

Our Capability

For purpose-aligned organisations exploring stronger impact, stronger infrastructure, and a stronger future.



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Acknowledgment of Country

We would like to acknowledge the Traditional Custodians of the lands on which we operate.

PeopleKind Group recognises the ongoing connections that First Peoples possess with Country, and the significant contributions they make to our organisations and to the people we support.

As a group of organisations, we'll continue to provide a diversity of services that reflect the rich diversity of cultures that exist in the areas that we operate.

We pay our respects to Elders past, present and emerging and extend these respects to all First Nations peoples within our sphere of influence.

Artist credit
Warlang (Healthy) - by Joanne Ugle.



Cahoots



Melior



Nesti



Nulsen



Outcare



Superyou

Executive value proposition

PeopleKind Group is a for-purpose parent company and the home of specialist organisations that make a positive and lasting difference in the community.

It brings together its purpose, with excellence in service delivery, and the support of whole of Group specialists so organisations can preserve what makes them distinctive while gaining the benefits of scale, stronger infrastructure, and long-term sustainability.

For organisations considering joining the Group, the proposition is simple and strong: purpose stays protected, identity stays visible, and capability gets stronger. The Group model is designed to reduce duplication, deepen resilience, strengthen governance, and create a platform for growth without organisations losing local leadership, community connection, or purpose.

For organisations or government agencies looking to partner with us: we have exceptional governance and oversight, are innovative and collaborative, embrace capacity building, and bring unique perspectives to solve problems.

PeopleKind Group is explicit about the position it wants to hold in Western Australia: the #1 home for values aligned for-purpose organisations. For government, it aims to be the trusted partner for integrated and innovative solutions. For organisations exploring a Group pathway, it offers something rarer: a model that combines autonomy, shared capability, strategic alignment, and disciplined execution.

This capability statement is designed for mission aligned organisations considering joining the Group, while also speaking to government, corporate partners, funders, and collaborators seeking a trusted, capable, and future focused partner.

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PeopleKind Group at a glance

Six specialist organisations. One connected platform.

In 2026, PeopleKind Group is one of Western Australia's largest for purpose organisations.

6	~\$124M
PeopleKind Group has 6 subsidiary organisations.	Group revenue in the 2025-2026 financial year from external sources.
7,000+	1,200+
PeopleKind Group supports over 7,000 people annually.	Group total workforce is over 1,200 employees.

Integrated capability spanning disability, housing, allied health, justice, child protection, court services and reintegration, at risk youth, youth engagement, positive behaviour supports, and broader social impact services.

SHARED INFRASTRUCTURE ACROSS

Governance, finance, technology, cyber security, people & culture, marketing & communications, risk, quality, payroll, and operational support.



OUR SKILLS INCLUDE

Disability care, nursing, physiotherapy, speech therapy, occupational therapy, dietetics, diversion support, case management, positive behaviour support, psychology, peer support, adventure planning, tenancy support, property sales, housing design, child safety, NDIS supports, and more.

Who we are

PeopleKind Group was launched on 5 July 2022 to bring together a growing family of purpose led organisations under a parent company model that protects legacy while building a stronger platform for future growth, diversification, and community impact.

The Group's heritage is grounded in disability services and the evolution of Nulsen Haven to Nulsen Disability Services, and then Nulsen Group. That legacy remains core to who we are today. But the Group's direction is broader: we look to

build a connected human services ecosystem that can respond to more complex community needs through specialist delivery, shared capability, and strategic coordination.

At the heart of PeopleKind Group is a shared **vision**: a community where everyone belongs and feels connected. This vision drives our **purpose**: to empower people to live their best life and is brought to life through our **values**: compassionate, respectful, collaborative, resilient and courageous.

OUR COMMITMENTS



Child safeguarding

Child safety is fundamental across PeopleKind Group, with safeguarding embedded in leadership, governance, policy and everyday practice. Guided by the National Principles for Child Safe Organisations, we are committed to creating environments where children and young people are safe, respected and heard.



Environment

Environmental sustainability is an increasingly important part of how PeopleKind Group operates, demonstrates responsible practice and plans for the future. We seek to minimise environmental impact through responsible resource use, including reducing energy consumption, consumables, and landfill waste. We promote recycling, and efficient operational practices, improving the way sustainability is considered.

The Group model and structure



The Group model and structure

PeopleKind Group operates as a collective model that provides governance, strategic direction, shared services, and whole-of-Group capability. Our subsidiary organisations retain their specialist identity, local leadership, and service delivery focus within a shared framework.

The Group provides enabling capability across governance, finance, people and culture, risk, quality, marketing, communications, technology, payroll, and other supports so our subsidiary organisations can focus more energy on frontline outcomes. At a Group level we lean in to support the strategic positioning and growth of our organisations, providing easy access to specialist capability in ways that enable their organisation.

Our organisations retain their specialist identity, partnerships, community connection, operational leadership, and service delivery accountability. The model is designed to respect what each organisation uniquely contributes while strengthening the platform around it.

Governance inside the Group is treated as a strategic capability rather than a back office compliance function. Our governance architecture includes Group Board oversight, subsidiary boards for relevant controlled entities, reserved powers, board charters, delegations, strategy oversight, committee structures, quality and safeguarding oversight, risk and assurance systems, and disciplined reporting.

“Our subsidiary organisations retain their specialist identity, local leadership, and service delivery focus.”





SERVICE DELIVERY FOCUS

Inclusive programs and supported experiences for young people with disability.

1982	300	80	~\$4.1 million
EST.	CLIENTS	EMPLOYEES	REVENUE



SERVICE DELIVERY FOCUS

Supported Independent Living, allied health and nursing.

1954	206	730	~\$66.5 million
EST.	CLIENTS	EMPLOYEES	REVENUE



SERVICE DELIVERY FOCUS

Positive behaviour support and training.

2021	253	21	~\$3.2 million
EST.	CLIENTS	EMPLOYEES	REVENUE



SERVICE DELIVERY FOCUS

Community reintegration, youth diversion and mental health programs.

1963	1,267	221	~\$25.6 million
EST.	CLIENTS	EMPLOYEES	REVENUE



SERVICE DELIVERY FOCUS

Community housing, disability housing, real estate and maintenance.

2021	304	20	~\$5.2 million
EST.	CLIENTS	EMPLOYEES	REVENUE



SERVICE DELIVERY FOCUS

Allied health, autism supports and assistive technology.

2021	2,107	141	~\$15.3 million
EST.	CLIENTS	EMPLOYEES	REVENUE



Revenue figures are indicative only*

Individually brilliant.
Collectively powerful.

PeopleKind Group brings together a portfolio of specialist organisations that are diverse, complementary, and stronger together.

Each organisation has its own identity, markets, services, partnership and strategy. Together, they contribute to something bigger: a connected human services platform with deeper reach, stronger support systems, and more capacity to respond to complex community need.

The courage to
be different.

At first glance, our Group may appear to be made up of six distinct parts. A closer look reveals the courage we have to build different models. Within Nesti we have Western Australia's only not-for-profit real estate agency. In Cahoots we have an adventure camp for people with all abilities that sees us connect with an array of schools and community groups. In Superyou, we have an award winning technical platform that enables communication to be possible where it never was before.

Together, we are more than a collection of services - we are a growing platform for partnership, innovation and impact.

Our capability architecture



Our capability architecture

A capability built by success.

01	02	03
Current service capability	Shared Group wide capability	Integrated Group capability
The Group’s service capability spans disability and community support, allied health and developmental supports, justice and reintegration, inclusion and participation, housing and accommodation, and broader social impact delivery.	The shared Group wide capability is one of the clearest differentiators of the Group. It brings together frontline specialists with Group wide, sector leading expertise, supported by a parent company structure and service level framework. This provides mature support across several areas.	Differentiating the Group from all other models is what happens when organisations within the Group work together. The vast array of skillsets within our organisations means we design unique, impactful services that deliver unparalleled outcomes. Our strategic direction points to cross entity service models, designing more integrated service pathways, developing a Group Community Impact Index, and stronger use of shared data, innovation, and diversified growth capability.
• Disability and community support • Allied health and developmental supports • Justice, transition, care and reintegration • Inclusion, youth, and participation • Housing, tenancy support, and accommodation pathways • Workforce and sector knowledge uplift • Capability and sector development	• Governance • Finance • People and culture • Risk, insurance and legal support • Quality, compliance and safeguarding • Marketing and communications • Technology and cybersecurity • Payroll	• More connected responses to complex needs • Stronger pathways across specialist service streams • Shared innovation and performance capability • Resilience that standalone organisations often struggle to build alone • Capital to support growth

Joining or partnering with PeopleKind Group

We are interested in collaborations that strengthen pathways and opportunities, co-design solutions, grow capability and create lasting impact for the people and communities we serve across Western Australia and beyond.

Keep your purpose.
Keep your identity.
Go further.

Joining the Group can make the following possible.

Purpose and identity remain central	Governance becomes stronger, clearer, and more disciplined
Duplicated overhead can reduce through shared Group wide capability	Access to specialist support in finance, people, risk, technology, marketing, and compliance
Resilience improves through stronger systems, infrastructure, and scale	Strategic reach is broadened through connecting with specialists and other organisations
Organisations can participate in greater pathways, innovation, and growth opportunities	

One shared purpose.
Many skills.
Greater impact.

Government and collaborators

The same model offers additional value: one trusted platform with diverse specialist capabilities, stronger governance, and the ability to bring together multiple disciplines in coordinated responses.

What remains protected is equally important: purpose, specialist identity, community connection, local accountability, governance guardrails, stakeholder trust, and culture are treated as strategic assets, not obstacles to integration.

Our approach to working together

Thoughtful integration.
Clear guardrails.
Greater strength.

The Group’s approach is person centred, connected, outcomes focused, and collaborative. It is built around responsive, strengths based practice, strong relationships, feedback, continuous improvement, and practical collaboration across organisations.

Our onboarding approach is staged and deliberate.



For government or organisations looking to partner with us, we seek to deeply understand the matter we are looking to address. Our skillsets are broad, our mindset is driven, innovation is in our DNA, our people care, and the opportunities are endless. Integration to broaden impact is at the heart of the value the Group can bring for service delivery or capacity building.

This mindset is supported by one of the most effective governance and support functions in Western Australia, building trust and confidence at every turn.

Governance, quality, certifications and assurance

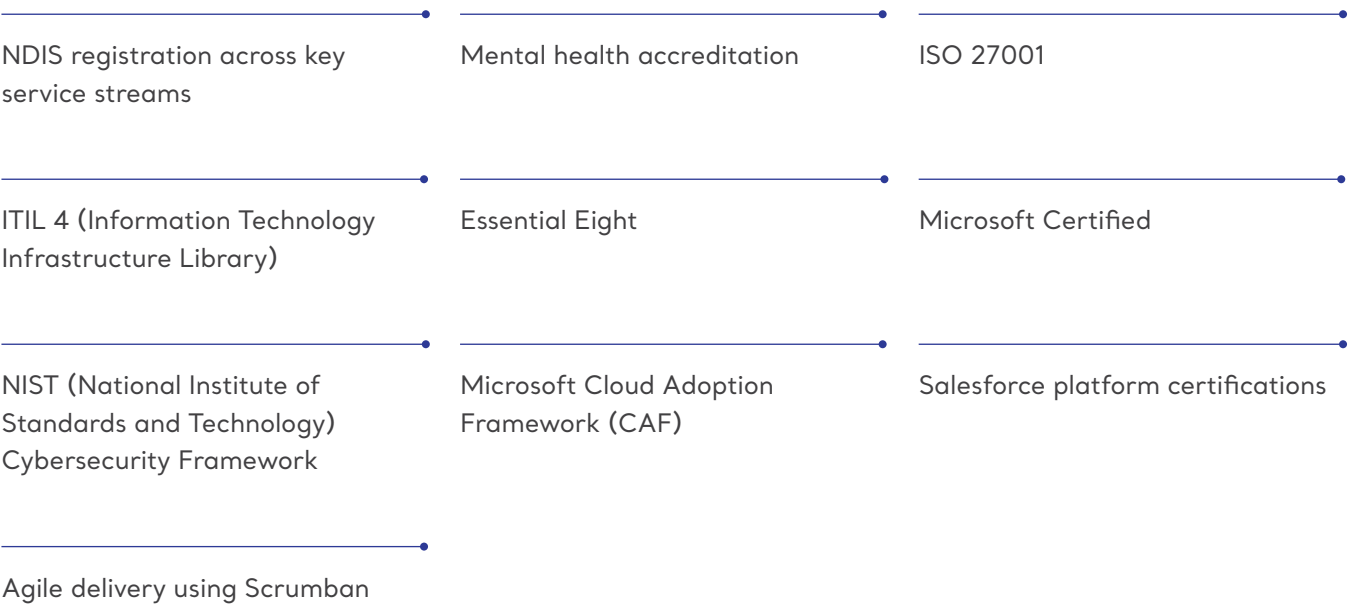
A strategic strength of the Group.

Governance at PeopleKind is the foundation that makes great impact possible.

PeopleKind Group operates in complex, regulated, high trust environments and has built a governance model designed not only to meet compliance obligations, but to support better decisions, stronger oversight, and more sustainable growth.

The governance architecture spans Group Board oversight, subsidiary governance, delegations, committee structures, strategic performance, financial governance, risk and assurance, safeguarding, stakeholder voice, and continuous improvement.

The assurance environment is also supported by recognised systems and credentials, including:



Underpinning our Group wide continuous improvement activity are our feedback and complaints systems, internal audit and structured quality evaluation activity.

Our future focus

A platform built not just for today,
but for tomorrow’s possibilities.

Our long-term ambition is clear. By 2036, we will be the go-to organisation in Western Australia for people who want to make a real difference, known for being trusted, diverse, sustainable, forward thinking, and powered by smart technology while putting people first.

The Group’s strategic plan places equal emphasis on three priorities over the next phase of growth: stronger Group capability and efficiency, greater impact and performance through collaboration and innovation, and diversification and growth for future sustainability.

Our future focus includes expanding integrated service pathways, strengthening workforce and leadership capability, expanding digitally enabled and data informed services, and building a broader ecosystem of connected, sustainable organisations and ventures.

Our courage to think differently will maximise the impact we have for the communities we serve. Being part of the Group is a platform with ambition – for impact, scale, innovation, integrated service models, stronger leadership, digital maturity, and broader community impact.

Contact us

We welcome conversations with purpose-aligned organisations exploring growth, transition, partnership, collaboration, or Group pathways.

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peoplekind.org.au

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(08) 6325 7000

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53 Burswood Road, Burswood WA 6100



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Our courage to think differently will maximise the impact we have for the communities we serve.

We empower people to live their best life.

CAHOOTS

melior
Positive Behaviour Support

nesti

nulsen

OUTCARE



PeopleKind Group

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