



Annual Report 2024-2025

Creating a Dementia Friendly State

40 YEARS
+
By your side

ACKNOWLEDGEMENT OF COUNTRY



“What is Dementia” painted by Deborah Newenham

We acknowledge the Traditional Owners and Custodians of the lands on which we work and pay our respects to Indigenous Elders past, present and emerging.

DIVERSITY AND INCLUSION

Alzheimer’s WA (AWA) is committed to understanding, embracing and respecting all cultures and aims to ensure that everyone who engages with Alzheimer’s WA feels welcome, included and treated with dignity and respect.

We welcome diversity – all people irrespective of their ethnicity, lifestyle, faith, sexual orientation, ability and gender identity.

CONTENTS

Acknowledgement of Country	2	SIGNATURE EVENTS	44
About Alzheimer's WA	4	Walk to Remember	45
History of Alzheimer's WA	6	Dementia Symposium	46
Chairman's Report	8	Hollywood Golden Age	47
CEO's Report	13	Research and Partnerships	48
Honorary Medical Director's Report	19	Education and Consultancy	50
Board of Directors	22	OUR PEOPLE	52
2024/2025 MILESTONES	24	Respite House Managers	53
Quality and Care	27	Pulse Staff Survey	53
OUR SERVICES	28	Volunteers and Support Workers	54
Supporting the Pathway to Care	30	Philanthropy	55
Respite Houses	32	Our Major Sponsors, Funders, Donors, Supporters and Contributors	56
• Mary Chester House	33	DIRECTOR'S REPORT	58
• Ella's House	34		
• Walker House	36		
• Hawthorn House	37		
Memory Cafés	39		
Carer Support Groups	41		
Allied Health Services	43		

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alzheimerswa.org.au





Our passion to improve the experience of those living with dementia is supported by our values of:

Purpose, Accountability, Integrity, Empathy, Respect, Quality and Safety.

OUR VALUES



Purpose

We are driven by purpose to improve the lives of people living with dementia through advocacy, education, partnerships and support a holistic person-centred approach.



Accountability

We take ownership for what we do in the timelines required. We learn from the past and hold ourselves and others to account.



Integrity

We act with integrity at all times.



Empathy

We value our relationships, treat people with kindness, look after each other and create an environment that fosters dignity and privacy.



Respect

We treat people with respect, dignity and recognise and respect individuality.



Quality & Safety

We deliver quality, safe services and strive for continued improvement and service excellence.

“

At Alzheimer's WA our values are the foundation of our actions, they define us and shape our approach to dementia care and support services, guiding our choices, building trust and honouring the people we serve.”

CEO, ELLA DACHS

ABOUT ALZHEIMER'S WA



Our Vision

To see a world where people living with dementia and their families are supported and valued throughout their dementia pathway.

Our Purpose

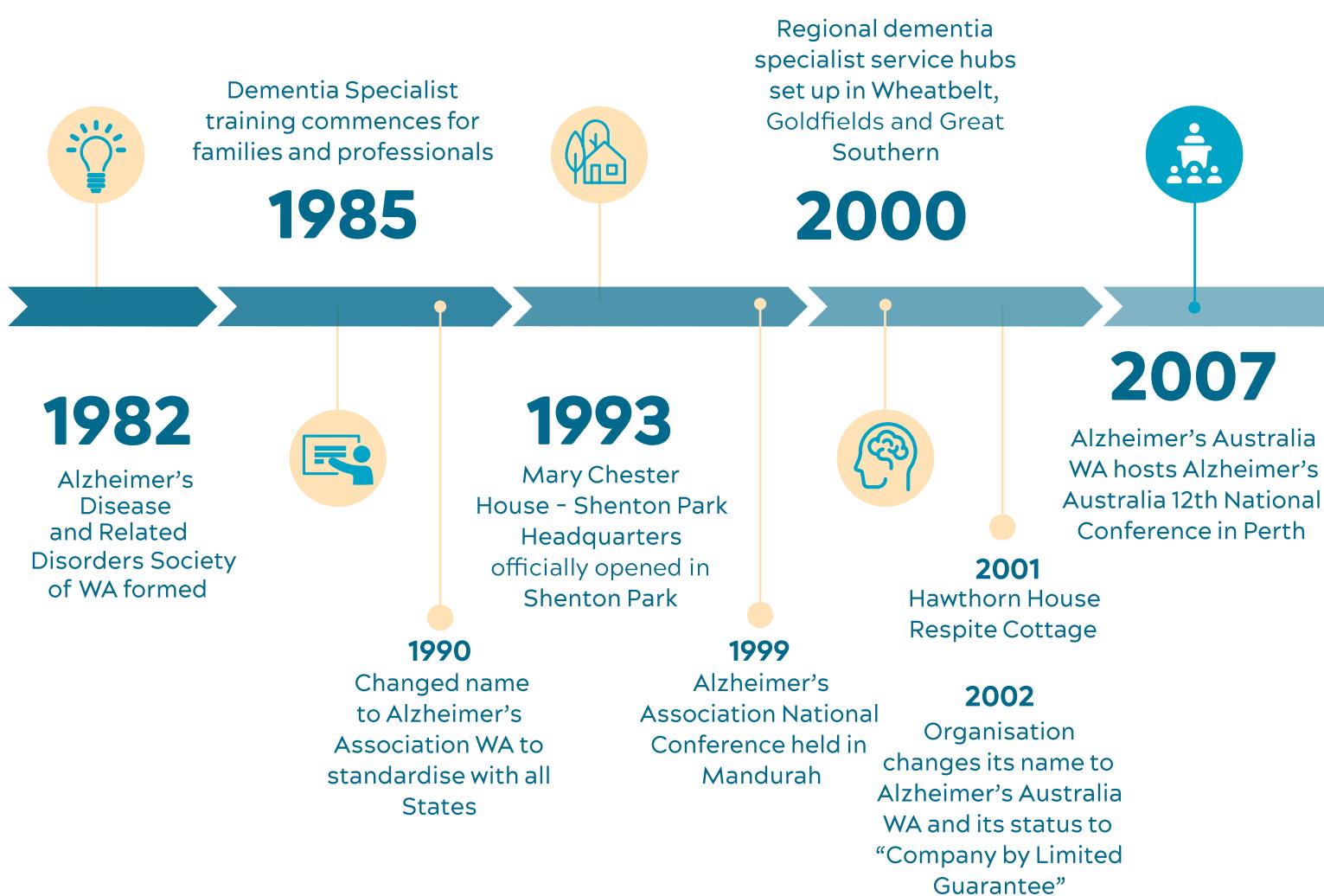
To improve the lived experience of those on the dementia pathway through our advocacy, leadership, innovation, education, partnerships and holistic, person-centred care and support, and to support the pursuit of risk reduction, treatment and cure for dementia.

Our Philosophy

That dementia is a lived human experience rather than just a biological condition. We therefore embrace and support a holistic, person-centred approach that respects the individuality and the experience of those living with dementia.

HISTORY of ALZHEIMER'S WA

Alzheimer's WA was founded in 1982 by carers of people living with dementia, with the backing of prominent figures in Western Australia's healthcare sector. Alzheimer's WA exists to support families' growing demand for dementia-specific information and in-home support services.

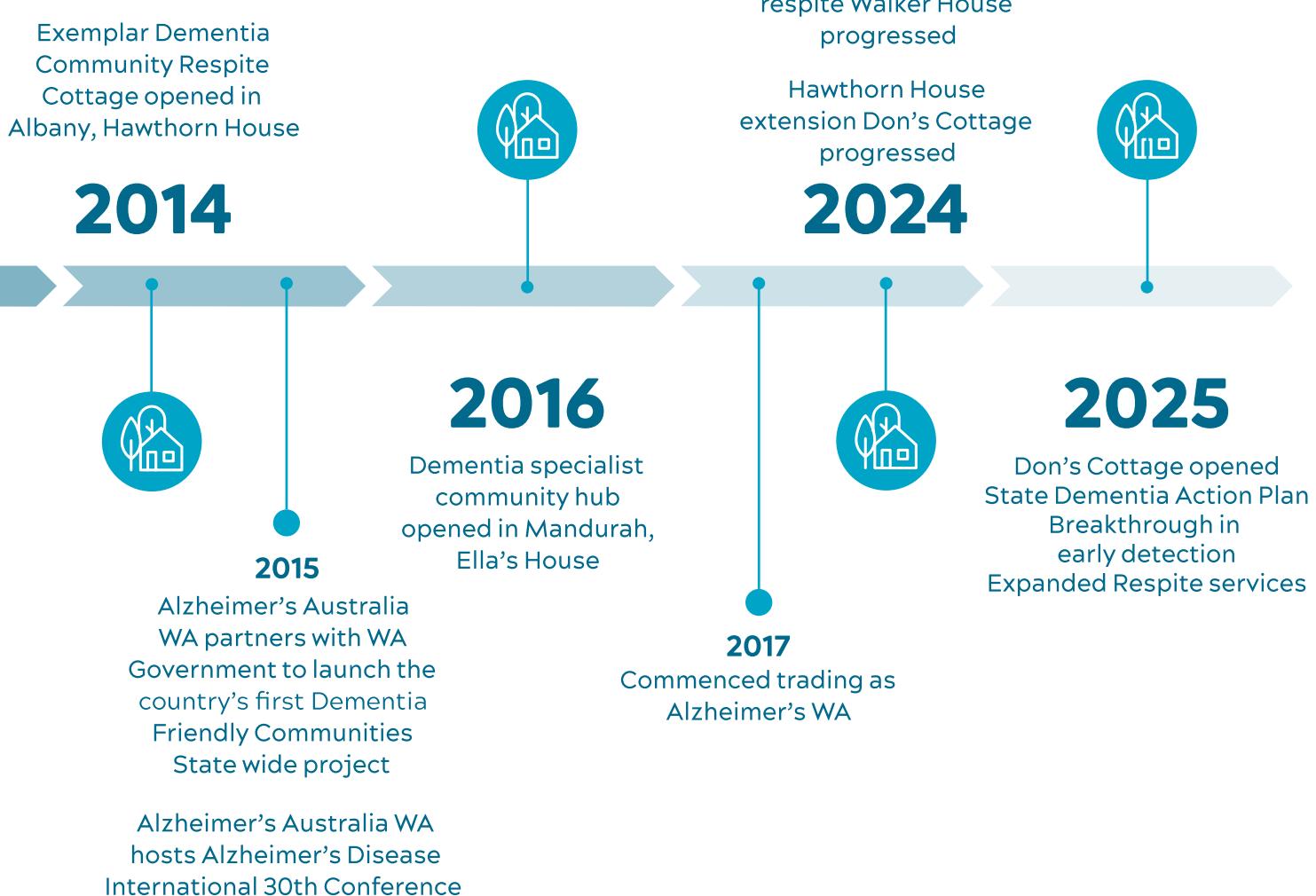


Alzheimer's WA began by renting rooms at the former Homes of Peace facility in Subiaco. In 1993, the organisation moved into a purpose-built facility in Shenton Park, Mary Chester House (MCH), which quickly became Western Australia's central hub for dementia specific information, counselling, carer support, training, and respite services.

Since then, we have expanded our reach through dedicated hubs in Albany, Mandurah, and Woodvale, responding to

the 48,000 people in Western Australia living with dementia.

For over 40 years, the organisation has grown significantly to respond to the needs of people living with dementia, their families and the wider community. Alzheimer's WA commenced trading under its current name in 2017 and is a not-for-profit entity that continues to directly support people living with dementia, their families and carers.





CHAIRMAN'S REPORT

PROFESSOR WARREN HARDING, AM

“Alzheimer’s WA’s readiness for Support at Home, its ongoing commitment to workplace health and safety and the opportunity to shape the recently announced State Dementia Action Plan dominated one of our most challenging years.”

I begin this year’s Chairman’s report with the sad news for members, that our much-respected former Chairman Craig Masarei passed away during the year, leaving a tremendous legacy for his tireless work. He was a great steward of the organisation and stalwart of our cause for over 20 years, and he became a great supporter of me in my Chair role and his passing was very upsetting.

I am so pleased that last October we could dedicate a room in the new Don’s Cottage extension in Albany after him and his delight in our growth was heartwarming. Our condolences are extended to his wife Rommie (who also supported our organisation over many years) and the extended Masarei and Chaney families.

We also took the opportunity to recognise the long-term commitment of Jenny Rogers, Jenny Watts, and Dr. Sean Maher, with rooms at Don’s Cottage named after them or their family.

This year marked the planning for the most substantial reform agenda for Aged Care with significant changes implemented to the Aged Care Act as a response to the Royal Commission into Aged Care Quality and Safety, 2021. The new Support at Home program replaces the Home Care Packages Program and Short-Term Restorative Care Program had been planned for July 1, 2025, and will go live on 1 November 2025. The Commonwealth Home Support Program will transition to the new program no earlier than 1 July 2027.

Coupled with the focus of delivering care in non-acute care settings, the role of Alzheimer’s WA in delivering quality



L to R: Michael Beech, Craig Masarei, Rommie Masarei & Robin Beech.



community-based care has never been more essential. “Connected Care in the Community” has become crucial for providing seamless services, from raising awareness and facilitating early diagnosis addressing risk factors, supporting social engagement through our Memory Cafés, and offering day and overnight respite.

I am incredibly proud of this year’s achievements, which are a testament to the hard work of our frontline staff, CEO, our Board, and the continued loyalty of our clients and members. Post-pandemic challenges, such as skill shortages, the importance of work health and safety, rising operational costs, and preparing for the 2025 Aged Care Safety Standards and funding models, highlight our organisation’s readiness for change, our adoption of new systems to replace our legacy IT debt and modernise processes, policies and procedures. We were pleased to have satisfied WorkSafe WA and reinforced the organisation’s commitment to workplace safety and culture.

The 2024/25 financial operating surplus of \$2,597,196 which was an improvement on the prior year (2023/24) combined with the positive contribution of our investments of \$443,536, was outstanding given the headwinds in the first half of the year. It was a tremendous achievement to contribute \$3,040,731 to Members’ Equity taking into account positive changes to our financial assets. Our total assets now stand at \$36,147,386 and our net Members’ equity rose by 13.29%. An extraordinary effort.

Our financial auditors, Macri Partners, once again confirmed an unqualified audit and we deeply appreciate their diligence and support throughout the year, and the work of our Finance team, led by Nigel Holmes.

These strong results are enabling us to expand our services, highlighted by the opening of Don’s Cottage at Hawthorn House in Albany. This award-winning design provides four double-bedrooms for overnight respite and further expands

our internationally acclaimed person-centred model of care. The design by H&H architects, Build by RealForce and Project Management by Tony De Rossi, perfectly captured the essence of Hawthorn House.

We invested \$2.06 million in the new build and again record our appreciation to the Don Brandenberg Foundation for their generous \$1m donation and to the GSDC for their \$0.2m RED Grant, which greatly enhances how we serve the Great Southern region.

Last year, I reported the Premier’s opening of Walker House and I am delighted to report the House has already reached capacity, and the outreach through day trips and community outings has been amazing, with a wonderful response from the community. Over 30 regular members visit the Boulevarde Memory Café on Wednesdays, and I am deeply grateful to the volunteers who support this café, as well as the dedicated team at the highly successful Globe Memory Café in South Perth on Monday mornings.

The 2024 Annual Dementia Symposium, focused on the theme of “Future Ready” and brought together nearly 350 dementia champions to explore the latest research, innovations, insights, and new models of care. This event has become an essential, contemporary professional development platform for dementia policy makers, change champions, practitioners, and administrators.

The stature and poignant lived experience address by the Federal Assistant Minister, Hon. Emma McBride MP, and Dr Shirley Bowen, new Director General of the WA Department of Health, were passionate and reinforced commitments of Federal and State Governments to addressing the social impact of this wicked global disease.

Despite an emerging increase in sporadic COVID reports and a virulent hybrid influenza outbreak in the State, we

“ **The announcement by the Cook Government of a State Dementia Action Plan in March 2025 was a significant signal of the increasing awareness of the impact of dementia on the health system and importance of support at home.”**



Professor Warren Harding, AM and Hon. Emma McBride MP

maintained vigilant monitoring, recording no outbreaks or deaths. On behalf of the Board, I extend my gratitude to our CEO, Ella Dachs, People and Capability team, all staff, support workers, volunteers, and the members, families, and carers we serve.

Research projects in Australia would not be possible without the support of Notre Dame University, ECU, UWA, Curtin University and the University of Sydney through its Step Up for Research initiative and the National Lifespan and Mental Health Research Institute at Macquarie University. We also initiated a new relationship with Dementia India Alliance and are exploring a mutually beneficial local training program and overseas migration capacity-building program.

A major focus for our innovation and research was to explore early digital detection of dementia, and we are pleased that major progress has been made with the University of Notre Dame, Osborne Park Memory Clinic, and Foresight Medical Solution (FMS) on early dementia detection using the eye's pupil parameter responses of amplitude, constriction, velocity, and re-dilation to light flashes, which may correlate with mild cognitive decline and Alzheimer's disease.



Professor Warren Harding AM at the Australian Dementia Research Forum Perth, June 2025

This year we were delighted to be invited to present at and sponsor the Australian Dementia Research Forum (ADRF2025) held in Perth, 3–5 June. The theme for this year was “The Future of Dementia Prevention, Research and Care.” We were excited to be awarded best Post Diagnostic Care poster for the early dementia detection work and opportunities to engage earlier on the dementia pathway. The paper was submitted to the Alzheimer’s Association of America conference in Toronto and is under consideration by the ADI 2026 Conference. This exciting pre-clinical, non-invasive research could provide an accessible, affordable alternative to invasive post-clinical and more expensive diagnostic methods.

Following last year’s rejection of the medication Lecanumab, the TGA’s decision to approve Donanemab in Australia is a positive step forward; however treatment costs, and Amyloid-related imaging abnormalities (ARIA) risks, highlight an important reality: this is a delay and there is no cure.

Alzheimer’s WA has a vital role to play in supporting people to live independently at home for as long as possible. To that end, I

was pleased to be appointed by the Federal Minister for Health, Hon. Mark Butler MP, in consultation with State Ministers for Health, the Prime Minister and Cabinet to the Board of the Australian Digital Health Agency. Improving digital literacy, leveraging assistive technology, and sharing health data through My Health Records can make a significant difference to navigating the dementia pathway.

We are very appreciative of the WA Government's valuable support, from the WA Premier Hon. Roger Cook, MLA; WA Health, the Department of Communities, and key Health Ministers Hon. Amber-Jade Sanderson, MLA, and Hon Meredith Hammat, MLA, Minister for Health and Mental Health; Hon. Don Punch, MLA, then Minister for Seniors and Ageing; Hon Simone McGurk and Hon. Sabine Winton, MLA, Minister for Preventative Health.

I would also like to acknowledge the positive relationships we have cultivated with the Federal Government, including the Hon. Minister Mark Butler, MHR, Minister for Health; Hon Sam Rae, Minister for Aged Care and Seniors; Hon. Patrick Gorman, MP, Assistant Minister; and Senator Jenny McAllister, Minister for NDIS funding.

THE FIRST STATE DEMENTIA ACTION PLAN

The release of the National Dementia Action Plan 2024–34 marked an affirmation of eight priority pillars for the next ten years. As a member of National Dementia Expert Reference Group supported by the Commonwealth Department of Health, Aged and Disability, the Plan envisions a future where people living with dementia and their carers enjoy the best possible quality of life.

Alzheimer's WA has been able to amplify the unique challenges faced by remote and isolated regions, and the March State Election commitment of a State Dementia Action Plan was a significant recognition by the Cook Government of the importance of the impact of dementia on our community.

The initial pillars of the State Dementia Action Plan will focus on:

1. Awareness
2. Dementia training for primary care clinical workforce
3. Dementia friendly design for new builds
4. Service navigation

These pillars align closely with Alzheimer's WA's strengths and our own Strategic Plan. The announcement from the March



Dr Shirley Bowen, WA Health Director General

2025 Election promises, that we were awarded \$680,000 for acute nurse dementia training, is a testament to our government relationship, RTO and education capability. We look forward to the launch of the Plan in January 2026 and future themes of early dementia detection, post-diagnosis support, supporting caregivers, improving dementia data, and maximising the impact of innovation.

STRENGTHENING BOARD GOVERNANCE

Under the new reforms to the Aged Care Act, there are increasing expectations on Governing Bodies and Directors as Key Personnel. I wish to acknowledge the tireless work of Board Directors and my close working relationship with Deputy Chair and Honorary Medical Director, Dr. Sean Maher, Finance Director Matt Budge, Directors Majo Merriam, Susan Downes, Vera Riley, Penny Keeley and Ella Dachs, CEO.

I do wish to acknowledge the resignation of Susan Downes, who after 4 years, tendered her resignation given family priorities. In her time, Susan shone a light on Younger Onset Dementia, and her story of her own experience with her husband Tim will continue to inspire us to do more.

I am pleased to report that Alzheimer's WA continues to excel at meeting corporate and clinical governance standards, with robust processes, systems, and procedures in place for setting direction, defining strategic priorities, overseeing financial performance, and ensuring efficient operations. The Board, through its CEO performance processes and own commitment, continues to reinforce the importance of workplace culture and safety.

On behalf of the Board, I would like to acknowledge the purposeful and passionate commitment and contribution of our tireless CEO, Ella Dachs, whose determination has been key to delivering results in a challenging thin skills market, elevated industrial relations environment, rising costs and increased standards of care. We are exploring Constitutional changes and the

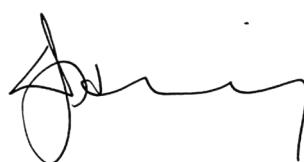
role of executive Chairman to assist with the more complex operations of an organisation which has doubled in size over the last 5 years. I value the strong relationship with the ELT and the contributions of our Sana Tariq Executive Officer to the CEO and Board.

As an employer, we have fully passed on Federal Fair Work pay increases, have passed on CPI increases and our EBA is above the SCHADS (Social, Community, Home Care and Disability Services Industry) Award and is a deliberate action to financially reward our hardworking frontline staff. We thank all staff and our volunteers in supporting our clients, their carers, family and NOK for enhancing our services, making a social difference by ensuring no one walks the dementia pathway alone.

OUR CO-PATRONS

I would like to again acknowledge our co-Patrons, His Excellency the Honourable Chris Dawson, AC, APM, the WA Governor, and Mrs Darrilyn Dawson. They continue to be strong advocates for people living with dementia, and also their carers, and have consistently raised awareness, and I appreciate my personal relationship with His Excellency.

I am very honoured to serve Alzheimer's WA as its Chair and Head of Research and Partnerships, and proud to present the 2024/25 Annual Report to our Members.



PROFESSOR WARREN HARDING, AM
Chairman



CEO'S REPORT

ELLA DACHS | *Chief Executive Officer*

Alzheimer's WA has for over 40 years been recognised as a leading provider of dementia care and support services in WA with a strong reputation for person-centred care and support services. Our mission continues to be to improve the quality of life for people living with dementia throughout the dementia pathway. This past year we are pleased to report a year of growth given our commitment to our strategic plan.

The year brought its fair share of headwinds - rising demand for services given the increased prevalence of dementia which placed additional strain on resources, workforce shortages and far-reaching aged-care reforms and the preparation for the new Aged Care Act and Support at Home. Our people responded with characteristic resolve, delivering best-practice, relationship-centred dementia care and support services in homes and communities across Western Australia. As a proudly WA based organisation, we remain steadfast in our commitment to improving the lives of local families living with dementia.

As we close another year of growth and impact at Alzheimer's WA, I am reminded daily of the resilience, compassion and skill that define this great organisation. Throughout AWA, high-quality, person-centred care has been our collective focus, driven by a commitment to continuously improve, a commitment to our clients, our members and our team who embody our values and prioritise the needs of our clients. Our employees, volunteers and community

partners have gone above and beyond to ensure that people living with dementia—and those who care for them—continue to receive the highest-quality support and advocacy.

In our care and support services, we expanded our reach with a new facility in the Northern Corridor with a new respite house, providing a blueprint for community care and support in a residential street, serving families and ensuring our focus on delivering on our mandate of aging in place with dignity and respect. We provided 220,000 hours of support services this year. Another key achievement this year was the seamless integration of our new build in the Great Southern which now offers couples respite - a unique offering in the region.

Our centre-based respite care homes remain near capacity as we continue to improve our client experiences through enhanced dementia tailored offerings. As our community's needs and expectations evolve, we will continue to advocate to reduce stigma and to promote dementia friendly communities, be a powerful leading voice for people living with dementia and how they are perceived and accepted and are proud to be at the forefront on this change.

BETTER CLIENT OUTCOMES

At the heart of our mission is our focus on client wellbeing. Through tailored care plans and evidence-based practice, we are delivering measurable improvements in our clients' quality of life. By nurturing

strong relationships and providing personalised support, we empower our clients to maintain their independence and participate meaningfully in their communities.

The client survey results highlight the strong and consistent quality of care provided by AWA. The feedback reflects a high level of trust, satisfaction and confidence in our services and staff. Feedback indicates that AWA staff continue to embody professionalism, empathy and respect. Over 88% of respondents rated staff communication as excellent or good and the majority felt that their privacy was always respected.

Our clients expressed strong satisfaction with the quality of services, flexibility of supports and responsiveness to feedback, recognising our commitment to timely and respectful communication. Meal quality and dietary consideration also received positive feedback with most respondents reporting services met or exceeded expectations.

The survey also reflected a positive impact on AWA's social and recreational programs with clients feeling encouraged and supported to participate in activities meaningful to them.

Overall, 2024 results reflect a strong endorsement of AWA's client centred approach and the dedication of AWA staff. We remain committed to building on our strengths, listening to clients and continuing to deliver high-quality compassionate services that support the well-being of people living with dementia and their families.

OUR PEOPLE

Our people are—and will always be—the heartbeat of our organisation. Our dedicated employees, students, volunteers, partners and community champions continue to show why AWA is widely recognised as Western Australia's

leader in dementia-specific support. From frontline staff delivering individualised care in clients' homes, to educators running statewide workshops, to volunteers fostering connection at Memory Cafés, every person brings exceptional skill, empathy and determination to our shared mission.

Their impact is felt in countless everyday moments: a support worker who turned anxiety into laughter during an in-home respite visit; a dementia specialist who calmly guided a family through the first weeks after a diagnosis; a volunteer who stepped in across a regional community so local clients could attend a social group; and a corporate team that donated time and products to enhance the garden at one of our respite cottages. Each story reflects a shared commitment to safeguarding the dignity, independence and voice of Western Australians living with dementia.

The collective effort of our team underpins every achievement in this report. We have met growing demand with purpose and resolve—introducing person-centred respite, expanding regional outreach, translating cutting-edge research and amplifying our advocacy in Parliament and the media. None of this would be possible without the people who choose to place their talent and passion at the service of our community.

Our multidisciplinary team now comprises more than 244 professionals whose expertise spans nursing, occupational therapy, social work, education, counselling, research and community development. During the year AWA as a team:

- Delivered over 220,000 hours of direct care and support
- Facilitated 19 education sessions reaching 173 participants across metropolitan, regional and remote WA

Pulse Survey

The 2024 pulse survey provided valuable insights into our workplace culture and the experience of our team. I am proud to share

“ As we close another year of growth and impact at AWA, I am reminded daily of the compassion and skill that define this great organisation ”

CEO, ELLA DACHS



Client with Betul K at Mary Chester House

the results that reflect strong engagement and alignment and a shared commitment to our mission.

Our staff continue to demonstrate a clear understanding of the organisation's goals and their own roles, 97% of our team feel that their personal values align with AWA demonstrating an ongoing alignment between our people and our mission. The survey details, 92% of team members acknowledging that they understand AWA's expectations for their role and 82% understanding our goals and plans for future success. This clarity is fundamental to our ongoing success.

Feedback and communication remain a key strength – impressively 92% of staff understand the process of giving feedback to their manager and 87% feel that their feedback is valued and respected.

By living Alzheimer's WA's core values— Purpose, Empathy, Accountability, Integrity, Respect, Quality and Safety—our staff set the benchmark for excellence and inspire colleagues across the sector. It is their commitment and outstanding contribution that drive our mission.

Our Passionate Volunteers

48 volunteers generously contributed more than 4,992 hours to programs ranging from Memory Cafés and social clubs to office support, fundraising events and Advisory committees. They are the foundation on which our organisation was built, and their generosity expanded the reach of our services, created warm and welcoming spaces for clients, and freed frontline staff to concentrate on specialised care.

We were delighted to welcome 25 new volunteers this year and to recognise staff members who passed significant milestones of five, ten or twenty years of service. We were proud to host volunteers' recognition events ensuring that AWA volunteers felt equipped, valued and connected.

Alzheimer's WA hosted Notre Dame university students on placement, investing in the next generation of health and community-service professionals. We had support from schools, sporting clubs and local businesses at our community fundraisers, raising essential awareness and important donations for new initiatives.

COMMITMENT TO TRAINING AND DEVELOPMENT

Recognising that our people are our greatest strength, we are committed to their growth and development. This year, we implemented new training and development programs aimed at enhancing skills and promoting career advancement within AWA. By investing in our team, we empower our people which strengthens the entire organisation, ensuring we are all equipped to meet future challenges with confidence.

We replaced our outdated systems enhancing better client relationship management with new integrated technology.



Walk to Remember, 2024

CELEBRATING OUR CULTURE

AWA's organisational culture is built on the core values of purpose, respect, accountability, integrity, respect, and empathy. We celebrate the diverse backgrounds and experiences of our team, which enriches our work and strengthen our community. Regular team-building and recognition events have created camaraderie and a sense of belonging, reinforcing that we are all working towards a common goal.

As we move into the next year, our focus will remain on supporting our people—our most valuable asset. We will continue to provide opportunities for growth, enhance our support systems, and cultivate an environment where everyone feels valued and empowered. By prioritising our team, we ensure that Alzheimer's WA can continue to lead in compassionate care and support for those we are here to serve.

I wish to extend my deepest gratitude to every member of AWA – your dedication, compassion, and resilience are what make our work meaningful and impactful. Together, we are making a real difference in the lives of those living with dementia and creating a network of support and hope. Thank you for being a cherished part of our mission!

COMMUNITY ENGAGEMENT AND SUPPORT

This year, we expanded our outreach programs, reaching over 900,000 people with support services, reaching more communities and raising awareness about dementia. This is crucial in reducing stigma and fostering a deeper understanding of living with this condition. Our monthly caregiver support groups have seen significant increase in attendance, demonstrating the growing need for connection and shared experiences among caregivers. We've also launched new

educational workshops, providing valuable resources to help families navigate the complexities of dementia care.

AWA introduced its evening Walk to Remember initiative to further promote engagement numbers with record attendee numbers this year with close to 600 people joining our cause.

The success of our annual Symposium was another significant highlight this year, bringing together over 350 attendees, including clinicians, researchers, aged-care professionals, people living with dementia, and their families. The event served as a powerful platform for sharing the latest insights, innovations, and best-practice approaches in dementia care.

ADVOCACY AND AWARENESS

Our network of advocates – families, caregivers, and community partners – has been integral in raising awareness and promoting understanding of dementia. They shared their stories, illuminating the impact of Alzheimer's on lives and communities. Their voices drive change, influence policy, and inspire others to join the cause. Together, we created a culture of compassion, bridging the gap between awareness and action.



Client with Betul K at Mary Chester House

Our education and training programs continued to strengthen capability across the sector. We supported 13 graduates

from the Certificate IV in Leadership and Innovation in Dementia Services and 6 graduates from the Dementia Support Skill Set, building leadership and frontline expertise in dementia care.

Our community education remained a critical pillar of support, with 13 Family and Friends sessions reaching 154 participants, and 6 Enrich sessions supporting 19 participants across metropolitan, regional, and remote WA.

We also deepened our impact through 14 strategic partnerships including 6 DPP collaborations and 8 education partnerships extending our reach and reinforcing our role as a leading provider of dementia education in Western Australia.

PREPARING FOR SUPPORT AT HOME

Much of the year was dedicated to preparing for the Support at Home Program, one of the most significant aged care reforms in recent decades. Replacing the Home Care Packages Program, the new system is simpler, more transparent, and more responsive – placing older Australians at the centre of care. With a single assessment process, clear service categories, and quarterly budgets, it empowers individuals and families to make informed choices while ensuring dignity, independence, and wellbeing.

Alzheimer's WA has proactively positioned itself to be a leader in the sector under this new framework, including the strengthened Quality Standards.

Our care models have evolved, enabling improved outcomes for those living with dementia, and their families through multidisciplinary teams, supported by enhanced HR and client management systems. Governance, privacy, and compliance have been aligned with the new Aged Care Act's requirements, ensuring we meet the highest standards of quality and safe care. These measures reinforce our commitment to person-centred care and readiness to deliver under the Support at Home Program.

RESEARCH AND INNOVATION

We proudly sponsored several research initiatives this year, contributing to the expansion of knowledge and potential treatments for Alzheimer's. Collaborating with local universities, we facilitated studies focusing on both early detection methods and innovative care strategies. These initiatives not only enhance our understanding but also offer hope for the future.

THANK YOU TO OUR BOARD OF DIRECTORS

On behalf of Team AWA, I wish to take a moment to express our heartfelt gratitude to our Board of Directors particularly AWA's Chairman, Professor, Warren Harding AM who heads up Research & Partnerships, for your collective commitment, guidance, and strategic vision which has been instrumental in driving AWA's mission.

This year, under your stewardship, we have made significant strides in expanding our programs, enhancing our support services, and raising awareness about dementia. Your support has enabled us to serve more individuals and families, creating a ripple effect of compassion and hope throughout the community.

I would also like to thank Sana Tariq, Executive Officer and Nigel Holmes, Head of Finance and Operational Support services for their exemplary support and loyalty over many years.



Clients at Ella's House

LOOKING AHEAD

As we move into the coming year, we are motivated by the new initiatives aimed at enhancing support for both people living with dementia and their carers. Plans to enhance new systems will provide our team with additional tools for families and staff members alike, ensuring that vital information is accessible to all.

In closing, this year has reinforced our commitment to people living with dementia. Together, we have achieved remarkable milestones, strengthened our community connections, and created an environment of support and compassion. As we look to the future, we remain committed to advancing our mission and improving the lives of those we serve. Thank you to our staff, volunteers, board members, and supporters for your dedication and passion. Together, we will continue to make a meaningful impact and strive toward a brighter future for all impacted by dementia. We are grateful for your partnership as we embark on this path ahead.

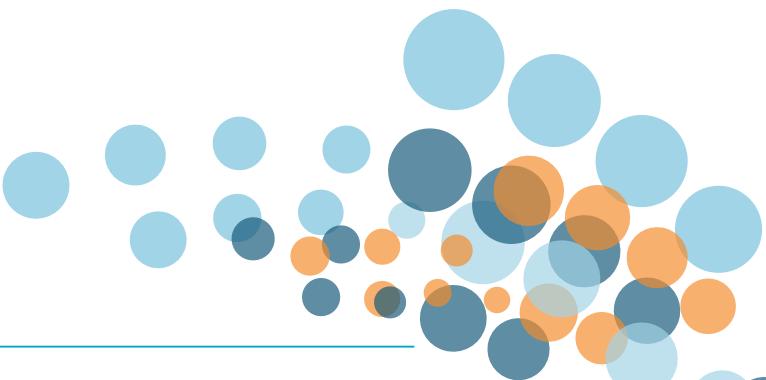
Together, we can continue to make a profound difference in the lives of those and their families living with dementia. Thank you for your trust and continuing to partner with AWA on the dementia pathway.

With sincere appreciation,

A handwritten signature in black ink that reads "Ella Dachs".

ELLA DACHS

Chief Executive Officer, Alzheimer's WA





HONORARY MEDICAL DIRECTOR'S REPORT

DR SEAN MAHER | *Honorary Medical Director, Deputy Chair*

Some greatly anticipated events have eventuated during 2025. The most important are the approval of a “disease-modifying” treatment for Alzheimer’s Disease (AD) by the Therapeutic Goods Administration (TGA); approval of a blood test to help with diagnosis; and a large trial supported the effectiveness of lifestyle measures in preventing cognitive decline.

DISEASE-MODIFYING TREATMENT

Donnanemab is a monoclonal antibody (Mab) which removes amyloid from the brain and slows decline from AD; it is not a cure, and it doesn’t fix other pathologies in the brain which commonly coexist with AD. It is aimed at people who are minimally symptomatic (ie Mild Cognitive Impairment or Mild dementia). In the TRAILBLAZER ALZ2 trial, after 18 months of monthly intravenous infusions, treated people were 0.67 points less impaired on an 18 point scale which tests function and cognition; treated people took 5 months longer to decline to the same level of impairment as untreated people. Around 25% of treated people had potentially serious reactions of brain swelling or bleeding detected on an MRI scan. Although most of these were minor and occurred in the first six months, treatment was delayed; and ceased completely in 13%. 2% of treated people died during the trial.

Although Donnanemab has been approved for use by the TGA, it has not been approved

for public funding with the Pharmaceutical Benefits Scheme (PBS). The cost of 18 months treatment is close to \$80 000, not including MRI scans, cost of infusions, or tests to confirm an AD diagnosis (brain PET scan or lumbar puncture). Some argue that the very modest clinical benefit doesn’t outweigh the treatment burden, risks and cost, whereas others see it as a vital treatment. Not everyone with AD is suitable for treatment because of coexisting medical conditions. In a real-world memory clinic setting, only about 8% of patients are likely to be suitable. Even so, our health system is not currently equipped to provide an early diagnosis, counselling, testing, imaging, treating and monitoring a large number of people for this therapy.

Ongoing data collection in the USA shows that treatment in the real world has remained relatively safe and also that the slowing of decline is maintained over time. Some have questioned whether this benefit is real, as untreated people tend to drop out of studies, making the benefit seem greater for those still in a trial. Those in the trials who were treated early, and had low levels of tau tangles present on their brain PET scans, had the greatest benefit, suggesting that early treatment is better. Studies are underway to treat people who have no symptoms but are at risk of progressing to AD due to the presence of amyloid on their brain scan. If these trials show benefit, this will demand a

much greater emphasis on early detection and treatment.

Newer Mabs may hold greater promise. Trontinemab is a Mab designed to bind to amyloid, but also to receptors on cells for ferritin, a protein which transports iron. This means trontinemab can then be directly transported across the blood brain barrier via capillary walls using this iron transport “shuttle”. It avoids binding to amyloid in larger blood vessel walls and therefore mostly avoids any brain swelling or bleeding. It also means much smaller doses are required. It has completed Phase 2 trials and shown almost complete clearing of amyloid within 6 months for most people, including deeper brain regions not reached by other Mabs. Utilising the iron transport “shuttle” in this way can be adapted for delivering other molecules which have been difficult to get across the blood brain barrier, including cancer therapies. Phase 3 trials are getting underway, including in Australia, but will take several years to see results.

Apart from Mabs, there are currently over 30 treatments in Phase 3 trials underway, looking at a wide range other aspects of AD pathology, such as modulators of neuroinflammation, enhancing cellular digestion of toxic proteins, and better utilising the brain’s own housekeepers, the microglial cells, to manage inflammation. Treatments to better manage vascular risk factors such as obesity and blood pressure are encouraging; two large trials looking at semaglutide (“Ozempic”) in early symptomatic AD are due to report next year.

BLOOD TEST BIOMARKERS ARE HERE

The TGA recently approved the use of a blood test which detects a variant of tau protein, p-tau 181. Its recommended use is to rule out AD i.e. a negative test makes it 93% likely that a person doesn’t have AD. A similar blood test, p-tau 217, has been approved in the USA to help diagnose AD. The hope is that blood tests could avoid more expensive brain PET scans or lumbar

punctures to diagnose AD. It has been used in combination with other biomarkers to help improve its accuracy. Used alone, there are “cut-offs” for the result which makes a diagnosis of AD likely or unlikely, but also a “grey zone” where the result is not diagnostic, and a clinician needs to take into account the likelihood (“pre-test probability”) of a person having AD based on other factors such as age, family history and cognitive testing. Another form of p-tau 217 known as “brain derived” p-tau 217 is looking to be much more accurate for predicting the presence of amyloid and tau tangles. We are not yet at a stage where we can solely rely on this blood test to make clinical decisions. It seems likely it will be approved for use in Australia soon.

PREVENTION USING LIFESTYLE MEASURES IS EFFECTIVE

The US POINTER study reported its findings, demonstrating that lifestyle measures can be very effective at improving and maintaining cognition. This study is based on the landmark FINGERS study, and is one of many underway worldwide, including the AU-ARROW study being conducted in Perth. It recruited over 2000 people at risk for dementia, aged between 60 and 79, who had poor diet, minimal exercise and other risks such as high blood pressure, cholesterol, blood sugar and family history of dementia. The intervention group received a very structured program with detailed advice, frequent follow up, coaching and feedback. Specific advice about diet, exercise, cognitively stimulating activities and monitoring of blood pressure was provided. The control group received advice from publicly available educational materials on the same topics, but had no personalised goals or coaching. Six monthly assessments of cognition over two years for both groups showed significant improvement but more pronounced for the intervention group. They will continue to be followed over the next 4 years but with no more coaching. This demonstrates that even people with significant risk factors for dementia can be

improved with lifestyle measures, which may delay future cognitive decline.

The importance of managing vascular risk factors is underlined by a study of over 4600 people with no dementia who had their cognition monitored for 9 years as well as their blood pressure, cholesterol and diabetes. Those people being treated for all three conditions had significantly slower cognitive decline. Nearly 1900 had donated their brains for autopsy, and these also showed significantly less vascular, AD and other pathologies, compared with no treatment.

Another important way of preventing dementia is to have a shingles vaccine! Two large studies in Australia and Wales comparing the probability of getting dementia for people who had received a shingles vaccine showed a reduction by 1.8% and 3.5% respectively, over 7 years. Whether the vaccine acts to clear existing, dormant virus, or stimulates the immune system in other ways that helps clear dementia pathology is not clear. But it is a simple and safe measure that also protects people from coming to harm from a bout of shingles, which can be very debilitating.



Dr Sean Maher and Fiona Hornung

Given that we still have no cure, prevention remains King. Alzheimer's WA continues to partner with The University of Notre Dame's

Prof. Yogi Kanagasingam and our Head of Research and Partnerships Professor Warren Harding AM into research for early detection of dementia utilising the eye's pupil response to a flash of light delivered by a smart phone app. Early work with people from a memory clinic in Perth is showing promising results. The hope is that easily available screening and early detection can allow people to undertake the best lifestyle measures possible to reduce their risk of cognitive decline as well as other related health problems, such as heart disease and stroke.

I hope that the next few years' research will show: more accurate screening methods; a better mix of biomarkers to predict who is likely to get dementia; whether early treatment really does prevent dementia; and new treatments which are safe, effective and affordable!

DR SEAN MAHER
Honorary Medical Director

BOARD OF DIRECTORS



PROFESSOR WARREN HARDING, AM | Chairman

B.Sc Hons; Grad Dip. Media; Brit Council Scholar LSE; Professor

Professor Warren Harding AM was appointed to the Board in 2018/19. Warren has over 30 years of strategic management consulting and other NFP board experience. He was a former Ministerial adviser to a State Deputy Premier and the Minister for Health's nominee on the Sustainable Health Review. He is a former member of the Board of WA Disability Services Commission, 2020-2024 and a member of the National Dementia Expert Reference Group. He was appointed during the year to the Board of the Australian Digital Health Agency.

Warren holds a Bachelor of Science (First Class Hons) from the University of Western Australia, Professor at the School of Medicine and Health Sciences at Macquarie University, a Graduate Diploma in Media (AFTRS); was a British Council Scholar at London School of Economics, Adjunct Professor, Faculty of Health, Curtin. He was appointed a Member of the Order of Australia in 2023.



DR SEAN MAHER | Deputy Director and Honorary Medical Director

MBBS, FRACP

Dr Sean Maher is a Geriatrician and recent Head of the Department of Rehabilitation and Aged Care at Sir Charles Gairdner Hospital. He graduated from the University of Western Australia and is a Fellow of the Royal Australasian College of Physicians. He was the Federal Secretary for the Australian and New Zealand Society for Geriatric Medicine (ANZSGM) from 2008 - 2012 and is a current Federal Councillor.



MATTHEW BUDGE | Finance Director

Matt Budge joined PwC in 2001 and has over 17 years' experience in providing tax advice to Australian and multinational companies. Matt was appointed partner in 2012 when he returned to Perth after eight years on secondment in Melbourne and Sydney.

Matt holds a Bachelor of Commerce from the University of Western Australia, Master of Taxation from the University of Melbourne, Member of the Institute of Chartered Accountants in Australia, Member of the Tax & Regulatory Committee for the Association of Mining & Exploration Companies of Australia and Chair of the Council at University Hall, University of Western Australia.



VERA RILEY | Director

Vera Riley is an Occupational Therapist with over 40 years of experience, specialising in neurology, stroke rehabilitation, and aged care. After a career predominantly in the public health system, she has also been dedicated to teaching and mentoring, tutoring locally and interstate.

Vera has practised in Western Australia and the USA, and since 2012, she has worked with the Memory Clinic, now at Osborne Park Hospital, focusing on strategies to promote independence. Passionate about dementia care, Vera has contributed to establishing the Mary Chester Centre and in-home respite services, co-authored a leading dementia focused handbook and conducted memory clinic research.



MAJO MERRIAM | Director

Majo Merriam is a retired experienced social worker with extensive knowledge of the aged care field, dementia and related community services. Having worked over 20 years in aged care, she is familiar with the experiences of people living with dementia and that of their carers.

Majo holds a B.A (Psych) and Master of Social Work from the University of Western Australia.



SUSAN DOWNES | Director

Sue graduated with a Bachelor of Science (Environmental Management) in 2003. Her husband, Tim, was diagnosed with Frontotemporal Dementia (FTD) at the age of 54 years.

Sue is a Dementia Advocate with Alzheimer's WA and has presented her dementia pathway to aged care students, local government and various dementia seminars. Sue is passionate about the challenges faced by people diagnosed with Younger Onset Dementia (YOD) and their partners/carers. Susan retired from the Board of Directors after four years, in July 2025.



PENELOPE KEELEY | Director

Penny has been a lawyer since 1976, working in civil litigation, crime and family law. Trained in collaborative practice and a nationally accredited mediator, Penny helped found Collaborative Professionals WA in 2007 and is also a representative on the Collaborative Practice Committee of the Law Council of Australia.

Penny has been involved in the running of numerous organisations including schools, a sporting club, a hospital and a number of associations related to the practice of law in Western Australia.



ELLA DACHS | Chief Executive Officer

Ella Dachs has over 20 years of international experience in organisational/human capital strategy; specialising in aligning people with strategy; leadership and talent development; executive coaching; and culture/change management.

Ella holds a B.Bus. Organisational Psychology and Human Resource Management (University of Cape Town) and a Post Graduate Diploma Marketing (IMM).



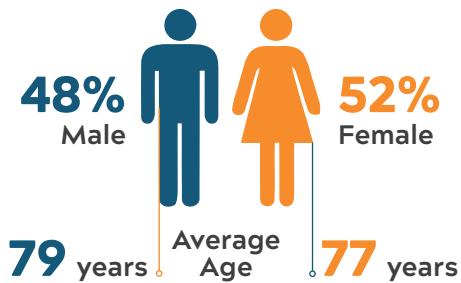
2024/2025 MILESTONES

This year has been marked by transformative progress and innovation. Each milestone reflects our commitment to improving dementia care, advancing research, and strengthening community support.

From expanding respite services to shaping statewide policy, these achievements demonstrate the impact of collaboration and dedication across Alzheimer's WA and our partners.

941

Clients Surveyed



80%

revenue from Home Care Package (HCP) & Commonwealth Home Support Program (CHSP)



Respect for cultural background and person-centred care:

86%

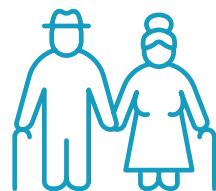
rated Excellent or Good.



Safety of the care environment:

81%

rated Excellent or Good.



Dignity & Independence:

85%

rated performance as Excellent or Good.



Staff respect and privacy:

88%

rated Excellent or Good.



Communication and compassion from staff:

82%

rated Excellent or Good.

Expanded Respite Services

We doubled our respite capacity with the opening of Don's Cottage in Albany, providing greater support for families and individuals in need.

Walker House Fully Operational

The completion and full operation of Walker House in Woodvale marked a significant step in delivering high-quality dementia care in the northern suburbs of Perth.

Record-Breaking Symposium Attendance

Our annual symposium achieved record attendance, reflecting growing community engagement and commitment to advancing dementia awareness and research.

Breakthrough in Early Detection

A major innovation emerged with the development of digital eye-testing technology for early detection of dementia, paving the way for more proactive interventions.

Shaping the State Dementia Action Plan

We proudly contributed to the State Dementia Action Plan, ensuring the voices of those impacted by dementia are central to future policy and care strategies.

Preparation for Support at Home

We commenced comprehensive organisational planning and development to ensure a smooth and effective transition to the new Support at Home program, taking effect from November 1st, 2025.



Support worker and Client at Mary Chester House



Lydia (AWA Support Worker) always brings a smile to Leslie's face. Her warmth and positivity brighten his day every time she arrives to take him to the Rocky Club."

CLIENT COMPLIMENT



Nicole F Customer Support Officer

Quality and Care

This year, we have made significant strides in quality and innovation by placing co-design at the heart of our service development. By actively involving people living with dementia and their carers, we ensure that their experiences and insights shape our practices.

Our commitment to an evidence-based approach emphasises enablement, as we invest in the continuous development of our dementia specialists and support workers. This investment promotes independence and connection in every interaction, which is fundamental to our mission. Additionally, we are proud to maintain our external quality accreditation, which reflects our adherence to rigorous clinical governance, safeguarding, and feedback systems. Our education team has played a crucial role in equipping health and aged care workers with practical, dementia-specific skills, enhancing the standards of care in various settings. Moreover, our collaboration with academic and sector partners in research has allowed us to translate insights into actionable improvements, further enhancing everyday care for those we serve.



Our WHS Committee continued to nurture the health and well-being of staff with focused efforts on promoting a safe working environment for all. We consolidated our workplace safety and compliance efforts through rigorous assessments and continuous improvement.

We remain committed to ensuring that no care plan is older than 12 months.

Feedback from the 2025 Client Survey, held in May 2025, demonstrated strong confidence in Alzheimer's WA's commitment to providing high quality care.



OUR SERVICES

As Western Australia's dementia care specialists, Alzheimer's WA is committed to enhancing the lives of people living with dementia, their carers, and families. We achieve this through advocacy, innovation, education, strategic partnerships, and the delivery of holistic, person-centred care and support.

We also champion efforts to reduce dementia risk and advance treatment and research toward a cure.

Our expertise in dementia care allows us to deliver tailored, high-quality services that respect everyone's preferences and choices.

We are proud to lead the state-wide Dementia Friendly Communities initiative, operate one of Australia's largest dementia specialist consultancies, and collaborate with the University of Wollongong to deliver some of the most comprehensive programs in dementia design.

Our person-centred care model is internationally recognised for setting new standards in dementia care environments.

At Alzheimer's WA, we focus on the person, not the diagnosis. We are by your side on the dementia pathway.

Preparing for Support at Home

On 1 November 2025, the Australian Government introduced the Support at Home Program, replacing Home Care Packages. This reform creates a simpler, more transparent, and accessible aged care system—helping older Australians remain healthy, independent, and connected at home and in their communities.

What the Program Delivers

Support at Home offers a clear pathway to care, with services grouped into three categories:

- Clinical Support: Nursing, allied health, therapeutic services, nutrition
- Independence Support: Personal care, social engagement, transport, respite care
- Everyday Living: Cleaning, gardening, meals, home maintenance

Additional short term pathways include:

- Restorative Care: Up to 16 weeks following hospital discharge
- End of Life Care: Specialised palliative services
- Assistive Technology & Home Modifications: Equipment and adjustments to support safety and independence

Key Features

- Care partner role introduced, focusing on client support and education
- Registered supporter roles to assist decision making
- Eight funding levels (up to \$78,000) plus three short term pathways
- Quarterly budgets for flexibility
- Clear service lists for transparency and choice
- Transparent billing and invoicing requirements
- Price caps from mid 2026 to ensure affordability
- Care management fees capped at 10%
- 10% cap on unspent fund rollovers each quarter
- Consumer co contributions introduced for everyday living and independence services



“A big thank you to the support staff at Ella’s House for their help in supporting Curtin University OT students during Wednesday Service.”

CLIENT COMPLIMENT

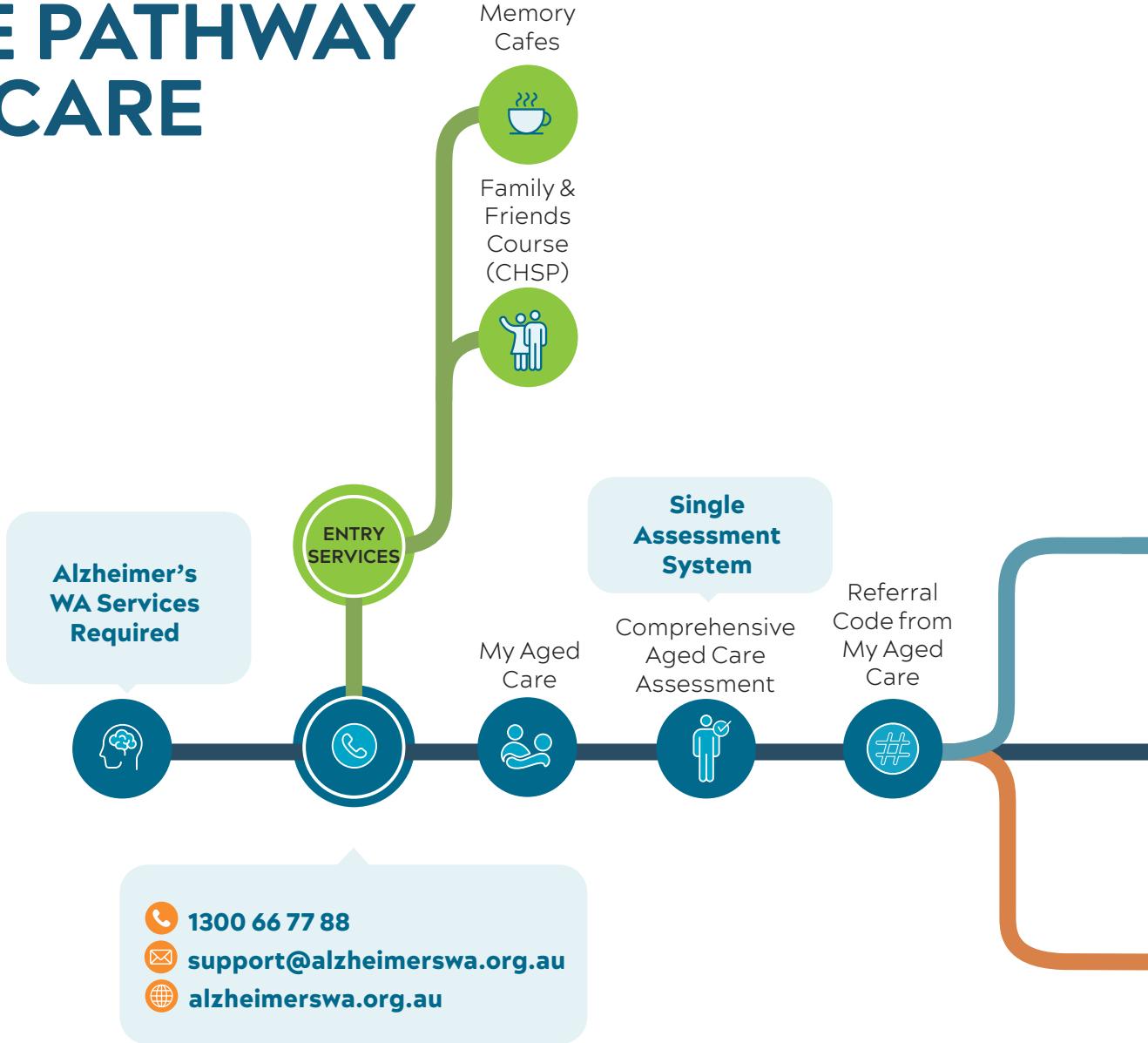
Alzheimer’s WA has prepared comprehensively for these reforms by:

- Ensuring continuity of care for clients and families
- Providing clear communications for clients and families on how to navigate the dementia pathway to care
- Supporting staff readiness through training and systems upgrades
- Providing new service agreements and budgets
- Strengthening consumer engagement and feedback processes
- Developing multidisciplinary care models for ongoing care management and clinical assessment
- Enhancing monitoring and evaluation with new systems
- Aligning governance, privacy, and compliance with new requirements



Client at Mary Chester House

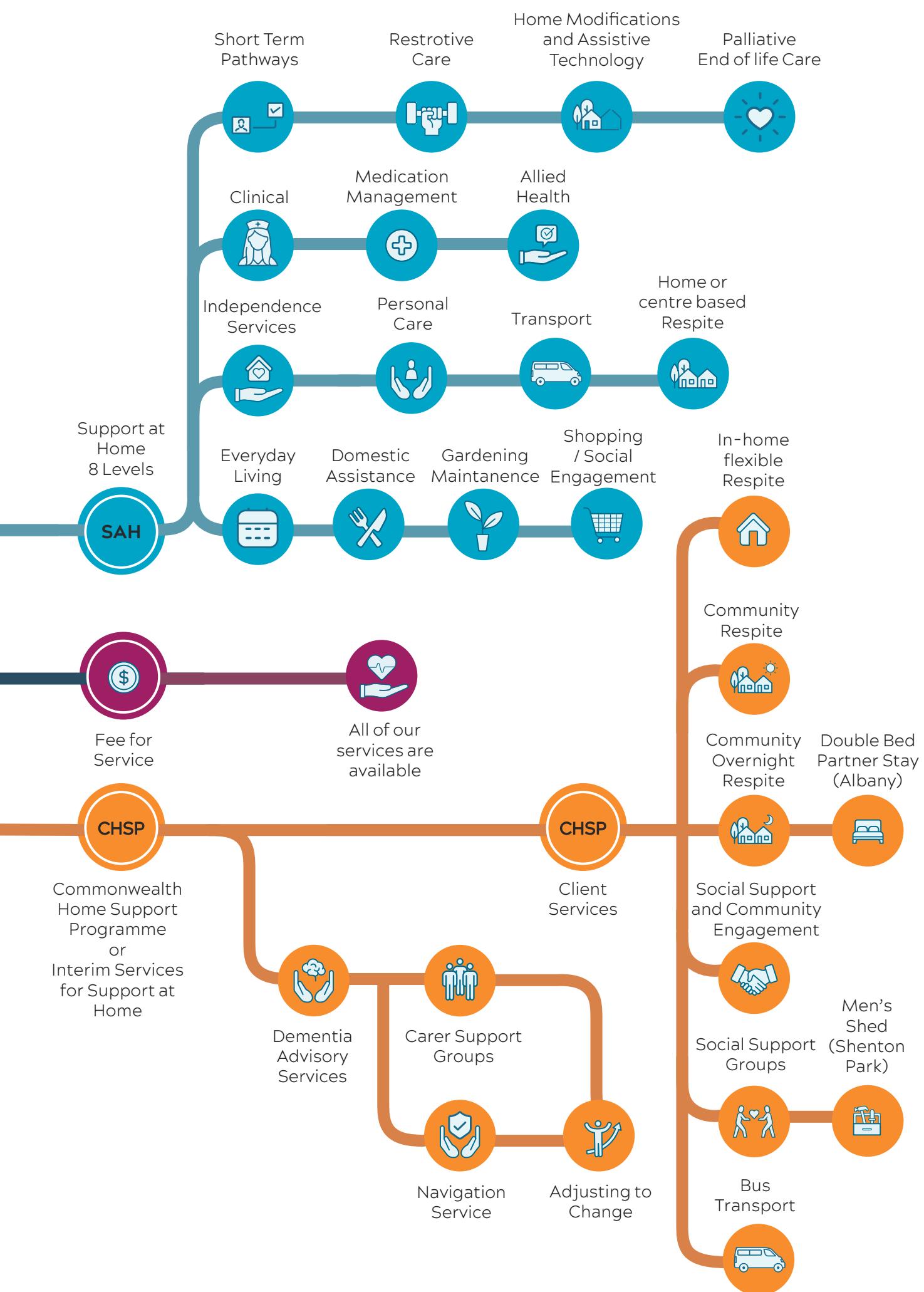
SUPPORTING THE PATHWAY TO CARE



Navigating care services at Alzheimer's WA

Supporting you at every stage so you are never alone on the dementia pathway.

Our services are designed to provide tailored, quality care on the dementia pathway to support you and your family to enjoy your life, at home and in your community, for longer.



Respite Houses

Grounded in our person-centred model of care, our four dementia specialist houses across the southwest of WA offer a holistic approach that embrace each individual's identity, strengths, and interests. Each home is thoughtfully designed, creating

a sense of familiarity, comfort, and independence, with tailored programs that support cognitive wellbeing. Our dedicated teams work closely with families and carers to ensure care is respectful and aligned with best-practice dementia support.



Mary Chester House | Shenton Park

9 Bedbrook Place, Shenton Park WA 6008
(08) 6298 5982



Ella's House | Mandurah

11 Candelio Loop, Greenfields WA 6210
(08) 9535 8772



Hawthorn House | Albany

40 Henry Street, Albany WA 6330
(08) 9841 3755



Walker House | Woodvale

17 Wellard Grove, Woodvale WA 6026
(08) 6298 5901

By tailoring activities and services to each individual, we create meaningful engagement and connection that improve wellbeing and quality of life.

Our evidence-based approach provides therapeutic respite and essential support for people living with dementia, their families, and carers. These homes are

more than places of care they are vibrant, enabling communities.

For more information about our Respite Houses, Support at Home, or other services, please contact our friendly team on 1300 66 77 88



Mary Chester House truly feels like a second home.”

CLIENT COMPLIMENT



Mary Chester House

This was an exceptionally busy and productive year for Mary Chester House. Our busiest respite house, proudly supporting 576 clients during this time.

We expanded our activity calendar to include more creative and sensory-based sessions such as music therapy, art workshops, and cognitive games tailored to individual interests.

Several facility improvements were completed, creating more welcoming, calming communal and outdoor spaces for clients and families.

Staff capability was further strengthened through a comprehensive Food Safety Program, enhancing confidence in maintaining high hygiene standards. In addition, all staff completed e-training in preparation for the rollout of the new Support at Home program commencing November 1.

Our activity calendar continues to be a highlight for our visitors. From bus outings and nature-based experiences to trivia, craft, onsite men's shed, fortnightly ballet classes, and even visits from a therapy pony, no two days are ever the same at Mary Chester House.



The staff are incredible, always kind, patient and attentive.”

CLIENT COMPLIMENT

Ella's House

There have been many exciting updates to Ella's House over the past year. In January 2025, Ella's House proudly completed its Yarning Circle, creating a culturally safe space for connection and storytelling. Ella's House is proud to have provided services to almost 550 clients through the 2024/25 Financial Year.

The Men's Shed program, held every Monday, saw a significant increase in engagement through hands-on activities, including the creation of puzzle holders for our clients who enjoy puzzles.

We expanded our partnerships by increasing brokerage from external organisations and continued our commitment to education by supporting Curtin University students in completing practical assessment training in Occupational Therapy.

Our team celebrated many achievements throughout the year. The team actively engaged with the wider community by attending aged care events in Mandurah and Rockingham and promoting Alzheimer's WA at lifestyle villages.

Staff demonstrated adaptability to increased day centre numbers and achieved

100% compliance with Food Safety Regulations. Social support groups explored new activities and cultural food experiences thanks to thorough risk assessments, and clients continued to build strong friendships, making Ella's House a place they look forward to visiting.



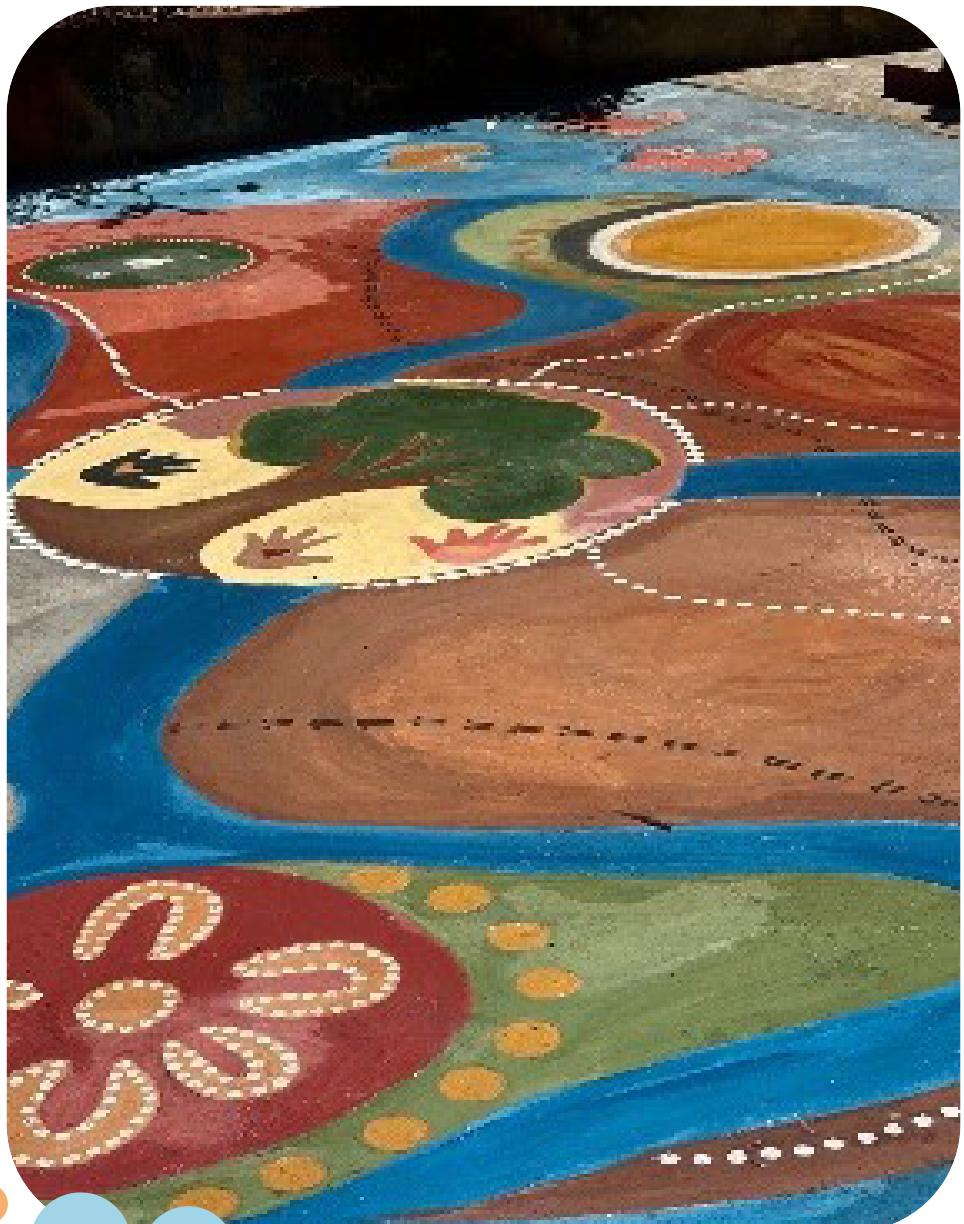
Ella's House Yarning Circle

We thank the Bindjareb women and children for helping us create this special yarning circle and for sharing their culture with us.

We acknowledge the Mandjoogoordap Bindjareb Noongar Traditional Owners and pay our respects to Elders past, present and emerging. Mandjoogoordap means "the meeting place of the heart."



Members of the Dementia Choir and AWA Team



This yarning circle reflects Mandurah's fauna, bushlands, waterways and communities, honouring the deep connection between people and Country.

According to local belief, the great Waagal (snake) shaped the Peel Inlet and, through

her young, created the Serpentine and Harvey Rivers, forming the unique landscape of Mandurah.

The Indigenous symbols within the circle represent the important work Ella's House carries out in the community.

**Co-designed with Illumina Design*

Walker House



Client and Support worker

Even though Walker House opened in early 2024, the house quickly reached full capacity and remains popular in the local community. This strong demand reflects the high-quality care and welcoming environment Alzheimer's WA is known for. This also highlights the vital role Walker House plays in meeting the growing needs of the local community.

In February 2025, we welcomed the Hon. Jessica Stojkovski MLA, Minister for Child Protection; Prevention of Family and Domestic Violence, and the Hon. Don Punch MLA, Minister for Seniors and Ageing, along with our CEO, Ella Dachs, and Chairman, Professor Warren Harding AM.

In March 2025, the City of Joondalup's Environmental Health Officer completed a review of the centre, awarding it an A rating for Foodsafe compliance.



The care my husband Ron received at Ella's House was outstanding. The staff were consistently kind, supportive, and compassionate. His time there was truly memorable.”

CLIENT COMPLIMENT



Walker The Parrot

In May, the Walker House Men's Club rescued a baby bird during a morning stroll in Gascoyne Park. Peter and Support Worker Trish discovered the injured chick under attack and scooped him up in Peter's red hat.

After some research, supplies and plenty of care, the tiny bird began to recover, and members named him "Walker." Five months on, Walker is thriving. He's full of personality, mimicking sounds, playing pattycake and charming everyone he meets.

Walker has become a delightful form of pet therapy and brings joy, comfort and connection to the house, always greeting Peter with a special hello, perhaps remembering the day he was saved.



My husband Alan enjoys his time at Walker House on a Monday. He anticipates the arrival of the staff to collect him.”

CLIENT COMPLIMENT

Hawthorn House

Over the past year, Hawthorn House welcomed several distinguished visitors, highlighting our strong community connections. In October 2024, we hosted the Hon. Sabine Winton MLA, WA Minister for Community Services, along with members of the Carers Advisory Council. In April 2025, the Hon. Reece Whitby MLA, Minister for Police, Road Safety, Tourism and the Great Southern, visited Hawthorn House, accompanied by Natasha Monk, CEO of the Great Southern Development Commission.

We were also pleased to welcome Paul from Cycling Without Age in March 2025. His visit was a great chance to chat about new ideas for fun, staying active and getting out and about.

Our annual Christmas Fair was a great success, raising more than \$7,000 to support Hawthorn House programs. Finally, we celebrated and farewelled Lorraine Benson, who concluded over 20 years of dedicated service as House Manager, a remarkable contribution to our community.

Poem written by Hawthorn House Clients:

*They will mow the lawn or cook a meal
Fix a gate or change a wheel
Assist with craft and paint a bit
Work in the shed or on the bus they sit.*

*They give their time because they care
Time with their friends of Hawthorn House they share
Their time is given with no great claim, of wages,
awards or any gain.*

*They are the vallery of this great place
They love the people and that's the case
Where else would they be if not here
Where they gain new friends and hold them dear.*

*They understand just why they come
It's because we all feel as one
They enjoy their time and give their most
They get back far more of that they can boast.*

*They know they are treasured
By the thanks unmeasured
A hug, a smile, a thanks for the day
Their friends show then in their own special way.*

*You are special to us and we all give our thanks
For all that you do, the fun, the laughter, and the pranks
So a great big thank you for all that you do
You are all so precious to us and we are grateful to you.*



Client and Support worker

Hawthorn House Yarning Circle

The Yarning Circle, created in collaboration with the Hawthorn House community, serves as a welcoming place for sharing food, stories, and memories with family and friends.

Its design reflects the landscape and culture of Albany: the outer circle symbolises scattered rocks; the diamonds represent guiding stars; the inner circles depict the tapestry of lands, the movement of communities across Country, and the meeting places formed along the way. The central blue circle signifies the waterways and coastlines that have long supported hunting, gathering, and fishing.



Local Menang members with staff

“Rex and I have been so grateful for the love, care, understanding, patience and sometimes difficult situations over these last 6 years. You are a wonderful group – Albany is so blessed to have you working at Hawthorn House.”

MARIE & REX



Lorraine Benson with Hawthorn House Client

Celebrating the Legacy of Lorraine Benson

For nearly three decades, Lorraine Benson has been the heart of Hawthorn House. Her 27 years at Hawthorn House reflect a career defined by compassion, dedication, and a

remarkable commitment to supporting people living with dementia and their families.

As she retires, we honour her extraordinary contribution and the lasting impact she leaves on the Hawthorn House community.

Memory Cafés

In partnership with local governments and businesses, Alzheimer's WA expanded the Memory Café initiative to a growing number of venues across the greater southwest.

These welcoming cafés offer an inclusive environment where people living with dementia and their carers can connect over coffee and conversation. By creating dementia-friendly spaces, the program offers a community which can provide valuable respite and supports caregivers with resources and peer connection.

Our Memory Cafes are free and do not require bookings.

“ Skye (Walker House Manager) is an angel on earth with no wings ”

CLIENT COMPLIMENT



Above: CEO Ella Dachs with Memory Café attendees, Woodvale
Below: Memory Café attendees at the Globe Coffee House, South Perth



CONNECTION AND CONFIDENCE

What the Memory Café means to Bob & Tina

Bob and Tina, married 40 years, noticed changes in Bob's memory and behaviour last year, leading to a dementia diagnosis after a long and difficult journey through GP visits, misdiagnoses, and costly scans.

Three months ago, they began attending the Monday Memory Café in South Perth, after hearing about it through Alzheimer's WA and other carers. What started as curiosity quickly became a lifeline. A warm, supportive community where they could connect with others on a similar path.



"The Memory Café has been a real turning point for us," Tina says. They've formed friendships, joined outings, and found comfort in shared experience. Bob and fellow member Gary are both part of a Curtin University probucol trial, and the café gives them a space to talk openly about their experiences. Tina, too, has gained reassurance and guidance from other carers.

Bob's life has been full and varied, from studying physics at Curtin to working at Swan Brewery, playing basketball, and later moving into water treatment, property development, and part-time work at Bunnings. Now 74, he has embraced a new routine through Curtin's study, taking up yoga, singing, crosswords, and daily exercise.

Tina credits Alzheimer's WA's Carer Support Group, Adjusting to Change course, and Bright Respite for helping them rebuild confidence and communication. With CHSP and ACAT support, they've also accessed subsidised meals, cleaning, and more than 20 home visits from allied health and support services.

Today, the Memory Café is a cherished part of their week, a place where Bob feels understood and where Tina finds strength in shared experience. "We're just saying yes to everything," Tina says. "And the Memory Café? It's one of the best things we've said yes to."

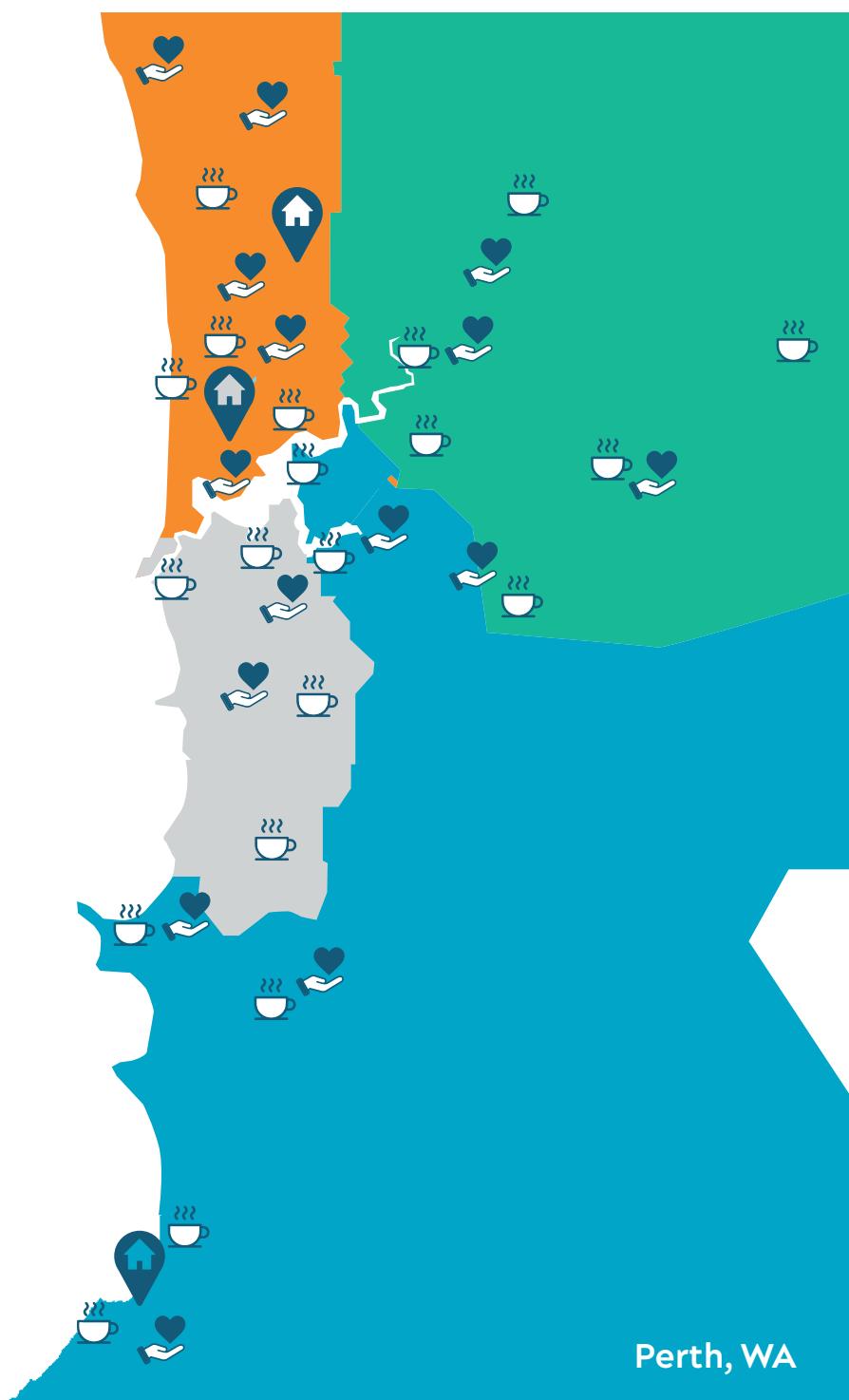


Scan the code to learn more about Memory Cafés



CARER SUPPORT GROUPS

Alzheimer's WA's Carer Support Groups provide a vital space for people caring for someone living with dementia to connect, share, and learn from one another. Facilitated peer-groups meet once a month for two hours, offering emotional and practical support, information on managing dementia, and strategies for navigating the caring role. There's also a dedicated group for those supporting someone with younger-onset dementia (diagnosed under 65 years of age).



Albany, WA

JOSH REECE-HANDS

Support Worker



My journey with Alzheimer's WA began in 2018, when I was invited to attend the Dementia Symposium at the Convention Centre. Hearing a person speak so openly about their lived experience of dementia was deeply moving and sparked a strong desire in me to understand more about this life-changing condition. This moment marked the beginning of my ongoing learning with Alzheimer's WA, who provided specialised training that shaped my path forward.

After completing my training, I joined Alzheimer's WA as a Support Worker in October 2018. Since then, I have had the privilege of supporting people living with dementia, along with their carers and families, an experience that has been both humbling and meaningful.

This work has been incredibly rewarding, offering another avenue to contribute to the

essential support we provide to families and carers. Carers carry the often-unseen weight of the challenges that come with dementia, and their strength, courage, and resilience are remarkable. I wish to acknowledge the extraordinary commitment they bring to their loved one's journey.

Alzheimer's WA plays a vital role in offering carers a safe, understanding, and empathetic space – one where experiences can be shared openly with others who truly understand the dementia path. These groups foster mutual support, respect, and connection, which are essential to the wellbeing of carers.

I feel honoured to be part of a team of dedicated and passionate people who strive each day to create positive change for those living with dementia and the people who support them.

ALLIED HEALTH SERVICES

Our dedicated team of clinicians provide tailored support to help our clients engage more in everyday life. Through personalised assessments and recommendations, we aim to enhance independence and wellbeing. This includes guidance on meaningful activities and the provision of assistive equipment to support daily living.

Our Allied Health professionals play a critical role in helping clients maintain their functional ability and quality of life. Key services include:

- Support with adjusting to change following a diagnosis or changes in health
- Provision of aids and equipment to enhance independence
- Home modifications to improve safety and suitability

- A range of therapeutic and health services focused on wellbeing, mobility, and daily living

These services are delivered by trained specialists with expertise in dementia care, enabling our clients to remain active, capable, and connected within their homes and communities.

Our team provides essential clinical support for individuals with more complex needs. Services include health monitoring, medication prompts, and ongoing assessment of wellbeing.

All services are delivered within a multidisciplinary model, ensuring each client benefits from the combined expertise of our clinical, allied health, and nursing professionals.



Mary Chester House Client



SIGNATURE EVENTS

This year's Signature Events brought our community together in celebration, learning, fundraising and connection. From our annual Walk to Remember, to the 2024 Dementia Symposium and Hollywood Golden Age Soirée, each event showcased engagement with our community.





550 participants



\$57,000+ raised

WALK TO REMEMBER

Our annual Walk to Remember was held at the beautiful Sir James Mitchell Park on November 10th, 2024. This event brought together 550 walkers, volunteers and Alzheimer's WA staff for an unforgettable evening where Alzheimer's WA raised over \$57,000!

The walk was officially opened by Professor Warren Harding AM, Chairman of AWA; Chief Executive Officer Ella Dachs; Geoff Baker MLA; South Perth Mayor Greg Milner; and Tina Altieri, who also served as Master of Ceremonies.

Along with the walk, the evening featured live music, food trucks and entertainment. A highlight was the Memory Wall, a meaningful tribute to loved ones impacted by dementia. Personal stories shared throughout the night highlight the importance of recognising dementia as a shared community experience.

The funds raised will directly support Alzheimer's WA's specialised care, education and advocacy programs across the State.



THE 2024 DEMENTIA SYMPOSIUM

On September 18th, 2024, Alzheimer's WA proudly hosted its 10th Annual Dementia Symposium at the Perth Convention Centre, themed "Future Ready: Innovative Dementia Care & Support." The event brought together over 320 attendees, including leading voices from government, health, and aged care sectors. Keynote speakers included The Hon. Emma McBride MP, Dr. Shirley Bowen, Janet Anderson PSM, Professor Warren Harding, AM and AWA CEO Ella Dachs, who shared insights on person-centred care, innovation, and the ongoing challenges in dementia support.

The day featured engaging panel discussions, recognition of Dementia Change Champions, and a moving performance by the Friends in Harmony Dementia Choir.

The symposium was an excellent reminder of our shared commitment to collaboration, excellence, and advocacy in dementia care, with overwhelmingly positive feedback from participants.



10th Annual The Dementia Symposium Participants



HOLLYWOOD GOLDEN AGE



Left: Geoff Baker, MLA South Perth, CEO Ella Dachs, Chairman Professor Warren Harding AM
Right: CEO Ella Dachs, Chairman Professor Warren Harding AM and Head of Finance and Operational Performance Nigel Holmes

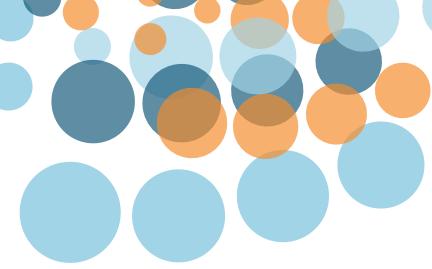
Alzheimer's WA hosted its annual fundraising Soirée at the Royal Perth Golf Club on May 23rd, 2025. This year's theme, Hollywood Glamour, celebrated the golden age of cinema, paying tribute to legendary icons such as Garbo, Gable, and Hepburn, many of whom are living with dementia.

Beyond the glitz and glamour, the night focused on the shared pathway

of dementia, a reality that touches every aspect of life, from memory and behaviour to communication. Families often turn to us for guidance as spouses transition into caregiving roles and adult children take on new responsibilities. This is complex and deeply emotional, making the support we provide all the more vital.

Research & Partnerships

Professor Warren Harding, AM, Chair and Head of Research & Partnerships



Driving Innovation, Early Detection, and Global Collaboration in Dementia Care
Alzheimer's WA continues to lead dementia-focused research and strategic partnerships across Western Australia and beyond. With over 100 million people impacted globally and more than 48,000 Western Australians living with dementia, we are committed to advancing early detection, safety, innovation, and workforce development.

Through collaborations with the University of Notre Dame, Macquarie University, and the National Lifespan Health and Wellbeing Research Institute, we are breaking down stigma and encouraging community engagement in research and education.

AI-Based Eye Pupil Light Response Research

In partnership with University of Notre Dame, Sir Charles Gairdner Hospital and Osborne Park Hospital Memory Clinic and with support from Deputy Chair Dr Sean Maher, we are trialling AI-based ocular biomarker analysis using mobile phone cameras to detect subtle changes in pupil response. This non-invasive method offers an alternative to costly procedures like spinal fluid extraction and PET scans.

Presented at the 2025 ADNeT Research Forum, this study received the award for Best Post-Diagnostic Care Poster and marks a breakthrough in community-based screening and early intervention.

Beyond the Front Door

We are trialling wearable devices and geo-perimeter sensors to support safe, inclusive community outings for people living with dementia. These technologies reduce

reliance on locked environments, allowing those living with dementia to remain active and connected while families gain peace of mind through real-time location awareness.

Innovation Hub Trial: Apple Pro Vision and iPads

A WA Government innovation grant is supporting the rollout of Apple Pro Vision headsets and iPads at our Walker House Innovation Hub. This trial explores eye-tracking, visual reminiscence, and immersive engagement for clients with advanced dementia, enhancing emotional wellbeing and cognitive stimulation in a safe, therapeutic setting.

Acute Sector Workforce Development

In response to high hospital presentation rates among seniors living with dementia, Alzheimer's WA welcomed \$680,000 in funding to train acute health nursing staff across WA. Launching in 2026, this initiative will improve clinical capability and patient outcomes, embedding dementia-informed care across hospital and community care settings.

Bridging Borders in Dementia Care

To meet the growing need for culturally appropriate care, we initiated the Dementia India Alliance. A draft MOU outlines shared goals in training, capacity building, and offshore workforce development. Through our RTO, we will deliver Certificate IV in Dementia Support, expanding our reach overseas and building a culturally capable workforce.

Strategic Policy Engagement

Alzheimer's WA is proud to be a leading voice in the development of WA's first State Dementia Action Plan, announced by Minister

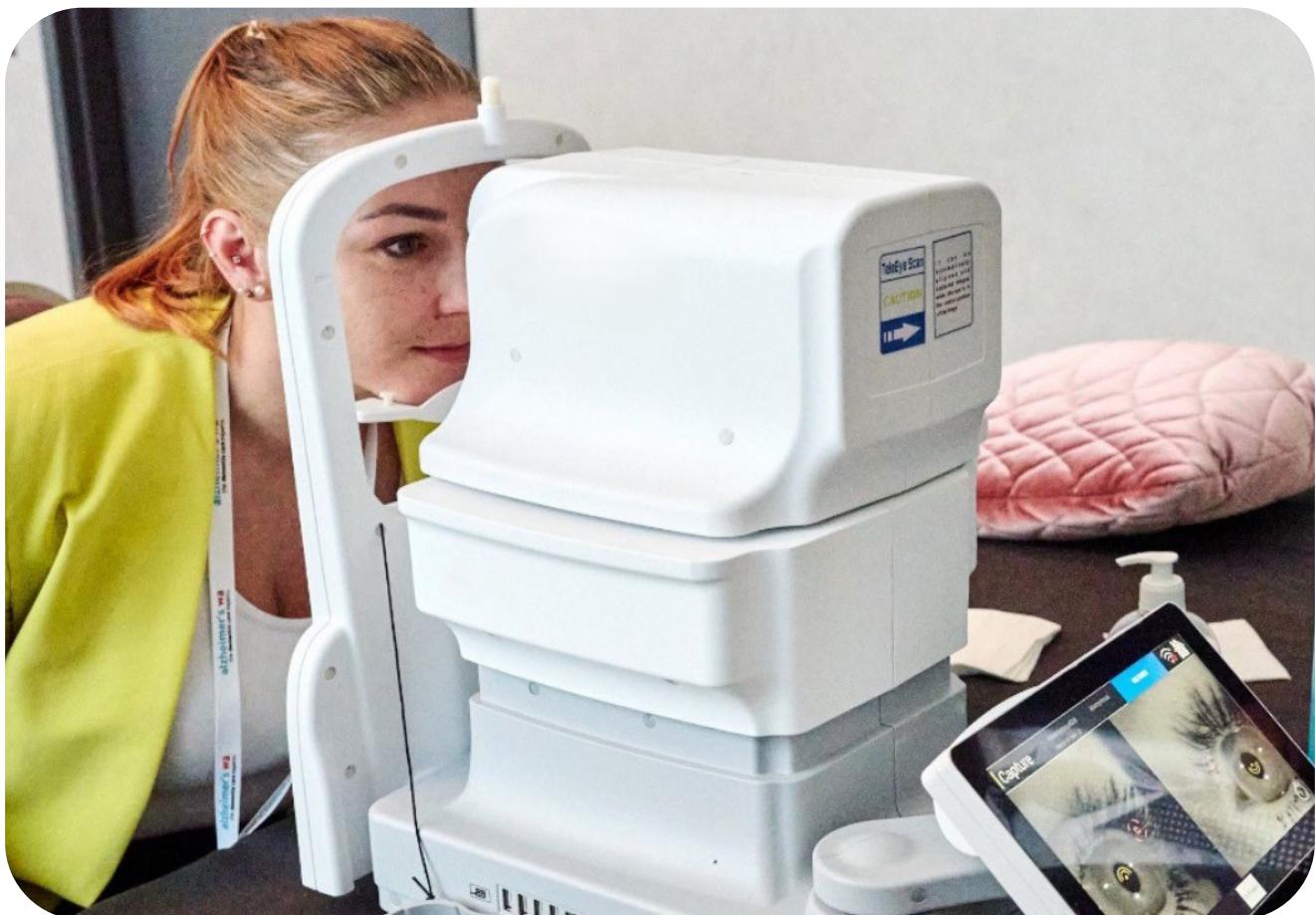
“ *Alzheimer’s WA is proud to help shape the State Dementia Action Plan, ensuring policy reflects lived experience and drives real change.”*

- PROFESSOR WARREN HARDING AM, CHAIR AND HEAD OF RESEARCH & PARTNERSHIPS

Meredith Hammatt MLA at our 2025 Dementia Symposium. Our contribution reflects our long-standing commitment to ensuring lived experience, clinical insight, and innovation are embedded in policy and service design.

Looking Ahead

Our research and partnerships strategy remains focused on early detection, technology-enabled care, and global knowledge exchange. These efforts ensure Alzheimer’s WA remains future-ready, delivering evidence-based solutions that offer hope and empower people living with dementia and their families.



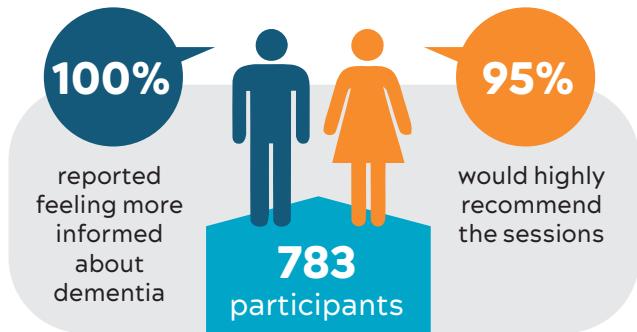
Education and Consultancy

Alzheimer's WA reached 783 participants through a range of training programs, including 23 in accredited training, 154 in Family and Friends sessions, and 19 in Enrich programs. These sessions equip families, carers, and professionals with practical skills, knowledge, and confidence to support people living with dementia.

Our work is strengthened through partnerships with organisations such as:

- UWA
- Department of Mines
- Safety Bay Pharmacy
- City of Vincent
- WA Museum
- Amana Living
- Busselton Hospice Care

These collaborations help make our training accessible across metropolitan



and regional communities throughout Western Australia.

The impact is clear, 100% of Family and Friends participants reported feeling more informed about dementia, and 95% said they would highly recommend the sessions.

Through education and collaboration, Alzheimer's WA continues to empower communities, improving understanding, care, and quality of life for people living with dementia and their carers.



Numero

This year, Numero featured at key sector events such as the Dementia Symposium, Walk to Remember, and the Healthy Lifestyle & Tech Savvy Seniors Conference, and was demonstrated to therapy assistants and small elder groups.

Schools remain strong adopters of Numero, with a record 128 schools participating in 2025 tournaments across both primary and secondary levels. The game reached regional communities including Bindoon, Bunbury, Esperance, Geraldton, Gingin, Kalgoorlie/Boulder and Nyabing, as well as metropolitan schools from Mandurah to Alkimos.

Although Alzheimer's WA owns Numero, publishing rights have been transferred to Julie Richards, allowing her to grow the game globally through her company, IET, including the expansion of the Numero app. This continued growth ensures a strong future for Numero and sustained income for Alzheimer's WA. We acknowledge and thank the Drysdale family and their dedicated volunteers for more than three decades of contribution.





OUR PEOPLE



Our people are the heart of Alzheimer's WA. This year, we celebrate the dedication, expertise, and compassion of our incredible team, whose commitment drives everything we do. From delivering person-centred care to innovating new approaches and supporting families, their work ensures dignity, respect, and hope for those living with dementia.

We remain focused on investing in our staff, creating a culture of safety and wellbeing, and empowering our team to continue making a meaningful difference across Western Australia.

RESPITE HOUSE MANAGERS



MARY CHESTER HOUSE
Kate Swift-Drummond
House Manager



ELLA'S HOUSE
Errolette Kemp
House Manager



WALKER HOUSE
Skye Forsyth
House Manager



HAWTHORN HOUSE
Kate Jones
House Manager

Long Service Awards

10 YEARS

Emily Boegheim	Administration Officer
Tracey Brook	Support Worker
Pepita Cumberland-Brown	Support Worker
Stefania Gisladottir	Support Worker
Vanessa Hill	Care Coordinator
Elizabeth Lord	Care Coordinator
Anne Newman	Assistant Coordinator
Murni Wright	Support Worker

15 YEARS

Debra Wynch	Support Worker
-------------	----------------

20+ YEARS

Lorraine Benson	House Manager
Shirley Morrison	Support Worker
Kellie Owen	Support Worker



Staff Pulse Survey

October 2024

The 2024 Staff Pulse Survey reflects a highly engaged and aligned team at Alzheimer's WA. Staff report strong clarity around expectations, with 92% understanding their role and 82% understanding our organisational goals.

Communication remains a strength. 92% know how to give feedback, 87% feel their feedback is valued, and 73% receive useful performance guidance.

92%



Understand their role

92%



Know how to give feedback

97%



Personal values align with ours

Our culture continues to be values-driven, with 77% proud to work at Alzheimer's WA, 78% feeling valued, and 97% saying their personal values align with ours.

These results highlight a committed, mission-focused workforce. We will continue to listen to our people and enhance a workplace where everyone feels supported and empowered.

Volunteers

We extend our heartfelt gratitude to our dedicated volunteers whose passion and commitment have made a profound impact across our community. At Alzheimer's WA, volunteers play an essential role in enriching the lives of people living with dementia and their families, bringing connection, compassion, and care to every interaction.

Looking ahead, we are excited to strengthen and grow our volunteer program, welcoming more individuals who share our vision of ensuring no one walks the dementia pathway alone.

VOLUNTEER SPOTLIGHT

JUDY JOUKADOR

Memory Café Volunteer - Woodvale Boulevard Cafe and Tea Rooms

Judy Joukador began volunteering at the Memory Cafés at the start of this year. Motivated by her husband's diagnosis four years ago and a strong belief in contributing during retirement, Judy has quickly become a valued presence at our Memory Cafés.

Judy, what inspired you to volunteer with Alzheimer's WA?

My husband was diagnosed with dementia four years ago, and that really motivated me to contribute in some meaningful way. I've always felt strongly about giving back, especially once you retire. You have the time.

How did you first get involved with the Memory Cafés?

I rang up and enquired myself. I'd heard about the Memory Cafés and was drawn to the idea of helping destigmatise dementia while supporting others going through similar experiences.

What has the experience been like for you?

It can be very confronting when a loved one is diagnosed, and I see that reflected in the people who arrive for the first time at the Memory Cafés. Many attend almost in shock. Everyone has such a different story, and it really helps create a sense of connection when we take the time to listen to everyone's stories.



Can you tell us about your relationship with the other volunteers?

I find that we all share very similar values. We all really 'clicked' from the beginning. It's wonderful to work with others who understand the importance of compassion, patience, and community.

How has your personal experience shaped the way you volunteer?

My husband tends to isolate himself and finds these settings overstimulating, so I understand both sides of the dementia pathway, the person living with it and the partner caring for them.

Is there a moment that has stayed with you from your time volunteering?

Yes, there's a gentleman who attends regularly, he's very outgoing and wears colourful shirts. One day he told me I reminded him of his mother. The following week, he brought in a photo of her, and to my surprise, we really did share a resemblance. It was such a touching moment. It shows how much trust and connection the Memory Café helps build.



L to R: Bruno, Donald, CEO Ella Dachs, Francois, Professor Warren Harding AM, Camille & Klaus

Philanthropy

Donor's Morning Tea

In January 2025, our Chairman, Professor Warren Harding AM and CEO Ella Dachs hosted a special morning tea at our Subiaco Head Office to honour the generosity of donors who have made a significant impact on our mission.

Guests included representatives from The Rotary Club of North Perth, The Nomads Golf Club Perth, Red Dress Choir, and Chipper/Oakwood Funerals, each with a personal connection to dementia and a shared passion for supporting our cause.

During the event, donors shared inspiring stories with staff and clients from Mary Chester House, highlighting their commitment to fundraising, advocacy, and creating a community where every person living with dementia feels valued and supported.

We extend our heartfelt thanks to these incredible individuals and to all who donated throughout the year. Every contribution makes a difference and helps ensure that no one walks the dementia pathway alone.

“ Lydia (AWA Support Worker) always brings a smile to Leslie’s face. Her warmth and positivity brighten his day every time she arrives to take him to the Rocky Club.”

- CLIENT COMPLIMENT



OUR MAJOR SPONSORS, FUNDERS, DONORS, SUPPORTERS AND CONTRIBUTORS



Australian Government Department of Health, Disability and Ageing



Government of **Western Australia**
Department of **Health**



Government of **Western Australia**
WA Country Health Service



Government of **Western Australia**
Department of **Communities**



Government of **Western Australia**
Department of **Treasury**



Government of **Western Australia**
Department of **Department of Energy and Economic Diversification**



*Thank you to all participants,
volunteers, fundraisers and donors.*

SIGNIFICANT DONORS

Rowley Family
Dawn K
LadieswithHeart
Bridget F
Jan D
Robert M
Richardson Family Foundation
Li S
Van H
William R
Neville F
Patricia S
Gilmac Pty Ltd/Mackie Hay Family
Anna G
From the Estate of the late Micheal L
From the Estate of the Late John P
From the Estate of the Late John E

MEMORY CAFES METRO

Baldivis Forget-me-not Memory Café
Belmont Memory Café
Booragoon Birue Boulevard Cafe and Tearooms
Cambridge Memory Café
Cockburn Forget-me-not Memory Café
Fremantle Forget-me-not Memory Café

Globe Coffee House Patisserie & Restaurant

Gosnells Forget-me-not Memory Café
Halls Head Forget-me-not Memory Café
Kalamunda Forget-me-not Memory Café
Kelmscott Forget-me-not Memory Café
Kwinana Forget-me-not Memory Café
Mandurah Forget-me-not Memory Café
Mundaring The Hub of the Hills
Riverton Forget-me-not Memory Café
Rockingham Forget-me-not Memory Café
The Minchin Centre, 55 Yule Road, Middle Swan

REGIONAL CAFES

Albany Handasyde's
Bunbury Caf-fez
Narrogin Forget-me-not Memory Café
Northam Forget-me-not Memory Café
Toodyay Forget-me-not Memory Café
York Forget-me-not Memory Café



**Get
Involved**

Donate/Become a
Member/Future events
and fundraising/Volunteer
Wills and Bequests





DIRECTOR'S REPORT

FOR THE YEAR ENDED 30TH JUNE 2025 GOVERNANCE

The Board of Directors is responsible for the governance of Alzheimer's Australia WA Ltd ('AWA'). The Board, led by Professor Warren Harding AM defines the outcomes and direction of Alzheimer's WA and formally delegates the delivery and operational management to the CEO.

Under the constitution, the Board is expected to:

- » Approve Alzheimer's WA's strategic direction;
- » Establish appropriate governance structures;
- » Approve annual business plan; and
- » Ensure significant risks are managed and identified.

Alzheimer's WA's Directors present this report to the members of Alzheimer's Australia WA Ltd for the year ended 30 June 2025.

DIRECTOR'S REPORT

Directors	Date Appointed	Board		
		A	B	C
Prof. Warren Harding AM	Jan 2019	7	7	7
Dr Sean Maher	Sept 2010	7	7	7
Mr Matthew Budge	Nov 2018	5	7	7
Ms Majo Merriam	July 2020	7	7	7
Ms Susan Downes	Jan 2022	4	7	7
Mrs Vera Riley	Jan 2024	7	7	7
Ms Penelope Keeley	Jan 2025	3	3	7
Mrs Ella Dachs	Oct 2019	5	6	7

A Number of meetings attended

B Number of meetings held during the time the Director held office during the year (including AGM)

C Total Meetings

Details of Director's qualifications, experience and special responsibilities are contained in the table overleaf.

DIRECTOR'S REPORT

Directors	Qualifications	Experience	Special Responsibilities
Professor Warren Harding AM	Bachelor of Science (1st Hons) Grad Dip. Media Brit Council Scholar (LSE)	Over 30 years of international consulting experience as Managing Partner across health, life sciences, public and private boards. Minister for Health nominee on the Sustainable Health Review. State appointed board member of the WA Disability Services Commission 2020-24. Appointed to the Commonwealth Department of Health National Dementia Reference Group. Member of Electricity Review Board. Federal Cabinet appointee to the Board of the Australian Digital Health Agency. Appointed a member of the Order of Australia 2023.	Chairman. Nominations Committee. Marketing and Branding Committee. Head, Research and Partnerships
Dr Sean Maher	Bachelor of Medicine Bachelor of Surgery Fellow of the Royal Australasian College of Physicians	Head of Dept of Rehabilitation and Aged Care at Sir Charles Gairdner.	Medical Director Nominations Committee. Research Committee.
Mr Matthew Budge	Bachelor of Commerce Master of Taxation Member of the Institute of Chartered Accountants in Australia and New Zealand	Broad range of business, tax and finance experience in diverse industries in Perth, Melbourne and Sydney.	Finance Director. Chair of Finance and Risk Management Committee. Strategy and Governance Committee.
Mrs Majo Merriam	Bachelor of Arts Masters of Social Work	Extensive knowledge in aged care, dementia and community services. Accredited assessor and delegate to the Aged Care Assessment Team at Sir Charles Gardiner Hospital.	Director
Ms Susan Downes	Bachelor of Science (Environmental Management)	Susan is a Dementia Advocate with AWA and has presented her dementia journey to aged care students, education and training workshops, local government employees and UWA medical students.	Director
Mrs Ella Dachs	Bachelor of Business (Org Psychology/ Human Resource Management) Post Grad Dip. Marketing	International experience in organisation and human capital strategy consulting specialising in change and business transformation across multiple industries and sectors.	Director. Chief Executive Officer. Marketing and Branding Committee.
Mrs Vera Riley	Bachelor of Applied Science in Occupational Therapy	Extensive experience as an Occupational Therapist, Vera has specialised in neurology, stroke rehabilitation, and aged care, with a strong focus on dementia care. She has contributed significantly to dementia support services.	Director
Ms Penelope Keeley	Bachelor of Law	Penny has over 40 years of legal experience spanning civil, commercial, criminal, and family law. She has held numerous leadership roles in governance and had been a Partner at Clair's Keeley since 1983 to 2018.	Director

DIRECTOR'S REPORT

New appointments

Ms Penelope Keeley appointed as Director in January 2025.

Resignations

Ms Susan Downes resigned from the Board in July 2025.

Principal activities

The company's principal activities during the year were;

- To provide representation and support while advancing the interest of individuals living with dementia and their carers at a personal, community and political level.

There were no significant changes in the nature of the company's activities during the year.

A detailed review of operations can be found in the Annual Report.

Operating result and review of operations

The operating result for the year was a surplus of **\$2,597,196** (2024: Surplus **\$674,305**).

The company is exempt from income tax.

Dividends

The company's constitution precludes the payment of dividends.

Change in state of affairs

During the year there have been no changes in the state of affairs of the company.

After balance date events

There has not arisen in the interval between the end of the financial year and the date of the report any item, transaction or event of a material and unusual nature that in the opinion of the directors is likely to substantially affect the operations of the company, the results of those operations, or the company's state of affairs in future financial years.

Future developments

The company will continue to carry on the principal activities noted above. There are no likely developments in the activities in future years, which will affect the results and therefore require disclosure.

Auditor's independence

A copy of the Auditor's Independence Declaration as required under s.60-40 of the *Australian Charities and Not for Profits Commission Act 2012* is included in page 62 of this financial report and forms part of the Directors' Report for the year ended 30 June 2025.

Indemnification and insurance of officers and auditors

Since the end of the previous financial year, the company has paid insurance premiums in respect of directors' and officers' liability and legal expenses' insurance contracts for current and former directors and officers, including senior executives of the company. The insurance premiums relate to:

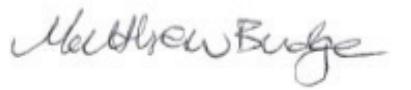
- Costs and expenses incurred by the relevant officers in defending proceedings whether civil or criminal and whatever the outcome.
- Other liabilities that may arise from their position, with the exception of conduct involving

DIRECTOR'S REPORT

wilful breach of duty or improper use of information or position to gain a personal advantage.

The company has not otherwise indemnified or agreed to indemnify an officer or auditor of the company against a liability incurred as such an officer or auditor.

Signed in accordance with a resolution of the directors.



DIRECTOR

DIRECTOR

PERTH

DATED THIS 26th DAY OF NOVEMBER 2025

Auditor's Independence Declaration

**Under ACNC Act Section 60-40
To the Directors of Alzheimer's Australia WA Ltd**

In accordance with Subdivision 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as lead auditor for the audit of Alzheimer's Australia WA Ltd for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, there have been:

- (i) no contraventions of the auditor independence requirements of the *Australian Charities and Not for Profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



MACRI PARTNERS CHARTERED
ACCOUNTANTS SUITE 2, 137,
BURSWOOD ROAD
BURSWOOD WA 6100
PERTH

A MACRI
PARTNER

DATED THIS 26th DAY OF NOVEMBER 2025

Report of The Independent Auditor on The Summary Financial Statements

To The Members of Alzheimer's Australia WA Ltd

The accompanying summary financial statements prepared by the Alzheimer's Australia WA Ltd which comprises the summary Statement of Financial Position as at 30 June 2025, summary Statement of Profit or Loss and Other Comprehensive Income and the summary Statement of Cash Flows for the year then ended, are derived from the audited general purpose financial report of the Alzheimer's Australia WA Ltd for the year ended 30 June 2025.

Summary Financial Statements

The summary financial statements does not contain all the disclosures required by the Australian Accounting Standards to the extent described in the audited financial report of the Alzheimer's Australia WA Ltd. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

The financial report and the summary financial statements do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified opinion on that financial report in our report dated 26th November 2025.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

DIRECTOR'S REPORT



PARTNERS
Anthony Macri CA FCPA
Domenic Macri CA CPA
Connie De Felice CA CPA

Report of The Independent Auditor On The Summary Financial Statements (Continued)

Opinion

In our opinion, the summary financial statements derived from the audited financial report of the Alzheimer's Australia WA Ltd for the year ended 30 June 2025 is consistent, in all material respects, with that audited financial report.



MACRI PARTNERS CHARTERED
ACCOUNTANTS SUITE 2, 137,
BURNSWOOD ROAD
BURNSWOOD WA 6100
PERTH



A MACRI
PARTNER

DATED THIS 26th DAY OF NOVEMBER 2025

Discussion and Analysis of the Financial Statements

INFORMATION ON THE COMPANY'S CONCISE FINANCIAL REPORT FOR THE YEAR ENDED 30TH JUNE 2025

The financial statements and disclosures in the Concise Financial Report have been derived from the 2025 Financial Report of Alzheimer's Australia WA Ltd and is an extract from the full financial report. A copy of the full financial report and auditor's report will be sent to any member, free of charge, upon request.

The information about the concise financial report is provided to assist members in understanding this report and is based on the company's consolidated financial statements and has been derived from the full 2025 Financial Report of Alzheimer's Australia WA Ltd.

The net surplus for the year was \$2,597,196, which has increased \$1,922,891 from the prior year (2024: \$674,305). This is mainly due to the increase in donation & bequests and higher profitability in education and consulting delivery.

Total income for the year was \$24,215,547 which has increased by \$4,053,969 from the prior year (2024: \$20,161,578) relating to higher client services income combined with donation and bequest revenues.

DIRECTOR'S REPORT

Total expenses for the year were \$21,618,351 which has increased by \$2,131,078 from the prior year (2024: \$19,487,273). This was mainly driven by an increase in contract and consultancy fees for the current year.

Total comprehensive income for the year of \$3,040,732 is higher than the prior year (2024: \$1,129,127) which is attributed to the improved net surplus for the current year.

Statement of Financial Position

The total assets of the Company increased by \$3,039,338 to \$36,147,386 (2024: \$33,108,048). This increase is mainly due to higher cash reserves and right of use assets relating to the lease renewal of the Company's Subiaco offices.

Total liabilities of the Company slightly reduced by \$1,393 to \$10,230,044 (2024: \$10,231,437, explained by an increase in lease liabilities offset by a decrease in trade and other payables.

Statement of Cash Flows

Net cash flows from operating activities of \$2,305,542 has increased from the prior year by \$4,196,005 (2024: (\$1,890,463)). This increase is primarily explained by higher cash inflows from government grants, services rendered and donations. This was partially offset by higher cash outflows from payments to suppliers and employees.

Cashflows from investing activities were a lower net outflow of \$501,080 compared to the prior year (2024: (\$2,033,137)) attributable to the significant payments for purchase of PPE in the prior year relating to the construction of the new Albany Respite cottage.

Cashflows from financing activities were a net outflow of \$145,651 and comparable to the prior year (2024: \$152,058).

In total there has been an increase in cash and cash equivalents for the year of \$1,658,811 (2024: \$10,060,986).

Statement of Changes in Equity

The total equity of the Company has increased by \$3,040,731 to \$25,917,342 from the prior year (2024: \$ 22,876,611) which is explained by the net surplus for the year and the positive performance of the Company's investments.

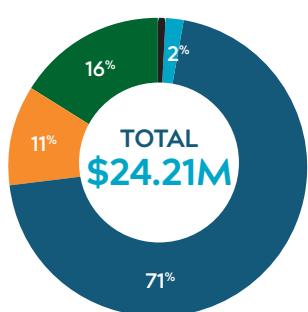
DIRECTOR'S REPORT

Statement of Profit or Loss and Other Comprehensive Income FOR THE YEAR ENDED 30TH JUNE 2025

	Note	2025 \$	2024 \$
Revenue	2 (a),(b)	24,215,547	20,161,578
Employee benefits expense		(13,964,699)	(13,841,652)
Depreciation and amortisation expense	2 (c)	(388,363)	(406,182)
Asset written off	2 (c)	(28,491)	
Finance costs	2 (c)	(26,988)	(18,675)
Other expenses		(7,209,810)	(5,220,765)
		(21,618,351)	(19,487,273)
Net surplus (deficit) for the year		2,597,196	674,305
Other Comprehensive Income:			
Change in fair value of financial assets		443,536	454,822
Other comprehensive (loss)/income for the year		443,536	454,822
Total comprehensive (loss)/income for the year		3,040,732	1,129,127

The accompanying notes form part of this financial report.

REVENUE BY SOURCE



- Government Funding | \$17,233,387.63
- Interest and Dividends | \$465,288
- Fee for Service | \$3,962,092
- Fundraising | \$2,546,683
- Other Income | \$8,455

EXPENDITURE BY NATURE



- Employment | \$15,574,655
- Program Related Costs | \$2,844,022
- Premises | \$854,749.97
- Consulting & Professional Services | \$4981,589
- Information Technology | \$395,314
- Other Expenses | \$243,963
- Advertising | \$292,125

DIRECTOR'S REPORT

Statement of Financial Position

FOR THE YEAR ENDED 30TH JUNE 2025

	2025 \$	2024 \$
Assets		
Current Assets		
Cash and cash equivalents	11,719,797	10,060,986
Trade and other receivables	1,418,850	1,302,084
Loan Receivables	1,076,588	1,102,014
Inventories	3,194	3,194
Prepayments	477,304	331,705
Total Current Assets	14,695,733	12,799,984
Non-Current Assets		
Financial Assets	5,447,713	4,962,507
Property, Plant and Equipment	15,420,681	15,196,494
Intangible Assets	16,673	26,031
Right of use Asset	566,586	123,032
Total Non Current Assets	21,451,653	20,308,064
TOTAL ASSETS	36,147,386	33,108,048

The accompanying notes form part of this financial report.

DIRECTOR'S REPORT

Statement of Financial Position

FOR THE YEAR ENDED 30TH JUNE 2025

	2025 \$	2024 \$
Liabilities		
Current Liabilities		
Trade and other payables	8,520,487	8,901,291
Lease liability	138,189	94,847
Provisions	868,816	907,706
Total Current Liabilities	9,527,492	9,903,844
Non Current Liabilities		
Lease liability	428,397	33,782
Provisions	274,155	293,811
Total Non Current Liabilities	705,552	327,593
TOTAL LIABILITIES	10,230,044	10,231,437
NET ASSETS	25,917,342	22,876,611
Members' Funds		
Asset Revaluation Reserve	9,135,716	9,135,716
Financial Assets Reserve	1,129,799	686,263
Retained Earnings	15,651,827	13,054,632
TOTAL MEMBERS' FUNDS	25,917,342	22,876,611

The accompanying notes form part of this financial report.

DIRECTOR'S REPORT

Statement of Changes in Equity

FOR THE YEAR ENDED 30TH JUNE 2025

	Retained Earnings \$	Revaluation Surplus \$	Financial Assets Reserve \$	Total \$
Balance at 1 July 2023	12,380,327	9,135,716	231,441	21,747,484
Net Surplus attributable to operating activities of the company	674,305	-	-	674,305
Other Comprehensive Income	-	-	454,822	454,822
Balance at 30 June 2024	13,054,632	9,135,716	686,263	22,876,611
Balance at 1 July 2024	13,054,632	9,135,716	686,263	22,876,611
Net Surplus attributable to operating activities of the company	2,597,195			2,597,195
Other Comprehensive Income	-	-	443,536	443,536
Balance at 30 June 2025	15,651,827	9,135,716	1,129,799	25,917,342

DIRECTOR'S REPORT

Statement of Cash Flow

FOR THE YEAR ENDED 30TH JUNE 2025

	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from:		
Donations and gifts	1,546,686	720,442
Government Grants	8,645,488	6,176,449
Interest	289,228	164,722
Dividends	176,060	148,954
Rendering of services	13,474,463	11,499,551
Other receipts	10,941	8,115
GST (paid) / received	(361,008)	18,930
Borrowing Costs	(26,988)	(18,675)
Payments to Suppliers and employees	(21,449,328)	(20,608,950)
 NET CASH FLOWS FROM OPERATING ACTIVITIES	 2,305,542	 (1,890,462)
 CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for purchase of Intangible Assets		(23,750)
Payments for purchase of PPE	(484,837)	(1,962,030)
Payments for financial assets at amortised cost - term deposits	(41,669)	(12,229)
Loans (given to) Alzheimer's WA Future Fund Limited	25,426	(35,128)
 NET CASH FLOWS USED IN INVESTING ACTIVITIES	 (501,080)	 (2,033,137)
 CASH FLOWS FROM FINANCING ACTIVITIES		
Lease payments	(145,651)	(152,058)
 NET CASH FLOWS USED IN FINANCING ACTIVITIES	 (145,651)	 (152,058)
Net increase/(decrease) in cash and cash equivalents	1,658,811	(4,075,658)
Cash and cash equivalents at the beginning of the financial year	10,060,986	14,136,644
 CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR	 11,719,797	 10,060,986

The accompanying notes form part of this financial report.

Notes to the Concise Financial Statements

FOR THE YEAR ENDED 30TH JUNE 2025

Note 1: Statement of Significant Accounting Policies

The financial report covers Alzheimer's Australia WA Ltd as an individual entity. Alzheimer's Australia WA Ltd is a company limited by guarantee, incorporated and domiciled in Australia.

Basis of Preparation

The financial report is a general-purpose financial report that has been prepared in accordance with the requirements of the *Australian Charities and Not for Profits Commission Act 2012*, Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board. A Statement of Compliance with the International Financial Reporting Standards ('IFRS') as issued by the International Accounting Standards Board ('IASB') cannot be made due to the company applying Not for Profit specific requirements contained in the Australian Accounting Standards.

The financial statements for the year ended 30 June 2025 were approved and authorised for issue by the Board of Directors on 26th November 2025.

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

DIRECTOR'S REPORT

Note 2: Revenue, Other Income and Expenses

	2025 \$	2024 \$
Note 2: REVENUE, OTHER INCOME AND EXPENSES		
(a) Revenue		
Sale of Goods	405	603
Rendering of services	12,568,090	10,984,295
Government grants	8,624,545	8,135,050
Donations and gifts	2,546,683	720,442
Sundry Income	10,536	7,512
	23,750,259	19,847,902
(b) Other income		
Investment income		
- Interest	289,228	164,722
- Dividends	176,060	148,954
	465,288	313,676
Total Income	24,215,547	20,161,578
(c) Expenses		
Finance costs	26,988	18,675
Depreciation	388,363	406,182
Consultancy fee	748,301	260,764
Assets written off	28,491	-
(d) Auditors' remuneration		
External Audit	20,000	20,000
	20,000	20,000

Note 3: Segment Reporting

The company operates predominately in one business and geographical segment being provision of community services in Western Australia.

Note 24: Events After the Reporting Period

There are no matters or circumstances that have arisen since the end of the financial year that have significantly affected or may significantly affect the operations of the company, the results of those operations or the state of affairs of the company except for the information disclosed in the Directors' report.

DIRECTOR'S REPORT

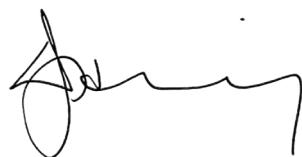
DIRECTORS' DECLARATION

FOR THE YEAR ENDED 30TH JUNE 2025

The Directors of the Alzheimer's Australia WA Ltd declare that in the directors' opinion:

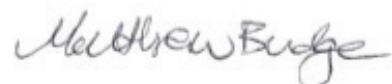
1. The accompanying financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.
2. There are reasonable grounds to believe the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.



DIRECTOR

PERTH
DATED 26th DAY OF NOVEMBER 2025



DIRECTOR

PERTH
DATED 26th DAY OF NOVEMBER 2025



Volunteers are the heart of Alzheimer's WA, making a meaningful difference in the lives of those who need it most. By joining our team, you'll have the opportunity to connect with your local community, make new friends, and develop valuable skills that can even support your career growth.

To find out more, scan the QR code.



Volunteer

To Volunteer at AWA
please scan the QR
code



RIGHT TO DISCONNECT

AWA recognises the importance of work-life balance and upholds employees' right to disconnect outside their agreed working hours. This commitment forms part of our broader wellbeing strategy to reduce fatigue, protect mental health and improve productivity; any breaches are addressed through our People & Capability team.



alzheimer's wa

the dementia care experts

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