



“My Team Leader is exceptional and supportive. The people and values within our workplace are the reason I show up every day.”

Staff survey

Our annual staff survey had a notable participation rate of 90%, demonstrating that our team is committed to shaping the future of our organisation, and communicating their thoughts on how we can improve. The results of the survey highlighted some areas of strength within the organisation as well as some of the challenges our dedicated team faced during the year.

The survey, facilitated by Insync, measures employee engagement and alignment, and benchmarks Beyond Housing against 434 not-for-profit organisations. Our overall Alignment and Engagement scores were positive, with Alignment (75%) scoring in the top decile and Engagement (77%) scoring in the top quartile;

however, both scores trended slightly down compared with 2024 results.

Of the eight key factors in the survey, Beyond Housing scored in the top decile in five factors, and in the top quartile in three factors. Team leadership rose from 84% to 86%, showing consistent satisfaction in this area, while long-term direction (76%) and investment in people (72%) also scored well.

Our people indicated a positive workplace with a genuine sense of care and support, but room for improvement was identified in systems and processes as well as a demanding workload in an under-resourced community housing sector.

Beyond Housing is committed to continuous improvement and we have taken action to address concerns identified in the survey. Our annual business plan includes a focus on reviewing our systems as well as workforce planning, building capabilities, and cross-skilling between programs to better align resources with current and future demand in operations.

The survey results will help to guide leadership moving forward to ensure that a positive employee experience is maintained at Beyond Housing.

75% staff alignment score

77% staff engagement score

89% said leadership cares about my job satisfaction

92% said team leadership genuinely cares about my wellbeing

90% said Beyond Housing contributes positively to the community

Staff awards

Every year we celebrate excellence within the workplace through our staff awards. Outstanding achievements are recognized in five categories, highlighting individuals who have demonstrated exceptional commitment to their work and community.

The Julie Quin Award – Shaanie Meyer, Team Leader Seymour

The Julie Quinn Award is awarded by the CEO to the nominated recipient who has demonstrated an action that represents one or more values in a way that exceeds the organisation's expectation.

Influencer Award – Brooke McCluskey, Executive Assistant

The team member has demonstrated actions that have significantly influenced culture or team in a positive manner.



From left to right - Karla Broadbent, Brooke McCluskey, Alanna Maguire, Shaanie Meyer.
Not pictured: Sarah Pilkington

Rising Star Award - Sarah Pilkington STAR Worker

The team member has been identified as demonstrating leadership skills and capabilities. They may or may not be in a leadership role, but demonstrate leadership potential.

Client Outcome Award – Karla Broadbent, PRAP Plus Support Worker

The team member has achieved an outstanding result for a client.

Outstanding Partnership Award – Alanna Maguire, Project Manager

The team member has identified, developed and nurtured a key relationship with a stakeholder that has benefited the organisation or our clients.

Introducing Maree

It is with great pleasure that we introduce Chief Development Officer Maree Walker as the newest member of our Executive Team.

Maree joined Beyond Housing in November 2024 and brings with her a wealth of experience from an extensive and varied background.

Prior to commencing her role at Beyond Housing, Maree was the Executive Director of Operations at Goulburn Ovens Institute of TAFE (GOTAFE), with portfolio responsibilities including project management, asset management, facility maintenance, digital solutions, governance, risk and safety, and transformation. Her role involved managing both strategic and operational functions, leading and developing teams, and working with the Executive to establish the vision and strategic direction of the organisation.

Before this, Maree spent many years working in local government across the municipal areas of Wangaratta, Shepparton, and Mansfield. With senior roles in asset management, infrastructure management, and works and waste, Maree's expertise will add value to the growth and management of the organisation's housing development portfolio.

As Chief Development Officer, Maree provides strategic leadership and oversight ensuring the successful delivery of innovative, sustainable housing projects that meet community needs. Maree is dedicated to creating housing solutions that maximise impact, expand the organisation's asset portfolio, and improve environmental sustainability, while addressing the critical need for the provision of secure, affordable social housing for those who need it most.

