



ANNUAL REPORT

EACH HOUSING LTD

2024–25

Contents



01

Acknowledgement of Country



02

CEO and Chair message



03

About EACH Housing



04

Our values



05

Our reach



06

Impact



07

Our renters – Greg's story



08

**Acknowledging Bright Church
(Wantirna)**



09

Financial summary



10

**Acknowledgment of
Funding Support**

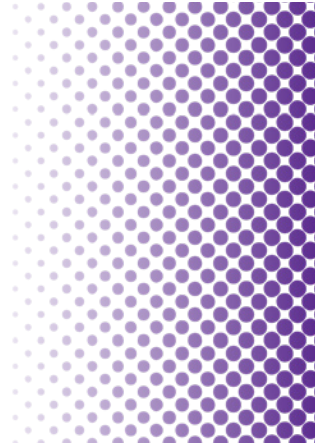
Acknowledgement of Country

We acknowledge the
Traditional Custodians
of the lands, skies and
waterways and pay our
respects to Elders past,
present and emerging.

We acknowledge all Aboriginal
and Torres Strait Islander people
and acknowledge their culture,
heritage and right to self-
determination.

We recognise that sovereignty
was never ceded, and
acknowledge the continuing
impact of colonisation.

We are indebted to the Aboriginal
and Torres Strait Islander staff,
past and present, who have
contributed their knowledge and
skills to this organisation and the
communities we serve.



CEO and Chair message

At EACH Housing, our purpose is clear: to provide affordable, safe and secure housing for those who need it the most.

In 2024–2025, we accommodated 149 occupants across our housing portfolio, maintaining an occupancy rate of approximately 98%. Our housing options continue to include our long-term rental housing, specialist disability accommodation as well as crisis housing, and in December 2024, we established our affordable housing program.

This year, we made meaningful progress toward our Strategic Plan objectives. We upgraded assistive technology in our specialist disability accommodation dwellings, enhancing the amenity and independence of our renters. We introduced a long-term affordable housing initiative, offering homes to families at risk of homelessness or facing

housing distress in the private rental market.

Our biannual renter events and quarterly newsletters helped foster connection and engagement, and our 2024 renter satisfaction survey reflected strong results:

- 83% satisfaction with housing services
- 76% satisfaction with renter engagement
- 92% satisfaction with repairs and maintenance

Our partnerships continued to strengthen our impact. We successfully delivered the Homes for Families (H4F) transitional housing program ahead of schedule, in collaboration with Homes Victoria, Anglicare Victoria and Each. We maintained our strong relationships with Homes Victoria, Wellways and the Bright Church (Wantirna) — whose Christmas giving campaign provided over 80 Coles gift vouchers, as well as the Country Women's Association (Wandin chapter), whose generous donation supported our mission.

EACH Housing is also a place where our people thrive. We achieved 100% staff retention — well above the sector average — and invested in wellbeing, safety and professional development. Our team embraced flexible working arrangements and new tools to improve consistency and efficiency, ensuring we continue to deliver high-quality services.

Looking ahead, our focus remains on delivering our Strategic and Business Plan objectives, supporting our renters, strengthening partnerships, and empowering our dedicated team.



Natalie Sullivan
Chief Executive Officer



Luke Guthrie
Chair, EACH Housing Ltd Board

About EACH Housing

We are a for-purpose registered housing provider that offers stable and affordable housing to those most in need. Our mission is to provide a genuine neighbourhood environment for people experiencing housing insecurity.

We offer more than just bricks and mortar. We also provide health and wellbeing support through an integrated and coordinated approach to address the whole-of-life needs of our renters.

We recognise the need for our renters to receive dedicated support as needed throughout their tenancies to be able to maintain their accommodation and to maximise their opportunities.

Our properties are primarily located in the Inner and Outer East, South and South East of Melbourne.

Our values

Our vision

Housing for a healthy and inclusive community.

Our mission

To provide secure, safe housing to enable people to build healthy, independent lives.

EACH Housing is a subsidiary of the parent organisation Each, which provides an integrated range of services in Mental Health, Primary Care, Child Youth and Family Wellbeing, Early Childhood Approach, Older Adults and NDIS across Australia's eastern seaboard. Learn more about Each at www.each.com.au.

Our Values and Behaviours

Our values are demonstrated by measurable behaviours. Together, our values and behaviours articulate how we 'think' and 'act' to fulfil our purpose.



Customer-Centricity

Customers are at the centre of everything we do.



Service Excellence

We strive for outstanding performance.



Social Justice

We strive to create equity and fairness for all.



Innovation

We push boundaries and try new things.



Collaboration

Together we accomplish more.

Our reach

In the 2024 – 2025 financial year:

149

people were housed in secure housing

109

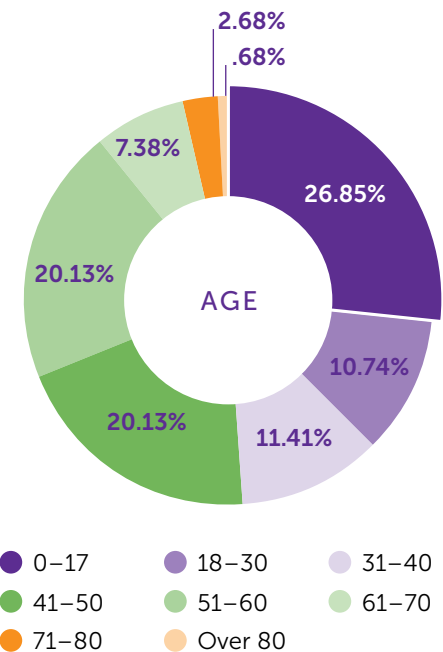
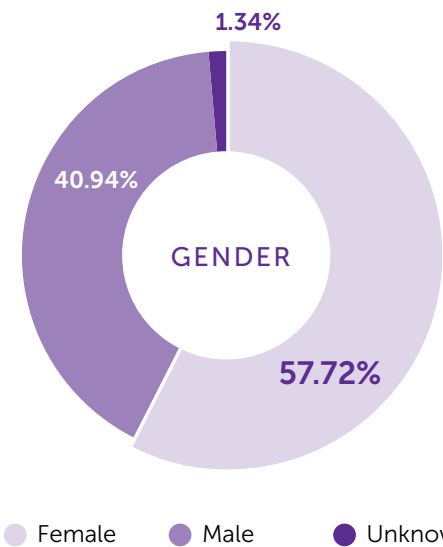
tenancies

48

occupants had a disability (32% of occupants)

8

of our renters identify as being Aboriginal and /or Torres Strait Islander (5%)



Impact



31,512

Nights of affordable accommodation provided



97.53%

Average occupancy



100%

Urgent requested repairs undertaken on time



83%

Tenant satisfaction – housing services



83

Number of properties managed



87

Tenancies

8

Specialist disability accommodation

1

Crisis accommodation

76

Long-term accommodation

2

Affordable housing accommodation

Greg's journey to independence with EACH Housing

When Greg moved into his EACH Housing home in March 2025, it was the first time in a long time he felt truly independent — free to live life on his own terms and no longer defined by disability.

Living with motor neurone disease (MND), Greg had spent time in hospital while applying for Specialist Disability Accommodation and the support hours he needed to live safely and independently. It was a tough time. He'd left his family home and didn't know where he'd end up.

"I was living in a palliative care hospital," Greg shares. "I had nowhere else to go."

When Greg discovered EACH Housing's property, it immediately felt like the right fit. EACH Housing offered the flexibility and support he needed to make the move possible.

"I'd looked at other places, but the questions I was being asked made me feel uncomfortable. EACH was different. They were welcoming."

The location was ideal, and the facilities exceeded his expectations.

"It's perfect," Greg says.

LIVING LIKE HIMSELF AGAIN

Now, Greg feels safe. He feels secure. And most importantly, he feels like himself.

"I've got my independence back. I'm slowly getting my life back together. I have freedom. I'm living like a normal person here."

Unlike other housing models he'd explored, Greg isn't tied to a single support provider. He's able to bring in his own trusted support workers during the day, while EACH Housing ensures overnight support is always available.

"The support here is tailored around my needs. Not around what someone else thinks I need."

A HOME THAT WORKS FOR HIM

Greg's home is fully accessible, with ceiling hoists and thoughtful design features that make daily life easier. It's not just functional — it's empowering.

"I don't feel like I'm a disabled person here. That makes a huge difference."

A LONGSTANDING CONNECTION

Greg's journey with EACH Housing's parent company, Each, started long before he moved into his current home. He's accessed services like podiatry and NDIS support over the years.

"All my dealings with EACH Housing and Each have been great. Everyone I've worked with has made things simple and really good."

LOOKING FORWARD

For Greg, this home isn't just a place to live — it's a place to rebuild. EACH Housing has given him the space, support, and respect to live life on his own terms.

"I'm really happy," he says. "EACH Housing is great. The house is great. I feel like I belong here."



Acknowledging Bright Church (Wantirna)

EACH Housing warmly acknowledges and thanks Senior Pastor Sarah Fagerland, Senior Pastor Ben Fagerland, and the extended Bright Church (Wantirna) community for their ongoing and generous support of EACH Housing and the people we support.

Founded in 2006, Bright Church is a community committed to service, worship, teaching, and connection. Over the past four years, through their Christmas Giving appeals, Bright Church has raised funds to donate a wide range of gifts and essentials to families and individuals housed with EACH Housing. Their generosity has included over 130 children's toys, more than 150 gift vouchers, upwards of 80 Christmas food hampers, and more — an active demonstration of their community spirit, kindness and thoughtful philanthropy.

These acts of generosity have a real and immediate impact on the wellbeing of our clients. We are deeply grateful for the continued kindness shown by the Bright Church community, and we are proud to recognise their thoughtful and much-needed contribution.

Learn more about Bright Church (Wantirna):

www.brightchurch.com.



Financial summary

Our financial outcome this year is a surplus of \$20,634.

For full details please see our 2024/25 Financial Statement on the publications page at www.eachhousing.com.au.

	2023/24	2024/25
Revenue from Operations	2,928,243	1,744,061
Non Operating Income	160,305	192,342
Capital Grants	498,050	0
Total Revenue	3,586,598	1,936,403
Total Expenses	(2,693,571)	(1,915,769)
Surplus/(Deficit)	893,027	20,634
Other Comprehensive Income	0	134,152
Total Comprehensive Income / (Loss) for the year	893,027	154,786

ASSETS	2023/24	2024/25
Cash and Liquid Investments	4,101,222	2,523,623
Property, Plant and Equipment	9,610,652	9,528,583
Other Assets	239,021	352,994
Total Assets	13,950,895	12,405,200

LIABILITIES	2023/24	2024/25
Trade and Payables	157,414	172,012
Provisions	91,184	122,517
Other Liabilities	5,365,782	3,619,370
Total Liabilities	5,614,380	3,913,899
Net Assets	8,336,515	8,491,301

Acknowledgment of funding and support

We would like to acknowledge that the services we deliver are made possible by funding from the federal and state governments and partner organisations including:



We would also like to acknowledge our service delivery partners:



Our sincere thanks to the following community partners and organisations that have supported us through 2024-25:

- Community Housing Industry Association Victoria
- National Disability Services
- Bright Church (Wantirna)
- Country Women's Association (Wandin Branch)
- Chintaro
- Legal Vision
- Each Maintenance
- Sustainable Facility Group
- Complete Carpet – Bayswater
- Whitehorse Plumbing
- All Hour Property Maintenance
- K&G Property Improvements
- CLG Electrics
- Melbourne Experience Cleaners
- GK Painters and Decorators
- Detector Inspector
- Flash Glass & Glazing
- Statewide Locksmiths
- BCMC Safety Solutions

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DISCLAIMER

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