture and tradition.

The event was attended by members of the HCWA Board, including President Mr Paul Afkos OAM, as well as special guest Mr Basil Zempilas MLA, Leader of the Opposition in Western Australia. Guests enjoyed an evening of music, cultural celebration, and community connection as the school reflected on the significance of St. Andrew's Day and the values it represents.

In his address, Mr Afkos highlighted the continued growth and development of St. Andrew's Grammar, noting the school's strong progress and commitment to building an exceptional future for its students.

The evening also showcased the talents and leadership of the school's students. Prefects warmly welcomed guests and assisted throughout the event, while student musicians and speakers contributed to the vibrant atmosphere by sharing their passion for Greek culture and reflecting on the school's Greek educational experiences.

The Dinner Dance remains an important occasion in the life of the school, strengthening the bond between education, culture, and community.



Opening of the Bianca Afkos Science & Technology Centre

11 December 2025; St. Andrew's Grammar

The Hellenic Community of Western Australia proudly celebrated a significant milestone in the growth of St. Andrew's Grammar with the official opening of the Bianca Afkos Science & Technology Centre.

This \$9 million state-of-the-art facility represents a major investment in the future of education, providing students with access to advanced science laboratories, cutting-edge robotics resources, and purpose-built performance spaces designed to support innovation across science, technology, and the arts.

The Centre was officially opened by Senator the Hon. Sue Lines together with HCWA President Mr Paul Afkos OAM. Distinguished guests included members of the Afkos family, Consul of Greece in Perth Ms Eleni Georgopoulou, Senator the Hon. Dean Smith, Mr Basil Zempilas MLA, Mr Frank Paolino MLA, Mayor Mark Irwin, St. Andrew's Advisory Board Chair Ms Eleni Evangel, CEO Mr Paul Savvas, and Father Terry Gerovasilis, who conducted the blessing of the new facility.

Named in memory of the late Mrs Bianca Afkos, the Centre stands as a lasting tribute to her legacy. The generous contribution of the Afkos family, including a significant donation towards the project, played a vital role in bringing this vision to life.

The Bianca Afkos Science & Technology Centre represents more than a new building – it is a lasting legacy that will support innovation, learning, and opportunity for generations of students to come.





Welcoming 2026 – NYE Celebration

31 December 2025; St. Andrew's Grammar

The Hellenic Community of Western Australia welcomed the arrival of 2026 with a vibrant New Year's Eve celebration that brought together more than 500 members of the community for a night filled with food, music, dancing, and festive spirit.

Held in true Greek style, the event provided a wonderful opportunity for families, friends, and community members to come together and celebrate the close of one year and the beginning of another. Guests enjoyed a lively atmosphere featuring delicious cuisine, entertainment, and plenty of dancing, creating an evening full of joy, connection, and celebration.

The event was made even more special by the presence of honoured guests and long-standing supporters of the Community, whose continued engagement reflects the strength and unity of the Hellenic Community in Western Australia.

The success of the evening was made possible through the dedication of volunteers and the tireless work of the event team behind the scenes. Their commitment ensured a seamless and memorable celebration for all in attendance.

As the countdown to midnight brought cheers and excitement, the evening served as a fitting start to the new year and a reminder of the strong bonds that continue to unite the Hellenic Community of Western Australia.







Hellenic Community Aged Care Report

*Hellenic Community
Benevolent Association Inc.*





Our Facility

The Hellenic Community Aged Care (HCAC) provided excellent outcomes in 2025, meeting on all important metrics such as:

- Occupancy
- Star Ratings
- Staffing
- Financial

The facility completed its first calendar year requiring a registered nurse on-site 24/7. Along with all other aged care facilities, HCAC was required to report for each day, at the end of each month whether a nurse was on-site. **For all of 2025, HCAC was compliant.**

The senior care staff restructure commenced in 2024, continuing into 2025 with the separation of responsibility for overseeing non-clinical services from roster management, and the roles of a part-time admissions officer and an infection control lead were added.

Residents and Care

In 2025, there were 70 admissions – 26 permanent and 44 respite.

Recent Admissions

	2025	2024	2023	2022	2021	2020
Permanent	22	26	34	33	29	24
Respite ¹	48	44	59	27	35	49
Total	71	70	93	60	67	73

¹includes multiple admissions by same resident.

22 permanent admissions represented a 25% change in permanent places. The respite admissions equate to each respite place being occupied 12 times.

Age Distribution of Permanent Residents on Admission

	AVERAGE AGE AT ADMISSION	< 70 YEARS	70-80 YEARS	80-90 YEARS	> 90 YEARS
2025	80	0	1	15	6
2024	83	3	8	5	10
2023	86	2	13	27	12
2022	83	2	15	27	6
2021	88	0	4	12	13
2020	85	0	6	13	5

The average age of permanent residents at admission at HCAC was 80 in 2025, 83 in 2024, 86 in 2023, 83 in 2022, 88 in 2021 and 85 years in 2020.

Average Occupancy

	%
2025	96
2024	92
2023	88
2022	89
2021	93
2020	95

Length of Stay – Permanent Admissions

	In Residence of 31 December 2025	Departed in 2025	Departed in 2024	Departed in 2023	Departed in 2022	Departed in 2021	Departed in 2020
<1 YEAR	23	11	6	18	15	2	9
1-3 YEARS	37	12	6	12	8	11	6
3-5 YEARS	15	4	3	9	8	6	6
5-7 YEARS	11	3	0	5	3	4	1
7-9 YEARS	3	2	0	1	0	0	2
9+ YEARS	2	1	2	0	3	3	1
Average Length of Stay in Years	2.9	2.7	2.9	2.4	3.1	1.9	2.6

Accommodation Payments

Hellenic Community Aged Care refundable accommodation deposit (RAD) for eligible residents increased to \$570,000 in 2025.

By 31 December 2025, HCAC held 41 RADs **totalling \$17.1m**, compared to 33 totalling \$13.0m in 2024, and 16 deposits totalling \$8.5m in 2023.

The maximum permissible interest rate (MPIR) applicable for converting a RAD to a Daily Accommodation Payment was 7.61% at 31 December 2025 compared to 8.38% in December 2024, and 8.15% in December 2023.

The increase to \$570,000 in the RAD has been the main influence in increasing RAD holdings, as the daily payment conversion is now approaching \$119 per day compared to \$103 for the \$450,000 RAD.

Star Rating

Hellenic Community Aged Care received 4 Star Ratings from the Aged Care Quality and Safety Commission in all quarters of financial year 2024-25.

The ratings are a combination of assessments of performance in relation to compliance, quality measures, consumer experience, and staffing.



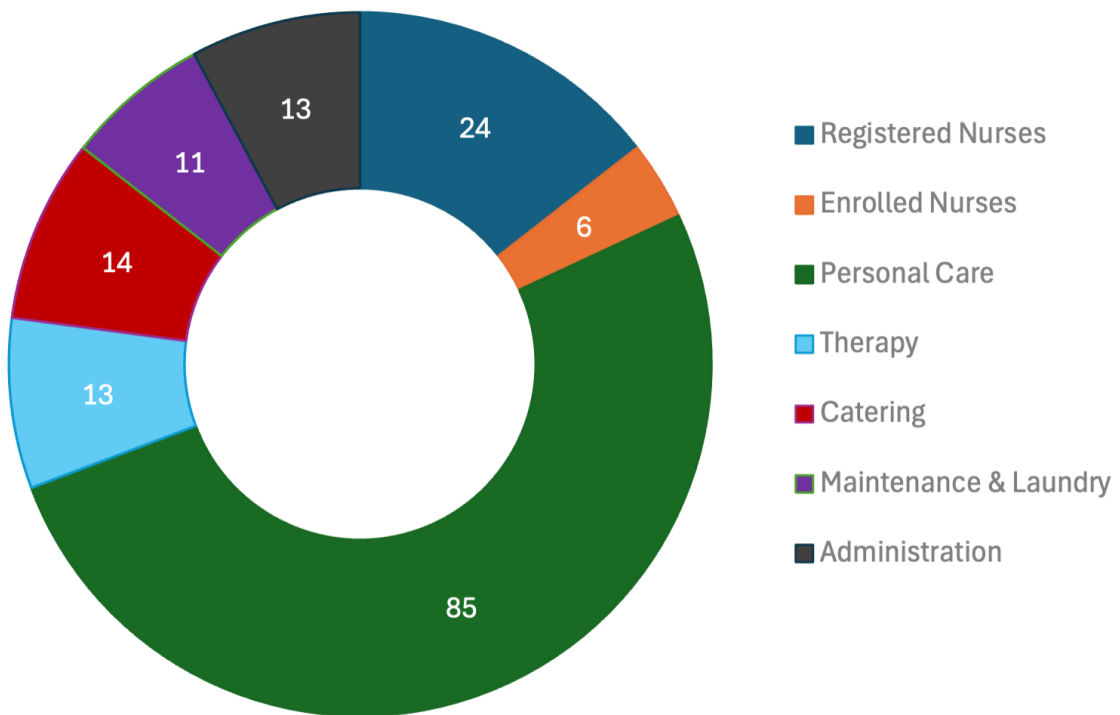
Human Resources

Staff Demographics

As of 31 December 2025, HCAC has a total of 166 staff on-site. This includes 3 Registered Nurses as managers and in direct care, and 1 Enrolled Nurse in management including direct care.

Compared to 2025, HCAC had 140 staff in 2024, 166 in 2023, 162 in 2022 and 138 in 2021

See the breakdown of staff in its respective department:



An increase in registered nurses employed from 15 in 2024 to 24 in 2025 reflected the requirement for all aged care facilities to maintain a registered nurse on site 24/7.

HCAC maintained a registered nurse on-site everyday throughout 2025.

Staff Breakdown: By Employment Type

	FULL-TIME	PERMANENT PART-TIME	CASUAL	TOTAL
2025	10	77	79	166
2024	10	76	54	140
2023	8	80	78	166
2022	8	81	73	162
2021	9	82	47	138

Staff Breakdown: Period of Service

Employees in their first year of experience increased as a proportion on total employees compared to 2024 and 2023.

In 2024, over 25% of employees had more than 10 years employment at the facility.

	2025	2024	2023
1 YEAR	51	32	35
2 & 3 YEARS	32	27	38
4 & 5 YEARS	18	17	26
6 & 7 YEARS	12	10	8
8 & 9 YEARS	10	9	15
10 & 11 YEARS	5	8	9
12 & 13 YEARS	6	4	3
14 & 15 YEARS	4	8	11
15 YEARS +	28	25	21
TOTAL	160	140	166

Staff Departures

Staff departures declined in 2025 compared to 2024 and generally reflected the numbers in prior years.

	EMPLOYED	DEPARTED
2025	50	24
2024	40	66
2023	33	28
2022	38	14
2021	27	29

Our Staff

Hellenic Community Aged Care has retained a diversity of cultural backgrounds across all staff classifications.

Total salaries and wages (including superannuation and employee provisions) increased 18.3% in 2025, 15.1% in 2024, 14.5% in 2023, 5.0% in 2022. The increases in 2025 and in 2024 reflected increased staffing including registered nurses, consequent upon the requirement for an on-site registered nurse(s) at all times.

Staff agency and relief expenditure continued to decline to around \$43,000 in 2025 compared to more than \$63,000 in 2024 and over \$69,000 in 2023. Where possible, HCAC prefers to employ its own staff on overtime in preference to seeking agency staff.

The cost of agency staff in 2025 was 0.4% compared to salaries and wages.





Workplace

Workplace Compensation

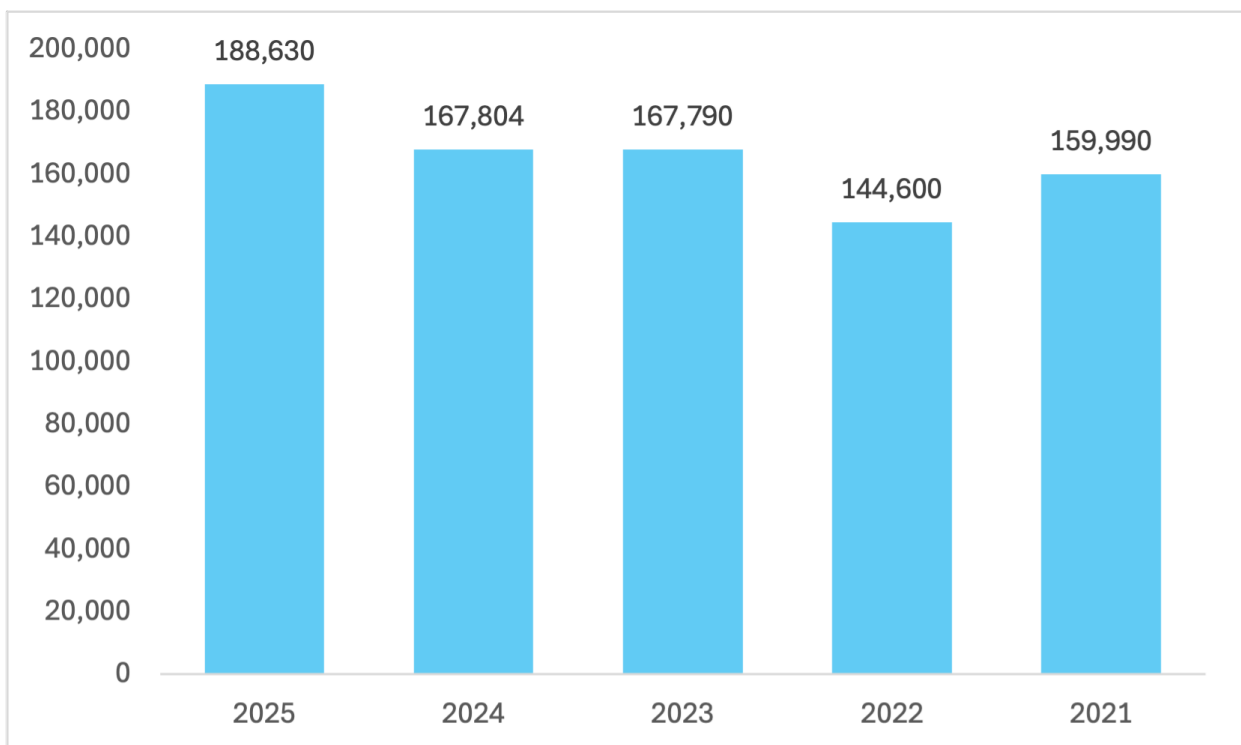
There was one workers compensation claim in 2025, compared to 4 in 2024, 3 in 2023, 2 in 2022 and 0 in 2021.

The five claims from prior years were settled in 2025. The base premium for workers compensation insurance was over \$374,000 in 2024 and declined to over \$317,000 in 2025.

Staff Hours

Staff worked a total of 188,630 hours in 2025 at an average hourly pay rate of \$47.00.

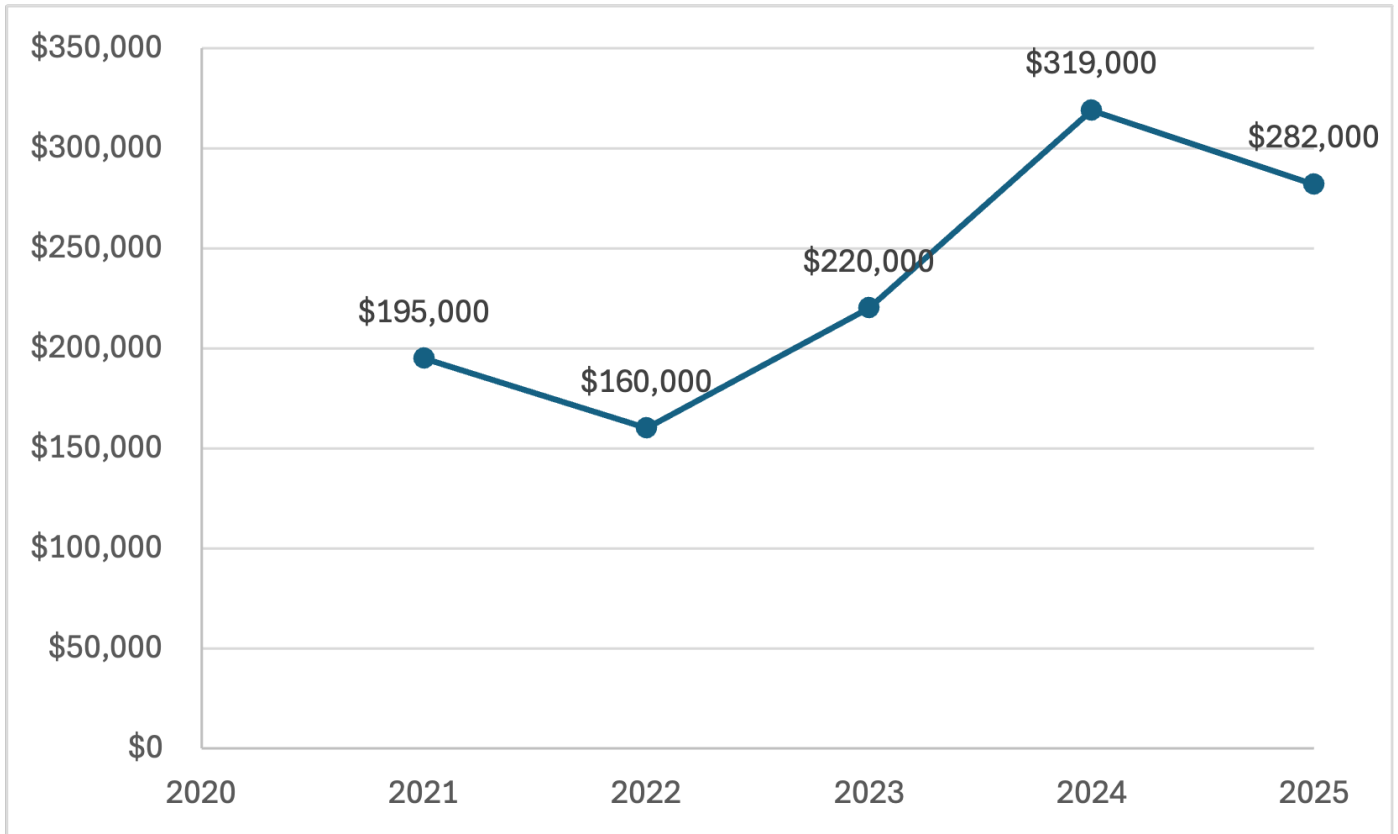
See below for the total hours worked in comparison to previous years.



Repairs and Maintenance

Nearly \$282,000 was expended on repairs and maintenance in 2025. Most expenditure in 2025 was incurred on the building, air conditioning, fire safety and general equipment.

See below for the comparison to previous years.



Education and Learning

Expenditure on staff training and recruitment exceeded \$86,500 in 2025 and nearly \$70,000 in 2024.

There is compulsory training for all staff in fire safety, manual handling, infection control, and occupational health and safety. Staff receive regular training as part of their rostered shifts.

All new staff complete on-line training before being interviewed. If appointed, they work three buddy shifts before being rostered.



Our Volunteers

HCAC Board Representation

The Hellenic Community Aged Care Board was established in 2022 to set policies and support management in overseeing day to day operations.

The Board comprises of:

- Father Evangelos Battalis
- Effie Mazgaltzidis
- Dennis (Sakis) Pilarinos
- Jim Bivoltsis
- Dr Roger Warne
- Paul Savvas (Ex-Officio)

The Board meets monthly to review service delivery, financial results and to provide strategic direction.

Honourable Mentions

Many thanks to our long-time volunteers Athanasios (Arthur) Phillips and Graham Castlehow for his ongoing support of our residents throughout the years.



Facility Operations

Special Thanks to our Staff & Board

The Hellenic Community Benevolent Association Inc. would like to show its appreciation to our leadership team for their ongoing dedication to our residents and support:

- Yemi Asfaw - Site Manager
- Annabelle Mercardo - Clinical Coordinator
- Nissa Noya - Care Plan Manager
- Andreea Sarpe - Education and Professional Development Officer; Infection Control Nurse
- Charisse Foggon - Quality and Compliance Officer

The Management Committee also extends its sincere thanks and appreciation to all management and staff for their ongoing commitment and dedication.

We also acknowledge the valued guidance and support of the Aged Care Board: Father Evangelos Battalis (Chair), Effie Mazgaltzidis, Sakis Pilarinos, Jim Bivoltsis, and Dr Roger Warne, who continue to work closely with senior leadership, including Paul Savvas and Yemi Asfaw.

Farewell

In 2025, staff farewelled long-term employees Maria Papa and Maria Philippou who both retired after many years of dedicated service, leaving behind a lasting legacy of care, compassion and dedication.

Maria Papa served 21 years as a Registered Nurse and Clinical Coordinator from the time the facility moved to accommodate low and high care residents in 2004. Ms Papa was present for our first accreditation as an ageing in place provider.

Maria Philippou was employed for a combined 26 years from the early months of the facility as a low care hostel for 3 years, then as a personal carer in 2002 and from 2008, with additional training, working supervisor shifts.



Looking Ahead

The new Aged Care Act 2024 came into effect in November 2025, with Hellenic Community Aged Care successfully completing its reaccreditation in March 2026 for the maximum period. This placed the facility among the first to be audited under the new standards, reflecting a strong level of preparedness and commitment across the organisation.

Significant work was undertaken in the lead-up, including the comprehensive review of policies and procedures and extensive staff training to ensure full compliance. A key ongoing challenge remains maintaining sufficient staffing levels to meet the requirement of a registered nurse on-site 24/7.

HCAC will continue to advocate for greater recognition of enrolled nurse contributions, particularly in relation to the current 10% cap on hours. The facility believes this should increase to at least 50%, acknowledging the depth of experience many enrolled nurses bring—particularly those who have progressed from personal care roles. Our CEO, on behalf of the facility, continues to advocate on this with local and federal government.

At the same time, the sector is facing increasing cost pressures associated with meeting new standards and rising minimum wage and salary expectations for staff who deliver high-quality, compassionate care. As a result, some moderation in the facility's financial surplus is anticipated in 2026. It remains uncertain whether government funding will keep pace with the investment required to upgrade and expand aged care facilities.

Despite these pressures, Hellenic Community Aged Care is well-positioned, with strong financial reserves enabling the construction of a new administration building. This development will accommodate the Chief Executive Officer, Site Care Manager, clinical coordinators, and finance staff, alongside a reconfigured and upgraded car park, and a new reception and meeting space for residents and families within the former clinical administration area.





St. Andrew's Grammar Annual Report 2025

Striving for Excellence



ST. ANDREW'S GRAMMAR

LOUIS & HELENE
HARMANIS BUILDING

ΚΤΙΡΙΟ ΗΛΙΑ και ΕΛΕΝΗΣ
ΧΑΡΜΑΝΗ



Our School

St. Andrew's Grammar ("the School") is a co-educational Pre-Kindergarten to Year 12 private school in Dianella, Western Australia. It is currently run under the auspices of the Hellenic Community of Western Australia Inc..

The School has been designed with two sub-schools of Primary (Pre-K to Year 6) and Secondary (Year 7 to 12) allowing for a seamless transition brought about through the school curriculum and programme of pastoral care.

Curriculum continuity, the Greek language and culture, education leadership and management policy bind the two sub-schools to create a single entity that is St. Andrew's Grammar. The School endeavours to achieve excellence in all areas and strike a balance between academic, creative and physical education.

The School also aims to develop in each child an understanding of our spiritual heritage and a respect for moral and ethical living. The School's concern is for the welfare and development of the "whole" child. In a well-structured and caring environment, it aims to encourage its students to pursue and develop their intellectual, social, physical, creative and spiritual capacities.

Our Mission

As an inclusive multicultural community, with traditional Hellenic ideals, we strive for excellence in our academic, sporting and cultural pursuits.

Our Values

Through our teaching programs, our students will:

- reach their own personal level of excellence;
- exhibit and experience independence;
- be committed;
- show responsibility; and
- have an understanding and respect for all cultures.

School Overview

Address 2 Hellenic Drive, Dianella
Telephone +61 (08) 9303 3840
Email reception@sag.wa.edu.au
Principal Mr Craig Monaghan
CRICOS 01488G



Advisory Board

The St Andrew's Grammar School Board comprises of members who assist in the direction of day-to-day operations. Responsibilities and oversight include; Strategic Planning, Capital Development and Finance.



Eleni Evangel
Board Chair



Paul Afkos OAM
President, Hellenic Community of WA



Paul Savvas
CEO, St. Andrew's Grammar



**accurate as of December 2025.



Eleni Georgopoulou
Greek Consul in Perth



Evan Nicholas
Strategic Engagement, Curtin University



George Karageorge
SAG Inc. Representative



Dimitrios Tsokos
SAG Inc. Representative



Damien King
SAG Inc. Representative



Peter Vatisstas
SAG Inc. Representative

Ex-Officio

Craig Monaghan
School Principal

Paul Butler
Financial Consultant

2025 School Financials

2025 Finance Committee

Dimitrios Tsokos (Chair)	Paul Savvas (CEO)
Paul Butler (Financial Consultant)	Craig Monaghan (Principal)
Shane Bogunovich (Business Manager)	Sakis Pilarinos (Treasurer, SAG Inc.)

Overview

For the first time in St. Andrew's history the operating income, for 2025, exceeded \$20,000,000.

At \$925,362, the operating result is slightly more than the 2024 result. This continues the general positive trend to the operating results, seen over the past six (6) years.



Student Population

Similarly, for the first time in the school's history the student population, at the beginning of 2026, exceeds 900. The 912 value represents a 5.2% increase over the 867 students beginning in 2025.

	Census February 2025	Census February 2026	% Change
Pre-Kindy	23	13	-43.48%
Kindy/Pre-Primary - Yr 6	417	460	10.31%
Year 7 - Year 10	298	305	2.35%
Year 11 - Year 12	129	134	3.88%
Excl. Pre-Kindy	844	899	6.52%
Incl. Pre-Kindy	867	912	5.19%

Capital Works

The most significant building project for the school in many years, saw the completion of the school's Science and Technology complex – The Bianca Afkos Science and Technology Centre.

This multi-million dollar complex was strongly supported financially by grants and contributions. Significant funds were received from:

- the Australian Commonwealth Government - \$800,000 through the Capital Grant scheme for schools
- the Stavros Niarchos Foundation (SNF USA Inc) - \$368,000
- Afkos Industries

The project was also supported with existing loan facilities with the Commonwealth Bank.

The building was officially opened in December 2025 in readiness for the 2026 academic year.

Bank and Other Covenants

The school's successful operating and non-operating activities are reviewed regularly by the Commonwealth Government via the annual Financial Questionnaire, as well as by the Commonwealth Bank.

The Financial Questionnaire is signed off by the school's auditors before being forwarded to the Commonwealth, as are the requirements for the Commonwealth Bank. In both cases the school has regularly met, and continues to meet:

- the necessary conditions to continue its operations as an Independent School as reviewed by the Commonwealth Government (Education Department)
- the designated covenants as set by the Commonwealth Bank

2025 Building & Campus Planning

Building and Grounds Sub-Committee

Emmanuel Takoniatis (SAG Inc.)	Paul Savvas (CEO)
Paul Butler (Financial Consultant)	Craig Monaghan (Principal)
Shane Bogunovich (Business Manager)	Peter Vatistas (SAG Inc.)

2025 Maintenance Improvements

Throughout 2025, a range of maintenance initiatives were undertaken to enhance the quality, functionality, and presentation of the campus. These included:

- Refurbishment of classrooms to improve learning environments
- Upgrades to classroom furniture across multiple year levels
- Painting of both internal and external areas to maintain a fresh and well-presented campus
- Significant improvements to the school playing field surfaces, supported by the appointment of a full-time Groundsman

These works form part of an expanded, structured maintenance program designed to ensure the ongoing improvement of campus facilities. The program incorporates input and priorities from both the Heads of Senior and Junior School, ensuring a coordinated and future-focused approach.

2025 Major Improvements

Several key capital works projects were completed or progressed during the year, delivering lasting benefits to the school community:

- Completion of a new maintenance workshop and large storage facility at the eastern end of the campus
- Completion of the Bianca Afkos Science & Technology Centre
- Completion and expansion of the Boddington Carpark
- Completion, fit-out, and occupation of the new Pre-Kindy building
- Ongoing construction of the Junior Administration offices



- Commencement of planning for upgraded Junior School outdoor playground facilities

These projects have been developed and overseen by the Buildings and Grounds Sub-Committee, whose continued efforts have ensured strong outcomes and meaningful improvements across the campus.

2025 Future Planning

In response to continued growth in student enrolments and the evolving delivery of educational programs, the CEO and Board identified the need to ensure staff are supported with appropriate resources and facilities.

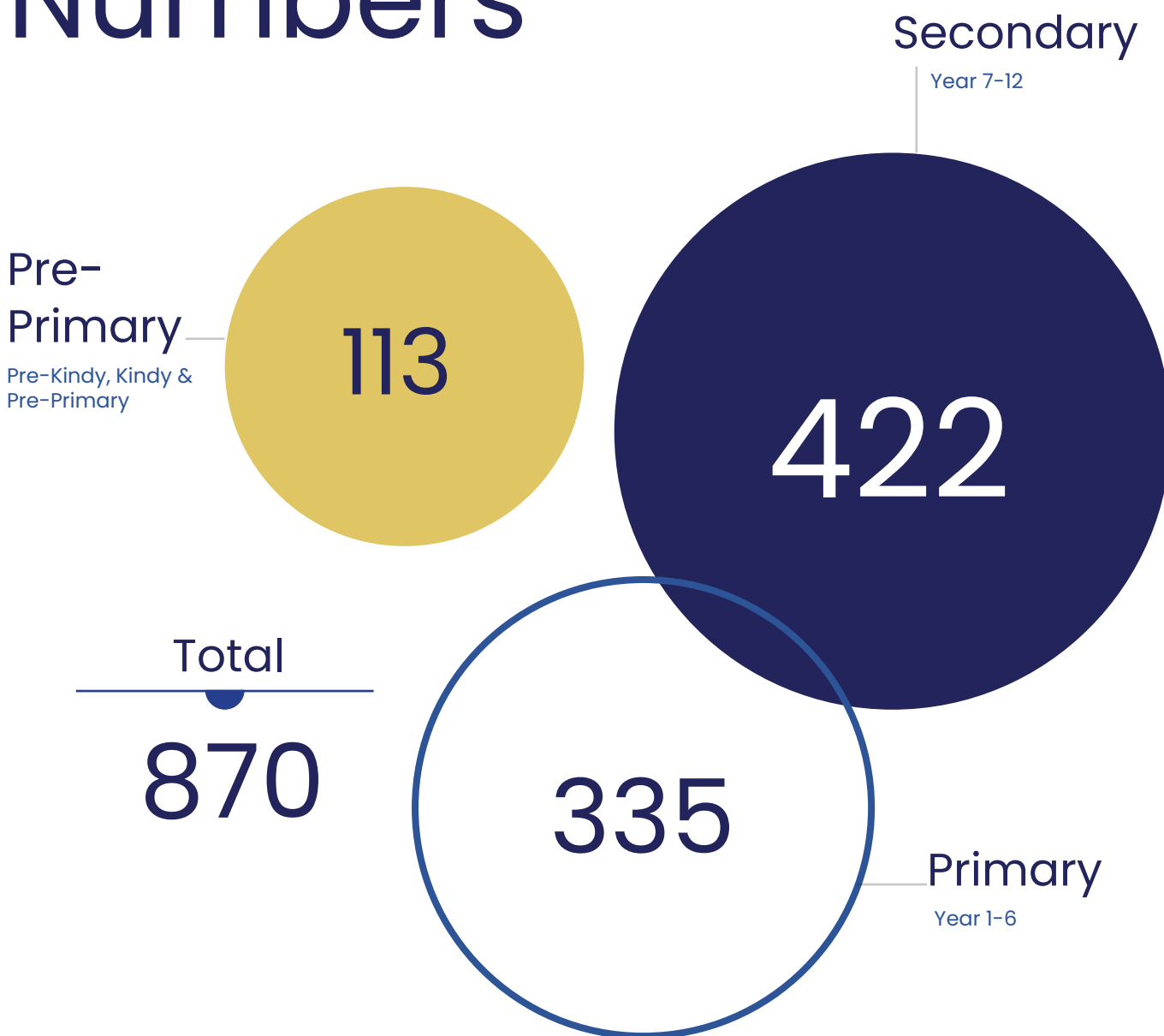
To support this, the Buildings & Grounds Sub-Committee was tasked with engaging an architectural firm to develop a long-term Campus Master Plan. An Adelaide-based firm, operating nationally specialising in education, was appointed to work closely with our CEO, and senior school staff in shaping a comprehensive plan for Board consideration.

This process has involved an in-depth review of the School's current and future needs—examining not only what the School is today, but what it aspires to become. Extensive consultation has been undertaken, including student focus groups led by educational consultants, staff engagement sessions, and Board interviews. This has ensured a broad range of perspectives are captured and that planning is informed by robust data and strategic insight.

The Master Plan remains in progress and is scheduled for final presentation to the Board of Management in October 2026. In parallel with long-term planning, several key projects have been identified to address immediate infrastructure needs:

- Upgrade and refurbishment of the Harmanis Science Building, scheduled to commence in Term 3, 2026
- Major upgrade to the campus water supply, planned for late 2026
- Provision of additional student and staff ablution facilities

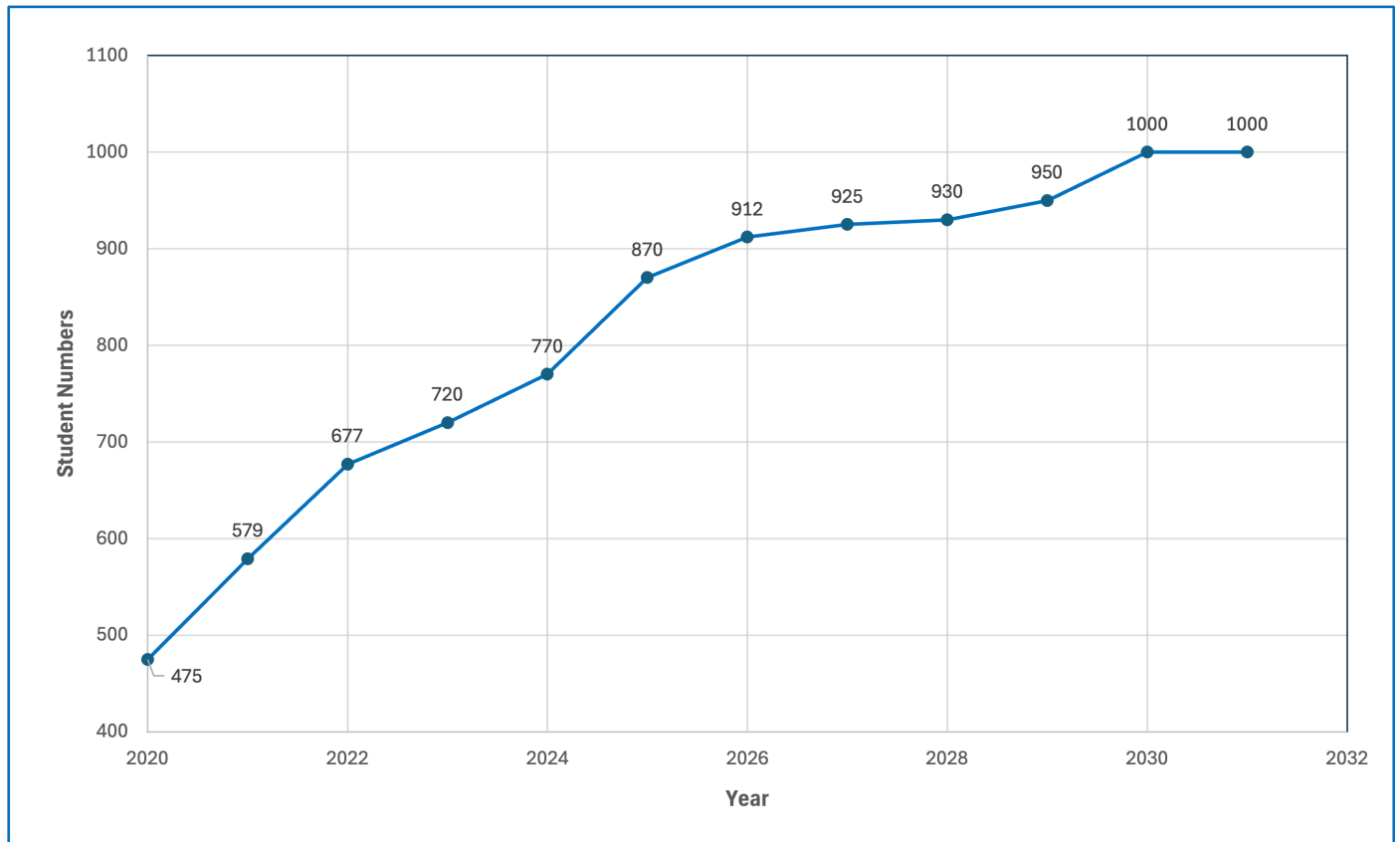
2025 Student Numbers



St. Andrew's Grammar School continues to experience strong and sustained growth, with student enrolments increasing consistently year on year. This upward trajectory reflects the School's strong reputation within the community, as well as the quality of its academic, cultural, and pastoral offerings.

By 2025, demand has reached a level where many year groups are at full capacity, resulting in the introduction of waiting lists across several cohorts. This growth not only highlights the School's appeal to current and prospective families, but also reinforces the importance of ongoing strategic planning and investment in facilities to support future enrolment demand.

Student Growth



Year-by-Year Breakdown

2025

PRE-K	KG	PP	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
20	52	41	43	54	55	56	69	58	78	83	70	65	74	52	870

2024

PRE-K	KG	PP	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
26	34	36	45	43	46	63	51	51	82	62	70	69	59	34	770

Strengthening our Greek & Orthodox Connection

The School has been strategically strengthening its connection with Greek families, reinforcing its cultural identity and community ties. This is reflected in the growth of students identifying as Greek Orthodox, increasing from 41 students (6%) in 2022 to 92 students (10.5%) in 2025. These figures demonstrate the continued rise in Greek enrolments below:

	% of Greek Students	Number of Greek Students
2022	6%	41
2023	7%	54
2024	10%	75
2025	10.5%	92

2025 Academics

NAPLAN

The NAPLAN 2025 results are to be highly commended. Students in every tested year level (Years 3, 5, 7 and 9) performed above both the State and National mean in almost every domain.

All Primary results were above the State and National averages, and in Secondary all areas were above with the exception of Year 7 Reading, which was only just below. This represents an excellent achievement by St Andrew's Grammar School students and reflects the strong learning taking place across the school.



Year 3 Mean									
READING		WRITING		SPELLING		GRAMMAR & PUNCTUATION		NUMERACY	
School Mean	434	School Mean	440	School Mean	458	School Mean	463	School Mean	444
National Mean	404	National Mean	416	National Mean	401	National Mean	409	National Mean	404
State Mean	394	State Mean	411	State Mean	398	State Mean	402	State Mean	400

Year 5 Mean									
READING		WRITING		SPELLING		GRAMMAR & PUNCTUATION		NUMERACY	
School Mean	508	School Mean	507	School Mean	529	School Mean	540	School Mean	524
National Mean	492	National Mean	485	National Mean	490	National Mean	498	National Mean	489
State Mean	486	State Mean	480	State Mean	487	State Mean	495	State Mean	486

Year 7 Mean									
READING		WRITING		SPELLING		GRAMMAR & PUNCTUATION		NUMERACY	
School Mean	532	School Mean	565	School Mean	556	School Mean	538	School Mean	560
National Mean	535	National Mean	540	National Mean	540	National Mean	537	National Mean	540
State Mean	535	State Mean	540	State Mean	544	State Mean	537	State Mean	541

Year 9 Mean									
READING		WRITING		SPELLING		GRAMMAR & PUNCTUATION		NUMERACY	
School Mean	582	School Mean	601	School Mean	589	School Mean	600	School Mean	597
National Mean	565	National Mean	574	National Mean	567	National Mean	555	National Mean	565
State Mean	581	State Mean	586	State Mean	573	State Mean	568	State Mean	581





Year 12 Results

Here is a snapshot of our 2025 Year 12 Results:



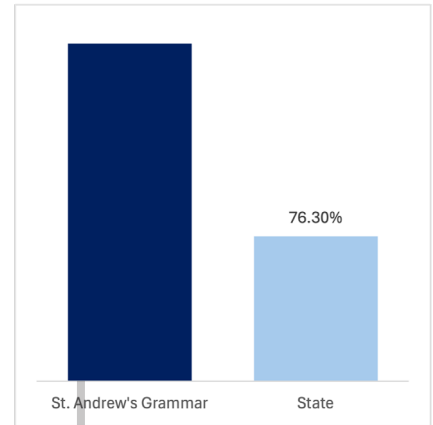
98.9

Anh Vu (Annie) Nhien Tran



27%

scored 90+ ATAR



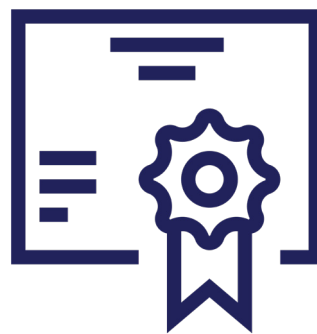
98%

WACE Graduation



3

Anh Vu Nhien Tran
Khang Duong
Odysseas Manousos

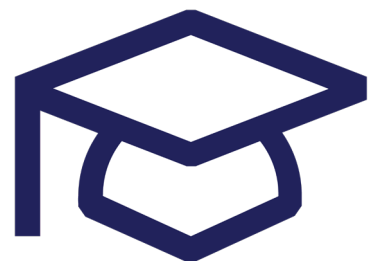


7

Certificates of
Distinction and Merit

26

VET Qualifications



19

UniReady Graduates

100%

of ATAR & Endorsed
Program cohort are
eligible for entry to
university.

Report

In 2025, the Year 12 cohort comprised 52 students, a significant increase from 32 in 2024, reflecting continued growth in senior secondary enrolments. The School achieved a WACE graduation rate of 98% (excluding international students impacted by OLNA requirements), maintaining a strong upward trend and performing well above the state average.

Academic performance in the ATAR pathway was particularly strong. The cohort achieved the highest ATAR in the School's history at 98.90, with a median ATAR of 81.4. High achievement was evident across the cohort, with 27% of students attaining an ATAR above 90 and 82% above 70. Subject performance also improved significantly, with nine results above 75—more than double the four achieved in 2024. These outcomes reflect the School's ability to maintain strong academic standards alongside increased ATAR participation, with 26 students undertaking ATAR courses.

Academic excellence was further recognised through the awarding of five Certificates of Merit and two Certificates of Distinction. These results highlight increasing consistency across Years 10–12 and a strengthening culture of high achievement.

The School also continued to support diverse post-school pathways. Nineteen students graduated through the UniReady pathway, almost doubling the ten graduates in 2024, while 17 students completed VET programs. Across Years 11 and 12, a total of 26 VET Certificates (Levels II–IV) were achieved, demonstrating a strong commitment to flexible and meaningful pathways. Notably, 100% of ATAR and endorsed-program students were eligible for university entrance.

University outcomes were highly positive, with 34 students applying—the highest number on record. This included 18 ATAR and 16 UniReady applicants. Of these, 88% received an offer to one of their preferred universities (excluding enabling programs), while 100% received either a university place or an enabling pathway offer. Students secured placements across a broad range of disciplines, including Engineering, Medicine, Nursing, Education, Business, Psychology, Law and Computer Science.

The cohort included nine international students. Four did not meet OLNA literacy requirements, impacting WACE completion, and only three achieved their predicted ATAR outcomes. These results highlighted the need for earlier literacy diagnostics, targeted EAL/D support, and more strategic pathway placement. In response, the School commenced implementing these measures during 2025.

Overall, the 2025 outcomes reflect clear academic growth, strong retention through senior secondary, and increasingly diverse post-school pathways. Record ATAR results, improved graduation rates, and expanded UniReady and VET participation point to a strengthening academic culture and effective student support. Looking ahead, the School will focus on increasing high-level academic awards, strengthening literacy support, particularly for international students, lifting performance in the 70–80 ATAR range, and continuing to expand pathway opportunities, including UniReady, VET and CareerLink with workplace learning.

2025 Greek Studies, Orthodox Studies & Cultural Improvements



Greek Studies Enhancements

The Greek Studies program has continued to strengthen through several targeted initiatives aimed at improving language learning and increasing student engagement. The appointment of First Language Greek teachers has been a significant development, with the teachers settling well into the school community and forming strong relationships with students. This has contributed to a noticeable increase in the number of students selecting Greek Studies as an elective in Years 9 and 10, as well as an increase in enrolments in the Year 11 ATAR course.

Extension and support programs have also expanded across the school. There has been a significant increase in the number of students participating in extension classes, particularly within the Primary School. A key goal for 2025 was to introduce extension and support classes in Years 1 and 2, along with extension Greek classes for students in Years 3 to 8. This objective has now been successfully achieved, allowing the school to better cater for students at different levels of language ability.

Student participation in the CGL Greek Examinations has continued to grow, with 2024 recording a record number of student entries. From 2026, a member of staff will take on the role of coordinating these examinations to further support the program. Cultural Assemblies have also become an important part of school life, providing a valuable platform to showcase the talents and learning of both Primary and Secondary students while promoting key cultural and educational messages. These assemblies are coordinated through the Greek Department under the guidance of Virginia Baltatzi and Stelliani Tzavellas, with Virginia taking on a leadership role in 2025 and achieving strong results in a short period of time.

A number of initiatives have also been implemented to promote the importance of learning the Greek language. These include the development of a pamphlet outlining the benefits of Greek language study, a visit from the Consul of Greece who spoke to students about the value of the language and opportunities to study abroad, and Primary School participation in Discovery Day which included a Greek language component. More than 100 students also participated in the Speak Greek in June initiative, further strengthening engagement with the language. In addition, staff have participated in a range of professional learning opportunities to enhance their teaching of Greek and support the continued development of the program.

Support of Wider Hellenic Events

The school continues to actively support and promote Hellenic culture within the wider community through student participation in a range of cultural events and initiatives. Students regularly represent the school at community events, showcasing their Greek language, dance and cultural skills. This includes the continued development of a Greek choir and a Bouzouki ensemble, which provide students with additional opportunities to engage with Greek culture through music and performance. Students have also performed Greek dancing and music at a number of community events, including Greek Independence Day celebrations at the ANZAC Club.

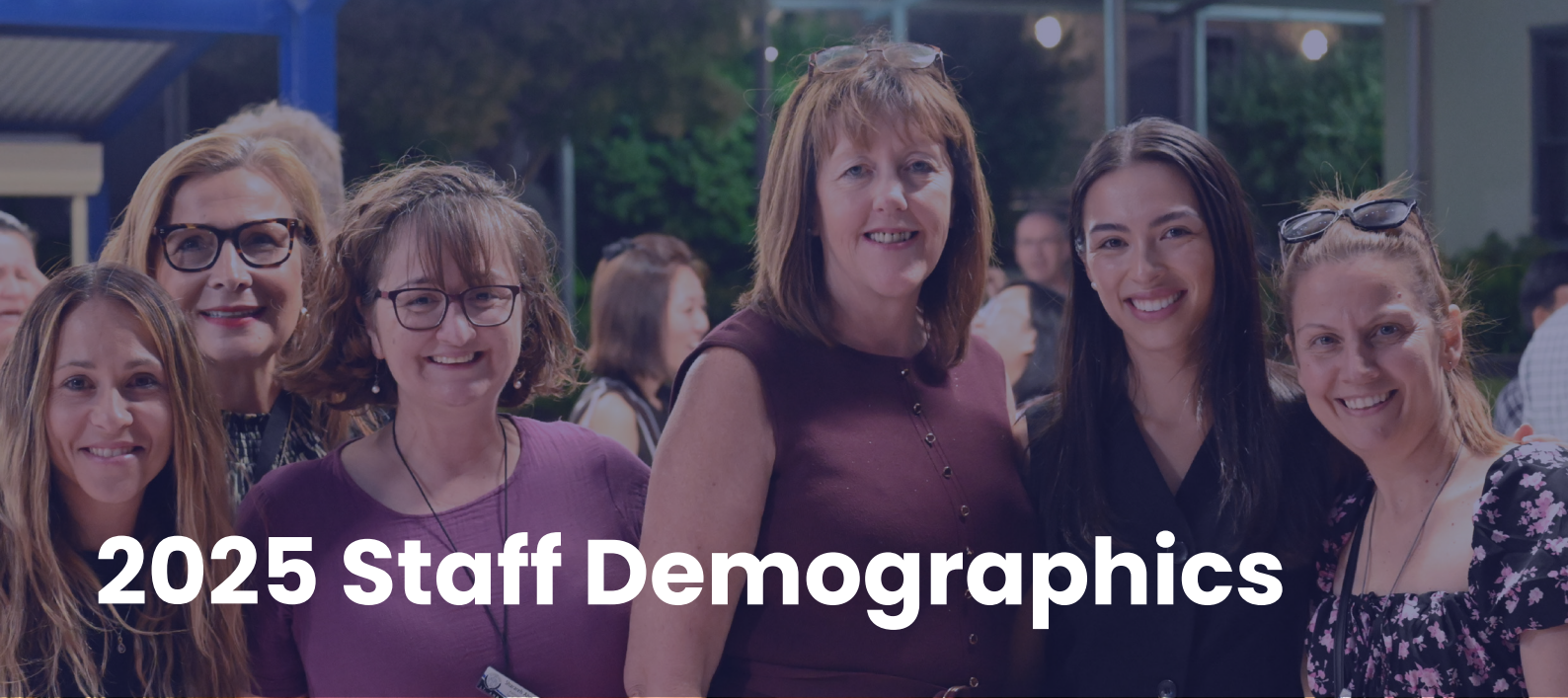
In 2025, significant planning was undertaken for the student overseas visit to Greece, which took place in April and May. The trip was highly successful and provided students with a valuable cultural and educational experience that strengthened their connection to the Greek language, history and heritage. In addition, approximately 55 students will travel to Sydney this year to attend GOANSE, where they will represent the school by performing traditional Greek dance.



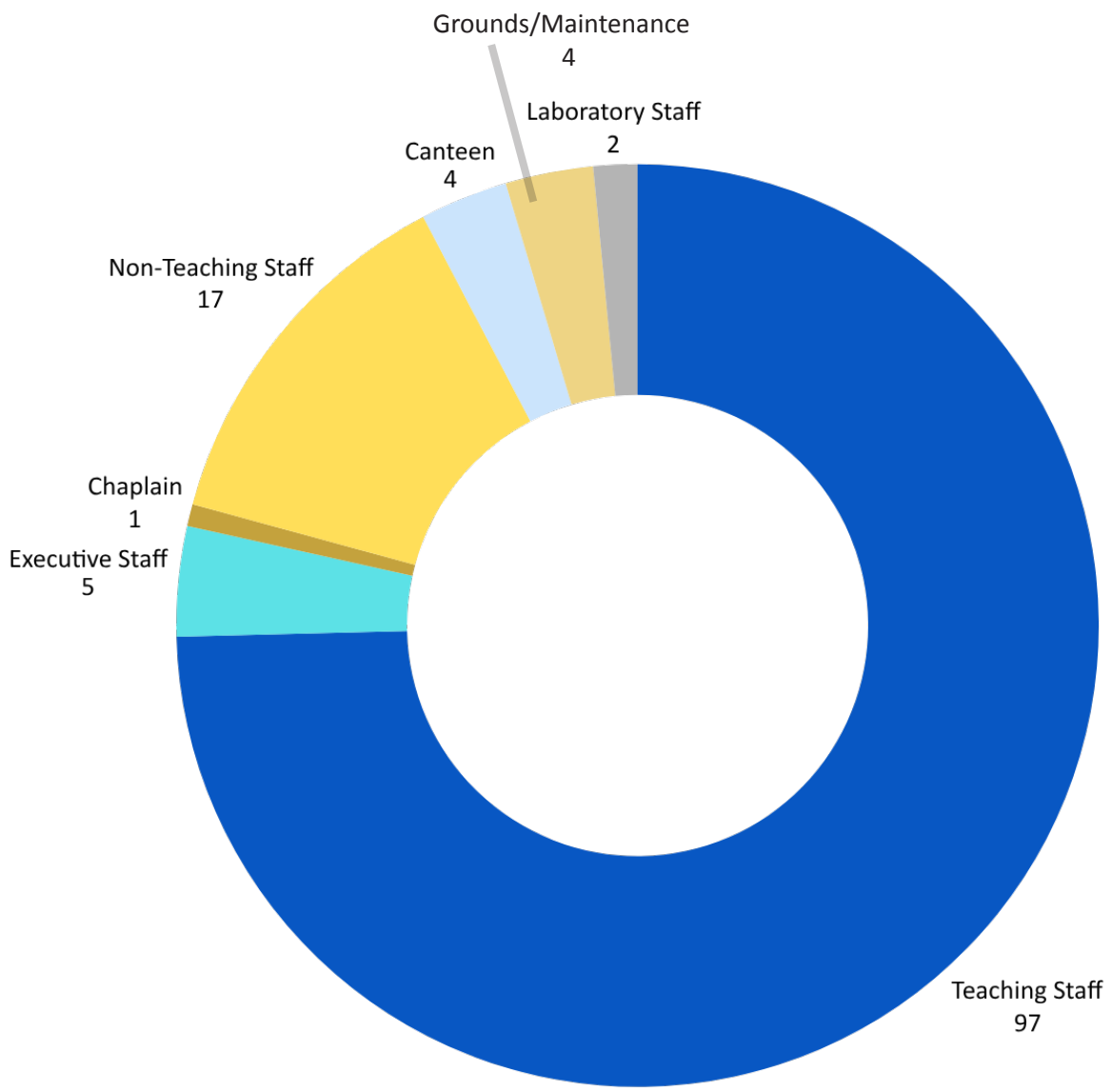
Enhancement of Orthodox Values and Religious Studies

Orthodox Religious Studies continues to play an important role in supporting the spiritual life and identity of the school. The subject is currently compulsory for students up to Year 9 and will become compulsory through to Year 10 from next year, reinforcing the school's commitment to faith formation and the integration of Orthodox values within the curriculum.

The Orthodox Department has also expanded, with three teachers now responsible for delivering the program and supporting students in developing an understanding of Orthodox teachings and traditions. Students are regularly invited to participate in Orthodox events and many attend church services, further strengthening the connection between faith, learning and community within the school.



2025 Staff Demographics



These numbers are accurate as of December 2025.

Treasurer's Report

Hellenic Community of
Western Australia Inc.

Consolidated Entity Results

Comprehensive Income

	Consolidated		HCWA*		HCAC		SAG	
	2025	2024	2025	2024	2025	2024	2025	2024
Income	36,118,659	32,295,256	1,358,925	1,583,156	15,696,267	13,898,892	20,196,568	17,823,533
Expenses	34,118,871	29,700,715	1,291,948	1,248,832	14,448,461	12,552,974	19,511,560	16,911,272
Depreciation & Amortisation	1,425,125	1,237,626	61,054	62,338	371,822	331,151	992,249	844,137
Surplus/ Deficit	1,999,788	2,594,541	66,977	334,324	1,247,806	1,345,918	685,008	912,261

*includes Centre for Hellenic Studies WA

Comprehensive income records income when it is legally collectable (i.e. Invoiced, but not necessary received) expenses when incurred (e.g. agreed to purchase, whether paid or not). Comprehensive income also includes non-cash expenses such as provisions for depreciation and employee entitlements. These are estimated amounts allocated each year to recognise prior year or expected expenditure in coming years.

There was a consolidated comprehensive income surplus of \$1,999,788 in 2025 compared to a surplus of \$2,594,541 in 2024. This was a decrease of over \$594,000 due to increase in expenses of all the entities, primarily increase in employee remuneration. The table below shows the main components of consolidated income and expenses.

Hellenic Community of Western Australia Inc.

Consolidated Comprehensive Income and Expense

Consolidated Income by Source	\$	% Total	Consolidated Expense by Type	\$	% Total
Grants and subsidies	23,177,410	64	Salaries and wages	24,699,857	72
School fees (net)	5,773,613	16	Depreciation	1,425,125	4
Resident fees	2,131,515	6	Repairs and maintenance	712,201	2
Capital and resource levies	1,229,790	3	Computer	1,134,060	3
Accommodation charge	389,464	1	General and office expenses	837,701	2
Interest	1,009,701	3	Cleaning and laundry	711,452	2
Church offering and other donations	483,312	1	Insurance	819,025	2
Other	1,923,854	5	Other	3,779,450	11
Total Consolidated Income	36,118,659	100	Total Consolidated Expenditure	34,118,871	100

Consolidated Financial Position

Consolidated net assets increased \$1,999,788 in 2025 (less the \$13,881 transfer to the maintenance reserve).

Consolidated Financial Position 2025

Current assets	28,766,913
Current liabilities	25,812,727
Non-current assets	27,794,025
Non-current liabilities	8,159,579
Net assets	22,558,632

Consolidated Cashflow – Consolidated Entity Results

Cash flow is an important indicator of financial performance. Cash flow records the movement of cash into and out of the entity; separated into cash movements from core business operations, from purchases or sale of property, plant, and equipment, and from borrowing or repaying debt. Core business operations should generate cash to pay for purchases of property plant and equipment and to repay loans for investing to add to or replace existing property, plant, and equipment.

There was a consolidated cash inflow of \$4,632,694 in 2025. Net cash used in investing activities reflected capital expenditure at Hellenic Community Aged Care and at St. Andrew's Grammar. The financing activities cash movement reflected financing of investment activities for St. Andrew's Grammar.

Consolidated Statement of Cash Flow 2025

Net cash provided by operating activities	8,234,449
Net cash used in investing activities	(7,861,672)
Net cash provided by/(used in) financing activities	4,259,918
Net increase in cash held	4,632,694
Cash and cash equivalents at beginning of year	21,362,142
Cash and cash equivalents at the end of the year	25,994,836

Comprehensive Income Results

Income	\$	% Inc	Expenses	\$	% Exp	% Inc
Leases - Dianella & Northbridge	476,816	36	General and office expenses**	451,682	37	34
Donations*	186,212	14	Religious and social events	134,539	11	10
Religious and social events	150,542	11	Salaries and wages	368,190	30	28
Intra-group refunds	352,280	27	Repairs and maintenance	58,917	5	4
Other	145,193	11	Depreciation	61,054	5	5
			Insurance	49,130	4	4
			Other	97,485	8	7
Total Consolidated Income	1,311,043	100	Total Consolidated Expenditure	1,220,997	100	93

* / ** breakdown shown on page 89.

Donations*	\$	General and Office Expenses*	\$
Candles	46,979	Advertisement	10,000
Donations - Community	726	Catering reception, meetings	8,508
Donations - Church	45,145	Consulting and professional	31,685
Funerals	23,600	Archdiocese 7%	11,125
In Memory	4,320	Donations	20,595
Trays	39,153	Entity reimbursement	130,843
Weds & Christenings	26,289	Operating and clerical	6,649
		Security	2,494
		Software meeting tapes	2,937
		Meeting expenses	3,177

Hellenic Community of Western Australia finances improved in 2025. Despite a reduction of \$431,866 in donations and grants and subsidies, Hellenic Community of Western Australia was able to produce a surplus of \$76,165, after transferring \$13,881 to maintenance reserve, in 2025. This is in comparison with the surplus of \$25,516 in 2023 after a transfer of \$17,473 to the Church maintenance reserve.

Period Ahead

Tower House is tenanted and continues to provide lease income to the Community. Hellenic Community Aged Care lease income and increased land lease income from St. Andrew's Grammar will help to maintain the financial performance in 2026. The increase in management fee payable by the entities also will provide additional income. Major refurbishment of the lower and upper halls completed, and the Hall & office hire income may increase in 2026. The Board is looking forward to finding additional avenues like grants to increase the financial performance of Hellenic Community of Western Australia.

Hellenic Community of Benevolent Association Inc.

Hellenic Community Aged Care - Comprehensive Income Results

Hellenic Community Aged Care comprehensive income increased by \$1.80 million in 2025 reflecting a changed funding instrument and government funding of pay increases for direct care staff and registered nurses. Expenses increased by \$1.90 million, offsetting the increase in income in 2025 with salaries and wages accounting for almost all the increase. Despite attaining care minutes targets set out by the Department of Health, Disability and Ageing, Hellenic Community of Benevolent Association Inc.'s income decreases by a moderate \$98,112 in 2025 to a surplus of \$ 1,247,806 compared to a surplus of \$1,345,918 in 2024.

Income by Source	\$	% Inc	Expenditure by type	\$	%Exp	% Inc
Grants and subsidies	11,620,103	74	Salaries and wages	10,701,005	74	68
Resident Fees	2,131,515	14	Catering	563,217	4	4
Reimburse & resi-recharge	611,641	4	General and Office	378,838	3	2
Interest	921,645	6	Resident therapy, med & consult	409,113	3	3
Accommodation Charge	389,464	2	Depreciation	371,822	3	2
Other	21,899	0	Cleaning and laundry	401,882	3	3
			Insurance	427,627	3	3
			Repairs and Maintenance	281,806	2	2
			Other	919,151	6	6
	15,696,267	100		14,448,461	100	92

Period Ahead

The Australian National Aged Care Classification instrument should continue to fund resident care and may fund for any further pay increases in 2026. Aside from salaries and wages, the net change in all other categories of expenditure was modest. There may be a net increase in non-salary expenditure in 2026, and unfunded pay increases. While all other sources of income for Hellenic Community of Benevolent Association Inc. depend on the occupancy levels, capital expenditure may reduce the funds available for interest income in 2026 and future years. Nearly 73% of the surplus in 2025 or 6% of the turnover for 2025 was from interest income.

As per the Department of Health and Aged Care reports, about 60% of homes met combined targets of care minutes in the Sept quarter of 2025, up from 44% a year prior. Roughly 61% of metro homes met both targets, though some data suggests higher non-compliance in specifically metro areas in the months leading up to 2026. From 1 October 2024, the mandatory target was 215 total care minutes, including 44 Registered Nurse (RN) minutes. Hellenic Community of Benevolent Association Inc. met with all the care minutes targets. The care minutes targets are monitored and maintained under the direct supervision of our CEO, Mr Paul Savvas. To ensure providers are meeting care minute targets and funding is used for its intended purpose, services not meeting their targets will have their care funding reduced from April 2026 with the amount dependent on the services' care minutes performance from the October – December quarter of 2025 onwards. All residential aged care providers will be required to have an audit of their care time and associated expense reporting, undertaken at the end of the financial year by an external auditor. Providers will be required to submit the first care time audit as part of their Aged Care Financial Report (ACFR) for 2025–26 (see Department of Health and Aged Care – Changes coming to aged care funding). This requirement increased the salaries and wages expenditure in 2025 and may reduce the surplus from the current level in 2026.

St. Andrew's Grammar Inc.

St. Andrew's Grammar – Comprehensive Income Results

Income increased by \$2.37M in 2025 driven by grants, school fees, capital and resource levies consequent upon increased student enrolments. Expenses increased by \$2.60M with salaries, wages and superannuation accounting for \$13.64M. Computer, interest, and student funded activities together accounting for over \$580,000 increase. Comprehensive income was \$685,008 in 2025 compared to \$912,261 in 2024.

Income by Source	\$	% Inc	Expenditure by type	\$	%Exp	% Inc
Grants revenue	11,511,445	57	Salaries, wages & superannuation	13,641,291	70	68
School fees (net)	5,773,613	29	Depreciation	992,249	5	5
Capital and resource levies	1,229,790	6	General and Office	644,462	3	3
Canteen	282,851	1	Computer	1,029,737	5	5
AISWA funding	459,440	2	Repairs and maintenance	370,809	2	2
Administration recharges and fees	286,596	1	Teaching material	385,707	2	2
Other	652,833	3	Student funded activities	547,068	3	3
			Other	1,900,237	10	9
	20,196,568	100		19,511,560	100	97

Period Ahead

Less dramatic increases in student numbers in 2026 will moderate income increases. The War in the Middle East and other disruptions may influence student enrolments and increase in wages and other expenses. Enterprise Agreement salary increases above the rate of increase in student fees, increased expenditure on repairs and maintenance, and increased payment of interest on loans, could offset income growth. Nevertheless, a surplus of around \$400,000 will be achievable in 2026 with a downside on this estimate dependent on the student numbers and interest payments on borrowings for the senior school block.

Dennis Pilarinos
Treasurer
Hellenic Community of Western Australia Inc.
Hellenic Community Benevolent Association Inc.
St. Andrew's Grammar Inc.
07 April 2026

THIS IS THE END OF THE TREASURER'S REPORT

Independent Auditor's Report

DIRECTORS:

VIRAL PATEL RCA, CA
ALASTAIR ABBOTT RCA, CA
CHASSEY DAVIDS RCA, CA
FAZ BASHI RCA, CPA



ASSOCIATE DIRECTORS:


ROBERT CAMPBELL RCA, CA
SANTO CASILLI FCPA PFIIA

AUDITOR'S INDEPENDENCE DECLARATION

To the Management Committee of Hellenic Community of Western Australia Inc

In accordance with the requirements of section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012 and section 80 of the Associations Incorporation Act 2015 (WA), in relation to our audit of the financial report of Hellenic Community of Western Australia Inc for the period ended 31 December 2025, to the best of my knowledge and belief, there have been:

- a. No contraventions of the auditor independence requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- b. No contraventions of the auditor independence requirements of the *Associations Incorporation Act 2015 (WA)* in relation to the audit; and
- c. No contraventions of any applicable code of professional conduct in relation to the audit

Signed by:

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Faz Bashi [Abolfazl Kafash Bashi], CPA, RCA, BAcc, M.Accounting
Registered Company Auditor number 524128
Director
Australian Audit
Perth, Western Australia
Date: 08 April 2026

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DIRECTORS:

VIRAL PATEL RCA, CA
ALASTAIR ABBOTT RCA, CA
CHASSEY DAVIDS RCA, CA
FAZ BASHI RCA, CPA

ASSOCIATE DIRECTORS:

ROBERT CAMPBELL RCA, CA
SANTO CASILLI FCPA PFIIA

**AUSTRALIAN
AUDIT** 

INDEPENDENT AUDITOR'S REPORT

To the members of Hellenic Community of Western Australia Inc

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Hellenic Community of Western Australia Inc (the entity), which comprises the statement of consolidated financial position as at 31 December 2025, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the period then ended, and notes to the consolidated financial statements, including a summary of material accounting policies and the directors' declaration.

In our opinion the accompanying financial report has been prepared in accordance with requirements of the Associations Incorporation Act 2015 (WA) and Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), including:

- a. giving a true and fair view of the entity's financial position as at 31 December 2025, and of its financial performance and its cash flows for the period then ended; and
- b. 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 2013.

Basis for Opinion

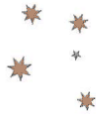
We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the entity in accordance with the Associations Incorporation Act 2015 (WA), the ACNC Act and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the consolidated financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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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 to assist the entity to meet the requirements of the ACNC Act and the Associations Incorporation Act 2015 (WA). As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and The Management Committee for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards to the extent described in Note 1, the ACNC Act 2012 and the Associations Incorporation Act 2015 (WA). The responsibility of Management also includes such internal control as management determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

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

The Management Committee are responsible for overseeing the entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the consolidated 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 consolidated financial report.

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

- Identify and assess the risks of material misstatement of the consolidated 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.

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- 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 entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity'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 consolidated 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 entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Management 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.

Report on Other Legal and Regulatory Requirements

In our opinion, the entity has complied with 60-30(3)(b), (c) and (d) of the ACNC Act and 82(1)(b), (c) and (d) of the Associations Incorporation Act 2015 (WA):

- by providing us with all information, explanation and assistance necessary for the conduct of the audit;
- by keeping financial records sufficient to enable a financial report to be prepared and audited;
- by keeping other records required by Part 3-2 of the *ACNC Act*, including those records required by Section 50-5 that correctly record its operations, so as to enable any recognised assessment activity to be carried out in relation to the entity; and
- by keeping other records required by Part 5 of the *Associations Incorporation Act 2015 (WA)*, including those records required by Section 66 that correctly record its operations, so as to enable true and fair consolidated financial statements to be prepared.

Signed by:

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Faz Bashi [Abolfazl Kafash Bashi], CPA, RCA, BAcc, M.Accounting

Registered Company Auditor number 524128

Director

Australian Audit

Perth, Western Australia

Date: 08 April 2026

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Life Members

Paul Afkos OAM
Dennis (Sakis) Pilarinos
Anne Mitchell
Athanasios Limnios
Byron Richard Spartalis
Effie Gourdis
Emanuel A Petrelis
Jessie Zempilas OAM
John James Stamatis
Ken Michael
Les (Lawrence) Spartalis
Loula Papandreou
Marina Gougoulis
Nick Maounis
Peter Vlachou
Poppy Georganis



