

ANNUAL REPORT 2024-2025

PEOPLE

PURPOSE

PROGRESS





CONTENTS

Feature Story	4
Our Messages	5
People	8
Purpose	14
Progress	18
Philanthropy Report	22
Meet Our Leadership Team	24
Meet Our Board	25
Treasurer's Report & Financials	26
Our Supporters	28
Feature Story	30
Our Partners	31

WHO WE ARE

Founded in 1941, Emmy Monash is a leading independent aged care provider for the Melbourne Jewish community.

A forward-thinking team with a modern facility at Hawthorn Road, Caulfield North, our high standards of care and cultural connections are what set us apart.

We're proud of the role we play in connecting generations within the community—and supporting our residents, families and staff.

Because at Emmy Monash, we provide more than just aged care. We facilitate meaningful connections—and redefine excellence.

OUR VISION

To enrich the lives of our residents by providing an outstanding level of care and, at the same time, engaging the broader Emmy Monash family: our staff, supporters, volunteers and the community.

OUR MISSION

To deliver the best quality care to seniors in our Jewish community—now and in the future.

Emmy Monash acknowledges the Boonwurrung people of the Kulin Nation as the Traditional Owners and Custodians of the land on which our organisation resides. We pay our respects to their Elders past and present, and acknowledge and uphold their continuing relationship with this land.

NEW PLANS, STRONGER FUTURE

Significant reforms are reshaping aged care in Australia. The new Aged Care Act and strengthened Quality Standards—in effect from November 2025—will reset the benchmark for how aged care is delivered.

With the strengthened standards come greater expectations. But they also bring greater opportunities to improve how Emmy Monash shows up for our residents and the Melbourne Jewish community.



SHAPING EMMY'S FUTURE

This year, we've taken steps to prepare for these changes. At the same time, we're developing a new Strategic Plan to keep Emmy strong, relevant and responsive—today and into the future.



LISTENING TO LEADERS

We spoke with community and sector leaders to align our new Strategic Plan with real needs and expectations.



PLANNING WITH FORESIGHT

We researched demographic trends to understand the future needs of the Melbourne Jewish population, including the projected rise in those aged 80+ in Glen Eira within five years.



DEFINING THE PATH TOGETHER

Our Board members, Leadership team and an external facilitator came together for a strategic planning workshop to shape a shared vision for Emmy's future.



FUTURE-PROOFING EMMY

We identified ways to strengthen Emmy's relevance to the community—while safeguarding financial sustainability.



STAYING COMPLIANT & CONFIDENT

At every step, we ensure our planning complies with the new Aged Care Act and Strengthened Standards, so our residents continue to receive the quality care they deserve.

1

2

3

4

5



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE

MUSIC IS EMMY'S HEARTBEAT

At Emmy Monash, music is part of everyday life. From singalongs to classical melodies and toe-tapping tunes, it lifts spirits, sparks memories, and brings people together.

Thanks to our generous supporters, volunteers, and talented performers, music is thoughtfully planned and celebrated. Each day offers something unique.

Mondays begin with *Travelling Tunes* featuring David Morris, a favourite among Bierman residents. His warm presence and familiar songs set a positive tone. Tuesdays bring *Morning Melodies* to the Function Room, where volunteers Leah, Karen, Anat and friends perform classic and traditional Jewish songs that evoke treasured memories.

Midweek, volunteer Deby David leads *Seated Shirim Israeli Dancing*, blending movement and music in a crowd-favourite session. On Wednesdays, David Black continues the *Travelling Tunes* tradition, while Wellbeing Facilitator Pablo Cravzov draws a standing-room-only crowd with his acoustic guitar and vocals.

The week ends with the beloved *Sunday Concert*, a highlight for residents and families. Each concert is different—rock 'n' roll, classical quartets, or vibrant Klezmer—but all are memorable.

Music at Emmy is more than entertainment. It's joy, connection, and comfort—every day, in every style. This vibrant program is not government funded. It's made possible entirely through the generosity of our donors and the Emmy Monash Foundation, who ensure music continues to enrich lives across our community.



SHABBAT WITH FRIENDS

Friday evenings at Emmy Monash are filled with warmth and song. Once a month, the St Kilda Shule congregation, led by Rabbi Glasman and the Shule Choir, fills Emmy with music and spirit—it's more than a service, it's an experience.

We also welcome Mount Scopus students and alumni at times, whose joyful energy make Shabbat gatherings feel both familiar and fresh. Alongside these, we host Kabbalat Shabbat services with other valued partners—schools, youth movements, and shules—creating vibrant, intergenerational memories.

These pop-up services are bold reminders of our strong community connections and the joy of sharing tradition together.

PRESIDENT'S MESSAGE

This year has been one of progress and purpose for Emmy Monash—driven by thoughtful leadership, collective effort and a shared vision for the future.

I'm pleased to report a strong financial turnaround—a clear sign that we're regaining stability and confidence after a few challenging years. That, along with consistently high occupancy, reflects the trust our community places in us and the reputation for care that sets Emmy apart.

Much of this is thanks to our dedicated team. The calibre of people we've been able to attract and retain remains industry leading. It's a culture we're deeply proud of.

Our executive and leadership team, under Tanya Abramzon's guidance, has continued to evolve and strengthen. Tanya brings clarity, stability—and a genuine curiosity and willingness to grow. Her forward-thinking approach has positioned us well as we look ahead, and I thank her sincerely for her outstanding work.

We've also welcomed new members to the Board, whose diverse expertise is already helping us explore opportunities in technology and governance. In particular, we're now considering how Emmy can continue to innovate responsibly, using emerging technologies like AI to enhance the care we provide.

This spirit of future-thinking also led us to begin shaping a new strategic plan. As part of this, we've established a new Development Committee to explore how we can meet the growing and changing needs of our community. We thank the Board and leadership team for participating in this

process and sharing their insights to help shape Emmy's next chapter.

We're also keeping a close eye on the changes in funding models coming this financial year. These shifts will bring both challenge and opportunity, and we're preparing carefully to ensure we respond with stability and strength.

Meanwhile, our Foundation continues to support our work, funding staff scholarships and securing our long-term sustainability. We're grateful to Andrea Morris for her leadership and to all those in the community who have generously contributed. Your support means so much to us, especially at a time when giving is stretched across many global causes.

I'd also like to acknowledge Board member Tom Gorog OAM, who was recognised in the 2025 King's Birthday Honours for his outstanding community service. Tom has served on the Emmy board for nearly 20 years, and his contributions have shaped many of the initiatives at Emmy today.

Finally, thank you to our staff, leadership, Board and community for your continued trust and support. Together, we are ensuring Emmy remains a place of purpose, connection and exceptional care.



ROD NIRENS



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE

CEO'S MESSAGE

In the past 12 months, we've seen challenges, change and meaningful progress. Through it all, our priority has remained the same: to support, nurture and uplift our community—and to stand proud in Melbourne's Jewish community.

We began the year with reflection. As part of our strategic planning, we spoke with industry leaders, partners and community members, and held a workshop with our Board and leadership team. These conversations reaffirmed our purpose and will shape the path ahead, ensuring Emmy remains resilient, relevant and ready to meet evolving needs.

This comes as significant reforms, including a new Act and strengthened standards, reshape how providers operate. Thanks to our team's expertise and commitment, Emmy is ahead of the curve. We've invested in workforce development, technology and program innovation—not just to be compliant, but to enrich residents' lives.

Amid these changes, our Executive and Leadership teams have shown what it truly means to lead. With steady stewardship, clear vision and a collaborative spirit, they are shaping our strategy and fostering a united, engaged team—one that keeps residents at the heart of everything we do. Throughout a challenging year, they have led with empathy, passion and warmth.

Our clinical care team remains strong and steady. We're exceeding industry benchmarks in care minutes, leadership capability and staffing across clinical and operational areas.

Meanwhile, our hospitality team has elevated the dining experience.

From private functions to in-house catering, they are setting new standards of excellence that enhance daily life, with more exciting developments to come.

Our lifestyle program delivers outstanding benefits through the expertise of our Culture, Community & Wellbeing team—talented staff, passionate volunteers and a network of long-standing community partnerships. These relationships support engaging initiatives that connect Emmy residents to culture, strengthen Jewish traditions and foster a vibrant sense of purpose.

In a challenging year for the Jewish community, our Social Counsellors have provided vital counselling and emotional support to residents, families and staff alike. Their work reflects the kind of care Emmy is known for: care that consistently goes above and beyond.

Across every department, I see immense compassion, professionalism and resilience. Whether welcoming new residents, supporting families or being there in difficult moments, our staff show up every day with remarkable dedication and heart.

To every staff member, thank you for consistently bringing your best to Emmy—you are truly what sets us apart.

To the Board—thank you for your guidance and unwavering dedication. I'm also grateful to our Patron, Pauline Gandel AC, for her steadfast support of Emmy and

our mission. And a special note of thanks to Tom Gorog OAM, honoured in the King's Birthday list for his outstanding commitment to Emmy and the community.

To our community: thank you for continuing to invest in Emmy's future. The depth and quality of our offering—from Kosher dining to innovative lifestyle programs and outreach—is only possible because of your generosity. These are the services that set Emmy apart.

Your support enables us to deliver excellence today—and tomorrow. Whenever the community needs us, Emmy is here. With a strong team, a clear vision and a new strategic plan in the works, we look forward to the future with confidence and pride in who we are.



TANYA ABRAMZON



PATRON'S MESSAGE

This past year at Emmy Monash has reminded me, once again, that care is not just about services—it's about people, connection, and community.

Emmy continues to be more than a place of care; it's a vibrant centre where Jewish identity is lived and shared, and where residents are supported in ways that honour their whole selves. As Patron, I've had the privilege of seeing this in action, through the dedication of staff, the generosity of volunteers, and the unwavering support of our community.

What continues to set Emmy apart is its role within the Melbourne Jewish community. Residents are connected with schools, synagogues, cultural organisations, and local groups. These relationships don't just enrich individual lives, they strengthen the fabric of our community. Emmy is a place where people feel they belong, and that sense of belonging is what makes the care here so meaningful.

I want to acknowledge the staff who bring compassion, professionalism, and pride to their work every day. Their efforts ensure that residents feel respected, valued, and celebrated. CEO Tanya Abramzon has once again led with clarity and strength, guiding Emmy through another year of growth and progress.

Volunteers continue to be a vital part of Emmy's heartbeat. Their presence brings joy, companionship, and a sense of continuity to residents and families. The progress we've seen this year is the result of many hands working together—staff, volunteers, supporters, and the wider community.

The Emmy Monash Foundation has also continued to grow, helping to secure Emmy's future. My husband John and I are proud to support the Foundation, knowing that Emmy's impact reaches far beyond aged care—it's a place where generations come together and community is nurtured.

To everyone who has contributed this year—through the Foundation, Annual Appeal, or other initiatives, thank you. Your support has made a real difference. Together, we're building a future where our seniors can live with dignity, purpose, and joy.

On behalf of John and myself, I say Kol Hakavod to the entire Emmy Monash family. It's been a year of meaningful progress, and I'm proud to see Emmy continue to grow as a place of care, connection, and community.



PAULINE GANDEL AC



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE

PEOPLE



Community isn't just something we talk about. It's something we nurture every day. Whether through vibrant resident programs, our warm team culture or embedded volunteer engagement—our people are what make Emmy feel like home.

A community of heart: The people who make Emmy

BRINGING CONNECTION TO EVERYDAY LIFE

The past year brought a renewed focus on joy and social connection for our residents.

One highlight was our Olympic Games Month, where Emmy came alive with colour and camaraderie. The festivities kicked off with a torch relay—and what began as a simple hand-off from resident to resident turned into an impromptu procession around the building.

We also had themed physiotherapy classes to get everyone moving at their own pace. Naturally, a French-inspired afternoon tea followed—in line with the 2024 Paris Games.

This was just one example of how our lifestyle programs inspire residents to stay active and connected with each other, their community and the world around them.

Everyday life is equally rich. Social catch-ups in the café, carefully curated small group activities and one-on-one moments are helping residents settle in and form bonds.

We've also seen steady growth in our one-on-one volunteer program, which provides residents with an additional means of engagement. We're grateful for those volunteers who have formed deep relationships with residents, offering continuity and companionship.

Our volunteer programs have continued to go from strength to strength, growing in depth and diversity. We're delighted to have skilled volunteers now leading popular programs like:

- Twilight Tunes—different music sessions with David Morris and Mary Downie
- French Culture Club
- Yiddish conversation group

BUILDING BRIDGES ACROSS GENERATIONS

Youth volunteer numbers are on the rise, too. We're seeing more students support our synagogue services, assist at art therapy sessions and engage during school holidays—bringing so much joy and energy to Emmy.

Another highlight was the treasure hunt in collaboration with Mount Scopus. Our residents welcomed kindergarten children to their space, answered questions and provided clues. What a lovely intergenerational moment!

A shoutout to our volunteers:

- **Hayley Krongold:** Awarded the *Caulfield Volunteer Award* (Health and Wellbeing category) for her extraordinary impact through her 1:1 support of residents.
- **Zohar Galon:** Recipient of *The Heart of Emmy Youth Award*, Zohar's rapport with residents has made him a beloved member of the community.

STEADY TEAM GROWTH

This year, Emmy's team has grown to 249 people.

Our staff come from a rich mix of cultural backgrounds. Our diverse and inclusive culture brings fresh perspectives and mutual respect to our person-centred approach to care.

Our teams have grown steadily, thanks largely to strong clinical mentorship, where senior staff support and share knowledge with new recruits, guiding them in 'the Emmy way'. We have also focussed on upskilling supervisors and offering greater flexibility, which empowers our teams and strengthens our culture of continuous improvement.

As a result of strengthening our workforce, we've seen improvements in our continuity of care and deeper connections with residents.

'Everybody interacted with our dad respectfully, carefully and kindly. We noticed and we are grateful.'

FAMILY MEMBER



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE

WHERE PURPOSE FINDS A PATH

Our culture inspires staff to join, stay—and grow.

Take Greicy Fernandez for example. Greicy first came to Emmy as a contracted cleaner but quickly fell in love with the environment and began volunteering in her spare time. She then made the bold decision to change career paths entirely. Determined to pursue her new direction, she self-funded her PCA qualification—and today, she's a part-time carer at Emmy.



At Emmy, student placements also often grow into long-term roles, which is a testament to the supportive culture and strong sense of belonging we strive to create.

‘You can walk in and see that the staff want to be here. Even family members have said that they noticed the culture here is amazing.’



MARITA HARRIS
Executive Manager
People & Culture

A CULTURE OF RECOGNITION THAT RESONATES

Each year, our CARE Awards shine a spotlight on team members who go above and beyond in embodying Emmy's values: Community, Accountability, Respect and Excellence.

Nominations come from peers as well as residents and families—making it a truly community-driven celebration of service and heart.

The initiative reinforces a culture of mutual respect and gratitude. And it extends to every part of the organisation, far beyond our clinical care. One of the award winners was our café barista Jeff Zhang, recognised for his daily contribution to resident joy.

Residents Choice Mensch Award

Jacqui Cox
Daniel Gebre
Bhupinder Jit Singh Ra
Hae Bun Jung
Joel Villanueva

CEO Award

Debbie Jacobs
Lovejeet Sandhu

Most Valued Team Member

Sarah O'Donnell
Olena Pototska
Maryna Romashchenko
Daria Savostina
Shai Subarayadu
Rakchhaya Wagle

CARE Award

Desta Edee
Tomasz Tokarzewski
Jeff Zhang

10 years of service

Emma Ma
Fritzie Rey

15 years of service

James Brito
Julia Mikhman
Joy Panong

20 years of service

Frederick Aboge
Michelle Domingo
Inna Snetkova



**LUBA MAKOGON,
LIFESTYLE ASSISTANT**

33 YEARS AT EMMY

Emmy feels like my second family.

Working in the dementia unit, if I can brighten someone's day—even just by seeing a smile—I go home knowing I've made a difference. There's deep satisfaction in caring for elderly people, and I feel truly blessed to be able to do this work every day.

I didn't grow up with grandparents of my own, so being surrounded by older people now feels like a gift. I never expected a job to give so much back to my heart—but Emmy is more than a job. It's family.



**INNA SNETKOVA,
CLINICAL CARE
COORDINATOR**

25 YEARS AT EMMY

Emmy has truly changed my life. The joy I feel in giving and caring for others is priceless.

We support residents during some of the most difficult moments of their lives, and in return, they share with us their stories, their wisdom, and their truths—warts and all.

It's hard to put into words how deeply they shape you as a person.

What they give in wisdom, admiration, and appreciation is beyond value. I feel incredibly lucky to have learned so much from them. It's an experience I'll carry with me for the rest of my life.



**DESTA EDEE,
ENROLLED NURSE
TEAM LEADER**

24 YEARS AT EMMY

After all these years, I still feel an incredible sense of purpose in what I do. The energy I bring each day comes from the deep care I have for the residents and the joy I take from being part of their lives. Emmy has never felt like just a workplace—it's a community I love.

I've been fortunate to work alongside a supportive team, from the clinical team right up to the CEO, who share the same commitment. Even in challenging moments, empathy and a smile have carried me through. I've learned that when you truly care, the work gives back in ways you never expect. It's been a privilege to learn and grow here, surrounded by people with such rich stories and generous hearts.



**LISA BARNETT,
ENROLLED NURSE
TEAM LEADER**

27 YEARS AT EMMY

I wouldn't still be here after 27 years if I didn't absolutely love elderly people. They have so much wisdom to share, and I feel incredibly lucky to care for them. I also get a lot of satisfaction from training and mentoring younger team members—helping build their confidence and knowledge, and watching them grow both personally and professionally.

Every day I go home happy, knowing I've put a smile on someone's face, made someone more comfortable, or shared a moment that sparked a memory. I am so lucky, I have the best job!

My advice to those who come after me is simple: keep your standards high and give 100% every day, because you truly make a difference in people's lives.



CARING FOR THOSE WHO CARE

In 2024, we once again held our Staff Wellbeing Week to ensure our team is being looked after. The full calendar of activities is designed to uplift and recharge. These included mindfulness sessions, massages, raffles and wellness initiatives—giving our team a chance to pause, reset and reconnect.

Beyond that, it’s the small but meaningful gestures that continue to make a difference: free soup in winter, daily barista-made coffee and complimentary flu vaccinations.

We also launched a new Employee Assistance Program (EAP), offering 24/7 access to confidential counselling, resources and support for both personal and professional matters.

These initiatives, big and small, reflect Emmy’s ongoing commitment to putting people first.

COMPASSION AT EVERY TOUCHPOINT

At Emmy, every interaction is grounded in empathy—whether it’s a resident settling in for the first time or a long-standing staff member needing support.

This commitment shines through in every aspect of daily life at Emmy:

- Warm admissions that support residents and families through their transition
- Trauma-informed counselling for residents, families and staff
- Evolving care plans tailored to individual needs
- Five-star hospitality experiences—from top-tier food safety to culturally thoughtful meals
- Food Focus Meetings that help shape the menu through resident feedback and ideas

Because at Emmy, people aren’t just part of the story. They are the story.

A LEGACY OF LOYALTY

Longevity is another hallmark of our team, with some members staying for decades, including one who recently celebrated 30 years with Emmy. That kind of loyalty speaks volumes about what it means to be part of the Emmy community.

YEARS OF DEDICATION

Staff	Length of Service
8	20+ years
14	15–20 years
11	10–15 years
35	5–10 years
16	3–5 years
79	1–3 years
86	< 12 months



DIVERSITY AT EMMY



250
person
workforce



39
nationalities
represented



20%
of our
workforce
are male—a
number that
continues
to grow



MANY
celebrated
International
Day of
Tolerance
with shared
cultural foods



PURPOSE



At Emmy Monash, purpose is more than a guiding principle. It's something we live, breathe and express in every aspect of care. From food to faith, community to culture—our commitment to personal meaning and dignity remains unwavering.

Leading with care, grounded in purpose

CONNECTING WITH CULTURE & COMMUNITY

This year, we expanded the ways in which we connect our residents with their culture and the community.

Our Purim party filled Emmy with music and festive spirit. Residents and staff dressed up in costumes and hats, welcoming Mount Scopus students and girls from Chabad Youth who brought even more energy to the day.

We were also proud to host a pre-Pesach concert with Senior Chazzan Dov Farkas and the Caulfield Shule Chevra. It was a meaningful occasion that brought together tradition, culture and community connection.

We further highlighted our community's diverse heritage through:

- Celebrating International Mother Language Day
- Multilingual conversation starters on our café tables
- Yiddish conversation group

As always, our Chanukah celebration welcomed strong community participation. Across eight joyful nights of music, candlelight, and ponchkes, the young and old came together. Children especially enjoyed the tradition of Chanukah gelt, adding extra sparkle to the festivities and reinforcing the spirit of unity and joy.

From onsite Shabbat services and festive traditions to visits from the Jewish Museum of Australia, our Jewish cultural calendar remained vibrant and inclusive.

SPIRITUAL CARE AND SHARED MOMENTS

Throughout the year, we've seen growing demand for Emmy's culturally aligned care, especially among families seeking deeper emotional and spiritual safety.

Faith and reflection take many forms. We support residents to honour their beliefs in meaningful ways. Rabbi Stern and our volunteer leaders play an important role in nurturing this continuity with care, and we're deeply grateful for their contribution.

Meanwhile, intergenerational programs continue to offer residents renewed purpose and connection, with programs from kinder to Year 12 and beyond. Through our enduring partnerships with Jewish schools and youth movements like B'nei Akiva and Hineni, students help run our synagogue services and celebrate commemorative days with residents.

These interactions help normalise residential care as an active part of the community. And because these experiences are embedded in young people's lives, some students are now returning on their own accord for placements or volunteer work.

For residents, these moments bring a powerful sense of hope. They offer the chance to share stories, history and identity—giving voice to life experience and strengthening the bond between generations.

It's a reminder that aged care can be dynamic, reciprocal and deeply connected to the future.

HOSPITALITY AT THE HEART OF CARE

At Emmy, hospitality is about more than food. It's a daily expression of dignity and respect.

From table setting training to a strong service culture and regular resident feedback, every element of the dining experience is designed to make mealtimes meaningful.

As one team member worded it: 'It's not just about the food, it's about how you're treated.'

Our team crafts menus with cultural care, regularly drawing on the insights and diverse backgrounds of our residents. The result? A rich, nourishing offering that reflects tradition and shared heritage.

This year also saw the introduction of themed food celebrations:

- Mother's Day High Tea with elegant treats, flowers and family time
- 'A Taste of Italy' with antipasto platters and Italian music
- A French afternoon tea in line with our month-long Olympic Games celebration

These multisensory moments brought joy and connection to the everyday. They sparked memory, stimulated conversation—and enriched the entire care experience at Emmy.



CONSISTENT CARE, EVOLVING STANDARDS

Our reputation as a trusted, values-driven provider has been built over decades—not by chasing trends or quick fixes, but by committing to long-term improvement.

This commitment shapes everything we do, from lifestyle programming to clinical support.

We have partnered with Melbourne Holocaust Museum to strengthen our staff's understanding of trauma-informed and culturally responsive care. This is especially important as our team becomes more diverse, with some members encountering Holocaust history for the first time.

To better support residents living with dementia, we've introduced new communication guidelines that promote clarity, empathy and consistency. We've also reframed our approach to palliative care, shifting the focus to quality of life and early, supportive conversations.

Behind the scenes, our governance frameworks remain robust and transparent. We continue to find new and improved ways to support safety, accountability and continuous quality improvement across all areas of Emmy.

A MISSION—AND A MINDSET

Across departments, our teams are united by a shared purpose: to serve with empathy, collaborate openly and honour what matters most to each person in our care.

Over the past year, we've leaned further into our role as a community hub. Emmy regularly hosts educational events, private family milestones and cross-community programs.

Whether it's a bris for a resident's great-grandchild or a dementia education evening run in partnership with Caulfield Shule, these moments extend our purpose outward. They build bridges, enrich lives and strengthen our place in the wider Jewish community.

This outward engagement is mirrored internally, too. Purpose lives in how we listen to residents, support staff to grow, and keep traditions alive in everyday ways. It's present in the way we welcome volunteers, mentor students and respond to what our people need—with compassion at every turn.

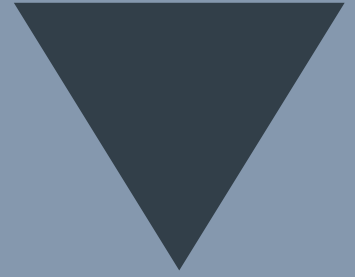
Purpose also informs how we operate: with a focus on process, innovation and resourcing. From dining services to volunteer coordination, we continue to seek out smarter, more sustainable ways to deliver excellence without compromising heart.

‘What defines Emmy is the way we bring generations together through strong community partnerships—celebrating heritage, fostering connections, and creating experiences that last a lifetime.’

MAUREEN SHULSINGER

Partnership & Community Engagement Manager





PROGRESS



Progress at Emmy doesn't just mean bigger—it means better, deeper, more thoughtful. This is seen in how we adapt to the changing needs of our residents, families and staff. Over the past year, we've focused on innovation, agility and continuous improvement—going beyond compliance to exemplary.

A year of progress in motion

EVOLVING PROGRAMS WITH MEANINGFUL IMPACT

This year, we introduced new and expanded lifestyle programs to keep residents connected, engaged and fulfilled—including Let's Talk Sport, Tech Together, and a series of inspiring talks.

Responding to resident demand for meaningful content, we hosted sessions featuring photographer Alan Meerkin, Nora Vinson's life story, and Elise Hearst's book about her late grandmother.

Our emerging digital literacy program, Tech Together, provides practical, one-on-one support to help residents feel more confident with everyday technology. With laminated 'how-to' cards and guided sessions on tools like Google Maps, we're bridging the digital divide—gently and effectively.

Thanks to the success of the Annual Appeal, our lifestyle programs remain fluid, vibrant, and reflective of our community's needs. We regularly review each offering and use feedback to shape what comes next. Because it's not just about delivering more—it's about delivering what matters.

BUILDING CAPABILITY AND CONFIDENCE

We've continued to invest in training and upskilling, creating pathways for growth and deeper understanding.

Our staff development initiatives this year included:

- Cross-departmental training by Dementia Australia
- Site-wide security training by CSG to strengthen safety protocols
- An intensive Women in Leadership program, completed by four staff across teams
- Professional learning for six staff through the Erlanger Family Scholarship

These programs, along with our ongoing in-service training and supervisory support, are helping to shape a confident, compassionate and future-focused workforce.

A BETTER EXPERIENCE FROM RECRUITMENT TO RETENTION

Over the past 12 months, we focused on enhancing our employee lifecycle experience.

Our induction program has been extended and refined to offer greater clarity and inclusivity, particularly for team members who speak English as a second language. It's also designed to embed Emmy's core values, setting staff up for success from day one.

Thanks to strong retention rates, our recruitment needs have dropped significantly. A growing number of permanent Emmy staff means less reliance on agency workers—and greater consistency of care for residents.

We've also finalised a new Enterprise Bargaining Agreement (EBA), which received 100% support from the staff who voted. The agreement reflects our ongoing commitment to being an employer of choice, providing conditions that go far beyond our legal obligations.

SUPPORTING RESIDENTS FROM FIRST CONTACT

To meet the growing demand for tours, we've strengthened our enquiry infrastructure.

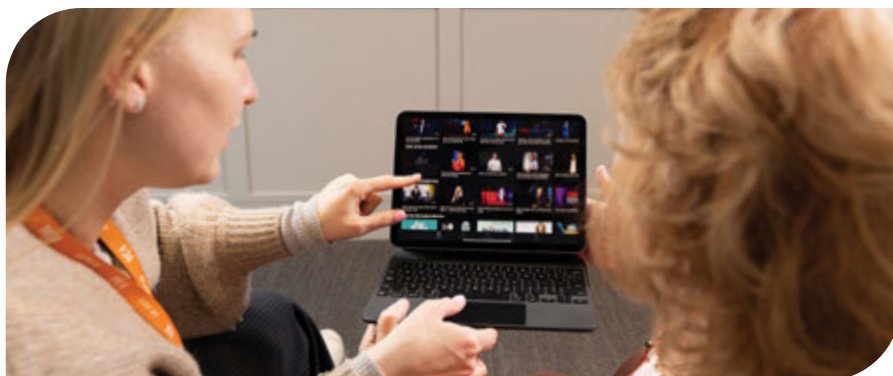
A more structured system for waitlist tracking and improved pre-tour preparation ensures every interaction—even before a resident moves in—feels informed, thoughtful and supportive.

This year, we also promoted our flexible respite model more actively and saw an encouraging response. The 'soft landing' approach gives new residents the chance to experience life at Emmy without pressure, offering a gentle transition that supports their emotional wellbeing.

Our counselling services are also expanding. We're developing our group programs to support both families and residents as they navigate grief, adjustment and wellbeing. This complements our existing trauma-informed care, which continues to underpin everyday interactions.

‘It's not just about delivering more—it's about delivering what matters.’

DEBBIE JACOBS
Culture & Wellbeing Manager



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE

AN ELEVATED DINING EXPERIENCE

Hospitality has taken centre stage at Emmy. Our dining experience saw a major overhaul, with a new food service model now in place.

Meals are freshly prepared in-house and served directly from heated containers at the point of delivery to ensure warmth, quality and choice—even for those on texture-modified diets. Plus, our new seasonal four-week rotating menu offers at least 30% variation between cycles, balancing variety with familiarity.

Another highlight was the appointment of Rohan Dissanayake, our dedicated pastry chef. With Rohan on board, our café now offers fresh pastries and breads, sweet treats for residents and café visitors, and soon, our own house-made challah.



We've also introduced a structured training model for hospitality staff, blending technical skills with communication and emotional intelligence to strengthen our values-based service culture.

RAISING THE BAR ON STANDARDS AND SYSTEMS

With the Strengthened Aged Care Standards on the horizon, we've proactively undertaken a comprehensive review of our policies, documentation and procedures.

We're refining language, strengthening governance frameworks and identifying opportunities to go beyond compliance and set higher standards.

We've strengthened our approach to verifying qualifications and credentials to stay a step ahead of evolving technologies like AI and automation—ensuring our quality and integrity remain uncompromised.

In People & Culture, we're aligning job titles and terminology with sector norms. These improvements are strengthening our relevance and sharpening our competitive edge.

CLINICAL EXCELLENCE AND PERSONALISED CARE

We've expanded our senior clinical team to meet growing care needs—boosting Registered Nurse coverage across all areas and shifts.

We also now have a Psychotropic Medication Management Championship Team. Made up of lead nurses, this team works closely with pharmacy and medical professionals to reduce unnecessary medication use and promote non-pharmacological approaches.

Our partnership with geriatrician Dr Lera Kirszbbaum continues to flourish, bringing a personalised, holistic lens to complex care. In the coming year, we're excited to welcome a renowned vascular surgeon who will provide expert wound care advice and staff training to further strengthen clinical expertise across the team.

A NURTURING GROUND FOR FUTURE PROFESSIONALS

Student placements across counselling, art therapy and allied health grew substantially this year.

Our strong partnerships with leading universities—including Monash, Deakin, University of Canberra and MIECAT Institute—as well as our values-driven culture helped establish us as a placement site of choice. And we're pleased to say that we continue to attract high-calibre students.

A standout example is art therapy student Ayelet Ashkar, whose Sunday sessions blend sensory experiences, emotional connection and creative expression.

These sessions have become a powerful engagement tool, especially for vulnerable residents.

Highlights from the year include the Mother's Day memory collages and 'Love Letter to Israel', an intergenerational activity involving B'nei Mitzvah students and residents.

'Stronger collaboration between teams has been evident this year, ultimately leading to improved resident wellbeing.'



KATE BAIN
Executive Manager
Governance & Operations





PHILANTHROPY REPORT

Building the foundation of our future: philanthropy at Emmy is more than a transaction. It's a partnership. A gesture of trust in our mission. And a belief in a better future for our community.

This year, that belief has helped us turn generosity into impact, bringing joy, meaning and opportunity to life at Emmy.

FUNDING GOOD TIMES—AND GREAT PURPOSE

Over the past year, Emmy Monash has become a vibrant hub of social connection, cultural enrichment and lifelong learning—thanks in large part to the generous support of our Annual Appeal, which provides vital funds for our high-quality lifestyle program. These contributions help us deliver enriching experiences that make life at Emmy feel vibrant, personal and whole.

Our calendar was filled with social programs, educational talks and entertainment sessions that reached full capacity week after week. Among them was the visit from the Harvard Krokodiloes, who performed two concerts as part of their international tour—delighting us all with their harmonies and charm.

These experiences were proudly made possible by the Emmy Monash Foundation.

Funds raised by the Foundation helped cover the costs of food, speakers and activities, enabling us to deliver high-quality programs that benefit our residents as well as the wider Jewish community.

These memory-making moments are the meaningful extras people expect, enabled by the generosity of our donors and their belief in our vision.

It's this support that fills the gap between what's operationally funded—and what makes life at Emmy feel rich, personal and whole.

SUPPORTING THOSE WHO SUPPORT OTHERS

A highlight this year was the expansion of our staff scholarship program. Thanks to generous donors, we now offer two named, endowed scholarships: the Erlanger Family Scholarship and the Diane and Peter Lewinsky AM Scholarship. Through these, we've empowered 10 staff members to pursue further education and career advancement this year.

The scholarship program also helped to build interdepartmental bonds and develop new leaders—particularly through our Women in Leadership initiative, now welcoming its second cohort.

Whether someone is studying ageing, clinical care or communications, the outcome is the same: a stronger, more skilled workforce. And a better experience for residents.

EMPOWERING OUR COMMUNITY

The Foundation also plays a role in education—within Emmy and beyond. This year's highlights include:

- A dementia education evening with respected expert Melissa Levi
- A community session with Erica Frydenberg, author of *Coping in Good Times and Bad*

These events provided valuable information and emotional support to residents, families and the wider

community—reinforcing Emmy's role as a trusted centre.

We also hosted conversations with solicitors and financial advisers on philanthropy, ageing and future planning, as part of a broader commitment to what we call 'ageing readiness'. We aim to equip people with the tools and foresight to make informed decisions long before a crisis arises. It's a space the Foundation is proud to champion.

'Our generous donors help fill the gap between what's operationally funded and what makes life at Emmy feel rich, personal and whole.'



ANDREA MORRIS
Executive Manager
Philanthropy

PLANNING FOR LONG-TERM IMPACT

This year, our Executive Manager Philanthropy, Andrea Morris, embarked on a study to better understand the priorities of our donor community. This insight helps us align our efforts with the causes that matter most, ensuring every gift delivers meaningful impact.

We also launched the Founders Society, a bequest disclosure program that supports long-term planning and sustainability. By sharing their intention to include Emmy in their wills, members help us prepare for the future and ensure their legacy supports the areas they care about—whether it's kosher meals, Jewish music and culture, or other meaningful initiatives.

Every contribution helps build a stronger future. Some donors give flexibly, allowing us to meet emerging needs or trial new programs. Others choose to support a specific area close to their hearts—like the Erlanger family, whose named scholarship continues to grow and support new recipients year after year.

A LEGACY OF TRUST

We also continue to nurture long-standing relationships, with many supporters giving faithfully for over 20 years. Whether through bequests, one-time gifts or introductions to others, our donor community plays an irreplaceable role in our ongoing growth.

At Emmy, we believe giving should be joyful. And when donors see the impact of their generosity—whether it's a scholarship recipient thriving or a resident smiling at a music session—it becomes a source of meaning and pride.

We're especially grateful to our Patron, Pauline Gandel AC, and her husband, John Gandel AC. They've set the bar for philanthropy in our community, and their loyalty continues to shape our work.

Thank you to all our donors for the trust and generosity you've shown Emmy. Together, we're building Emmy's future—and legacy.



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE

MEET OUR LEADERSHIP TEAM

Our leaders shape Emmy's direction with integrity and insight. Their strategic vision and daily guidance help ensure we stay true to our mission—now and into the future.



Tanya Abramzon
Chief Executive Officer

Mark Hammerschlag
Executive Manager Finance

Kate Bain
Executive Manager Governance
& Operations

Marita Harris
Executive Manager People
& Culture

Rochelle Daboush
Executive Manager
Communications & Engagement

Andrea Morris
Executive Manager Philanthropy

Monica Arango
Clinical Care Manager

Maureen Shulsinger
Partnership & Community
Engagement Manager

Debbie Jacobs
Culture & Wellbeing Manager

Shelley Katz
Social Counsellor

Ash Nathan
Food Services Manager

Sally Vanston
Marketing & Communications
Manager

MEET OUR BOARD

With foresight and purpose, our Board Directors bring vision, care and strong community connection to their roles. Together, they ensure Emmy stays true to its mission and legacy.



L-R:

Alan Synman OAM
Jonathan Kramersh
Rod Nirens (President)
Joe Krampel AM
Naomi Liner
Tanya Abramzon (CEO)
Peter Lewinsky AM
Ilana Ackerman
Joel Beebe
Robyn Rabinowitz
Selwyn Greenberg (Treasurer)
Tom Gorog OAM

‘We’re proud of the growing diversity on our board. The range of expertise is already helping us explore new opportunities in technology and governance.’

ROD NIRENS
President



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE

TREASURER'S REPORT & FINANCIALS

'We're investing in better systems and compliance processes to keep Emmy Monash strong and sustainable. These changes help us meet new requirements while preparing for growth under the upcoming funding model.'



MARK HAMMERSCHLAG
Executive Manager
Finance

ASSETS AND LIABILITIES

49%

assets

51%

liabilities

The 2025 financial year presented further challenges for aged care providers across the sector.

Whilst the Federal Government provided some additional funding to assist with the ever-increasing cost of maintaining quality aged care, the year also brought new obligations and compliance requirements that imposed considerable financial pressure on providers.

Although our overall revenues increased by approximately 10%, labour costs rose by nearly 20%, with clinical care and related labour expenses now representing 66% of total revenue—up from 59% in the prior year. Performance-based funding continues to tie ongoing government support to the delivery of mandated care minutes, which must be audited and reported to multiple government departments. These obligations have required significant investment in upgraded IT systems, software, and compliance processes, including administration and audit costs.

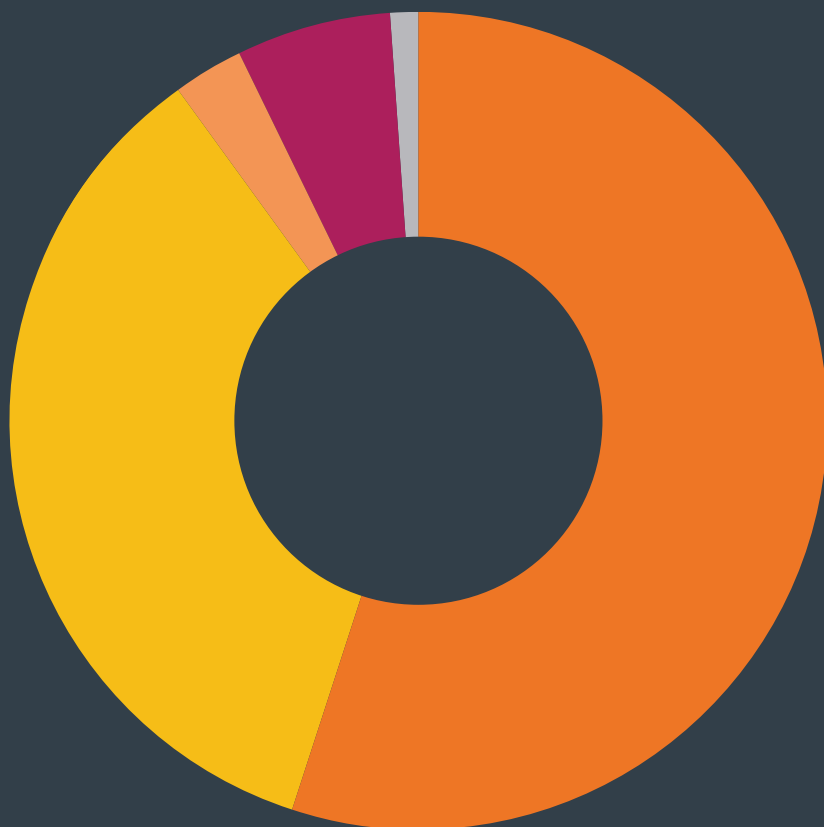
Despite these additional pressures, Emmy Monash—through the dedicated efforts of our CEO, Tanya Abramzon, and Finance Manager, Mark Hammerschlag—has worked diligently to manage costs and maximise available financial opportunities. While we recorded an accounting loss after depreciation, our auditors, Stuart Brown, have noted that Emmy's financial position remains sound, supported by high occupancy levels, positive working capital, a strengthening cash-to-resident ratio, and the prospect of improved revenues from the new funding model commencing 1 November 2025.

Given these challenges, we are deeply grateful for the ongoing generosity of our financial supporters and the wider community, including the donors to the Emmy Monash Foundation.

I would like to sincerely thank our finance team led by Mark Hammerschlag, and the Finance and Investment Committee for their timely preparation of monthly financial reports and compliance submissions. Special thanks also to Arnold Bloch Leibler for their continued support, and to our marketing and philanthropy teams for their tireless fundraising efforts.

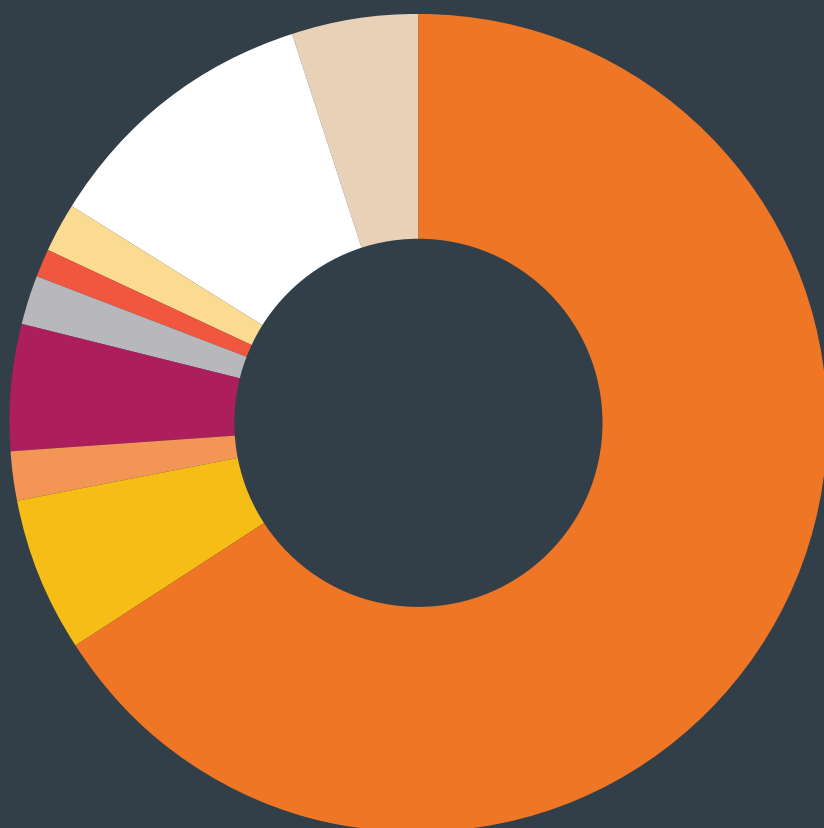
SELWYN GREENBERG





REVENUE

Government funding	55%
Residents funding	35%
Donations	3%
Investment	6%
Other	1%



EXPENSES

Employee benefits	66%
Depreciation	6%
Repairs and maintenance	2%
Food expenses	5%
Utilities	2%
Cleaning and laundry	1%
IT costs	2%
Subcontracting	11%
Others	5%

This is a summary of the financial report of Emmy Monash Aged Care Inc. and Controlled Entities.
A copy of the full financial report is available up on request.



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE

OUR SUPPORTERS

We are incredibly grateful to our loyal donors and supporters who champion our cause. Because of their generosity, we can continue to deliver excellence—and make a difference in the lives of many.

PATRON OF EMMY MONASH

Pauline Gandel AC

LIFE MEMBERS

Betty Dreyfus
Mary Dunn
Frieda Epstein
Ilse Epstein
Eva Erdi
Les Erdi OAM
Ilse Felder
Peter Felder
Ron Felder
Tom Gorog OAM
George Greenberg AM
Selwyn Greenberg
Mark Hammerschlag
Susan Hearst
Joe Hellen
Judy Hellen
Bruce Joske
Jonathan Kramersh
Joe Krampel AM
Michele Lasky
Marianne Lewinsky OAM
Peter Lewinsky AM
Betty Lipton BEM
Dina Munzer
Mark Munzer
Edith Peer
Rita Perelberg
Irene Popper
Alan Synman OAM
Stephen Szentel
Frank Tisher OAM
Karen Wayne OAM
Hilde Wilde

DIAMOND DONORS

Alter Family Foundation*
Anonymous*
Estate and family of Ellen Bando
Bierman Charitable Trust
Eva & Les Erdi OAM
Gandel family
Gandel Foundation
Goldschlagel family
Josef & Judith Hellen
Estate of Hilda Loewy

Sonia & Don Marejn
Dina & Mark Munzer family
Greg & Anne Rosshandler and family
The Estate and family of Evelyn & Ron Sharp
Victor Smorgon Charitable Fund

PLATINUM DONORS

Anonymous
Estate of Eric Bauer
Besen Family Foundation
Brygel Lawyers
Debbie Dadon
Ephraim & Susie Ehrmann
ERDI Foundation
Estate of Elise Harry Fischer
Ronit Fraid*
Tab & Eva Fried
Judy & Leon Goldman
Estate of Francis Feri Goodman
Tom Gorog OAM & Jenny Gorog*
The Gringlas Family Charitable Fund
Max & Lucyna Kestin and family
Estate of Les Klemke
The Late George Kline and family
Natalie & Norman Kotzman family
Krampel family*
Henry & Dinah Krongold and family
Friend of the Landman Foundation
Family of Lejb & Ruth Lewis
Helen & Bori Liberman family
Estate of Frank Lobell
Jack & Louise Machlin
Colin & Gillian Mandel
Miri & Moshe Meydan OAM
Estate of Edith Myrants
Andrew & Judy Rogers and family*
Nathan Shafir OAM & Ruth Shafir*
The Silberscher Family Foundation*
Alan Synman Charitable Family Trust*
Estate of Pawel Sztyleman
Ronny & Sarah Tatarka and family
Miriam & Frank Tisher OAM and family*

Andrew & Lily Tzouras*
Estate of Late Jadwiga Wiener
Abe & Marlene Zelwer

GOLD DONORS

AG Construction Group
Anonymous
Arnhold & Brass families
The Dodge Family Foundation
Michael & Lilli Dubs
Zelman & Diana Elton and family
Felder family
Simon Feldman
Leo & Mina Fink Fund
David & Linda Goldberg
Harris & Pinkus families
Ron & Vera Harris
Gary & Susan Hearst
Heselev family
Agota Ivany
Bruce & Fay Joske
Joske/Kaufman/Frey family
Kastelan & Castelan & Leighton family
Gideon & Shelley Kline and families
Ken & Carol Klooger
Barry & Barbara Landau
Graham & Michele Lasky
Rae & Simon Leivenzon
Tatiana Maer
David Mandie family
Dennis & Fairlie Nassau
Naphtali Family Foundation
Richard & Dorothea Nossbaum family
Harry & Rita Perelberg
David & Michelle Pinkus
Julius Rath*
Estate of George Hans Reinisch
Myron & Jennie Rogers*
Barry & Sara Rosenberg
Harry & Vivienne Rosenberg
Eugene Shafir
Yvonne Shafir
Graham Solomon
Leonard Teplin
Victor Wayne & Karen Wayne OAM*
Brian & Lauren Wiener

SILVER DONORS

Anonymous
Norman & Ruth Abrams
Australian Philanthropic Services (APS) Foundation
Charles David & Cheryl Baer
P & S Bassat Foundation
John & Rina Birner
Family of the late Velvel & Judy Borowski
Jack Brockoff Foundation
Barry & Suzi Carp AO
David Castelan
Mirri & Peter Curtis and family
Steve Curtis & Melody Kotzman
Evie & Tom Danos OAM
Henri & Eva de Jong-Duldig
Gertie Dodge
Ron & Lee Felder
Finkel Foundation
Mark & Judy Gandur
Gandur & Harris families
Robert & Mary Gluck
Hani & George Greenberg AM*
Selwyn & Hannah Greenberg
Michael Heine*
Family of the late Jakub Jeruzalski
Family of the late Arie Kalman
Simon & Julie Kessel
In memory of Sarah & Peter Komesaroff
Lindsay Kotzman
Shaya & Ziva Kramer
Jonathan & Terri Kramersh
John & Anita Lange
Lyn & Michael Lawrence OAM and family
Robert Lehrer
Henry Leighton
Diane & Peter Lewinsky AM*
Peter Lewis
Lord Mayor's Charitable Fund
Lowe Lippmann Chartered Accountants*
Majtlis family
Meydan Family Charitable Trust
Family of the late Tilly Nadler
Philip Newman
Ruth & Sam Parasol OAM
Gerry & Lillian Pearce

Gary Peer & Associates Pty Ltd
Pomeroy family
The Pratt Foundation
Estate of Eva Reich
River Capital Foundation
Lyn & Irvin Rockman CBE
Richard Rogers AM &
Roslyn Rogers OAM*
Annie Rose & Andrew Lazar
Foundation
Harry & Vivienne Rosenberg
Estate of Wolf Rubin
Adam & Yoko Ryan
Scott Winton Nominees Pty Ltd*
Gerald & Lorraine Shapiro
Kevin & Suzanne Slomoi
Leon Slonim
Spotlight Foundation
Judge Nubert Stabey &
Rosa Stabey
Family of the late Rose Stach
Debbie & Stephen Szentel family
Avi Tatarka
Renata Valentine
Sam & Raymonde Webb
Blanka Wise and family
Michelle Wise
Arnold & Evelyn Wittner
David & Sue Zyngier and family

BRONZE DONORS

Anonymous
Lewis Bell
Daniel Bierenkrant
Ron Bierenkrant
Ruth Blumenthal
The B'nai B'rith Foundation
Evelyn Bresner
Matt & Sara Carroll
Shirley Cass
Reuben Glass &
Ann Cebon-Glass
Harry Cohny
Community Bank Caulfield Park
Sir Zelman &
Lady Anna Cowen AM
Peter Dryen
John Durlacher
John & Rene Eisner
Ilse & Fred Epstein
Robert & Ruth Epstein
Anne & Alan Faiman
A Felder
Ilse Felder
Simon Feldman*
Children of the late Mack &
Rachel Firer
Vivienne Fried
A & G Gelbart
Joe Gelbart
Glen Eira City Council
Karl & Shelley Ginzburg
Rodney & Deena Goldbloom
and family

Miriam Goldschlager
Deborah & Graham Goldsmith AO
Edith Greiman
Charles & Leah Justin AO
Isobel Hill Charitable Trust
Stella Graeve & Jenny Klepfisz
Grosman Family Foundation
Dennis & Suzanne Hain
Danny & Renay Hammerschlag
and family
Mark & Brenda Hammerschlag
Toby Harris
Felix & Dora Hiller
Justin Foundation
Les & Leah Kausman
KCL Law
Stanley & Carol Kennett
Geoff Kliger
Riva & Mory Kiper
Anna Krauskopf
Arthur & Marianne Klepfisz
Bindy & David Koadlow
David & Mira Kolieb and family
Ilan Kraus
John & Anita Lange
Estate of Edith Langsam
Stephen & Eva Layton
Sara Lederman Charitable
Foundation
R Leibler
Charles & Perla Leinkram*
Helen Light
Larry & Helen Light AM
Danny Lustig
Eve Lustig and family
Jeffrey & Helen Mahemoff OAM
The MARD Foundation
Tilly Nadler
Naphtali & Broder families
Barry Novy OAM &
Susan Selwyn
Joe & Talya Pasmanik
Estate of Pejsach Nudelberg
Estate of Edith Peer
Norman F Pollack JP
Ian & Sandra Raizon
Joe Reich AM
D Ringelblum & R Boltman
Margot & John Rogers AM
William Rogers
Daphne & Harold Saltzman
Musia Shafir
John & Monica Shalit OAM
Greg Shalit & Miriam Faine
Jonathan Mark Shiff
Family of the late Alma Slawik
Sam Smorgon AO &
Minnie Smorgon
Jack & Robert Smorgon Families
Foundation
Helen Sokolski
Estate of George &
Georgette Steinic

Denise Sutton
John & Irene Sutton
Sarah Szentel
Golda Szwarc
Szykman Charitable Foundation
Jack Tenen
Erika Weilberg
Bradley & Tami Wein
Sara Weis
Shlomo & Shyrla Werdiger
Family of the late Adele Zamek

MAJOR DONORS

Aged Persons Welfare Foundation
Jack & Yvonne Alterwein
Anonymous
Peter Gary Arnheim
Bachrach Charitable Trust
Herbert Baer
M & M Bando
Steffi Bando
Judy Becher
Ursula Becher and family
Leora Benjamin
Sidney & Felicity Bloch
Evelyn Bresner
G Brooke Hutchings Bequest
Morris & Janice Broder
Gerry Bullon & Susie Ashkenazi
Henry Carew
Marlis Cohen OAM
Yehuda & Jo-Anne Cohen
Patricia Davis
Yvonne & Ian Davis OAM
Mindel Dodge
Joe & Helen Eisenberger
Mina Elbaum
Vivienne Elton
Anthony & Luana Felber
Yehuda & Klara Fishman
Eugene Geaher
Ian & Rita Gelbart
Sylvia Gelman AM MBE
Estate of Alfred Goldschlager
Gross Waddell
M Gross
Alice Halasz
Estate of Mary Harber
David & Lilly Harris
Natalia Hawkins
Estate of William David Herr
Abe & Nan Herzberg
Isobell Hill Brown Trust
Ada Kagan
Corina Kahan
Gillian Kaplan
Alan Kestenberg
Harry & Annette Kras
Shelley Kline & Adam Joel
KNP Solutions Pty Ltd
Alan Kornhauser
Sue Krongold
Jack and Gilah Leder AM

Ruth & Grahame Leonard AM
Jenny and Peter Levi
Kay & Leonard Levy OAM
Rose Lewis
Ian Mark Light
Arnold & Dani Mahemoff
Estate of Leslie Myers
Leon Pakin & family
Pila family
Harry & Marion Raitman
Tom Rosauer
Peter Rosenberg & Mary Lewis
Martin Rubinstein
Estate of Sonia Salamon
Naomi Saporta
Marilyn Simon
Sparky Foundation
Raphy & Ann Star
John & Suzanne Steiner
Regine Szmulewicz
Stanley Tremback
Leon & Rita Tugendhaft
Izrael & Gerda Urbach
Nafty & Martha Vanderhoek
Sam & Sonia Wajcman
and family
Family of the late Malvine Worth
Tom & Karin Zafir
Leon Zwier

ART DONATION

Sue & Tom Blashki
The Australian Haggadah
Collection on loan from
Helen & Bori Liberman
Illustrations by Victor Majzner
Calligraphic illustrations by
Andrew Majzner

FOUNDER'S SOCIETY

Recognising individuals who have pledged a bequest to ensure the future of our community.

Joel Cohen
Helen Felder
Peter Felder
Dr Margarethe Olson
Evelyn Perks
Frank Tisher OAM
Dr Peter Weill



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE

IT'S ALL IN THE FAMILY

At Emmy Monash, we are proud to be supported by a vibrant community of volunteers who bring warmth, energy, and compassion into our spaces. Among them, the Civins family—Zvi, Marian, and Marcie—stands out as a shining example of intergenerational volunteering at its best.

Zvi Civins has been a familiar and much-loved presence at Emmy for over nine years. His quiet dedication and consistent support have made a lasting impact on residents and staff alike. Whether facilitating a Men's Group, discussing historical Jewish innovations, or simply offering a kind word, Zvi's calm and caring nature has become part of the fabric at Emmy.

In recent years, Zvi's wife Marian and daughter Marcie have joined him in volunteering, each bringing their own unique strengths. Marian's gentle warmth and thoughtful approach create meaningful one-on-one connections with residents, while Marcie's vibrancy and infectious enthusiasm light up every room she enters.

Volunteering at Emmy is something the Civins family genuinely enjoys. It's not a task—it's a chance to connect, share stories, and be part of residents' lives in a meaningful way. Each of them finds real joy in their time here, forming friendships and knowing that their presence makes a difference. That sense of purpose and connection is reflected in every interaction, whether it's a quiet chat or a lively group activity.

Together, they contribute to engaging programs and create genuine connections with residents. Their shared commitment brings a sense of family and continuity to Emmy. Intergenerational volunteering like theirs bridges generations, fosters relationships, and brings joy to everyday life. The Civins family continues to shape Emmy Monash with their warmth, presence, and the kind of care that leaves a lasting impression.



OUR PARTNERS

It takes a village to create the diverse and engaging program that is available to residents at Emmy Monash. We are proud of the wide network of organisations that support us and share our vision to enrich the lives of our residents. Thank you for partnering with Emmy.



We wish to acknowledge the following organisations that have provided goods and services in kind:

Arnold Bloch Leibler
Lawyers and Advisors

SCOTT WINTON
Insurance Brokers



COMMUNITY



ACCOUNTABILITY



RESPECT



EXCELLENCE



518-526 Dandenong Road
Main Reception 7 Hawthorn Road
Caulfield North VIC 3161
emmymonash.asn.au

P 03 8508 9300
info@emmymonash.asn.au
ABN 64 022 404 782