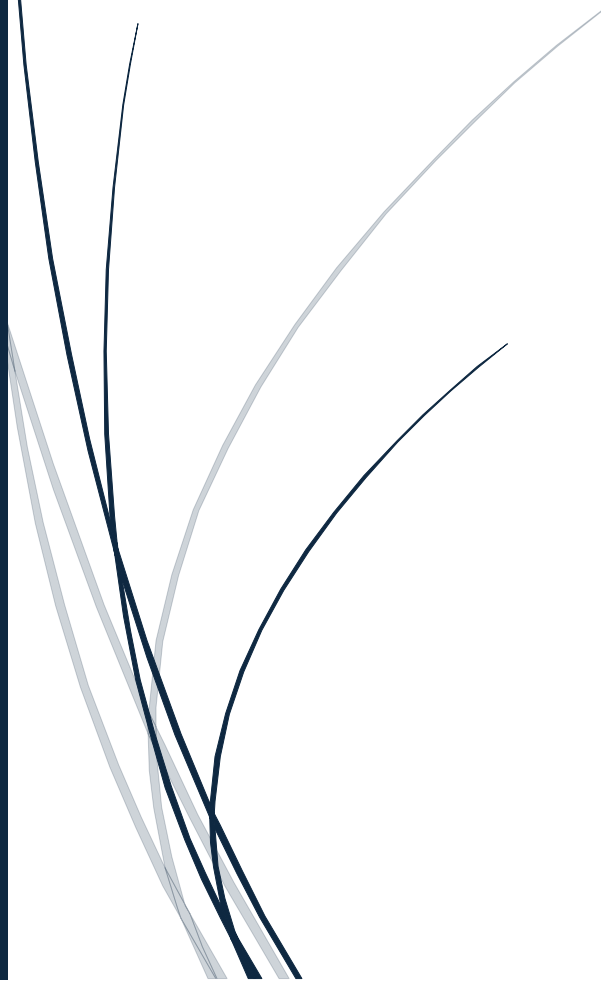


arbias

Newsletter

Issue #7
October 2025



A word from the CEO...



Hello arbias team,

Now that we have survived a very cold winter this year and entered spring, those temperatures creeping up slowly lift the spirits and encourage us to get out for walks or into the garden, maybe a coat of paint around the house or start a new project. The folk we support feel no different. I have had the opportunity recently to chat with some of our clients who say they are very happy to see the sun and get into outdoor activities and I know you will be keen to share that with them.

A key outcome for the Directors on our Board recently was the sign off, of our 2025/2026 budget forecast. Whilst the delivery of the budget was overdue by a few months due to the departure of the finance manager and a review of the structure of the finance team, we were able to provide a budget that has greater certainty, accuracy and transparency to that of the past; thank you to David Milenkovic (external consultant) and Donna our Finance Team Manager. We opted for a flatter structure and outsourced elements of the finance work in the spirit of reducing the size of our executive

David was previously the CFO for Ford International and as an analyst brings extraordinary expertise to our work in Finance. David has completed the initial project brief (budget) and will be retained part time (2 days/month) to support and coach Donna through to the next financial year.

By the way, congratulations Donna and well done Neeru 🙌🙌

Further congratulations go to David, our Manager Client Services NSW who has accepted a promotion to CEO of another Disability Support agency in Sydney. I will miss his company, loyalty and leadership.

Recruitment was successful by virtue of a good number of quality applicants with Thomas Due winning the position in a very competitive process. I look forward to introducing Thomas shortly in person throughout the ITS sites NSW and when he comes to Melbourne for an Executive meeting.

A big thank you to OJ who is acting up in Mario's position whilst he travels overseas on a much-earned holiday. Whilst OJ is filling big shoes she is doing a great job in leading and managing our diverse programs. OJ is providing strong leadership, management and strategic thinking. Well done.

I am really looking forward to Program Manager's recommendations for the upcoming CEO Awards and our next staff meeting.

Talk soon 😊

John

Annual Forum – Victoria

One of the highlights in the arbias calendar year is the Annual Forum Victoria, which took place this year at the Royal Melbourne Zoo, on 7-8 August 2025. The venue, (Bongu Su room), was situated among animal surroundings with a backdrop of vibrant greenery and offered a truly enchanting experience.



Board of Directors:

One of the newest members of the Board of Directors, Laura Scott kindly attended the Forum and introduced herself while sharing photos of her family life and spoke of her travels, work and arbias.



Welcome to Country:

We were privileged to have Elder John from the Wurundjeri People, join us for the Welcome to Country. Elder John spoke of the land and his upbringing, which was inspirational and motivating.



WorkSafe

Anna Uhe from WorkSafe gave an overview of WorkSafe Victoria, explaining their role, the role of the provider, as well as the referral process.



Absolute Care & Health

Natalie De Vos and Madryn talked about the recent collaboration with arbias that began in 2025 highlighting the importance of mandatory training and maintaining these skills as part of ongoing support to clients.



Go Salary

Ben Markovic, Director of Client Services from Go Salary, provided an informative session on Salary Packaging, for a better understanding on how it all works and its benefits, as well as useful information on HELP fees.



Frossa Mrakas

Frossa Mrakas, who provides clinical supervision to our arbias' social workers, presented a workshop on factors that can contribute to Compassion Fatigue, Burn Out, and Vicarious Trauma to help employees identify and build awareness around their capacity.



Annual Forum – Victoria

Fun and Games

As always, fun and games are an important part of the Annual Forum to allow participants to 'let their hair down' a little and enjoy fun activities among the busy agenda of presentations.

Ice breaker!

The infamous Legos that are becoming customary at these events, were back to challenge the participants. Keeping with the theme of the location, the aim was to construct an animal, and the most creative design wins the points. Always a great way to start off the day.



Race Around the Zoo:

A great team building exercise this year was the Race Around the Zoo. This not only encouraged staff to work together towards their common goal of coming first, but was a fun activity enjoyed by all involved, and the winning team received complimentary prizes.



And the winners are.....

After a last fun activity of trivia, and a wrap up of the forum, the points were tallied up and the winning team was announced.

Brain Injury Awareness Week

Brain Injury Awareness Week (18–24 August) was a special time for Arbias, with the DE&I team organising a day that brought staff, clients, and supporters together. We shared a BBQ lunch, enjoyed live music from a talented client, played football in the sun, and planted seeds to mark the occasion, with green ribbons and green cupcakes symbolising Brain Injury awareness. More than just a celebration, the day was an opportunity to pause, connect, and raise awareness of the realities of brain injury. Thank you to everyone who helped create such a warm, inclusive space for our community.

Isabella Gatsios, Team Manager – Intensive Specialist Support Services, DE&I member/leader.



It was such a great opportunity to see so many clients and colleagues attend the Brain Injury awareness BBQ at Bulleke-Bek park on September 19th. What a fabulous opportunity to meet clients from other departments - in person, catch up with past clients and to have some out of office time to catch up with colleagues in a relaxed space. The kick-to-kick activity allowed Melissa (Case Management client) an opportunity to join in and safely be part of a game she loves but has been advised not to play due to her previous brain injuries. Naomi (case management client) was hesitant to attend due to her social anxieties - but through the seed planting activity - she was able to feel an increased level of purpose and gravitated to facilitating the activity thus allowing others around her the support they needed to complete the task.



Bonnie Halliday, DE&I member/leader

R U OK? Day

This year, 11 September 2025, was dedicated to R U OK? Day. A time to encourage conversations about mental health and an opportunity to have meaningful discussions. It is also a reminder that such conversations should not just occur once a year. The theme for 2025 is “Ask R U OK? Any day”



The staff at Hope St took some time out and celebrated this day, starting off with a morning meditation session, kindly provided by Meditation Teacher, Berrak Bektas, also known as Bee.

Bee, began the session through an initial conversation, eliminating the ‘myths’ that evolve around meditation and explained how exercises such as meditating can help to relieve stress.



All who attended experienced a relaxing and calming moment followed by discussions of some of their experiences.

OJ Celik, Acting Client Services Manager for Victoria, who had organised the session, then provided a short presentation highlighting the importance of this day.

A delicious morning tea was served to end the event and everyone was ready to start their day on a positive note.



ITS Gosford, NSW

The Fresh Start program

Paramount tattoo removal is proud to be bringing the fresh start program to New South Wales. This service has now assisted in changing people's lives who have regrettable images tattooed on their bodies, especially facial.

One of our clients who, Sue from our Gosford site has been case managing, has many historic facial tattoos pertaining to his time in gangs and incarceration. He is very keen to turn his life around and believes one of the main things holding him back are the severe tattoos all over his face and neck. Sue found Fresh Start, and she helped him complete his application and be accepted onto their program! Of course, there was a lot of anxiety involved however his officer has told arbias that he is now "able to demonstrate greater confidence and communicate more effectively than he otherwise may have."

He will now attend every ten weeks for the laser treatment, and the opportunities are now opening for him with employment and blending back into the community.

Some feedback received for Sue:

*Thank you for taking the time to ensure such a smooth and positive transition for ***** It was clear that ***** experienced a high level of anxiety.*

..... your efforts were instrumental in ensuring a smoother landing for him.

*Through your professionalism, calm demeanour, and supportive approach, ***** was able to demonstrate greater confidence and communicate more effectively than he otherwise may have.*

*I think it speaks volumes that ***** himself acknowledged this as the first time he has felt genuinely supported during his history of parole in the community. This type of feedback is rare in our work, given the mandated nature of supervision and the deficit-focused space we often operate in. Your support has helped ***** achieve outcomes that extend beyond simply mitigating risk, contributing meaningfully to improvements in his overall quality of life. Additionally, the goals he has set for himself appear to be a direct result of the supportive work you have done with him. He clearly presents with renewed confidence and displays a great attitude towards his parole.*

*Once again, I sincerely appreciate the time and effort you put into delivering this handover. I am confident it will contribute to a more positive long-term outcome for *****.*

Sue 🙌🙌

Well done!

ITS– Newcastle, NSW

First time Mum

Josephine has a client in Newcastle who is a first-time mum but was unfortunately using Ice and in a very violent relationship with her partner. Josephine got a call 5 weeks ago, her Client was hysterical on the phone; her partner (father of the baby) had physically hurt her, and she was thrown out on the road.

When Josephine arrived, it was evident the client was under the influence and at 7 months pregnant was left to walk the streets. After a thorough assessment Josephine called her a cab with a directive to go straight to the community corrections office.

Along with the officers, Josephine spent the next 7 hours keeping her safe in a room....meanwhile the partner was waiting outside.

Police were called and after some persuasion the client made statement, as did the ComCorr staff and Josephine. Finally, the partner was arrested with an AVO placed on him.

The client allowed Josephine to call an ambulance so that the baby could be monitored and kept safe. Due to an active Child protection case for the baby, Josephine knew that there would be a lot of services involved. So, Josephine reached out to the local Aboriginal maternity unit to see if they had her on their case load, which they did and everyone quickly collaborated and bought all stakeholders together to continue to support her.

Mum is now doing well has not returned to the abusive partner, has not contacted him, and is safe in a refuge. Baby is growing, Mum has put on weight and has not used since; she also attended parenting classes.

Mum is due in October and continues to be supported by Arbias.

But..... Baby *Cianna* arrived early in late September and both mum and bubs are doing well.

T

T is a very young Aboriginal man (18 years) and has difficulty expressing his needs. He has come from Youth Justice to Adult Corrections. He is very shy and has a long family history of anti-social behaviour, with many family members known to Corrections.

ITS worker Josephine was able to relocate him from the worst suburb for crime and drugs to a much better neighbourhood in a private affordable rental. It is tenanted under and NDIS company who specialise in Aboriginal youth (12 -25 years old). At the last home visit, the house was spotless, with not one thing out of place and so beautiful and tidy. He is living with his girlfriend and is receiving an after-care plan package.

It is with much hope that with the mentoring of elders and the Aboriginal NDIS provider, T will thrive from here on. With his permission we have spoken to local Elder who is pro social. Uncle is on board if needing to follow up with T should he disengage.

Josephine is next hoping to get him working or studying, and if he chooses to also gain his license. Through our local free service for the Aboriginal Community.

Kudos Josephine 🙌🙌🙌



ITS Dubbo, NSW

JA

Client JA was referred to ITS on the 29th July 2025. JA was released from a Sydney Gaol in the early hours of the morning with no Medication. JA was able to secure a bed at Gibir House for TA. ITS has been able to book him an urgent appointment for JA to be back on his medication which he is currently taking. JA has advised he was on the waitlist in custody for the buprenorphine injection, however, could not get onto the program.

ITS has assisted JA at a GP appointment which has then led to JA getting on to the buprenorphine program on the 8th of August 2025. JA was then made the transition to the Men's refuge but due to miscommunication from the Men's refuge it left JA homeless. However, with the support of CRC and ITS being able to assist with a few nights' accommodation, it provided time for both services to really advocate on why JA should still be allowed to go back into Temporary Accommodation. JA eventually secured a housing property in Trangie.

ITS and CRC have then used Brokerage to be able to assist JA with the basic things to get him through. JA was offered his housing property with having completed 6 weeks on the ITS program. JA has moved into his new property on the 17 September 2025. JA has achieved a lot in the short 6 weeks, and we are beyond proud.

Excellent work Jess 🙌🙌



ITS Kempsey, NSW

JM

History of Alcohol and drug dependence plus serious Mental Health issues.

He has been on a constant cycle in and out of prison with no stability or prospects.

Since being with Mark, JM has been attending all appointments after deciding this was the right time to change his life around.

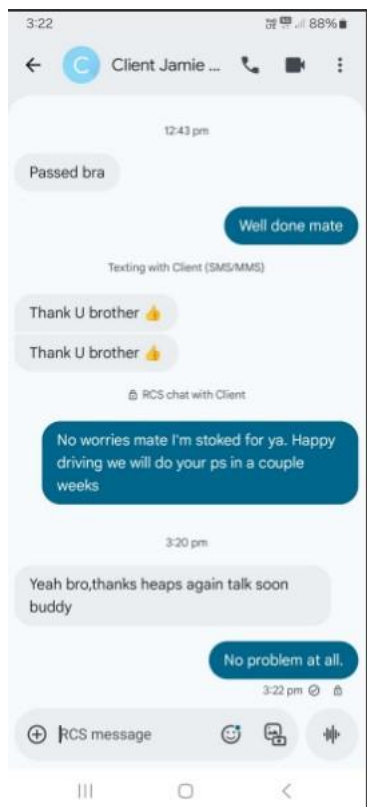
He is receiving his medication for his mental health and is actively looking for work. Something that has never been a priority before.

He now has stable living arrangements.

JM built his confidence and with some encouragement from Mark, went for his driving test.

The attached texts were sent to Mark after JM successfully passed his test.

JM states nobody has ever had faith in him before – but he now regards Mark as his biggest inspiration.



ITS Nowra, NSW

Wedding Bliss

Our lovely Bronte from ITS Nowra was married recently and this is her story:

At the end of August, I celebrated my wedding day, it was a truly unforgettable milestone. My husband Luke and I first met when we started working together at a real estate agency, where quickly developed a strong friendship. We worked closely together in our roles and would get morning coffees together and playing pranks on each other. After working together for just over a year we realised that our friendship was turning into something more and we started to spend more time together outside of work, before we began dating. Over the years we've built a life together, adopted a few pets, and recently purchased our first home, which we're enjoying making our own.

Luke's proposal last year was just as special as our wedding day. With the help of our old boss, he secretly decorated the barn at her house where we shared our first kiss. I walked in to find candles, rose petals, champagne and music playing and that's when Luke got down on one knee and proposed.

We got married at a local venue on the South Coast of NSW, and despite gale-force winds the night before, the weather calmed just in time for us to have the outdoor ceremony we had dreamed of. Surrounded by family and friends, it was the perfect day to celebrate our story so far and the exciting new chapter ahead.

Congratulations Bronte & Luke!



Community Programs

Community Programs (CP) have recently started engaging with clients from different SRSs on weekends.

This has made a great impact on clients, as it provides them with more opportunities to do different activities, socialise and engage more with the community.

As clients do not have much socialising over the weekend, knowing that Community Programs offer this service has given them new things to look forward to and they are loving it.

It's a great initiative from Community Programs and so far, it is proving to be very successful!



Support Coordination

Michelle

MC is a participant who has been supported by arbias for the past 10 years with assistance provided by Outreach workers and Support coordinators.

MC had been pleased to be living independently in a community housing unit in the Melbourne suburbs for the past 4 years with her cat as her companion.

A few months ago, MC experienced a decline in health that required a surgical procedure followed by a long period of recovery and rehabilitation upon discharge from hospital.

arbias continued to provide daily supports for MC with the provision of shopping, cleaning and health appointments. It was, however, evident that MC was encountering difficulties with everyday tasks, such as cooking, washing and personal care due to a decline in her mobility and preexisting ailments.

Despite these setbacks in her health, MC was determined to remain in her home for as long possible. Options for a more supported accommodation environment providing onsite 24/7 care were discussed with MC by her support and health care workers which she considered carefully.

A recent, brief hospital admission and discharge resulted in MC being resolute in deciding that the time had come to explore options to ensure that she was provided with safe and supported accommodation.

arbias's Outreach and Support coordination team collaborated in sourcing an appropriate home using supported residential services. MC was provided with a tour of the accommodation and met the staff and other residents and expressed an interest to her workers that she would be pleased to transition there (especially as the SRS accepts pets).

Following the visitation, support workers helped with MC to move (with cat) to the SRS.

MC has now settled after being provided with a lovely bedroom and ensuite bathroom. MC has informed her workers that she feels safe and secure and has experienced the best sleeps in months. The SRS are providing meals, washing and cleaning, and this enables MC to have more time to socialise with other residents and spend time with her support workers to attend appointments.



MC is fortunate to have been provided with funding and supports that could facilitate a return to her community housing property at a time of her choosing.

arbias continues to deliver ongoing supports for MC that allow her to maintain a level of Independence and enjoy her daily living.

Intensive Specialist Outreach Case Management

Walking group:

Bonnie, Intensive Specialist Outreach Case Manager, and member of the OH&S Committee, Bonnie Halliday, recently introduced a Walking Group at the Hope Street office. The group get together for a 10min walk around the block, if weather permits on a weekly basis.

Bonnie informs:

"The weekly walking group has been a huge success! Thank you to everyone who has attended and/or planning to in the future. Just a reminder that it runs on Monday and Thursday mornings 9:30 - 9.40am - meet in the TAC area. It's a great way to start the day with a mindful activity, fresh air and a chance to increase morning motivation."

Bonnie has also shared some ideas on how you can incorporate movement into your days.

Thanks Bonnie!

Office Stretches and Exercises



Glutes & Lower Back



Back



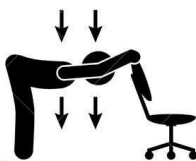
Legs



Glutes & Abductors



Glutes & Abductors



Back & Lateral



Shoulder & Upper Back



Calves Stretch



Neck



Triceps Dip



Chest Expansion



Oblique



Tricep



Shoulder Shrug



Back & Shoulder

Intensive Specialist Outreach Case Management

Good news all round!

Recently, I have had the privilege of exiting a few long-term TAC clients, who have achieved their accident-related goals with arbias!

It is such an honour to have shared this journey of recovery with each client, and I congratulate their achievements wholeheartedly.

Being exited from arbias' case management services allows an additional level of independence to each client, allowing them an increased level of autonomy to managing their care team and wraparound community services. Well done to all involved!

Melissa

One of Mellissa's accident-related goals has been to get her damaged teeth restored.

After her traffic related accident, Melissa felt a deep sense of loss to her independence and losing some of her teeth caused additional self-confidence concerns.

There was a reluctance to return to a clinical setting to undergo anaesthetic to remove her problematic teeth at the dental hospital - so after many months of deliberating - Melissa and her case worker visited Co-health in Footscray for a dental examination. It was there that Melissa felt empowered to begin her journey into the improvement of her smile. Melissa was introduced to Dr Asseman whose gentle nature put Melissa at ease so much - that she decided it was time to 'get it done'.

Since that day - Melissa has happily returned to co-health for regular appointments and is expected to have a new smile in the next fortnight! Melissa has expressed that her smile represents overcoming personal and systemic boundaries. It will improve her sense of self and also allow her to eat her favourite foods again with ease! I cannot wait to share that moment with Melissa - it's a true testament to her courage and will power!

Bonnie Halliday - Intensive Specialist outreach Case Manager

Great News

Intensive Specialist Outreach Case Management

Nasrin, a client I've been supporting, sustained a moderate closed traumatic brain injury in June last year, shortly after arriving in Australia. Originally from Afghanistan and having lived in Pakistan for 22 years, she arrived with no surname on her official documents due to cultural reasons. This caused her significant distress and a sense of lost identity.

Initial attempts to resolve the issue through numerous services were unsuccessful. With professional advice, we proceeded with a Change of Name application through the Registry of Births, Deaths and Marriages (BDM). Together, we submitted the required documents and responded to all BDM queries. Nasrin was issued her Change of Name Certificate, which brought her a great sense of relief and empowerment.

This achievement has boosted her confidence and motivation to pursue other personal and settlement goals. She continues to make meaningful progress in her recovery through regular engagement with occupational therapy, speech pathology, physiotherapy, and facial physiotherapy.

This journey has not only helped Nasrin regain a sense of identity and autonomy, but it has also laid a strong foundation for her continued progress in the year ahead.

Alanna Mancuso - Intensive Specialist Outreach Case Manager



Intensive Specialist Outreach

Case Management

This referral was received in late 2023 under case management support. After completing a comprehensive assessment, I identified that Jason, who has an Acquired Brain Injury (ABI), had not been receiving any formal services or consistent support for approximately three years. During this time, Jason had been living independently with limited social interaction and struggled to manage his daily activities, which significantly affected his physical health, mental wellbeing, and overall quality of life.

Through proactive case management, I worked closely with Jason to build trust and develop a person-centred support plan tailored to his individual needs. I identified key areas requiring immediate attention, including physical rehabilitation, daily living support, mental health, and community engagement.

To address his physical needs, I referred Jason to both an Occupational Therapist (OT) and a physiotherapist. These professionals have since established strong working relationships with Jason, providing regular sessions and positive feedback on his engagement and progress. Their involvement has helped him regain confidence, improve mobility, and maintain a more structured daily routine.

Recognizing the importance of support in his home environment, I arranged for a support worker and cleaning services to assist with daily living activities. These services have helped Jason maintain a clean, safe, and comfortable living space, which has had a direct and positive impact on his wellbeing and motivation.

In addition, I referred Jason to a psychologist to provide emotional and psychological support. He is currently awaiting the commencement of therapy sessions, which are expected to help him further develop coping strategies and improve emotional resilience.

Throughout our engagement, I maintained consistent communication and encouraged Jason to take an active role in his care planning and decision-making. Over time, he has become more independent and motivated to continue achieving his goals.

Overall, Jason has expressed great satisfaction with the support provided and has shown remarkable improvement in his physical, emotional, and social wellbeing. This case highlights the importance of coordinated, person-centred case management and demonstrates the positive outcomes that can be achieved through effective collaboration with multidisciplinary professionals and ongoing client engagement.



Ali Farah - Intensive Specialist Outreach Case Manger

Wear it Purple Day & Art Expo

On 29 August, we celebrated **Wear It Purple Day**, with this year's theme, "*Bold Voices, Bright Futures*," honouring the power of authenticity and the importance of safe, inclusive spaces. Thank you to all staff who wore purple and showed your support for this significant day.



Art Expo

Art Program

Team Manager – Intensive Specialist Support Services, Isabella Gatsios, created a fabulous initiative for clients, showcasing the creative works of individuals living with an acquired brain injury (ABI). All pieces will be created by clients engaged in arbias' client services. This initiative promotes empowerment, self-expression, and healing through art. It's a chance to celebrate unique voices and talents that are often unseen. Artworks will be available for sale, with 100% of profits going directly to the client/artist. The program will run fortnightly workshops to be facilitated by Bonnie and Isabella, with an **Art Expo** planned for early next year. The start of the art program has been slightly delayed; however, preparations are well underway, and updates will be shared soon!

Now is a great time to start thinking about which clients may like to participate. Remember, clients can showcase their artwork in the expo even if they don't attend the workshops. Participation can be supported through Core Support funding, please reach out to Isabella Gatsios or Marina Simundic for more details. Watch this space!

**ART EXPO
JOIN US**

Location: Arbias training room
Cost: Free entry



**TELL US IF YOU
WANT TO:**

 Join Fortnightly Art Workshops

It is a safe and inclusive space where you can prepare artwork, explore creativity, and build confidence through self-expression.

 Join the exhibition with your art work

Artworks will be available for sale, with 100% of profits going directly to the client artist.



Isabella Gatsios –
igatsios@arbias.com.au

Deadline:
August 25th

Date: November date TBC
(Must be 10th and 16th but awaiting confirmation)

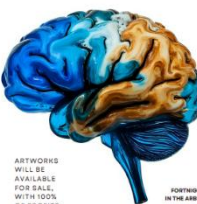
Location: Arbias training room
Cost: Free entry
Light refreshments provided

**ART
EXPO
2025**

EXPRESSION OF
INTEREST

WE ARE HOSTING A CLIENT-LED ART EXHIBITION SHOWCASING THE CREATIVE WORKS OF INDIVIDUALS LIVING WITH AN ACQUIRED BRAIN INJURY (ABI). ALL PRICES WILL BE CREATED BY CLIENTS ENGAGED IN ARBIAS' CLIENT SERVICES. THIS INITIATIVE PROMOTES EMPOWERMENT, SELF-EXPRESSION, AND HEALING THROUGH ART. IT'S A CHANCE TO CELEBRATE UNIQUE VOICES AND TALENTS THAT ARE OFTEN UNSEEN.

ARTWORKS WILL BE AVAILABLE FOR SALE, WITH 100% OF PROFITS GOING DIRECTLY TO THE CLIENT ARTIST.



AT THE END OF THE EXHIBITION, FORTNIGHTLY ART WORKSHOPS WILL BE HELD IN THE ARBIAS TRAINING ROOM, FACILITATED BY BONNIE HALLIDAY.

THESE WORKSHOPS ARE A SAFE AND INCLUSIVE SPACE WHERE CLIENTS CAN PREPARE ARTWORK, EXPLORE CREATIVITY, AND BUILD CONFIDENCE THROUGH SELF-EXPRESSION.

WE ARE SEEKING PARTICIPATION FROM ALL CLIENT SERVICES STAFF, TEAM MANAGERS, AND PROGRAMS TO NOMINATE CLIENTS WHO MAY WISH TO PARTICIPATE IN THE WORKSHOPS AND/OR EXHIBIT THEIR ARTWORK.



Team Building: Support Coordination & Intensive Specialist Outreach

As the new Team Manager for these departments, the focus is on strengthening team connection and culture through a range of initiatives:

- **Monthly Team Lunches:** A chance for Support Coordinators and Case Managers to come together, share a meal, and connect.
- **Weekly Team Huddles (Mondays):** Quick updates, strategy sharing, client engagement tips, and weekly goal setting.
- **Weekly Debriefs (Fridays):** A 15-minute check-in to reflect and reset.
- **Weekly Readings:** Short, relevant learning opportunities, recent topics include trauma-informed care.
- **Professional Development:** Case Management staff attended a Melbourne University seminar on *The Social Model of Disability*, which was engaging, thought-provoking, and highly relevant.



Bring a plate lunch

Referrals have surged, and our Case Managers have responded with outstanding dedication, taking on new clients while maintaining high standards of care!

The team will soon undertake additional training, including:

- A **clinical framework** aligned with bio-psycho-social domains
- **SMART goal setting** and injury-specific training
- A **new initial assessment tool** designed to mirror this framework

Isabella Gatsios - Team Manager – Intensive Specialist Support Services

RIPL - Abbotsford

Matthew is a vibrant individual with a great sense of humour. He's always joking and laughing with staff, creating a positive atmosphere wherever he is. He enjoys going out for coffee, doing quizzes, and never misses an episode of The Chase Australia.

Matthew is highly capable and advocates confidently for his own needs. He also has a very supportive family who play an important role in his life. One of Matthew's main goals is to regain his mobility, and he is regularly attending physiotherapy to work toward this.

Mathew enjoys birdwatching, and these photos were captured at sunset as bats soared from Yarra Bend Park toward East of City.



arbias Footy Tipping Competition

arbias' Footy Tipping Competition returned this year, and it was great to see not only Victorians taking part, but also team members from NSW.

There were many unpredictable games, resulting in fluctuating places on the ladder, but it is my belief that if you start off tipping well in the first round, chances are you will remain in a comfortable position on the competition ladder.

This year, the prize pool was allocated to the Winner (1st), Runner Up (2nd) and Wooden Spoon (last).

After a very close margin of 1st and 2nd, the winners of the arbias footy tipping competition for 2025 are:

Reilly Connell – Winner



Martin Jackson – Runner-Up



Marina Simundic – Wooden Spoon



Presentations were made during the Annual All Staff meeting in October 2025.

Well done to the winners and good efforts to the unsuccessful - there is always next year!

CEO Awards - 2025

In continued tradition, the CEO awards were announced for 2025 and were also presented during the Annual All Staff meeting in October 2025.

Congratulations and well done to:

- Isabella Gatsios - *Team Manager – Intensive Specialist Support Services*
- Reilly Connell - *Intensive Specialist Outreach Case Manager TAC*
- Sheree Fields - *Case Manager – ITS NSW*
- Agnes Chitambo - *Disability Support Worker – TAC RIPL*



Congratulations!

**“Success is not the
key to happiness.
Happiness is the key
to success.
If you **love** what you
are doing, you will be
successful.”**

- Albert Scheitzer