



IndianCare



12th ANNUAL REPORT 2025



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Highlights

JULY 2024 - JUNE 2025

Digital literacy sessions provided to over 100 seniors.

4 Online English Classes per week launched for seniors.

3-year Federal funding secured for Indian Women's involvement in sports.

More than 1600 people outreached in events on services and support.

3-year Strategic plan (2025-28) development underway.

Cyber Security process initiated.

Bigger office secured for growing team.

New Policy and Procedure Manual adopted.

4 Women Sports groups initiated - 1 Yoga and 3 Badminton.



Organisation's Overview



Vision

Victoria where the Indian community is valued and well supported.

Mission

We strive to:

- Serve as a culturally sensitive vehicle, facilitating community access to service providers.
- Collaborate with other organisations to support our community members who are facing hardship.
- Support and inform other organisations about meeting the needs of our community.
- Advocate for our community to all levels of government.

Core values

Cultural sensitivity

Understanding our community's issues in a culturally informed way.

Compassion

Listening, caring, and supporting those in need.

Respect

Being accountable, professional, and acting with regard to the wishes and rights of others.

Truth

Acting with integrity, honouring our beliefs, embracing reality, and educating others.

Peace

Creating organisational partnerships, societal friendships, connection, and harmony.

Courage

Embracing empowerment and self-determination, and not being afraid to address hard issues.



Our People - Board



Jaya Manchikanti

President



Manjit Singh

Vice President



Monia Choudhary

Secretary



Rama Manchikanti

Treasurer

Our People - Board



Anand Shome

Board member



Durga Warrior

Board member



Saleha Singh

Board member



Sandeep Varma

Board member

Our People - Staff



Vasundhara Kandpal

General Manager



Vivian Stanly

Finance Officer



K Mariam Jafri S.

Community Development Officer



Nupur Joshi

Community Development Officer

Our People - Staff



Sanchit Jain

Community Development Officer



Shivia Mahajan

Community Development Officer



Shruti Padmanabhan

Community Development Officer



Manjinder Kaur

*Family Violence Practitioner
(Nov 2022 - Jan 2025)*

Our People - Student Placement

One Student placement is one of major activities that we do which builds the capacity of the workforce to work with cultural sensitivity. We placed 13 students between July 2024 to June 2025, spending nearly 650 hours of task supervision.

4900

Student placement hours

13

Number of students

650+

Task supervision hours



Nishanth Hastalapuram

*Master of Social Work, ACAP
English classes, Helpline, Aao Khelo
Stronger Families, Namaste Network*



Harmeen Kaur

*Master of Social Work, ACAP
English classes, Helpline, Aao Khelo,
Stronger Families*



Our People - Student Placement



Krupa Patel

*Bachelor of Social Work, Deakin University
English classes, Helpline, social media and
Stronger Families*



Anjitha Ajith

*Master of Social Work, RMIT University
Helpline, Stronger Families, Water Safety
Campaign and Community Outreach*



Tanishqa Panwar

*Bachelor in Community Service, Melbourne Uni.
English classes, social media, community outreach*



Nameesha Chabbra

*Master of Counselling, Rehabilitation
and Mental Health, La Trobe University
Grant writing, Water Safety*



Our People - Student Placement



Jaskaran Singh

*Bachelor of Social Work, RMIT Uni.
Helpline, Stronger Families, community
outreach*



Jashanpreet Kaur

*Bachelor of Community Service, AE
English classes, community outreach*



Saleena Bhatta

*Bachelor of Community Service, AE
Stronger Families, 16 Days of Activism,
community outreach*

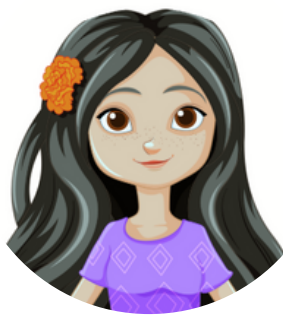


Avnit Singh

*Master of Social Work, ACAP
Helpline, Stronger Families, Water
Safety campaign and events*



Our People - Student Placement



Meghna Arora

*Bachelor of Social Work, RMIT Uni.
Helpline, Stronger Families, community
outreach, English classes*



Apekshya Poudel

*Bachelor of Community Service, AE
Stronger Families, community outreach*



Our People - YuvaSeva team (Youth service team)



Anandpreet Singh

Yuva Seva member, English Classes Instructor

As a YuvaSeva member, Anand has led online informational sessions on bullying, supported Gen Z meetups, and taught English to seniors in our virtual classes.



Aryan Datta

Gen Z meet ups organiser

Aryan initiated regular Gen Z meetups to provide a safe, supportive space for Indian youth to connect socially and discuss their issues.



Ashish Mohan

Digital Marketing and Social Media advisor

As a social media and digital marketing professional, Ashish has advised our operational team and played a pivotal role in enhancing IndianCare's online presence.



Divyashree Sharma

Team member

Divyashree has been a dedicated team member at YuvaSeva and actively supports IndianCare's broader initiatives.



Our People - YuvaSeva team (Youth service team)



Siddhant Sharma

IT advisor

Siddhant has consistently provided reliable support for IT-related issues within our organisation, ensuring smooth and efficient operations.



Simran Gandhi

Gen Z meetups organiser

Simran has recently joined YuvaSeva and she has quickly taken initiative—actively leading meetups and handling much of the groundwork with dedication and enthusiasm.

Our People - Volunteers



Sandhya Vaishnav

Fundraising sub committee/Events

Sandhya has been a pillar of support for years. She is so dependable that organising events with her feels effortless. Her reliability and calm presence makes a big difference every time.



Irin Kaur

Events

Irin has supported our projects by hosting information stalls at various events and organising community events.



Tejinder Singh

Senior's Online English Classes

Mr Singh conducts two online English classes each week, dedicating his time to help seniors improve their language skills with patience and care.



Ankita Shah

Senior's Online English Classes

Ankita generously dedicates her time to supporting seniors in our community and also runs an online English class.

Our People - Volunteers



Gurpreet Kaur

Baby Makes 3 facilitator and Helpline

Gurpreet is a trained BM3 facilitator and actively supports us in delivering the Stronger Families program. She has also assisted with attending helpline calls and has supported us in many other ways to raise awareness about our programs within the community.



Sukhwant Singh

Baby Makes 3 facilitator

Sukhwant is a trained BM3 facilitator who has played a key role in supporting families through our Stronger Families program, offering guidance and creating a positive impact in the community.



Trianna Rodrigues

Project Aao Khelo

Trianna is currently supporting our 'Aao Khelo' project and has also played a key role in establishing a women's sports group in Epping.



Kriti Parekh

Project Aao Khelo

Kriti is currently supporting our 'Aao Khelo' project and has also played a key role in establishing a women's sports group in Point Cook. Kriti has successfully built a strong group by reaching out to the community on social media.



Monia Choudhary
Secretary, IndianCare

Annual General Meeting minutes 2023-2024

Reporting period 1.07.2023 - 30.06.2024

Date Sunday, 15 September 2024

Time 3:00 pm - 5.00 pm

Location North Fitzroy Library, Fitzroy North Vic 3068

Attendees Rama Manchikanti, Anand Shome, Durga Warrior, Manjit Singh, Monia Choudhary, Vasundhara Kandpal
Staff, volunteers, and guest members, ~30 people in attendance.
Quorum of 75% members presence was met.

Apologies Linette Hawkins; Aradhana Ganguly; Mouli Ganguly; Professor Manjula O'Conner; Elizabeth Drozd; Manjinder Kaur; Prema Menon; Vivian Stanley; Jagtar Sodhi; Ruchi Sharma; Kim Smythe.

AGM minutes 2023-2024

No.	Summary
1.	<p>The emcees of the AGM, Shruti and DivyaSharee, welcomed everyone including Ms. Vivienne Nyugen, Chairperson, Victorian Multicultural Commission; Prof Des Cahill, Board Member, Australian Multicultural Community Services (AMCS); Ms Maryanne Tadic, CEO AMCS; Nisha Gull-e-Nishat and Kate Philips from Gen West.</p> <p>Sandeep Varma did Acknowledgement of Country. All attendees joined in singing the national anthems of Australia and India.</p>
2.	<p>The minutes of the 10th AGM were read by Monia Choudhary, Secretary.</p> <p>Moved by Jaya Manchikanti, seconded by Manjit and accepted by all.</p>
3.	<p>Jaya Manchikanti presented the President's report and highlighted that IndianCare continues to focus on family violence prevention and intervention projects; as well as a range of other initiatives. She thanked fellow Board members, staff and partner agencies.</p> <p>Jaya moved the report, and Monia seconded the report, accepted by all.</p>
4.	<p>Ramachandra Manchikanti, Treasurer, presented the Finance Report for the year 23/24.</p> <p>Income: \$265,377.73 Expenses: \$439,440.43 Net earnings (deficit): \$174,062.70</p> <p>As of 30th June 2024, Indian Care had Total assets: \$ 301,260.05 Total liabilities: \$53,103 Total retained earnings: \$ 248,157.65 Finance statements presented at the annual general meeting were accepted. Moved by Rama seconded by Durga and accepted by all.</p>

AGM minutes 2023-2024

No.	Summary
5.	Vasundhara Kandpal presented the Manager's report and highlighted on our connections, collaborations and capacity of the organisation. The report included an update on our different projects.
6.	<p>New committee was elected for 2024-25 :</p> <p>Jaya Manchikanti: President Manjit Singh: Vice President Rama Manchikanti: Treasurer Monia Choudhary: Secretary</p> <p>Durga Warrior: Committee/Board member Anand Shome: Committee/Board member Sandeep Varma: Committee/Board member Saleha Singh: Committee/ Board member</p> <p>The announcement was made by returning officer, Ms Maryanne Tadic, CEO Australian Multicultural Community Services (AMCS).</p>
7.	The work, efforts and time of Fundraising subcommittee and Yuva Seva volunteers were acknowledged by the Board members and members were given certificate of appreciation.
8.	Jaya Manchikanti invited Prof Supriya Singh, Co-chair- Multicultural Women's Alliance Against Family Violence (MWAAFV) to launch the Project Maitri Report. Prof Singh highlighted that Project Maitri used a system based and intersectional approach to better prevent, reduce and respond to family violence in South Asian communities. She recognised the efforts of IndianCare and specifically acknowledged the impact of this project.
9.	<p>Anand Shome gave a formal vote of thanks to all speakers and other guests. Saleha presented gifts to distinguished guests as a gesture of appreciation.</p> <p>Prof Des Cahill commended IndianCare's ongoing efforts and emphasised the importance of community collaboration.</p>
10.	<p>It was announced that a copy of the AGM report soon will be published and will be made available on the website.</p> <p>Meeting closed at 4.15pm, followed by afternoon tea and networking opportunity.</p>

President's Message



Jaya Manchikanti
President, IndianCare

Greetings. Namaste (नमस्ते).

IndianCare continued its work steadily this year, building on the community engagement work that was prioritised in the previous year. Our reach into the Indian and wider South Asian communities has increased and this is evidenced by the many hundreds of people who are now on our mailing list. A special dinner was held with Indian community leaders in January 2025 to further strengthen relationships.

In particular, the engagement with the youth, through our young volunteers of the newly formed Yuva Seva (youth service) team, has been a highlight. They have been helping us to especially enhance and expand our social media presence. Engagement with the seniors has also increased through the free on-line English classes and community education sessions.

The prevention of family violence is continuing through education sessions, group support activities and the phone helpline. We have been working on family violence prevention projects since 2018 and we thank the Victorian government for the financial support to undertake this necessary work. Thank you also to Druma Datey, a family violence prevention and response practitioner, for facilitating reflective conversations with the helpline team. This year also saw the development of a men's support group in Wyndham, funded by the Alcohol and Drug Foundation. This is a great initiative to enable men to meet in a supportive environment to discuss and understand matters ranging from health systems, investment 101, to filing tax! We have also offered stronger family sessions to young South Asian families in Wyndham, thanks to the funding provided by Wyndham Council.



This year, IndianCare was delighted to receive a 3-year 'Play our Way' federal grant to enable Indian girls and women to participate in physical activities. This project is being taken up enthusiastically in the three key areas that it is operating – Wyndham, Whittlesea and Casey. Thank you very much to the federal government's Department of Health, Disability and Ageing for enabling IndianCare to minimise barriers and encourage girls and women to be more physically active. Also, thank you to Molina Asthana, from Multicultural Women in Sport, who is providing advice to IndianCare throughout this three-year, Aao Khelo (come play) project. This is the first time that IndianCare has received a 3-year grant from any funding body (generally, we receive only one-year grants), thus enabling a continuity of service that is beneficial for the community.

A range of one-off sessions have been held, such as a water safety session in collaboration with Surf Life Saving Victoria in response to the unfortunate drownings of several South Asian people during the year.

Our relationship with the Indian Consulate is strengthening and we were happy to celebrate International Women's Day, World Yoga Day, Indian Independence Day and Republic Day with the consulate team.

IndianCare continues to be invited to join several advisory groups or consultation sessions organised by other community-based agencies, networks, University researchers or government departments. For example, we provided advice to the Attorney-General's department on forced marriage. These types of requests are growing and it is validating for us that IndianCare is being approached to participate in this way.

An interesting development this year has been the collaboration between four like-minded organisations, including IndianCare, to consider a joint film-making venture to address issues of mental health and family violence. The medium of films can be a powerful way to educate the masses about tough issues. More information will be provided later.

At the governance level, we have updated our Policies and Procedure Manual, and I would like to thank Kim Smythe who we engaged as a consultant for helping us with this big task. This year also saw the end of our 2022 – 25 Strategic Plan, and we held a planning day on 29 June to develop our 2025- 28 Strategic Plan. Thank you to Groupwork Centre for facilitating that session.



We have improved our finance systems, consolidated databases, updated IT systems and incorporated some cybersecurity measures (thank you for the advice from Ritu Dahiya and IDCare). Ross House offered us bigger office space and a longer tenure, for which we are grateful.

I extend my thanks to the Victorian Multicultural Commission for their constant support and leadership, aiming to influence systemic change and doing so by involving community groups like ours.

Thank you to all the funding bodies, private donors and partner agencies for your support. It is only through your backing that we can achieve anything significant for the large Indian and broader South Asian communities in Victoria.

To my fellow Board members, I cannot thank you enough. We are a cohesive team and we bring our different strengths to our bi-monthly Board meetings and offer our expertise to the staff, when needed. To the hard-working staff of IndianCare, led ably by Dr. Vasundhara Kandpal, we thank you immensely. Your energy and enthusiasm to give your best to our community warms my soul. To the volunteers and students, we extend deep appreciation.

My final thanks go to the community for having faith in IndianCare. We are a small organisation building on the strengths in our community to address the needs of those in difficulty or to prevent problems from starting or escalating. We have new initiatives lined up for next year, so please keep engaging with IndianCare, so that we can together make a difference.

Thank you. Dhanyawad (धन्यवाद)



Jaya Manchikanti
President, IndianCare

Manager's Report



Vasundhara Kandpal
General Manager, IndianCare

2024-25 was a year of growth, innovation, and deepened community impact. We successfully delivered four key projects: Stronger Families, Aao Khelo, The Namaste Network, and Ujala. In September 2024, we concluded Project Maitri, marking the end of a meaningful chapter. Despite limited resources, we launched Online English Classes for seniors—an initiative driven entirely without dedicated funding.

Our most significant milestone was receiving our largest-ever funding from the Federal Government for Aao Khelo, aimed at increasing sports participation among Indian women and girls. Over the past year, our broadened focus ensured there was something for everyone in our community: Aao Khelo and Ujala supported women; The Namaste Network engaged men; Stronger Families empowered new parents; and the English classes uplifted seniors, alongside our youth wing - YuvaSeva initiated a monthly catch up "Gen Z meet up".

Staff underwent formal training, including MARAM and Baby Makes Three, while new Policies and Procedures were developed to strengthen governance.

A robust social media strategy was embedded in project delivery to enhance community engagement. With a modest increase in staff, student placements, and volunteers, we also secured a new office at Ross House.

Our partnerships evolved, with new collaborations formed with Whittlesea Council, Jean Hailes, City of Wyndham, Multicultural Women in Sports and Neami National - Whittlesea Mental Health and Wellbeing Local expanding our reach and impact.

"In 2024, we achieved major milestones in team development, advanced our digital presence, and secured long-term funding"

399

Helpline calls - 1st July
2024 to 30th June 2025

2500+

Number of community
members outreached

50+

Number of events
organised or attended



IndianCare@2024-25
ABN 71166864151

Youth Engagement – Collaboration with YuvaSeva

Alongside our core project work, we continued our close collaboration with YuvaSeva, our dedicated youth wing. We actively supported their initiatives and guided them in refining their focus to better understand and respond to the evolving needs of Indian youth in Australia. This year, YuvaSeva made significant strides by launching regular Gen Z meetups to foster connection and dialogue, and by establishing a new social media presence to enhance youth engagement and visibility.

Fostering Community Camaraderie

To strengthen camaraderie among Indian community groups, we hosted a dinner in celebration of Indian Republic Day, bringing together community leaders in a spirit of unity and collaboration. Representatives from nearly 15 organisations attended the event, making it a meaningful opportunity to connect, share ideas, and reinforce our collective commitment to community's wellbeing.

Online English Classes for Seniors

With no external funding, we took the initiative to launch online English classes for seniors—an important step toward addressing the language barriers many face when interacting with their grandchildren and the wider community. These classes have also proven to be a valuable tool in combating loneliness, especially for seniors who are unable to travel independently. The first round of classes commenced in the first week of May, offering four sessions per week: two at the beginner level and two at the intermediate level.

Helpline Support and Service Reach

Between July 2024 and June 2025, we received 399 helpline calls. This year also marked an expansion of our reach, with new calls received from the Wyndham, Brimbank, Melton and Maroondah council areas. In a major step toward improving efficiency and accessibility, we also completed the digitisation of all historical hardcopy records related to our helpline services.

“We spent 350 hours to support our community members through helpline”

52

Highest number of calls
were related to Family
Violence

33

Second highest calls
were related to
Emergency Relief

Wyndham

Council from where
maximum calls were received



IndianCare@2024-25
ABN 71166864151

We are immensely grateful to our funding bodies—the Department of Family, Fairness and Housing, Family Safety Victoria, City of Wyndham, Alcohol and Drug Foundation, and the Department of Health, Disability and Ageing—for their continued trust and investment in our vision.

A Heartfelt Thank You

From the bottom of my heart, I extend my deepest gratitude to our incredible team—Shruti, Mariam, Shivia, Vivian, Sanchit and Sukhdeep—for your unwavering dedication and passion that have kept the boat not just sailing, but thriving. We bid farewell to Manjinder who was our most experienced Family Violence Practitioner. Your commitment, creativity, and resilience have been the driving force behind all that we've achieved this year. We simply couldn't have come this far without you.

A heartfelt thank you also to our Board, the steadfast pillar of strength and guidance, whose strategic insight and timely support continue to steer us in the right direction.

We have been truly blessed with an inspiring group of volunteers—kind-hearted, dependable individuals who always rise to the occasion whenever we call. Our list of volunteers is long, though these names I must take and thank them all - Sandhya, Irin, Gurpreet ji, and Sukhwant ji—your generosity and spirit are the heart of our community. I would like to also extend my sincere gratitude to our young volunteers in YuvaSeva team. Aryan and Simran have played a key role in initiating regular Gen Z Meet ups. Ashish and Siddhant have helped our team with IT issues. Anandpreet has supported many projects especially Online English classes for seniors and Divyashree has supported Stronger Families program.

Our journey has also been enriched by exceptional student placements, who brought fresh energy and meaningful contributions to our projects. Thank you, Krupa, Anjitha, Meghna, Avnit, Nipun, and Nishanth—your efforts have left a lasting impact.

Finally, a sincere thank you to our project partners— Multicultural Women in Sports, Alcohol and Drug Foundation, Centre for Culture, Ethnicity and Health, Good Shepherd, Relationships Australia, Relationship Matters and Neami National's Whittlesea Mental Health and Wellbeing Local, —for walking alongside us and helping turn ideas into meaningful action. Your collaboration has been invaluable.

Together, we've built more than projects—we've nurtured a strong, caring community.



Vasundhara Kandpal
General Manager, IndianCare



Treasurer's Report



Rama Manchikanti
Treasurer, IndianCare

The total income for this financial year was \$325,044 of which \$313,594 was from government grants.

We also received a clutch of donations to the tune of \$3,012. We are extremely grateful to all our donors and well-wishers – we look forward to their contributions and continued support.



Our main source of funding was grants - from Federal and Victorian Governments, Local councils and other organisations. IndianCare also provided services to other organisations which resulted in some income.

\$ 155K

From Federal Government's Department of Health, Disability and Aging for the project 'Aao Khelo' under Play Our Way grant.

\$ 72K

From Victorian State Government (Department of Premier and Cabinet) for the prevention of family violence.



PROFIT AND LOSS REPORT

Income/Expenditure Statement	2025	2024
Income		
Donations	\$3,011.84	\$3,524.95
Grants, services and other income	\$313,593.92*	\$305,543.46
Interest	\$8,438.16	\$7,309.32
Total Income	\$325,043.92	\$316,377.73
Expense		
Administration and operating expenses	\$73,850.04	\$58,186.30
Finance expenses (i.e. Bank charges & interest)	\$220.74	\$140.50
Employee benefit expenses	\$392,112**	\$381,842.81
Depreciation expenses	\$0.00	\$0.00
Audit/Financials review fees	\$1,700.00	\$0.00
Advertising and promotion expenses	\$2,259.64	\$1,612.00
Total expenditure	\$470,742.42	\$441,781.61
Surplus/(deficit) for the year	\$(145,098.50)	\$(125,403.88)

Notes:

* Total income \$502,32.92 of which unexpended amount is \$188,728

** Portable Long Service Leave backlog payment is \$25,847.05



BALANCE SHEET

Balance Sheet Statement	2025	2024
Asset		
Current assets		
Cash and cash equivalents	\$306,285.58	\$121,260.65
Accounts receivable and other	\$0.00	\$180,000.00
Total current assets	\$306,285.58	\$301,260.65
Non-current assets	\$0.00	\$0.00
Total assets	\$306,285.58	\$301,260.05
Liabilities		
Current liabilities		
Payroll, superannuation liabilities	\$14,919.50	\$4,670.03
GST payable	\$177.33	-\$225.85
Unexpended grants	\$188,728.00	
Total current liabilities	\$203,825.83	\$4,444.18
Non-current liabilities	\$0.00	\$0.00
Equity	\$102,459.75	\$296,815.87

GRANTS

Funding body	Amount
Fed DoH - Play Our Way	\$152,073.00
DFFH - Anti-Racism Project	\$2,533.00
DPC FV COVID	\$72,546.00
Grants - FSV Maitri	\$35,000.00
Grants – LDAT	\$23,557.00
Grants – Wyndham	\$16,000.00
Services	\$11,454.92
Other Income	\$439.00
Total grants and services revenue	\$313,593.92



Projects 2024-25

We delivered four funded projects and initiated two non-funded initiatives. The two major community-led initiatives – Seniors' Online English Classes and Youth Peer Group 'Gen Z Meetups' – were driven with strong support from seniors and Indian youth.

Ujala

For Indian women

Empowering Indian women by bridging the information gap around family violence support and services.

Start Date - July 2024
End Date - June 2025
Location - Across Victoria
Funding Body - Department of Family, Fairness and Housing

Stronger families

For new Indian parents

Helping Indian families cultivate respectful, gender-equal home environments through parental support.

Start Date - May 2024
End Date - April 2025
Location - City of Wyndham
Funding Body - City of Wyndham

Aao Khelo

For Indian girls and women

Increasing Indian women and girls' participation in sports by addressing the barriers to engagement.

Start Date - Oct 2024
End Date - June 2027
Location - City of Casey, Whittlesea and Wyndham
Funding Body - Department of Health and Aged Care

The Namaste Network

For Indian Men

Initiative to create a culturally safe, relaxed, and empowering space for Indian men aged 30–50 to connect, reflect, and grow together.

Start Date - Jan 2025
End Date - Sep 2025
Location - City of Wyndham
Funding Body - Alcohol and Drug Foundation



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Ujala

Empowering Indian women by bridging the information gap around family violence support and services.



*Shruti Padmanabhan
Project Officer*



Women's Wellness Network

From Aug 2024 to May 2025, we ran 17 online sessions for Women's Wellness Network. These sessions featured female experts facilitating discussions on a wide range of topics relevant to Indian women in Victoria.



Community Engagement

Over 100 women have attended our online sessions and we had a few participants who consistently attended every session.



Activity based in person sessions

We organised 2 in-person sessions (May - Jul) and have planned for 4 sessions to be held (July -Aug) in Melbourne CBD, focusing on activity-based gatherings that support the overall well-being of Indian women.

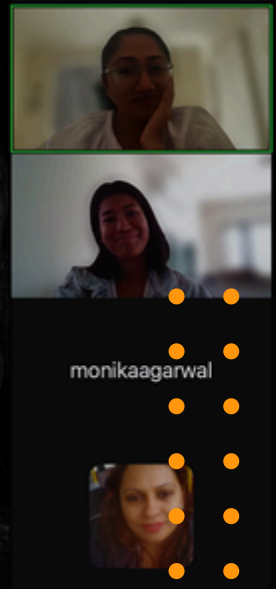


Supported Helpline calls

We provided information on various supports and services to those who called our helpline. We also provided secondary consultations to family violence practitioners from specialist and mainstream services.



Financial wellbeing session



17 Women Wellness sessions

Sessions	Speaker	Organisation	Date
Manage PCOS/D with Nutrition	Nina Trinquet	Cordietian	Sep 3, 2024
Mental Wellness & Stress Mgt	Ritika Bhutani	Grounded	Sep 10, 2024
Raising Kids in Harmony	Kavita Kaur	Bridge your Mind	Sep 19, 2024
Know your working rights	Neha Gogia	Migrant Workers Centre	Sep 24, 2024
Support for Indians in Victoria	Vasundhara K.	IndianCare	Oct 15, 2024
Nutrition for Menopause	Jenny Cameron	Melbourne Lifestyle Medicine	Oct 22, 2024
Perimenopause & Menopause	Jayashri Kulkarni	Monash University	Nov 12, 2024
Navigating Family Conflicts	Nidhi Khanna	The Thrive Realm	Oct 29, 2024
Financial Wellness for Women	Amanie	Good Shepherd	Nov 19, 2024
Supporting Caregivers	Sandra Leone	Holstep Health	Nov 26, 2024
Assertive Communication	Janvi Mistry	Aira Psychology	Jan 30, 2025
Weight Management	Jenny Cameron	Melbourne Lifestyle Medicine	Mar 27, 2025
Creating Health Boundaries	Nidhi Khanna	The Thrive Realm	Feb 27, 2025
Cancer Prevention	Despina Handolias	Melbourne Oncology	Feb 13, 2025
Financial Wellness for Women	Amanie	Good Shepherd	Apr 10, 2025
Navigating Family Conflicts	Emily and Varinda	Relationships Australia	May 8, 2025
Australian Healthcare system	Aditi and Blossom	Centre for Culture, Ethnicity & Health	May 22, 2025



IndianCare@2024-25
ABN 71166864151



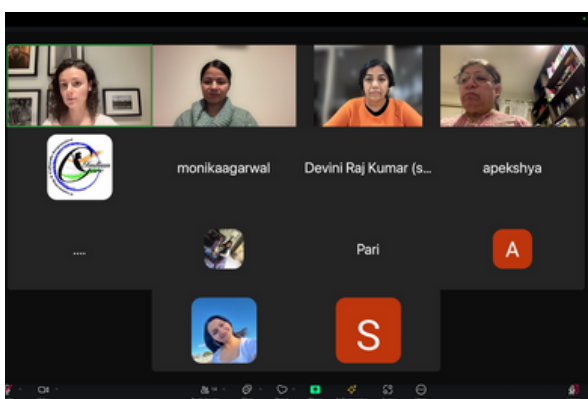
Sound bath meditation session with Gurvinder Kaur, a counsellor based in Whittlesea council



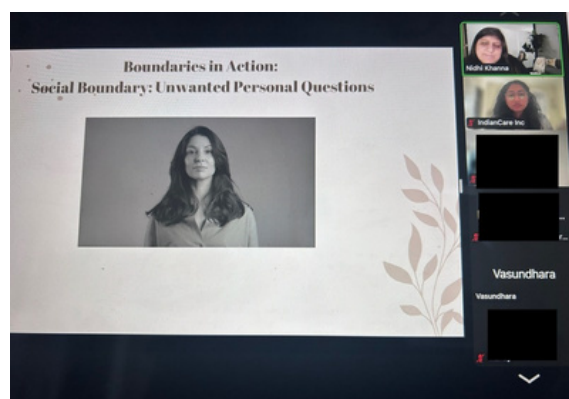
Painting workshop and info session on Cervical cancer at The Hub @ Docklands



Community outreach at Teeyan celebrations at Encore Events Centre, Hoppers Crossing



Online Women's Wellness Network facilitated by dietician Nina on managing PCOS/D with Nutrition



Online Women's Wellness Network facilitated by counsellor Nidhi Khanna on the Importance of setting boundaries



Stronger Families

Helping Indian families cultivate respectful, gender-equal home environments through parental support.



*K. Mariam Jafri Siddiqui
Project Officer*



Community Partnerships

Collaborated with key local institutions including Maternal and Child Health Nurses, kindergartens, community centres, seniors clubs, and informal cultural groups.



Cultural Engagement

Participation in four Teeyan festivals across Wyndham, the Welcoming the Babies event hosted by MP Tim Watts, and celebrations at Mahashivratri in Werribee and Gurudwara Sahib in Hoppers Crossing.



Accessible and Inclusive Workshops

Workshops delivered with collaboration from Wyndham-based kindergartens, led by trained, in-language facilitators to ensure cultural and linguistic relevance. All sessions include complimentary meals and childcare to remove participation barriers.





Addressing members of the Point Cook Seniors Club to share information about the Stronger Families Program



Workshop discussion on life and relationship changes with participants



Outreach event at Epping Memorial Hall during Teeyan



Workshop discussions and reflections at Penrose Community Centre



Men brainstorming societal expectations of fathers





Testimonials

Since we became parents, we haven't been able to sit and talk about ourselves as parents while our child is being looked after. This workshop gave us the rare space to reconnect and reflect

- RAVI

While many fathers are more involved in housework and childcare today, it's still often the mothers who carry the mental load , remembering what needs to be done and making sure nothing falls through the cracks. The workshop helped me reflect on this and start thinking about how we might share that responsibility more evenly.

- NAMRATA





Aao Khelo

Increasing Indian women and girls' participation in sports by addressing the barriers to engagement.



*Shivia and Shruti
Project Officers*



Community Outreach

Aao Khelo engaged over 1,613 people across 15 events in 7 council regions, promoting inclusive access to sports and wellbeing activities. Through stalls, workshops, and cultural events, we had 782 direct conversations with women and families from the Indian community.



Addressed barriers for women's participation

We created safe spaces for women to talk openly about cultural hesitations, lack of confidence, and access issues. Engaging in familiar environments allowed us to build trust and encourage women to take their first step into physical activity.



Built collaborations

We worked closely with local networks, community partners, and event organisers to deliver engaging, women-focused sessions. These partnerships laid the foundation for future programming and helped increase reach in targeted communities.



Established Sports Group

Based on strong interest, we have begun forming local sports groups in swimming, badminton and yoga, and have engaged 99 women so far across councils.



Collaborations formed



Donnybrook Multicultural Women Group

Partnering to deliver regular yoga sessions supporting women's wellbeing.



Whittlesea Mental Health & Wellbeing Local

Collaborating to offer community badminton sessions in Epping.



Thomastown Recreation and Aquatic Centre

Supporting women's swimming initiatives through facility access and engagement.



City of Whittlesea

Ongoing support across wellness, sport, and community outreach programs.



Point Cook Seniors Club

Running aqua aerobics and wellness sessions for vibrant senior participants.

Western Leisure

Running aqua aerobics for senior women in Wyndham Council.



Activties done

● 2024

● **October** Grant received for the Play our Way program.

● **December** IndianCare hired the first Project Officer for the program, Shruti Padmanabhan and began work on the activity plan.

● 2025

● **February** IndianCare hired the second Project Officer, Shivia Mahajan. Built collaborations with the sport and recreation and diversity and inclusion officers at Casey, Whittlesea and Wyndham Councils and the leisure partners. We participated in several council events to promote the program. Partnership sealed with Molina Asthana from MultiCultural Women in Sports.

● **April** IndianCare formed a partnership with the Whittlesea Mental Health and Wellbeing Local to offer free badminton and social connection events to women in Epping. Collaborated with Donnybrook Multicultural Women's Group to offer an in-person yoga group. Undertook several community outreach activities across councils.

● **June** IndianCare launched three badminton groups in Epping, Point Cook and Clyde North. Initiated a yoga group in Donnybrook. Finalised partnerships with City of Whittlesea Council, Belgravia Leisure and Western Leisure to offer swimming and aqua aerobics programs.





Community outreach at Malayalee Association of Victoria's Women's forum event in Dandenong



Signing of MoU with Molina Asthana



Free Women's Yoga session run in collaboration with Donnybrook MultiCultural Women's group in Donnybrook



Community outreach at Casey RACE, Cranbourne



Beginner Running Session for women run in collaboration with WynActive



Community outreach at the Teeyan event in Hoppers Crossing

Testimonials

Joining the badminton group has been a fantastic decision. I'm excited to play and it really helps me stay active. I've also made new friends who share a similar background with me. Even though we live close by, we never had the chance to meet before. I'm glad I'm finally making time for myself. I feel energised after each session, and that positive energy shows in my family life.

- PURBASHA MISHRA

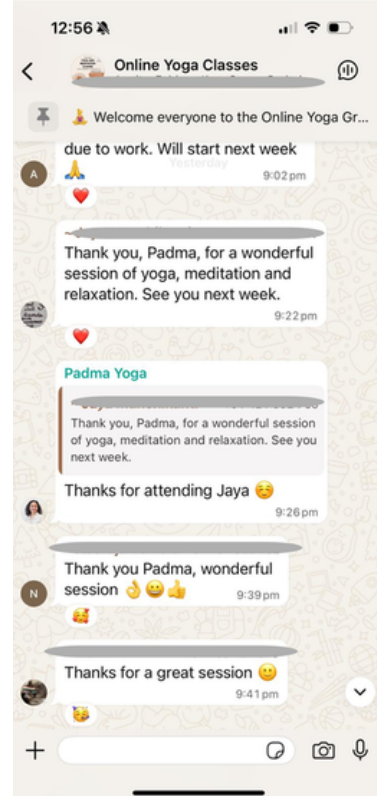
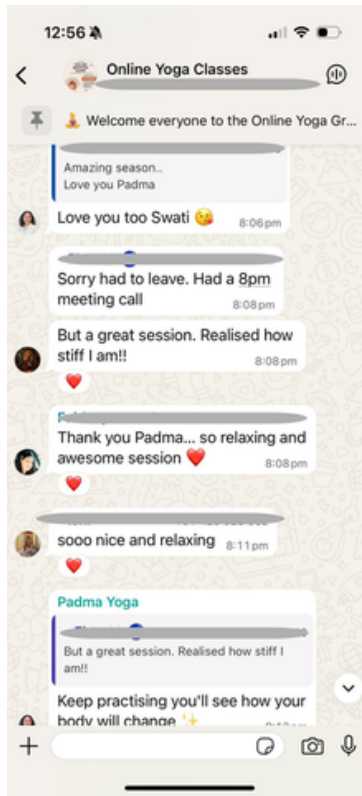


Me and my friends are so happy to be part of this weekly program. It's not just about playing a sport, it's become our little "me time" that we truly look forward to every week. Stepping into the court gives us a break from the daily routine, helps us stay active, and most of all, brings so much joy and energy. We eagerly wait for that time of the week to just have fun, laugh, and play together. Huge thanks to IndianCare for making this happen, it's made a big difference in our lives. Hopefully, I will be waiting for more opportunities for the welfare of women.

- NEETHU ROSHAN



Testimonials





Namaste Network

Initiative that creates a culturally safe, relaxed, and empowering space for Indian men aged 30–50 to connect, reflect, and grow together.



*Sanchit Jain
Project Officer*



Indian Men Circle

Seven fortnightly meet ups were organised delivering information sessions along with interactive reflection and bonding activities



Community Engagement

Engaged more than 60 men in addressing migration stress and isolation, while enhancing awareness of available mental health and substance abuse support services.



Capacity Building

Empowered men through sessions focused on financial literacy, investment strategies, mental health awareness, and navigating the healthcare system.



Challenging social norms

Through relaxed yet powerful conversations, the circle explores topics such as toxic masculinity and mental health, working to dismantle traditional gender stereotypes.



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Indian Men's circle gathering fortnightly at Tarneit Community Center



A session on Investment in one of the gatherings



Conversations to open up men



Group activities



Building social capital





Seniors' Online English Classes

A grassroots effort by IndianCare to strengthen seniors' language skills while combating loneliness.



*Mariam Jafri
Project Officer*



Community-Led Initiative

IndianCare launched free Online English Classes for Seniors, a community-led program designed to empower Indian seniors in Australia by improving their conversational English and reducing social isolation. The program's success relies heavily on the dedication of community volunteers.



Exposure to Practical Life Topics

The 12-week course provides seniors with exposure to everyday topics relevant to life in Australia, such as weather, law and order, traffic laws, understanding money, and health and wellness, helping them to ease their life in Australia with confidence.



Community Engagement and Support

The program saw strong demand with over 75 participants in the first week and six active batches. IndianCare also provided in-person digital induction sessions, inducting over 100 seniors, in partnership with three local community senior groups to help seniors navigate online learning.

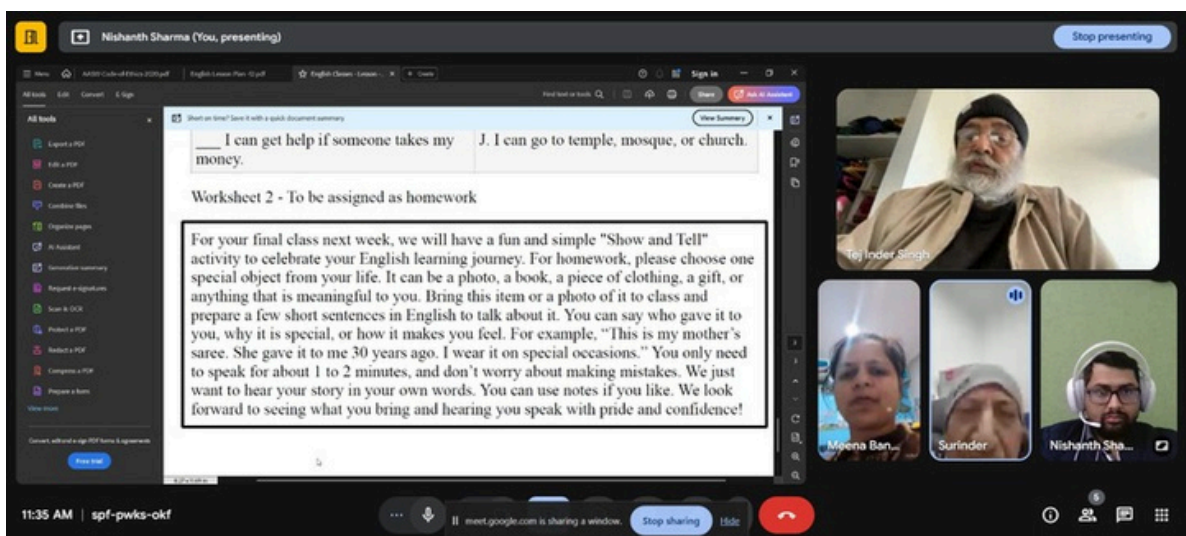




Guiding Sanjha Club members through device setup as they begin their journey into online learning



Friday morning learning in progress: Intermediate batch with Mr. Tejender Singh



Wrapping up the last lesson with creative homework: Show and Tell activity for the batch



Gen Z meetups

A youth-led initiative by IndianCare to empower Indian youth (second generation and international students) through establishing peer support group.



*Simran and Aryan
Project Officers*



Youth-Led Initiative

To empower young voices, we encouraged our YuvaSeva members to lead, create, and advocate among youth by providing opportunities for them to discuss and engage.



Foster Meaningful Connections

Create a safe and inclusive space for Gen Z to connect, share experiences, and build friendships.



Promote Wellbeing & Identity

Support mental health, self-expression, and cultural identity through peer-led dialogue and fun, purposeful engagement.





International Youth Day was celebrated by YuvaSeva online on 12 Aug 2024



The first Gen Z meet up at Ross House



Conversations over coffee table during Gen Z meet up



The second Gen Z meet up at Ross House

Informational stall at an event organised by Consulate General of India





Other events

We hosted many events outside our community projects to build awareness and empower the community



*Mariam and Shruti
Event organisers*



Water Safety sessions

A water safety session was organised in collaboration with Life Saving Victoria to create awareness around being safe and vigilant around waterbodies and help participants become comfortable in shallow water.



Healthy relationships

IndianCare organised a session on healthy relationships at ISKON temple. The interactive session helped build awareness on family violence, mental health and supports available.



Photoshoot for Palliative Care Victoria

We collaborated with Palliative Care Victoria to provide culturally appropriate images for their Dignified & Respectful Decisions (DARD) booklet. We organised a photoshoot with Indian seniors from Club 60.



Building Camaderiere - Community Leader Dinner

A dinner that brought together community leaders from different parts of Victoria to discuss collaborative ways of working for the welfare needs of the community.



Focus group discussion

IndianCare facilitated Focus Group Discussions on Punjabi women's experiences of accessing healthcare and contraception as part of Jean Hailes' research project.





Water Safety Awareness Day in collaboration with Life Saving Victoria at Port Melbourne beach on 11 January 2025



A session on Healthy Relationships on 8 December 2024 at ISKON Temple as part of 16 Days of Activism



Jean Hailes
for Women's Health



Cover of Jean Haile's report to which IndianCare contributed



IndianCare team at the launch of the resources that we helped developing with Palliative Care Victoria

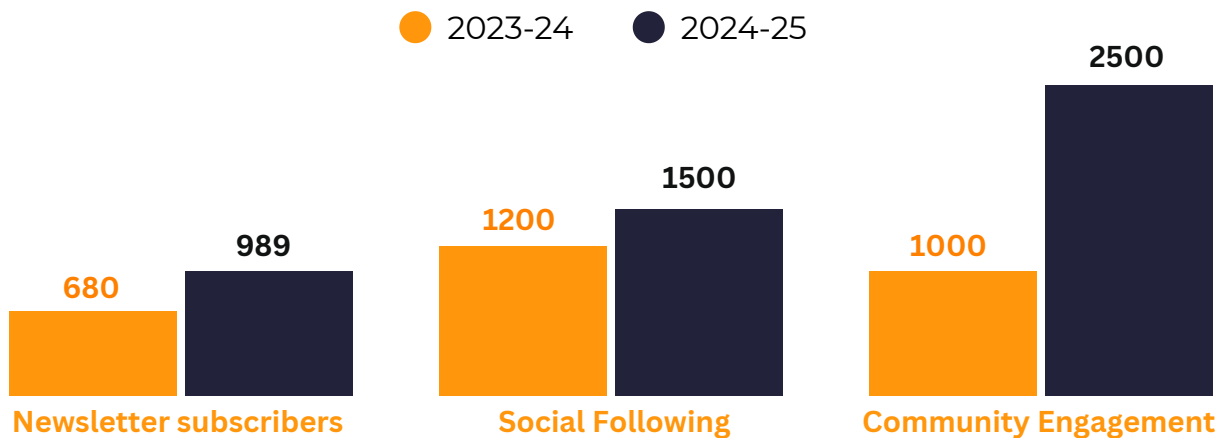


Resource developed by Palliative Care Victoria with our contribution



IndianCare@2024-25
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Digital Highlights



Newsletter subscribers

Our subscriber base is steadily growing, with an average of four new subscribers each week.



Social Following

With our latest social media strategy in place, we've seen a 25% increase in follower growth.



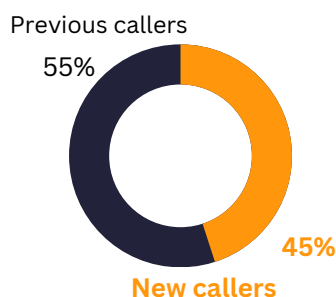
Community Engagement

Our community outreach through our socials has continued to grow, helping raise awareness about our programs, services, and welfare support.

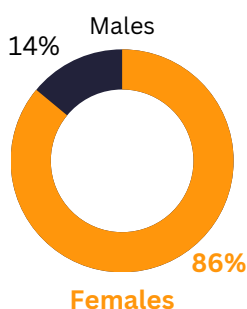
Helpline

We received 399 calls in last financial year. Highest calls were in the month of February 2025 . Wyndham council is the area that we received the highest number of calls from.

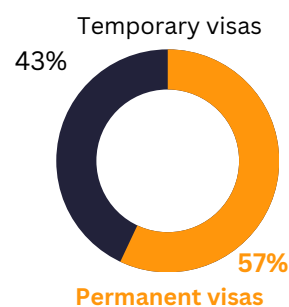
Unique callers



Gender



Visa status



Service sought	Family Violence	Food relief	Legal advice	Financial aid	Others
	28%	18%	13%	11%	30%
Language	Hindi	English	Punjabi	Others	
	38%	37%	23%	2%	
Councils (Number of calls)	Wyndham	Melton	Whittlesea	Hume	
	56	29	20	19	

Comparison for last 3 years

Support requirement	2022-23	2023 - 24	2024 - 25
Emergency Relief	97	30	33
Family Violence	35	42	52
Legal support	10	17	24
Financial Support	15	25	20



Our 3-year Strategy



Deepen collaborations and partnerships

Strengthen ties with community groups to better understand evolving needs and foster impactful collaboration



Diversify and bolster finances

Leverage diverse funding sources to sustain our community work



Imrpove Helpline

Strengthen helpline by seeking sufficient funding to secure dedicated staff and explore other avenues for sustainability such as tech-enabled systems and volunteer engagement



Strengthen organisation's governance

Enhance organisational effectiveness through strong HR systems, skilled staffing, continuous feedback, and good governance

Workshops and Training

MARAM Brief and Intermediate

Training on risk assessment, safety planning and identification of family violence for professionals who encounter family violence as a part of their work.

SHRUTI , SHIVIA

MARAM Collaborative Practice

Training on collaborative practice and understanding MARAM foundations to facilitate collaborations.

SHRUTI , MARIAM

Baby Makes 3

A training that prepares facilitators to deliver Baby Makes 3, promoting equal and respectful relationships during the transition to parenthood.

SHRUTI , MARIAM

First Aid Training

A hands-on training session to equip participants with essential first aid skills to respond confidently in medical emergencies.

SHRUTI , SHIVIA, VASUNDHARA

Managing Difficult Conversations

Handling uncomfortable conversations and conflict situations with confidence and empathy

VASUNDHARA

Workplace rights

A workshop aimed at empowering migrants with knowledge of their workplace rights, protections, and avenues for support in Australia.

ALL STAFF

Carer's Support

A workshop to highlight the value of carers and carer programs, and to outline services offered by Merri Health Carer Services and the Carer Gateway.

ALL STAFF

Grant Writing

A practical training session to help the organisation attract funding from diverse partners for programs and projects.

ALL STAFF



Community and Social Services Graduate Program

Department of Families, Fairness and Housing funded program, in which one of our staff members, Shruti Padmanabhan, participated.



Nov 2024 - Oct 2025



Peer learning with services such as family violence, child protection, child & family wellbeing



1.5 days/ week of professional development



2 hours/ month peer support learning

Access to free resources for social work and community services

3 Reflective series on various topics that build skills as a practitioner

Creation of professional learning and development plan



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CLIENT'S STORY

We received a call from a client's carer at the Orange Door as the client was experiencing social isolation and wanted to join an in-person women's group to meet new people and build connections. The client had experienced family violence and was already receiving several types of support including carer support from the family violence organisation.

We contacted her local council, and they informed us about an Indian community group that meets every Sunday for yoga and socialising. We also reached out to a few other organisations to find more groups for the client.

With the carer's consent, we contacted the client and shared details of the community group and yoga classes.

We let her know she could contact us if she needed any additional support. When we followed up with the client a week later, she told us she had attended the yoga classes we recommended and had enjoyed herself. She met many people from the community and felt comfortable and happy.



CLIENT'S STORY

A client reached out to us after receiving our number from WIRE Women's Support and Information. The client is a single mother currently on a bridging visa. She needed assistance with rent, financial stress, emergency relief and childcare subsidies.

IndianCare contacted several organisations including Anglicare, Uniting, Salvation Army and Unison to identify the best supports for the client. We also reached out to the council for emergency relief support, and they suggested that CatholicCare and Unison might be able to help. We prepared a list of services and sent it to the client. When we followed up with the client, she shared that she had contacted the organisations and was receiving food support from Uniting and Salvation Army. She was also accessing psychological support through the help of these organisations. We then contacted the Community Connectors team at the council to provide further support as the client still needed help with rent and childcare subsidies. With the client's consent, we informed the Community Connector of a suitable time to contact her.

When we followed up a week later, the client told us that Unison was trying to help her find more affordable housing and Uniting was connecting her with a Centrelink social worker to assist with childcare subsidies. She also mentioned that Legal Aid and the Asylum Seeker Resource Centre were supporting her with a protection visa. When we spoke to her again a week later, the client thanked us profusely for providing Uniting's details as they were now offering her case management support. They had connected her with Red Cross for financial assistance and were continuing to help with her childcare subsidy application. She also shared that she would be starting a new job in a month and was feeling positive about her situation.



Contact Us



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IndianCare@2024-25

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Future Roadmap



● 2025

● August

Recruit Grant and Fundraising and Social Media and Digital Marketing personnel. Build strong online profile. Reconnect with existing community partners. Map and explore new funding sources. Draft fundraising pitch. Strategise brand awareness

● October

Identify potential corporate contacts for CSR. Seek feedback from staff on culture, training needs, and current gaps in helpline management, HR policies and procedures. Host community roundtable with local councils and regional groups. Begin IT system process review (helpline, CRM, phones)

● January

Begin work on strategic collaboration priorities. Set team KPIs for community engagement. Submit at least 1 grant application per month. Begin 1:1 outreach to CSR leads and start documentation of funding learnings. Begin planning mid-year fundraising activity. Launch social media brand awareness initiative. Implement HR department functions.

● March

Monitor tracking for in-kind sponsorships and grants. Monitor efficacy of policy and procedures. Gather mid-year feedback on governance. Evaluate student and volunteer program outcomes. Evaluate success of partnership projects and events.

● June

Review year's collaboration outcomes and publish insights. Build partnership plan for remaining year. Host fundraising activity. Review financial targets achieved. Assess success of fundraising strategies. Plan 2026 referral goals and systems upgrades.

● 2026

Secure 1-2 philanthropic partners to secure consistent funding for sustaining helpline and social media staff



PROFIT AND LOSS REPORT

Income/Expenditure Statement	Note	2025	2024
Income			
Donations	1	\$3,011.84	\$3,524.95
Grants, services and other income	2	\$313,593.92*	\$305,543.46
Interest	3	\$8,438.16	\$7,309.32
Total Income		\$325,043.92	\$316,377.73
Expense			
Administration and operating expenses	4	\$73,850.04	\$58,186.30
Finance expenses (i.e. Bank charges)		\$220.74	\$140.50
Employee benefit expenses	5	\$392,112**	\$381,842.81
Depreciation expenses		\$0.00	\$0.00
Audit/Financials review fees		\$1,700.00	\$0.00
Advertising and promotion		\$2,259.64	\$1,612.00
Total expenditure		\$470,742.42	\$441,781.61
Surplus/(deficit) for the year		(145,098.50)	\$ (125,403.88)

Notes:

* Total income \$502,32.92 of which unexpended amount is \$188,728

** Portable Long Service Leave backlog payment is \$25,847.05



DONATIONS

Name	Amount
Mr Ramachandra Manchikanti	\$29.29
Mr Ramachandra Manchikanti	\$13.31
Miss Liz Saunders	\$18.90
Ms Manjinder Kaur	\$241.07
Dr Bhagavantam Dasika	\$1,000.00
Ms Gwen Lee	\$9.35
Ms Payal Sehgal	\$10.24
Ms Kripa Aku	\$20.29
Mrs Tina Guido	\$500.00
Ms Shruti Padmanabhan	\$52.68
Mr Ramachandra Manchikanti	\$16.71
Ms Gurvinder Kaur	\$50.00
Mrs Jyothsna Rama Rao	\$50.00
Mr Ramachandra Manchikanti	\$1,000.00
FY2025 total donations	\$3,011.84

A total donation of \$3,012 (rounded) was gratefully received by IndianCare from 11 donors. Below are the details.

Note: IndianCare received \$962.70 (excl payment fees \$37.30) from Mr. Ashish Datey on 2nd July hence not included in FY25 financial year.



BALANCE SHEET

Balance Sheet Statement		2025	2024
Note			
Asset			
Current assets			
Cash and cash equivalents	6	\$306,285.58	\$121,260.65
Accounts receivable and other		\$0.00	\$180,000.00
Total current assets		\$306,285.58	\$301,260.65
Non-current assets		\$0.00	\$0.00
Total assets		\$306,285.58	\$301,260.05
Liabilities			
Current liabilities			
Payroll, superannuation liabilities	7	\$14,919.50	\$4,670.03
GST payable		\$177.33	-\$225.85
Unexpended grants	8	\$188,728.00	
Total current liabilities		\$203,825.83	\$4,444.18
Non-current liabilities		\$0.00	\$0.00
Equity		\$102,459.75	\$296,815.87

GRANTS

Funding body	Amount
Fed DoH - Play Our Way (Received \$284,000; unexpended is \$131,927)	\$152,073.00
DFFH - Anti-Racism Project (Received \$42,335; unexpended is \$39,802)	\$2,533.00
DPC FV COVID (Received \$79,999; unexpended is \$7,453)	\$72,546.00
Grants - FSV Maitri (Received \$35,000; fully expended)	\$35,000.00
Grants – LDAT (Received \$33,103; unexpended \$9,456)	\$23,557.00
Grants – Wyndham (Received \$16,000; fully expended)	\$16,000.00
Services	\$11,454.92
Other Income (English classes for seniors – amount to be returned)	\$439.00
Total grants and services revenue	\$313,593.92

OPERATIONAL COSTS

Administration and Operational Expense Item	Amount
Project related expenses such as catering, facilitator charges.	\$19,127
Rent	\$14,490
Telephone; IT & Internet	\$19,348
Training	\$390
Accounting & Bookkeeping	\$3,612
Office purchases	\$1,592
Consulting	\$7,238
Miscellaneous	\$9,645
Total Administration and Operational Expense	\$73,850

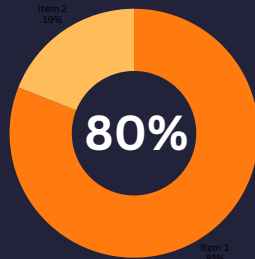
Employee Benefits Expense Item	Amount
Wages	\$319,949
Superannuation	\$36,519
Workcover	\$9,797
Portable Long Service Leave backlog payment	\$25,847
Total Employee Benefits Expenses	\$392,112

OTHER COSTS

Cash and Cash equivalent item	Amount
Bendigo Bank account *9446	\$304,457
Petty Cash account	\$1,828
Total Cash and Cash equivalent	\$306,285

Payroll Liabilities	Amount
Fed DoH - Play Our Way	\$131,927
DFFH - Anti-Racism Project	\$39,802
DPC FV COVID	\$7,453
Grants – LDAT	\$9,546
Total Payroll, Superannuation Liabilities	\$188,728

Payroll Liabilities	Amount
PAYG (tax) payable	\$2,200
Superannuation payable	\$12,702
Payroll Clearing	\$18
Total Payroll, Superannuation Liabilities	\$14,920



Eighty percent of the total expenses were spent for staff salaries for the operational team, while the remaining 20 percent was spent towards community initiatives and operational overheads.

Our total expense for FY25 was \$470,742, which is similar to the previous year. The amount deficit of \$145,099 indicates that some of the grants we received in FY25 weren't fully expended during the financial year and we needed to use our existing reserves for staff costs. This is to do with the timing of receiving the grants and our ability to mobilise teams to deliver on the projects before the end of the financial year.