

2010
2011

Kurrajong Waratah
Annual Report



OUR MISSION

Kurrajong Waratah provides services to children and adults with disabilities and support for their parent/carers.

OUR VISION

Kurrajong Waratah will continue to be at the forefront of delivering responsive and innovative quality disability services.

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2009-2010 BOARD OF DIRECTORS

Executive Director Steve Jaques



Mr Michael Kennedy OAM
Life Member & Chairman



Mr Garry Forde
Vice Chairman



Dr Michelle Fernon
Vice Chairman



Mr Peter Perkins
Life Member & Treasurer



Mr Bill Howitt OAM
Life Member & Secretary



Mrs Roz Harbrow
Director



Mrs Pam Green
Director



Dr Max Graffen
Director



Mrs Kay Hull
Director

CORPORATE STRUCTURE

CLIENTS
AND
FAMILIES,
CARERS,
ADVOCATES

- Community Business Support Service
- Community Support Service
- Marketing/Administration Support Service
- Board of Directors and Executive



CHAIRMAN'S REPORT



**Mr Michael Kennedy OAM
LIFE MEMBER AND CHAIRMAN**

Ladies and Gentlemen,

2011 could possibly go down in the history of disability services in Australia as a major 'watershed' year with the Commonwealth Government committed to implementing a National Disability Insurance Scheme (NDIS) as recommended by its own Productivity Commission.

As I reported last year, an NDIS is a relatively simple but effective concept that would entitle all people with disability in Australia to the supports and services they need, regardless of how they acquired their disability.

The Australia Productivity Commission's opening words in its report to the Commonwealth Government summarised the current situation in Australia well when it said:

"The disability support system in Australia overall is inequitable, under funded, fragmented and inefficient and gives people with a disability little choice".

Without a transformational reform such as that proposed through an NDIS the future for many people with disability and their family carers looked bleak.

The Commonwealth Government is now set to take sole responsibility for Australia's disability services through the NDIS which is welcomed news. The current federated system, where states and territory governments have managed and controlled their own disability services, has created gaps and service shortfalls to the point that it was becoming a virtual lottery to receive services.

In early 2011, the Board of Directors took the decision for Kurrajong Waratah to take a lead role in the region to garner family and community support and advocacy for the implementation of an NDIS.

Disability is nondiscriminatory. It can affect anyone, anytime. An NDIS will provide protection for all Australians in the event they acquire disability.

The work however is not yet done. The scheme itself will need to be properly thought through and designed and in this regard Kurrajong Waratah will continue to monitor progress and the details as they become available.

At an operational level during 2011, I am pleased to report that Kurrajong Waratah's services continued to provide quality, high level service outcomes for our clients and for their parents, carers and families.

The organisation's Vision to 'be at the forefront of delivering responsive and innovative quality disability services' continues to drive all our planning and efforts.

Once again the Kurrajong Waratah Board of Directors, who bring a balanced mix of skills and experiences to the governance of the organisation, has ensured that the operational quality of our services, our legal compliances and our financial integrity were maintained over the reporting period. I thank my fellow Directors most sincerely for their input and for their support of the organisation's endeavours and achievements.

Without a transformational reform such as that proposed through an NDIS the future for many people with disability and their family carers looked bleak.

I extend to our CEO, Deputy CEO, Managers and the staff of Kurrajong Waratah on behalf of the Board and on behalf of our clients, their families and other stakeholders, our appreciation for your positive commitment and efforts in delivering the outstanding results of this report.

To our corporate supporters, local Councils, business partners, service clubs, other service providers, our government funding partners, our local Members of Parliament and to the general community, we express our appreciation for your involvement and support of Kurrajong Waratah in our delivery of services to over 850 babies, children and adults with disability and to their parents, carers and families.

Michael Kennedy OAM
Chairman and Life Member of Kurrajong Waratah

Photos:

TOP: Working with Speech Pathologist Laura Doig at Kurrajong Early Childhood Intervention Service is William Fairman.

CENTRE: Grant Lieschke relaxes at home after his day program.

BOTTOM: Pictured preparing lunch to take to Skills Options is Cathy Gain.



CEO'S REPORT



Mr Steve Jaques
CHIEF EXECUTIVE OFFICER

Kurrajong Waratah has continued to strengthen and develop our services for people with disability and our operational presence in the Riverina and Murray Regions over the year.

Our operational presence was strengthened with the opening of new premises in Griffith for our Work Solutions employment placement service and the co-location in these premises of our Griffith based InterLink service staff. A more permanent office for our Kurrajong Early Childhood Intervention Service in Tumut was secured and there was also the relocation to larger premises for Work Solutions operations in Wagga Wagga.

We continued the organisation's investment in our Recycling Business Park in Wagga Wagga with the completion of our new E-recycling building with a final cost of \$1.4 million. A grant of \$854,000 from the Commonwealth Department of Employment, Education and Workplace Relations under their Jobs Fund program towards this cost greatly assisted the project's completion. The E-recycling facility will provide both new and enhanced supported employment opportunities for employees with disability for many years.

The year also saw the merger of the Griffith Early Childhood Intervention Service into our Kurrajong Early Childhood Intervention Services operations. Our appreciation is extended to the former management committee of the Griffith service for all their hard work and effort over many years delivering essential early childhood services to families in Griffith and the surrounding four Shires of Leeton, Murrumbidgee, Carrathool and Hay. We thank the committee and the families in the service for the positive support they provided Kurrajong Waratah during discussions and the merger processes. Our aim from the merger is to strengthen and grow the range of early childhood intervention programs and services in coming years for babies and young children in Griffith and surrounding areas.

The NSW Government's commitment to the second five years of the NSW State Disability Plan – Stronger Together 2 (T2), with an unprecedented increase in funding for both new and expanded disability services was welcome news.

Stronger Together 2 (T2) will adopt a 'lifespan approach' with early identification aimed at providing services and supports to people with disability as required at key transition points in their lives.

This 'lifespan approach' will position people with a disability, their families and carers at the centre of decision making about the services and supports they wish to receive.

To strengthen this focus, the NSW Government has advised that individualised funding arrangements will become available under T2 from 2011/12 and by the end of 2013/14 any person with disability receiving disability services in NSW will have the option available to them of using an individualised and portable funding arrangement.

These changes to our current state Government funding over the next five years and the likely introduction of an NDIS at the end of this period will provide both challenges and opportunities for Kurrajong Waratah.

Over the next twelve months our strategy will be to review and strengthen our services' flexibility and responsiveness to capture funding and development opportunities that may arise from these initiatives. An awareness campaign of the services Kurrajong Waratah can provide together with the marketing of our current services will also be developed.

Overall in the reporting period, there were many positive achievements by our services, by clients and by staff. Once again I commend you to read the reports that are contained in this annual report for more in depth details of these achievements.

I extend to the Board of Kurrajong Waratah, my Deputy CEO, Ray Carroll and our Managers and staff my appreciation for the commitment you have shown that has achieved such positive results and outcomes for our clients.

Steve Jaques
Chief Executive Officer

Photos:

TOP: Ayisha Spokes is very proud of her achievements at Kurrajong Early Childhood Intervention Service.

CENTRE: Cameron Hall is pictured relaxing and enjoying his music.

BOTTOM: James Kitney uses the community equipment at Lake Albert to keep fit.



TREASURER'S REPORT



Mr Peter Perkins
TREASURER

It is my pleasure once again to present the Treasurer's Report and the Financial Statements for the year 1 July 2010 to 30 June 2011.

Turnover for the year of almost \$21m is similar to that of the previous year. Total funding from the State and Commonwealth Governments was \$11.8m for operational purposes and \$0.5m for capital purposes giving a grand total of \$12.3m which represents 59% of total income. Income from our own businesses was \$6.9m or 33% of total income while fund raising contributed \$0.6m gross with fees and other income contributing \$1.2m (representing 3% and 5% respectively of total income).

The total surplus for the year was \$2.4m. This exceptional result was largely the result of all sectors of the organisation (Business Support Services, Accommodation Services, Community Services and Fundraising) achieving results not only commensurate with budgets, but the great majority attaining surpluses significantly greater than budget targets. The surplus was also inflated by several other factors including an advance payment in June from the Commonwealth Government (Department of Education, Employment and Workplace Relations) of \$531k

...Kurrajong Waratah serves the community and as such has a reliance on the community for the tremendous support and assistance which is generously provided in a variety of ways.

under the Jobs Fund Program towards the cost of the E Recycling building and also by funding from the State Government (Department of Ageing, Disability and Home Care) under the Funding for Business Cost Pressures program of \$245k.

During the year a bank loan of \$920k was repaid. This was the residual of the original \$2.4m bank loan to assist in financing the Materials Recycling Facility. Within three years the loan has now been completely repaid well ahead of the budgeted term. The organisation has a very sound financial base with total assets of \$28.1m including property, plant and equipment of \$15.1m. Total liabilities are \$7.4m leaving net assets of \$20.7m.

Wages, salaries and associated employee payments totalling \$11.2m and representing 60.4% of total expenditure make a significant contribution to the economies of the local government areas receiving our services, particularly through the multiplier effect in creating other jobs and through the employment of local staff.

Total capital expenditure of \$1.8m includes expenditure on buildings, plant and equipment and motor vehicles. The organisation has a "buy local" policy which again contributes to the



Mrs Sharyn Atherton
FINANCE & ADMINISTRATION MANAGER

circular flow of income within local economies.

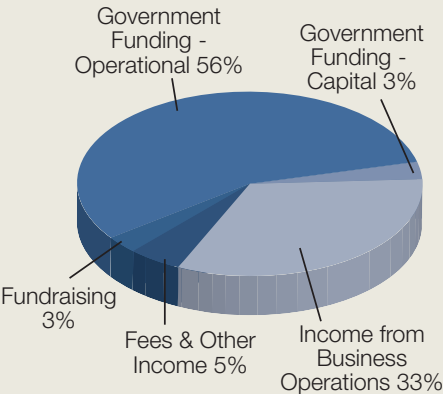
Kurrajong Waratah serves the community and as such has a reliance on the community for the tremendous support and assistance which is generously provided in a variety of ways. The organisation extends its sincere thanks and appreciation to all those organisations, businesses, families, our staff, individuals and members of the community who have been so generous in supporting our fundraising activities.

I commend all our Managers, their staff and service recipients for their commitment and endeavours during the year enabling the organisation to achieve such an excellent financial result.

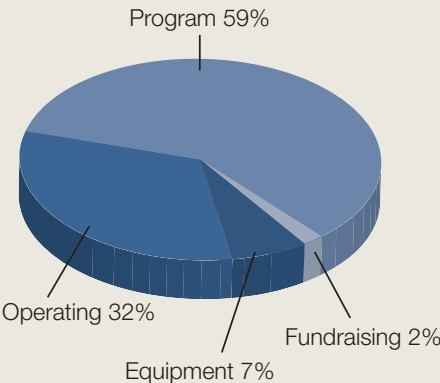
My particular thanks go to Mrs Sharyn Atherton, Finance and Administration Manager, for her commitment, proactive efficiency and co-operation. Thank you also to the CEO, Deputy CEO and fellow Directors for the roles they play in ensuring the financial stability of the organisation.

Peter Perkins
Treasurer

Income 2010 / 2011



Expenditure 2010 / 2011



DEPUTY CEO'S REPORT



Mr Ray Carroll
DEPUTY CHIEF EXECUTIVE OFFICER

In our commitment to the continuation of providing quality services to over 850 people with disability in the Riverina Murray region of NSW many exciting, innovative changes and improvements have again occurred within the organisation during the last 12 months.

As a result of the well documented ageing population problem in Australia, one of the biggest challenges facing the organisation currently is the prospect of not having enough staff to work in our services. In addition to the ageing population issue, the NSW Government's second stage of the NSW State Disability Plan (2011-2016) called "Stronger Together 2" is predicted to create 40,000 new jobs across NSW. While Stronger Together 2 will provide much needed new funding to families/carers and people with disability it will also create an unprecedented demand for additional staff to work within the sector.

In an attempt to address this emerging problem of future staff shortages, the NSW Department of Ageing, Disability and Home Care (ADHC) has funded a recruitment initiative aimed at increasing attraction and retention of staff within the community care and disability sector. This

initiative, called "Carecareers" has embarked on a marketing program to use the positive experiences of "real" disability industry workers in NSW to build public awareness of the benefits of working in the disability field. Anyone interested in finding out more about this initiative can visit the Carecareers web site at www.carecareers.com.au.

In August 2010, the annual disability standards surveillance audit under the Commonwealth Disability Services Act for our supported employment services was conducted by external independent auditors, BSi Management Systems. The audit revealed that there were no Notifiable Issues and no Non Conformances which was an excellent result. The auditors also made mention of the organisation's strong commitment to continuous improvement evidenced by the organisation's introduction of 16 commendable practices since the last audit.

During the year we applied for and were successful in obtaining funding under the 2010 NSW Government's Community Building Partnership Program. These funds were used to purchase two heavy duty commercial washing machines at the Cypress Centre in Narrandera, additional car parking spaces and concrete repairs at Lord Baden Powell Drive and Chauncy Cottage in Wagga Wagga plus an external and internal improvement to Café Peckish in West Wyalong.

Our Tumut Early Intervention Service will soon be relocating to new premises in Capper Street. Staff and families are very excited about this move as the new premises are at least three times larger than their current premises and will more easily cope with the rising demand for our early intervention services in the Tumut, Gundagai and Tumbarumba areas. We have established an excellent partnership with the owners of the land which is the NSW Department of Education and Communities. The service will be located on the same site as Gadara School which is a school similar to Willans Hill in Wagga Wagga. Families see great synergies between ourselves and the school plus they will benefit with extra support and assistance as their children transition to school.

During the year a much needed refurbishment of the Childrens' group home kitchen plus a carpet and vinyl upgrade in Sunshine Avenue was carried out. The funding for this project was provided by the Wagga Business NetworX group who have been fantastic supporters of the organisation for many years. The refurbishment looks great and is now a much more functional and enjoyable area for the children and staff.

Continuing our strong and mutually beneficial relationship with TAFE, this year we were able to again utilise the skills of the TAFE joinery students to refurbish the kitchen areas in the Cottage, Development Services and Administration buildings at our Lord Baden Powell Drive site. Again these refurbishments have enabled staff to enjoy essential staff office amenities in a more functional way. The kitchens are now very modern and provide a pleasant area for staff.

The demand for our open employment services run by Work Solutions has continued to increase which resulted in the need to open an office in Griffith. We are now able to cater for this demand and service the Griffith area in a more professional and responsive way. Work Solutions Griffith now co-locates with our Support Coordination Service, InterLink in Yambil Street.

The National Product Stewardship legislation will soon become law in Australia. This legislation will pave the way for the launch of an industry run television and computer collection and recycling scheme by the end of 2011 or early 2012. To enable Kurrajong Waratah (Kurrajong Recyclers) to become an active participant in this initiative through its E-recycling business it was necessary to obtain ISO 14001:2004 Standard Certification under the Environmental Management System (EMS). Having this certification will allow us to move forward with confidence in our E-recycling initiatives knowing that we are meeting and maintaining internationally recognised standards in our operations.

Staff training has again been a major focus throughout the organisation with many staff attending relevant and personally beneficial training courses. In addition to this, through our association with a registered training organisation based in Sydney, we have been able to train approximately 65 staff in the newly created Professional Practice Induction Program, Certificate IV in Disability, Diploma in Disability or Advanced Diploma in Disability.

As the organisation has continued to grow, the need to improve and update our information technology systems has also increased significantly. This year we installed a new general ledger accounting system to assist with financial management of this growth. This investment has proven to be a very prudent purchase as the new accounting system is easily able to accommodate current and any additional services that come on line in the future.

Overall the organisation had an outstanding year. The underlying strength of our services will enable us to meet the many new challenges ahead in providing and maintaining quality services to people with disability.

Finally, I would like to thank our CEO, Steve Jaques for his advice and support during the year. Thank you also to our very committed and hard working Managers, staff and employees who continue to do that extra bit to ensure that Kurrajong Waratah remains at the forefront of delivering quality services.

Ray Carroll
Deputy Chief Executive Officer

DEVELOPMENT SERVICES REPORT



Mrs Cathie Smith
DEVELOPMENT SERVICES MANAGER

Despite the requests of the community to support many worthwhile causes and to respond to the numerous natural disasters in our own country and abroad this year, the ongoing support of many individuals, businesses and groups has enabled us to continue to respond to the needs of over 850 babies, children and adults and provide support for projects and services which attract no government funding.

In particular the outstanding contribution of a number of groups and our own Race Day Committee has provided a major boost to our fundraising.

Wagga Business NetworX, Myer Staff fundraising, South Wagga Lions Club and South Wagga and Wagga Wagga Rotary Clubs continued their support throughout the year.

Wagga Business NetworX (WBN), a group of like minded young business men and women have to date raised in excess of \$85,000 for our children's accommodation support service. This year, in addition to the annual holiday they provide for children with a disability, a Kurrajong Waratah group home received a much needed new kitchen, floor coverings replaced throughout and storage previously only dreamed of. The names

and businesses involved with WBN are highlighted on page 42-43 of this report.

Myer staff continues to amaze us with their support which is now in its 33rd year. This year Myer Corporation again generously matched staff's fundraising efforts dollar for dollar. The proceeds of their fundraising efforts is part of the reason Kurrajong Waratah will soon commence the construction of the third group home in our Olearia Place accommodation development. The local Myer staff fundraising committee is recognised on page 42-43 of this report.

Members of South Wagga Lions Club are outstanding supporters of our Race Day, Christmas Spectacular and many other events providing exceptional 'Lion' power which they are synonymous for. The fact their families often work alongside them is greatly appreciated. A special thank you to each of the members of the club who give so generously of their time and who we greatly appreciate. We know that some events would be difficult if not impossible without these dynamic and generous people.

South Wagga Rotary Club's support continues and I am pleased to say we are now one of the major beneficiaries of their Annual Golf Day which is generously sponsored by Kurrajong Waratah's Life Member Allen Thomas of Thomas Bros. A special thank you to each of the members of South Wagga Rotary Club for their efforts and to Allen Thomas for his on-going generous contribution.

The Kurrajong Waratah Race Day Committee this year worked towards the Hildasid Farm development in Gregadoo Road, Wagga Wagga which has been highlighted in previous years' Annual Reports. Despite the calls on the community outlined above, the Race Day committee achieved an unsurpassed result for the day. While the weather presented challenges for us, a record crowd was achieved. We thank the committee who are recognised on page 42-43 of this report and the many sponsors and supporters of the day. Without their support the results we achieved would not have been possible. A special

...the ongoing support of many individuals, businesses and groups has enabled us to continue to respond to the needs of over 850 babies, children and adults.



Proud of their achievements and the new kitchen they made possible at one of Kurrajong Waratah's Children's group homes are Wagga Business NetworX (WBN) members (l to r back row) Craig Barrett, Scott Boyle, Adam Drummond, Jeremy Hutchings, Ian Fyfe with (front row l to r) Directors of Kurrajong Waratah, Pam Green, Michael Kennedy OAM, Chairman, Michelle Fernon and Jenny Fyfe of WBN.

thank you to the Murrumbidgee Turf Club for their continued allocation of our Annual Race Day and their willingness to assist in any way they can.

These successful events are complimented by our Annual Art Union and Christmas Spectacular, both longstanding events which are highlighted in other sections of this report.

Our local Corporate Life Members, PRIME7, Riverina Media Group, Riverina Broadcasters, together with other media in our service area have supported us to publicise our promotional events and our work with people with disabilities and their families throughout the year.

During the year we have responded to many local groups, service clubs and schools eager to learn more about our work with people with disability in the Riverina Murray Region's and how they can become involved now or in the future. This is a most important part of our work and we are always happy to respond to these invitations.

We sincerely thank the many people who have given freely of their time to ensure the success of our fundraising events throughout the year.

In particular I would like to thank our families and staff who volunteer their time to assist with fundraising activities or who continue to show their loyal support.

I would like to thank my staff and their families for their willingness and availability which enables us to maintain our fundraising agenda each year, much of which happens outside normal office hours.

Knowing the support provided by the community makes it possible to provide opportunities that attract no government funding or might not otherwise be possible is most rewarding.

I would like to acknowledge the support of our CEO Steve Jaques and DCEO Ray Carroll throughout the year.

We certainly look forward to support for the continuation of the Olearia Place Accommodation Development and the opportunities that the Hildasid Farm will provide to people with a disability in the near future.

Cathie Smith
Development Services Manager

ACCOMMODATION SERVICES



Mrs Noelene Hogan
ACCOMMODATION SERVICES MANAGER

Adult Accommodation Support Services Wagga Wagga Team A

This past year has been positive for both clients and staff with many and varied events, activities and experiences. Many clients have been developing their cooking skills and inviting their families to share a meal. This has resulted in very positive experiences both for the clients and their families with some interesting dishes being served. Time with families is valued highly by clients and this is a great time for coming together over a meal.

Many clients experienced travel away with their house mates and friends during the year including holidays to Sydney and Queensland, attending the rugby league State of Origin football match in Sydney enjoying different cuisines, the beach and having their photo taken with the players from the football team they follow.

Clients' changing health needs are constantly monitored by staff particularly our older clients who are showing significant signs of ageing. The service is proactive in this area and we have again had great support and assistance from aged care services including training of our staff in dementia and understanding and supporting people with a

disability as they age.

Accommodation services staff work in very closely with other Kurrajong Waratah services to ensure support for clients whose needs are changing is done in a person centred and complimentary way from both Skills Options and or their workplaces.

Many accommodation support services staff took the opportunity to do formal study paid for by Kurrajong Waratah and this has resulted in many staff now having qualifications in both Certificates III and IV Community Services – Disability and some have their Diploma in Disability. Well done to all staff.

Adult Accommodation Marashel West Wyalong

Marashel West Wyalong has been very busy this year with many changes taking place.

The clients have again had many outings including dances and this includes staying out of town overnight which enables clients to meet other people, have fun dancing, enjoying the music and maintaining relationships.

Similar to Wagga Wagga services some clients have had health issues during the year but with the support received have been able to recover very well. Holidays and significant birthdays have been very exciting times with lots of fun enjoyed by all.

The Marashel house itself was painted inside and out, the décor updated with new blinds and pictures. The back yard has been improved, with the garden updated with new trees and shrubs and a new garden shed for storage.

Clients have also had fun changing the personal items in their rooms to match the new interior. The facility is looking very good and very modern.

Families are very much part of the day to day life at Marashel and are always ready to offer support. Their continued contact and visits are enjoyed by clients.

The on-call system utilised by Kurrajong Waratah continues to be an important part of the everyday services of Accommodation support services and

this aspect is vital to make sure that assistance and support is available to services, staff, clients and families after hours.

In concluding, I would like to personally thank all my staff, my team leaders, other Accommodation Managers and everyone at the Accommodation Administrative Cottage for their ongoing support. Thank you also to all other Managers within Kurrajong Waratah and to Deputy CEO Ray Carroll and CEO Steve Jaques for the ongoing support we receive.

Noelene Hogan
Accommodation Services Manager

...we have again had great support and assistance from aged care services including training of our staff in dementia and understanding and supporting people with a disability as they age.

Photos:

TOP: Known for her happy disposition is Heather Crearer of Marashel West Wyalong.

CENTRE: After a day at work at Kurrajong Recyclers, Maggie O'Kane spends some quiet time at home.

BOTTOM: James Kitney is assisted by support worker Julie Girling to make coffee for his fellow residents.



ACCOMMODATION SERVICES



Mrs Lyndal Ross
ACCOMMODATION SERVICES MANAGER

Community Living Support Service (CLSS)

Community Living Support Service has continued to provide in home drop in support to clients in the Wagga Wagga area. Our main objective is to provide support which enables each client to live in the community as independently as possible. The support provided is based on individual needs and we aim to be flexible and adaptive in the manner it is provided. All clients have been assisted with managing their health, finances, household living, relationships, building/maintaining skills, pursuing their interests and accessing the community.

This year clients have had a great opportunity to be involved in a new social group that meets weekly. This new initiative has given clients opportunities for education in a truly social and positive environment. Just a few of the topics covered this year include home safety, advocacy, disability standards, emergency management, healthy cooking and other activities have been focused on creativity such as soap and card making.

Our CLSS client manual, which depicts the NSW Disability Standards in picture format, was reviewed this year. Clients met together and as

a group reviewed the manual and assisted in its update ensuring the manual stays accurate and relevant.

Allambie Accommodation Support Service – Leeton

The Allambie group home in Leeton has continued to provide care to a diverse group of individuals with a focus on further developing skills and opportunities to become involved in the local community. All clients have experienced the positive benefits of travel this year and are always looking forward to the next adventure.

Each client has been supported by staff to develop an Individual Lifestyle Plan which reflects their hopes, dreams and aspirations. This year's goals have focused on social activities, fitness, new experiences and creativity.

Staff have also enjoyed opportunities to enhance their skills and have participated in training such as P4P, administering medication, Certificates III and IV in Disability work and Person Centred studies.

Children and Adolescent Accommodation Respite Support Service

Our group homes have continued to provide Monday to Friday care which enables adolescents the opportunity to receive their secondary education in Wagga Wagga. This service is focused on the development of skills which will support the adolescent into adulthood. Staff have developed creative strategies to encourage each individual adolescent to further their skills in household living, money management, public safety, domestic duties and importantly in accessing the community. Staff work closely with families to provide continuity and consistency which is paramount for students living away from their family home.

The continuing generosity from Wagga Business NetworX allowed us this year to give a much needed upgrade to one of our group homes. The new kitchen, floor coverings and purpose built cupboards were all designed with the children's

needs in mind and this has had an incredibly positive impact on clients, families and staff and will be felt for many years to come.

The service has had another busy year providing respite to children, adolescents and to adults from Wagga Wagga and the surrounding areas. Each weekend our group homes are utilised to provide much needed respite care for families. Respite care is full of fun and opportunities for participants to engage in activities in the community and group home. Staff use their extensive knowledge and experience with each client to design activity programs which suit the individual and which takes into account their diverse needs.

I would like to thank all clients and families for welcoming us each day into their homes and lives. I would also like to thank my Team Leaders and staff who develop creative ways to provide quality and individualised service to meet the diverse needs of our clients.

Lyndal Ross
Accommodation Services Manager



Photos:

TOP: Using automatic teller machines has become an important part of community life for us all and Barbara Ceeney visits her bank to make her weekly withdrawal.

CENTRE: Having a beautiful new kitchen thanks to the members of Wagga Business NetworX makes helping with preparing dinner a much more enjoyable experience for Michael Bale.

BOTTOM: Support worker Roz Thompson enjoys helping Susie Jennings as she relaxes with her craft activities at Allambie group home in Leeton.



ACCOMMODATION SERVICES



Mr Cannon Banks
ACCOMMODATION SERVICES MANAGER

Adult Accommodation Wagga Wagga Teams B & C

This year has been a stabilising year for Adult Accommodation. Changes in November 2009 have contributed to the continued focus on establishing clients and staff into routines and rosters. A sense of contentment across both Accommodation Support Service teams is clearly visible due to this determined approach in implementing these necessary structures and supports to benefit clients.

Team B has been working hard. This has been apparent when seeking out client's needs in regards to health. Team B has taken an approach in achieving "person centred planning", with the Team agreeing to have more focus on individual needs. For example, doctor appointments have been a main area for improvement. Staff members have been given an opportunity to focus on the individual client alongside the GP. Change and implementation of flexible hours for staff have allowed for less disruption amongst group home routines and rosters.

Ensuring quality care of high support complex needs for clients within this team is a challenging yet important aspect.

The annual holiday for Team B has become quite the anticipated event for the year. Six clients embarked on a week away to Melbourne, jam packed with outings to the Aquarium and the Melbourne Zoo. It was unanimously agreed that the highlight of the holiday was the Puffin' Billy steam train excursion out to the Dandenong Ranges.

It is particularly pleasing to note the patience Team B staff have maintained this year, in accordance with behavioural planning and development. This is an integral part of clients' success in having a productive, supported lifestyle. The conducive nature of Team members has had and will continue to be important in the smooth running of the group homes.

Team C are an energetic group of workers who welcomed the arrival of a new, dynamic client towards the latter part of last year. The re-distribution of personalities and characters within the house has in many ways brought a new verve and vigour to the staff team as a whole.

Ensuring quality care of high support complex needs for clients within this team is a challenging yet important aspect. Team C has participated in NCI training (Non Crisis Intervention) which allowed them to develop and implement strategies in accordance with behavioural situations. This training enabled staff to develop a client's perspective in all aspects of life and highlighted the imperative nature of constantly reviewing

individual behavioural plans and reflective learning of their own responses to situations.

Team C embarked on an inaugural holiday for clients who don't have the opportunity to take vacations due to mobility requirements. Merimbula on the NSW South Coast was the destination for six clients and three staff, with activities at the beach, shopping excursions and a visit to local attractions including a local farm. These initiatives provided a fresh outlook and change from the usual sequence of activities which many of Team C clients experience on a daily basis.

For Team B & C the daily service deliveries which the clients receive has been exceptional. I would like to thank all staff for their continued support and contribution in maintaining this high standard of care. My sincere thanks are extended to all management staff of Kurrajong Waratah and to my Team Leaders of Team B & C in particular.

Cannon Banks
Accommodation Services Manager

Photos:

TOP: Everyone in the group home helps prepare dinner and Mary Lou Gowland is pictured taking her turn.

CENTRE: Preparing for a social outing are I to r Jessamy Stephens, support worker, Nicole Matthews and Accommodation Manager, Cannon Banks.

BOTTOM: There are always household chores to be done and Helen Makeham happily helps fold her washing.

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EARLY CHILDHOOD INTERVENTION SERVICE



Mrs Susan Macgillcuddy
EARLY CHILDHOOD INTERVENTION
SERVICE MANAGER

It has been very rewarding and at times challenging over the last year to have supported 254 families and their babies and young children with disabilities and developmental delays. Kurrajong Early Childhood Intervention Service (KEIS) provided excellent evidence based early childhood intervention services to these families from across the Riverina Murray Region.

The KEIS team work in partnership with the families and with other early childhood services to provide learning opportunities and experiences that optimises the baby or child's development.

The organisation's commitment to providing equitable early childhood intervention services across the Riverina Murray Region saw a merger by the Griffith Early Childhood Intervention Service (GEIS) with Kurrajong Waratah at the end of June 2011. As part of the KEIS service, the Griffith service is provided with administration support, supervision and mentorship from KEIS that has value added to the early childhood intervention services delivered in Griffith and area. Lobbying has commenced to improve the level of GEIS funding to enable this service to continue to grow and provide equitable early childhood services to the five shires they service.

It was with great excitement that news was received from the Federal Government that funding under the Family Support program, for early childhood intervention services in the Shires of Tumut, Tumbarumba, Gundagai, Coolamon, Narrandera, Lockhart, Cootamundra, Temora and Junee had been extended to June 2014. The innovative 'hub and spoke' model developed and tested by Kurrajong Waratah is now nationally recognised as a service delivery system that can equitably deliver high quality transdisciplinary intervention services to rural and remote areas.

In Tumut, the NSW Department of Education and Communities have provided our Tumut early childhood intervention service with leased premises on the site of the old Tumut Primary School which we will co-locate with Gadara School. The co-location and partnership this will develop has been greatly supported by families, particularly those with children transitioning to school.

Over the last year we have hosted many beneficial and instructive programs to support parenting and child development. The Family Support Workers presented three Positive Parenting Programs which benefited 30 families; the Speech Pathologists conducted two Hanen programs for 16 families which provided education and strategies to families to promote their child's communication skills. Additionally our speech pathologists provided the SOS specialised feeding program to support feeding issues. Children and families who attended the program have been thrilled with the results.

The Physiotherapist and Occupational Therapists have been assisting children to address their mobility, sensory input and stability issues. For instance TheraTogs are making a difference for a number of babies and young children.

This year the Early Educators have successfully linked KEIS' programs to the National Early Years Learning Framework which is compulsory for all early childhood services. The Educators play an essential role in assisting with the development of each child's individual goals in all their learning

environments, which is primarily in the home, in early childhood services (long day care, pre schools etc) and in the community.

Over the last year KEIS has employed 26 dedicated early childhood intervention professionals who have worked tirelessly with the children and their families. The KEIS team do this in partnership with families recognising that families are the most important people in a child's life and it is through their unrelenting perseverance and love that a real difference in a child's life can be made.

Susan Macgillcuddy
Kurrajong Early Childhood Intervention Service
Manager

Photos:

TOP: Donnalee Gregory, Kurrajong Early Childhood Intervention Service (KEIS) Physiotherapist shows mum Renae (on right) how to help baby Malachi as he develops.

CENTRE: Ruby Driscoll is pictured at KEIS following her assessment and session with therapists.

BOTTOM: Speech Pathologists conducted two Hanen programs for families to help provide education and strategies to families to promote their child's communication skills. Additionally our Speech Pathologists provided the SOS specialised feeding program to support feeding issues. Children and families who attended the program have been thrilled with the results including Jamie and his family.

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DAY OPTIONS



Mrs Carolyn Eckersall
DAY OPTIONS MANAGER

Skills Options provides a range of meaningful structured day activities which meet people's needs and life stages. Skills Options operates services in Wagga Wagga, West Wyalong and Leeton and provides day support to 66 adults with disability who have medium to high support needs.

Skills Options supports people who are of school leaving age through to retirement age. The challenge is to meet the different and individual needs of each person. As each person is an individual in their ability and interests and their goals, time is taken to work out a program where the client's needs are being met when they first start at Skills Options, or when the persons needs change. This can involve a lot of trial and error and communication with the client and their family. Funding limitations on the service make it difficult to be as flexible as needed to meet all clients' goals. Important in our endeavour to be person centred is having well trained staff to meet the variety and changing needs of individuals. In the past 12 months Kurrajong Waratah began providing a more streamlined approach to staff training and more access to training including positive approaches to behaviour management.

Training ensures staff know how to do their job confidently and flexibly.

Skills Options in Wagga Wagga have a variety of locations to work from and this helps provide varying opportunities for people to undertake their chosen programs and with people whose company they like.

Some clients during the year accessed some of their services from home rather than our centres as they needed a quieter setting as their base. This is not possible for everyone due to lack of funding, resources and availability of staff. The challenge for Skills Options is to address the needs and goals of clients as they age and as we continue to support people who have complex needs.

Our newly branded 'Art to Crow About' Exhibition was an outstanding event despite the Art Gallery being flooded after opening night. Regardless, many of the amazing creations were displayed and sold to the admiring public. As part of the opening night the Twilight Dance Troupe presented a Butoh performance called "Four Seasons" which was made possible through the generosity of the Phil and Joan Millard Trust Fund. We acknowledge the extremely generous support to Art to Crow About from sponsors, Doctors Vince and Michelle Fernon of Wagga Endoscopy Centre. We look forward to our next Art to Crow About Exhibition.

The 'All Abilities Theatre' Company, a new development created to cater for people with disabilities who wish to participate in self expression and creativity through drama and theatre, continues to grow and gain more support from both artists with a disability and the community. Last year the project was funded by Regional Arts NSW and it was structured around the production of four excellent plays which were performed on stage throughout the year. This year the theatre company is thriving and has presented a wonderful mid year performance 'Romeo and Juliet in Tokyo, A Japanese Love Story' and an end of year performance is being developed.

The challenge is to meet the different and individual needs of each person.

Overall clients and staff of Skills Options Leeton, West Wyalong and Wagga Wagga have had a very busy 12 months where much has been achieved individually and collectively by our 66 clients.

A sincere thank you to all the staff, volunteers, clients, and families and carers for all your support with making good things happen.

Carolyn Eckersall
Day Options Manager

Photos:

TOP: Adam Chambeyron indicated he wanted to participate in Skills Options fitness program and is pictured showing his support worker Rachael Frechette what he has achieved.

CENTRE: Volunteer work is an important aspect of many people's day program. Pictured are l to r Naomi Nicholson of West Wyalong business Thom, Dick and Harry with Nicole Kearins of Skills Options.

BOTTOM: Skills Options staff continually develop new and interesting activities for clients to enjoy. Raymond Stevens is pictured participating in a craft session at Leeton Skills Options.



PEOPLE FOR PEOPLE PROJECT



Mrs Janet Laws
P4P PROJECT MANAGER

The People for People Project (P4P), an initiative to build the workforce capacity and skills of the Non Government (NGO) staff to internally manage clients with challenging behaviour, has continued to be embraced by the NGO sector across the Ageing Disability and Home Care (ADHC) Western Region. The partnership developed between ADHC Behaviour Intervention Team and the NGO sector has continued to strengthen to support this initiative as well as the connections being made between the NGO's.

During the year P4P was able to provide training and support in 93% of the NGO's scattered across the western region of ADHC who provide disability services.

P4P also facilitated and supported two Mentor Networks across the Western Region, one in the Riverina Murray and one in the Central, Orana, Far West area that met quarterly. NGO's mentors from their organisation attend these meetings to discuss topics of interest, brainstorm about service delivery strategies and share details and examples of what works for them in their services. ADHC staff also attend the Mentor Network meetings and provide additional support to NGO mentors, with advice on training and in strategies for managing challenging behaviour.

The Mentor Network group currently has 50 mentors registered from approximately 35 NGO's. The attendance at these meetings continued to grow.

A feature of the Mentor Network group is the positive collaboration and cooperation that has developed between NGO's and also between ADHC staff and the NGO sector.

Participants and mentors have reported many benefits in being involved with the P4P training and mentor network meetings. Managers and coordinators of NGO's are reporting a positive change in their staff attitudes towards previously challenging clients and that staff are recognising the importance of understanding behaviour from the client's perspective.

ADHC Office of the Senior Practitioner has commenced a review of the P4P Project. The review will measure the outcomes from this of the initiative as well as identify possibilities for ongoing funding and expanding P4P into other ADHC Regions as part of a practice improvement framework for NGO's.

Janet Laws **P4P Project Manager**

Catching up to discuss the progress of the P4P Project are members of the P4P steering committee, front row l to r Julie Ryan, Western Region Behaviour Intervention Support, NSW Department Ageing Disability and Home Care (ADHC), Janet Laws P4P Project Manager, Kurrajong Waratah, back row l to r Ray Carroll, Deputy CEO, Kurrajong Waratah, Glenys Salter, Behaviour Support Manager ADHC, Diane Lynch, Manager Performance and Quality Improvement Riverina Murray, ADHC.



Kurrajong Waratah believe that older parent carers should have access to support services which help them in their caring role.

Paul and Kellie Parker
InterLink Wagga Wagga



Kurrajong Waratah believe that people with a disability should have access to a range of day services and lifestyle choices as they retire from work.

Cathy Gain
Skills Options Wagga Wagga



Kurrajong Waratah believe that babies and young children with disabilities should have access to therapy and early education services as well as support to maximise their development and future education outcomes.

Stacey Sweeney and daughter Monique Besley
Kurrajong Early Childhood Intervention Service
Wagga Wagga



KURRAJONG BUSINESS SERVICES



Mr Alan Larcombe
KURRAJONG BUSINESS SERVICES MANAGER

During the past 12 months the eight businesses of Kurrajong Business Services located in Wagga Wagga, West Wyalong, Narrandera and Leeton have provided supported employment for 125 employees with disability.

The nature of the duties carried out in these businesses is quite varied and does offer opportunities for employees to increase and improve their skills. The contribution that is made to the community and local economies through the efforts of our 125 employees with the support of 50 permanent and part time staff is substantial.

The annual income for Kurrajong Business Services including government business is approximately \$6m.

There have been notable achievements in these businesses throughout the year and I share some of these with you in this report.

Kurrajong Recyclers can clearly be recognised as the major materials recovery and recycling facility in South West NSW and Riverina Murray regions. At the end of the financial year 15,000 tonnes of recyclable materials were processed at our plant in Wagga Wagga. This is a 50% increase in volume over six years.

We reported last year of the Commonwealth Government Grant received to build a major E-recycling facility at our site in Wagga Wagga. The facility is almost complete and will soon be fully operational. The provision of this facility not only provides opportunity for further employment of employees with disability but also qualifies Kurrajong Recyclers to be very much involved in potential contractual negotiations in the National Product Stewardship Scheme for end of life environmentally safe recycling of televisions and computers. This National Scheme is expected to commence late 2011 and will be rolled out over five years in line with the current staged withdrawal of analogue television transmission throughout Australia.

Kurrajong Waratah has recently been accredited for certification of ISO 14001 under the Environmental Management System (EMS). The ISO 14001 standard represents the core set of standards used by organisations for designing and implementing an effective environmental management system. It is now a mandatory national requirement in Australia to hold ISO 14001 Certification for Kurrajong Recyclers to process and recycle electronic equipment and to be part of the National Product Stewardship Scheme.

The future growth for Kurrajong Recyclers is very positive with an increase in the processing of comingled kerbside household recyclable materials. Five Riverina Councils are depositing their materials at our Wagga Wagga premises for recycling. Throughout this year significant investment in new and additional machinery, plant and equipment occurred to process recyclable materials to the quality required by our customers.

The two other small businesses operating out of Wagga Wagga, Culinary Capers and Internal Maintenance provide employment for ten adults with disability. Culinary Capers specialising in providing food products to local cafés, coffee shops and sandwich bars have had another sound year. As an example the quantity of cooked chicken meat delivered locally averages 325Kg

per week or about 17 tonnes in a year. Culinary Capers are required to hold a licence as a food processor by the NSW Food Authority and the recent successful Audit by the Authority and the monthly bacteriological laboratory testing of the food quality assures our customers that the highest hygiene and handling standards are being maintained by our employees and staff.

The Internal Maintenance section continued to provide a very valuable and cost saving service to Kurrajong Waratah with general maintenance of the properties and homes we occupy and the management and maintenance of Kurrajong Waratah's motor vehicle fleet. The operation of the Willans Hill School bus run is conducted by the Internal Maintenance crew as long serving contractors to the NSW Department of Education and Communities.

In Narrandera, Leeton and West Wyalong five small businesses are operated providing employment to 47 adults with disability living in these shires.

Photos:

TOP: Kurrajong Waratah's E-recycling program has been extended to both Narrandera and West Wyalong services. Simon Doss is pictured dismantling computer components as part of his employment program at Cypress Centre Recycling in Narrandera.

CENTRE: Pictured sorting linen as part of a local motellers contract with Narrandera Laundry and Linen Service is Simon Flannigan one of the employees who helped process 115 tonnes of laundered and ironed product to the satisfaction of customers in the Narrandera and Leeton Shires this year.

BOTTOM: Kurrajong Business Service operates five small businesses in Leeton, Narrandera and West Wyalong in addition to the services operated in Wagga Wagga. Jennifer Howe is pictured on the job at Leeton Ironing Basket.





Daily interaction with customers and the community either at work sites or places of business where we provide services is a feature of these small businesses for our employees with disability.

The collection, receiving, processing and baling of cardboard and paper from business houses and residents occurs in Narrandera and West Wyalong. For the year a total of 550 tonnes of product was delivered to Tumut and Sydney markets respectively. To supplement the business income other services provided to these towns include lawn mowing and grounds maintenance and pamphlet letterbox delivery for a national contractor.

The Narrandera Laundry and Linen Service received assistance from the NSW Government's Community Partnership Program and were able to purchase two 25kg commercial washing machines to cope with a significant increase in the daily laundry loads. The Laundry Service processed 115 tonnes of laundered and ironed product to the satisfaction of customers in Narrandera and Leeton Shires during the year. The Leeton Ironing Basket continued to provide a high quality ironing service to the residents of Leeton and expanded to offer laundry as well as clothes ironing which is proving to be very popular with customers.

Photos:

TOP: Pizza and quiche drives are a time when it's all hands on deck at Culinary Capers. Chloe Lidden is pictured topping another batch of quiches with cheese.

CENTRE: Josh Himsley has become a competent fork lift operator and a real asset to the Spins Recycling service with his ability to move products throughout the factory.

BOTTOM: Café Peckish in the Park in West Wyalong continually grows in reputation and it's meals like those being prepared by Gillian Judd that ensures the quality for which they are renowned, continues.

Café Peckish in the Park at West Wyalong is continually growing in reputation and has become very well supported by the local community as well as by passing interstate travellers. Function catering has grown significantly and the Café's after hours birthday parties and functions have become regular bookings. The Café's dining room has been redecorated including new dining furniture. The NSW Government's Community Partnership Program also enabled improvements to the Café grounds with landscaping, paving and outdoor furniture for our customers and their families to enjoy in the warmer months, including the children's Adventure Maze.

I wish to thank very much all of my staff and employees for their enthusiastic support throughout a most successful and positive year of achievements.

Alan Larcombe
Kurrajong Business Services Manager

Photos:

TOP: Arthur Webster, one of the very efficient employees whose job it is to remove designated items from the conveyor belt as it moves through the various stages of the process at Kurrajong Recyclers.

CENTRE: Kurrajong Recyclers are renowned for their Document Destruction and Security Shredding Service. Florence Edwards assists with sorting prior to the commencement of the destruction process.

BOTTOM: E-recycling employees are kept busy dismantling ewaste items such as computers, monitors, printers and televisions. Frank Vella is pictured on the job and shows how this is done.

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WARATAH INDUSTRIES



Mr Jim Seymour
WARATAH INDUSTRIES MANAGER

As a value adding timber processor, Waratah Industries has seen a dramatic downturn in the housing construction market this year and more recently a slow down in land sales which will almost certainly result in a further reduction in housing construction. The effect on these traditional strong market areas and the continuing uncertain economic situation, saw Waratah Industries embark on a strategy of shifting our product range and focus away from the housing and construction market range of products. Although this strategy will take time, the changes we made during the year enabled Waratah to still have a successful year. Our proven ability to be flexible to market needs gives us confidence that we will continue to secure work and improve.

The support we have had from various companies, Hyne Timber Tumbarumba, Carter Holt Harvey Tumut, Waterhouse Melbourne, Newtech Tube Co Sydney, Ausply and Leighton Constructions are just a few of the local businesses that have contributed to our successful year. We are now producing for companies such as Complete Timber in Victoria and AST in northern NSW.

Wholesalers who take a range of products such as Simmons in Sydney and Morris Brothers in Melbourne are now making enquiries for product

in quantities which we believe will grow in time.

The flexibility of our business and our ability to economically produce products which larger producers cannot run has allowed us to find a market niche by contract producing products to compliment not compete with larger company's product ranges.

With the introduction of a new computer system more aligned with our business needs we are now able to track our stock better and measure such items as product recovery and waste which will help in the future decision making process of accepting and pricing orders.

We passed the stringent criteria set by the Australian quarantine inspection service which allows the business to certify that products produced, comply with the requirements of the Quarantine A. This has opened up further opportunities to expand our business to companies that export their product such as pallet manufacturers and operators and we now emboss their timber with our registered logo.

Our staff and employees have continued to step up and show what great skills and work ethic they have to make Waratah Industries a true timber processing business to be proud of.

We have adopted a greater emphasis on working smarter and safer, rather than working harder such as through a higher degree of computer controlled machinery. Vocational training and skilling opportunities have also increased, which our staff and employees have embraced.

Safety remains a core value of Waratah Industries and work processes and equipment continue to change to improve our safety level. Areas of safety improvements include overall factory 'house keeping', improved machine isolation, and an awareness of safety and safety standards. The involvement of the work force in these initiatives and in the decision making process has ensured a shared responsibility.

We are looking forward to the coming year. Although our traditional markets are not as strong as they have been we are confident in achieving

our objectives.

I would like to thank my staff and employees for their continued support and the dedication they have in making Waratah Industries a success.

Thank you also to our CEO Steve Jaques, Deputy CEO Ray Carroll and the Board of Kurrajong Waratah for their continued support and contributions to Waratah Industries.

Jim Seymour
Waratah Industries Manager

We have adopted a greater emphasis on working smarter and safer, rather than working harder.

Photos:

TOP: Docking timber is a major part of the service provided at Waratah Industries. Pictured on the job are l to r Stephen Gould, Dean Stapleton and Lesley Daniels. Employees are extremely conscious of safe work practices and included in that, the need for protective equipment.

CENTRE: Paul Perkins has recently achieved his B Grade Wood Machinist Certificate and has the ability to operate the moulder independently.

BOTTOM: With semi automated machinery throughout Waratah Industries, employees have adapted to the increased speed of the production line. Wendy Umback and David Pitman take pride in their ability to keep pace.



WORK SOLUTIONS



Mr Crispin Lowe
WORK SOLUTIONS MANAGER

Last year I reported on the transition process to the new contractual arrangements for our Disability Employment Service (DES) funded by the Commonwealth Department of Employment Education and Workplace Relations (DEEWR).

This year the focus has been on ensuring the growth created by the 'uncapping' of positions within our traditional employment placement programs were managed sustainably. Work Solutions had sufficient infrastructure to support the increasing demand of our services across the region, whilst remaining competitive and financially viable in a market that has seen a huge expansion in the number of service providers vying for market share.

During this very busy period I am very proud to announce that Work Solutions have completed two long term goals.

Our main office in Wagga Wagga has relocated to larger premises 73-75 Johnston Street.

The new premises consist of newly renovated offices with natural lighting in every room, additional interview rooms and upgraded training facilities. The office is fully accessible for people who use wheel chairs.

The services' computer networks and centralised phone system were upgraded to enable better support to outreach workers and the regional outreach offices.

We have received great compliments from people that have accessed the premises training facilities and from our clients commenting on the ease of access, the new interview and waiting areas. The offices are busier than ever and our staff are certainly enjoying having more space, upgraded facilities and of course, parking and windows!

The other major achievement this year was to create a permanent office in the Griffith CBD, a goal being worked towards over the last few years.

Located at 1/192 Yambil Street, the Work Solutions Griffith team have co-located with our InterLink's Griffith service. Establishing these premises will enable better marketing of Work Solutions services within the MIA providing the Griffith region with the same programs as offered through our Leeton, Narrandera and Wagga Wagga centres.

The office has free access to computers for clients to job search and develop job applications, a shared meeting room and excellent facilities for our staff.

The new premises and its location has proven to be a great success, with potential school leavers and their parents eagerly registering for our highly popular Transition To Work Program for the forthcoming year.

Although moving a main office and developing an additional one in Griffith has been a huge undertaking, requiring the extra commitment from all team members, especially the Employment Programs Coordinator who headed up the projects, the effort has certainly been worth it.

Our Business Development Manager has been extremely busy liaising with the local schools within the MIA to identify eligible school leavers and assist people with the transition from school to work, promoting the programs which Kurrajong Waratah provide.

Work Solutions also undertook a redevelopment of our logo and marketing materials ready to promote the expansion and relocation to new premises. I would like to thank our Development Services section for their assistance in developing our new image and marketing materials.

Although the financial year saw some tough tests for the local communities through abnormal weather conditions including serious flooding on a number of occasions, our DES programs have continued to grow with all offices performing well in quite exceptional circumstances.

I would like to thank all my staff for their efforts and patience this year, and also thank the CEO and DCEO for their support during the moves of the two offices. The Work Solutions team looks forward to another busy year ahead.

Crispin Lowe
Work Solutions Manager



Photos:

TOP: During his seven years employment with McDonalds Wagga Wagga, Nathan Loveday has been honoured as an 'Employee of the Year'.

CENTRE: Ashlee Willis-Cullen is pictured on the job as cashier at Franklins Leeton store during her employment with them. She is pictured with Steve Cummins of Work Solutions when he visited her as part of Work Solutions ongoing support of the people it assists to gain employment.

BOTTOM: Michael McCullough is a valued crew member at McDonalds Wagga store. Currently Work Solutions are supporting 6 employees in the Wagga Wagga and Leeton McDonalds outlets.



COMMUNITY SUPPORT (1st July 2010-30th June 2011)

Donations, sponsorship & support over \$20,000

Myer Community Fund & Myer Wagga	\$21,636.00
O'Kane Family Trust	\$20,000.00
Sussman Foundation	\$35,000.00

\$5,000 - \$19,999

Austbrokers Sydney	\$5,000.00
Avis Riverina	\$5,000.00
Climate Technologies	\$15,000.00
Combined Development Group Pty Ltd	\$5,055.00
Fuji Xerox Business Centre Wagga	\$5,110.00
Lions Club of South Wagga Wagga	\$5,000.00
Dr & Mrs D Littlejohn	\$6,955.00
National Australia Bank	\$6,520.00
Pirtek (Wagga Wagga) Pty Ltd	\$5,100.00
Riverina Plaster Works Pty Ltd	\$5,000.00
Ron Crouch Transport	\$5,120.00
Rotary Club of South Wagga	\$8,000.00
Dr G Thambipillay	\$5,000.00
Thomas Bros Toyota	\$5,000.00
Wagga Business NetworX	\$15,020.00
Wagga Endoscopy Centre	\$5,020.00

\$2,000 - \$4,999

Anonymous	\$3,719.00
Mr & Mrs B Benson	\$2,010.00
Brentwood Orthopaedics	\$3,000.00
Coolamon Steelworks	\$3,000.00
Cottage Hair Salon	\$3,634.00
David Milne Roofing	\$3,000.00
Essential Energy	\$2,520.00
Fitzpatrick's Real Estate	\$2,650.00
Mr Murray Garnock & Mrs Carol Ogilvy-Garnock	\$2,185.00
Garry Gillespie Constructions	\$2,000.00
Mr John Gill	\$3,100.00
Harvey Norman	\$3,500.00
Hunters	\$3,893.00
Dr Vinny Mamo	\$3,000.00
Mrs Vida Payne-O'Brien	\$4,000.00
Rotary Club of Wagga Wagga	\$4,020.00



Exhausted after an enthusiastic play session, Jordon Irons takes a break in the ball pit.

Scott Gunning Construction	\$2,000.00
Mr & Mrs Jim Seymour	\$3,860.00
Mrs Joan Skews	\$2,000.00
South West Slopes Law Society	\$2,500.00
Dr Ray Stanton	\$3,000.00
Subway	\$2,000.00
The Law Society of NSW	\$4,000.00
Town & Country Children's Centre	\$2,000.00
Viewco Glass	\$3,200.00

\$1,000 - \$1,999

Adams Kenneally White & Co	\$1,100.00
Ausply Pty Ltd	\$1,000.00
Bee Dee Bags Pty Ltd	\$1,000.00
Bendigo Bank	\$1,000.00
Betterlook Homes Pty Ltd	\$1,000.00
Bodel's Plumbing Service Pty Ltd	\$1,000.00
Bridgestone Wagga	\$1,000.00
Bright Smiles Dental Surgery	\$1,000.00
Bush & Campbell Pty Ltd	\$1,000.00
Centrapak Industries	\$1,100.00
Chambers Whyte Design & Print	\$1,100.00
Commings Hendriks Pty Ltd	\$1,000.00
Miss Betty Condon	\$1,000.00
Crestia Carpets	\$1,050.00

COMMUNITY SUPPORT (1st July 2010-30th June 2011)

D & M Electrical Communications	\$1,000.00
Damasa Pty Ltd	\$1,000.00
Mr & Mrs A Davis	\$1,000.00
Denniston & Day Lawyers	\$1,000.00
Dentlab Pty Ltd	\$1,000.00
Mr & Mrs R Fitzpatrick	\$1,000.00
Mr & Mrs Ian Fyfe	\$1,100.00
Great Southern Electrical	\$1,000.00
GTES	\$1,000.00
Mr & Mrs D Hardy	\$1,140.00
HMA Twomey Patterson	\$1,000.00
J & C Morton Constructions	\$1,000.00
Mr & Mrs S Jaques	\$1,854.00
John Bance & Son Funeral Home	\$1,000.00
JRC Electrical Services	\$1,000.00
Koorringal Stud	\$1,050.00
Ladex Construction Group Pty Ltd	\$1,000.00
Mr Warwick Long	\$1,900.00
Mr & Mrs K A McKenzie	\$1,000.00
McPhersons Building Services	\$1,000.00
Mr & Mrs R Moon	\$1,265.00
Moorong Veterinary Clinic	\$1,000.00
Mr & Mrs John Mueller	\$1,325.00
National Fire Solutions Pty Ltd	\$1,000.00
OAMPS Insurance Brokers	\$1,000.00
Planit Software	\$1,000.00
Precision Signs Pty Ltd	\$1,000.00
Riverina Bobcat & Excavator Hire	\$1,000.00
RSM Bird Cameron	\$1,500.00
Rundles Auctions	\$1,000.00
Selby Watson & Co	\$1,000.00
SFP Productions - WWT2	\$1,136.00
Mr & Mrs N Smith	\$1,795.00
The Est. of Archibald & Esther Virge Lewington	\$1,000.00
TLE Electrical	\$1,000.00
Miss Joy Turvey	\$1,500.00
Wagga Air Centre	\$1,000.00
WDF Professional	\$1,220.00
Xeros Kendall	\$1,500.00

\$750 - \$999

Boyce Chartered Accountants	\$970.00
Dr G Carroll Riverina Cardiology	\$750.00
Mr & Mrs H Cowley	\$810.00
Mr S Cummins	\$780.00
Mr & Mrs A Drummond	\$832.00
Miss Michelle Heffernan	\$750.00
Knights Meats	\$750.00
Mr C Long	\$750.00
Mangoplah Farm Centre	\$850.00

\$500 - \$749

Action Coach Business Coaching	\$530.00
Burmix Concrete Pty Ltd	\$500.00
Mr & Mrs R Carroll	\$530.00
Mr & Mrs S Casey	\$610.00
Centralpoint Motel & Apartments	\$500.00
Chamberlain's SBR Chartered Accountants	\$500.00
Charity Girls Narrandera	\$500.00
Mr Charles Debaecker	\$510.00
Ms Monique Dolan	\$720.00
Farmhouse Industries Inc	\$500.00
Mr & Mrs W Fife	\$500.00



Pictured enjoying the company and support offered by his support worker David Sasvary is Mark Loughnan.

COMMUNITY SUPPORT (1st July 2010-30th June 2011)



InterLink Co-ordinator Tracey Collins (on left) is always a welcome visitor to families who are eligible to receive these services. She is pictured catching up with Paul, Kerry and Kellie Parker at their home.

Dr & Mrs M Graffen	\$600.00
Drs Irene Grigoris & Peter Calaizis	
Griffith Medical Centre	\$500.00
Hamilton Luff Burton & Co.	\$520.00
Hartwig's Trucks	\$500.00
Healy Farming Company	\$700.00
Interior Construction Pty Ltd	\$500.00
Kennedy Bros Earthworks	\$500.00
Kotzur Kanvas	\$500.00
Linx Finance	\$500.00
Mr Keith Lugton	\$600.00
Dr Angus MacLennan	\$500.00
Moller's Plumbing	\$500.00
Mr Christopher Murnane	\$500.00
Mynora Pastoral Co	\$600.00
Narrandera Rodeo Committee Inc	\$520.00
Nicholson's Jewellers	\$600.00
Mr & Mrs B Osborne	\$610.00
Dr Ken Osmond	\$555.00
Paisley Robertson Pty Ltd	\$600.00
Power's Insulation & Plumbing	\$600.00
Quick Print	\$500.00
Riverina Crane Services Pty Ltd	\$500.00

Dr Mary Ross	\$500.00
Mr Philip Roy	\$500.00
Mrs Lorraine Smith	\$600.00
Southern Cross Media	\$500.00
St George Bank	\$500.00
Wagga Wagga Veterinary Hospital	\$500.00
Dr G Wild	\$500.00

\$250 - \$499

Active Physiotherapy	\$250.00
Adams & Associates Financial Planners	\$300.00
Advanced Communications	\$250.00
All Points Air Conditioning Pty Ltd	\$300.00
Mr & Mrs J Allen	\$300.00
Dr John Appleyard	\$250.00
ASB & Associates	\$300.00
Mr Geoff Baker	\$260.00
Mr & Mrs John Bance	\$250.00
Mrs Renae Brown	\$327.00
Care Mechanical Services	\$320.00
Mrs N Cochrane	\$400.00
Colin Blake - Painting & Decorating	\$400.00
Creaghe Lisle Solicitors	\$250.00
Dr P Crozier	\$300.00
Custom Car Care Wagga	\$250.00
David Coates Dental Surgery	\$250.00
Miss Phyllis De Jersey	\$280.00
Des Damme Fencing	\$300.00
DG Harper/Wagga Mobile Cranes	\$250.00
Mr & Mrs Peter Drummond	\$475.00
Mr & Mrs A M Edwards	\$310.00
Farrell Lusher Solicitors	\$450.00
Fernleigh Road Nursery	\$250.00
Ms Christine Fyfe	\$300.00
Mr & Mrs M Glass	\$320.00
Graeme Hull Smash Repairs	\$250.00
Graham Spokes Optometrists	\$250.00
GWS Personnel	\$420.00
Mrs J Halley	\$380.00
Mr Noel Hannan	\$260.00
Mrs A Hanson	\$320.00

COMMUNITY SUPPORT (1st July 2010-30th June 2011)

Mr & Mrs Irvin Harris	\$300.00
Mr J Hepburn	\$250.00
Mrs Noelene Hogan	\$320.00
Mr & Mrs G Hull	\$250.00
Hurst Homes	\$320.00
Mr & Mrs T Hutchings	\$260.00
Ingram Sutton Financial Services	\$400.00
Mr & Mrs Peter James	\$450.00
Mrs E Kendell	\$300.00
Mr & Mrs S Kimball	\$300.00
Mr & Mrs D Lamont	\$260.00
Lew Butcher Concrete Pumping Pty Ltd	\$400.00
Mr & Mrs M Lidden	\$260.00
Dr A Lloyd	\$250.00
Mr & Mrs C Lowe	\$260.00
Mr & Mrs E McCaig	\$250.00
Dr M McCready	\$450.00
Mrs Margaret McCurdy	\$260.00
Mr J Michelsen	\$450.00
Mr & Mrs M Nash	\$250.00
Mrs E Nethery	\$300.00
Nixons Engineering	\$250.00
Northside Pharmacy	\$300.00
Mr B Norton	\$420.00
Mr & Mrs Ted O'Kane	\$250.00
Dr N Pinto Orthodontics Wagga Wagga	\$250.00
Peter L. Brown & Associates Pty Ltd	\$250.00
Dr John Preddy	\$250.00
ProWay Livestock Equipment	\$400.00
Dr Andrew Raadgever	\$250.00
Rabobank	\$250.00
Rivcrete Pty Ltd	\$300.00
Riverina Physiotherapy Centre	\$270.00
Riverina Safes & Locks	\$270.00
Riverina Urology	\$260.00
Dr G Sagggers	\$400.00
Mrs Donna Schnepf	\$350.00
Mrs E Scobie	\$300.00
Dr A Sharma	\$250.00
Mrs Debbie Simmonds	\$410.00
Mr & Mrs Ian Sinclair	\$250.00

Dr Mary-Anne Slater	\$250.00
Southwest Stockfeeds	\$300.00
T J Hinchcliffe & Associates	\$470.00
Telstra Business Centre Wagga Wagga	\$250.00
Townhouse International	\$300.00
Wagga Bricks and Roofing	\$300.00
Wagga Mutual Credit Union Ltd	\$350.00
Wagga RSL Club	\$420.00
Wagga Selling Agents Assoc.	\$300.00
Wagga Systems Pty Ltd	\$270.00
Wagga Windscreen Doctor	\$300.00
Ms Sarah Wardman	\$330.00

\$100-\$249

Mr & Mrs H Adams	\$110.00
Advance Trading Australia	\$100.00
Mrs Frances Ahern	\$107.00
Aitken Rowe Testing Laboratories	\$100.00
Mr & Mrs R D Alcorn	\$100.00
Allen C Thompson Pty Ltd	\$150.00
Allison Music	\$200.00
Mr Patrick Almanci	\$100.00
Mr & Mrs G Anderson	\$100.00
Mr & Mrs P Baker	\$150.00
Dr Clayton Barnes	\$210.00
Mr Robert Barrett	\$100.00



Learning is fun and Malachi Thomas is certainly enjoying using the play equipment at KEIS.

COMMUNITY SUPPORT (1st July 2010-30th June 2011)

Mr Graeme Bassington	\$100.00	Darby's Pest Control	\$200.00
Bell Partners	\$100.00	Mr & Mrs C Davey	\$100.00
Messrs E & E Bertoldi	\$200.00	David Brand Builders Supplies	\$200.00
Mr & Mrs Steve Biggin	\$100.00	Mr R Davies	\$100.00
Mrs Michelle Blacklock	\$220.00	Mrs Claire Davis	\$105.00
Bolton Connolly - Opteon	\$130.00	Mr & Mrs Dick Davis	\$120.00
Mr & Mrs Scott Boyle	\$150.00	Mrs Judith Davis	\$150.00
Mrs S Braid	\$105.00	Mr & Mrs D Dewar	\$150.00
Mr & Mrs B Brown	\$200.00	Mr & Mrs C Disney	\$150.00
Bruno Altin & Co Pty Ltd	\$150.00	DJM Accounting Pty Ltd	\$150.00
Mr & Mrs R Bull	\$210.00	Miss Heather Docker	\$220.00
Mrs Annette Campbell	\$200.00	Mr & Mrs B Doubleday	\$125.00
Mr & Mrs J Campbell	\$110.00	Mr Kevin Dries	\$200.00
Capper St Physiotherapy	\$150.00	Duffy Bros Country Fresh	\$200.00
Cargill Beef	\$182.00	Mr & Mrs W Eddie	\$100.00
Mr Dennis Chaplin	\$117.00	Mrs Freda Edwards	\$200.00
Mr & Mrs S Clarke	\$100.00	Mr & Mrs G Elyard	\$100.00
Mr & Mrs F Cleary	\$100.00	Mr Ian Ferguson	\$150.00
Mr J Clough	\$150.00	Mr & Mrs P Fernon	\$240.00
Mrs Enid Coddington	\$100.00	Mr & Mrs Simon Fletcher	\$110.00
Ms Amy Connors	\$155.00	Mr & Mrs G Forde	\$110.00
Crazy Jim's Mitre 10	\$150.00	Forest Hill Public School	\$200.00
Creative Business Furniture	\$100.00	Friedlieb Byrne Solicitors	\$110.00
Mr Terrence Crichton	\$100.00	G & Y Booth Pty Ltd	\$150.00
Dr & Mrs J Cummins	\$220.00	Mr & Mrs Gordon Galt	\$100.00



Keeping fit is important and Daniel Smith goes for a jog along the walking track near Wagga Wagga's Lake Albert.

Ms Tina Gavel	\$240.00
Mrs Cassie Gill	\$105.00
Mrs Julie Girling	\$135.00
Mr & Mrs Peter Green	\$210.00
Dr M Greiss	\$100.00
Mr & Mrs J Grentell	\$200.00
Ms Rachel Gryst	\$100.00
Miss Pat Halpin	\$100.00
Mr & Mrs L D Hardinge	\$110.00
Dr Rashid Hashmi	\$100.00
Miss Therese Heffernan	\$105.00
Mr Stuart Heriot	\$150.00
Dr & Mrs H Hicks	\$150.00
Miss Sue Honey	\$110.00
Mrs Aileen Howe	\$100.00
Mr & Mrs Greg Howick	\$170.00

COMMUNITY SUPPORT (1st July 2010-30th June 2011)

Ms Geni Hunt	\$150.00
Mr & Mrs A H Hutton	\$110.00
Ian Fyfe Pest Control	\$110.00
Insurance Brokers of Central Wagga	\$100.00
Mr & Mrs J Ireland	\$150.00
Mr & Mrs J Irons	\$110.00
J P Pallister & Associates	\$200.00
Mr & Mrs I Jackson	\$100.00
Mr & Mrs D Jaques	\$110.00
Jilly Beans Mobile Cafe	\$220.00
John Mooney Real Estate	\$100.00
Mrs Jan Judd	\$105.00
Junee Ex Services Club	\$120.00
Mr & Mrs R Kaylock	\$150.00
Cr & Mrs R Kendall	\$137.00
Mr Danny Kent	\$100.00
Mr & Mrs K Klemke	\$110.00
Knight Frank	\$200.00
Mr & Mrs G L Lane	\$100.00
Leeton Veterinary Hospital	\$150.00
Mr Tom Long	\$100.00
Lucas Transport	\$150.00
Lutheran Ladies Womens Guild	\$150.00
Mac's Trailers & Towbars	\$200.00
Mr & Mrs G Maginness	\$140.00
Matthews & Dangar	\$150.00
Maxhire Pty Ltd	\$100.00
Mr M McCormack	\$100.00
Mr & Mrs A McGettigan	\$150.00
Mr & Mrs D McGrath	\$110.00
Michael O'Reilly Chemist	\$200.00
Miller Crawford Accounting Services	\$200.00
Mr & Mrs P Mills	\$110.00
Mr & Mrs G J Molineaux	\$110.00
Mrs S Moll	\$155.00
Ms Di Moon	\$175.00
My Shed	\$125.00
Narrandera Real Estate	\$150.00
Mr & Mrs Robert Nicholson	\$150.00
O'Brien Glass	\$100.00
Onesteel Reinforcing	\$150.00



Children and adolescents in the group homes are encouraged and supported to make their lunch for school and Zac Chandler looks as though he is managing making his quite independently.

Drs A Menon & F Nabi OSO Centre	\$200.00
Mr & Mrs Pascall	\$100.00
Pentak Windows & Doors Pty Ltd	\$150.00
Powerplus Lighting & Electrical Supplies	\$150.00
PRD Nationwide Junee	\$160.00
Primat Industries	\$200.00
Prof. Alexander Reid	\$100.00
Mr & Mrs N Richardson	\$100.00
Miss Joan Rigby	\$135.00
Mr & Mrs G Roberts	\$150.00
Mr & Mrs C Ross	\$243.00
Ross Smith Livestock Transport Pty Ltd	\$170.00
Ms Maureen Salmon	\$200.00
Miss Tiana Sartor	\$104.00
Dr Keith Sharrock	\$150.00
Ms Debbie Shaw	\$104.00
Mr & Mrs B Smith	\$110.00
Mr & Mrs Peter Smith	\$150.00
Smith's Motor Garage	\$100.00
Southland Supply Co	\$200.00

COMMUNITY SUPPORT (1st July 2010-30th June 2011)



KEIS Speech Pathologist Laura Doig with Jany Charlton ensuring learning is fun at Kurrajong Early Childhood Intervention Service.

Mrs A St George	\$100.00
St Thomas' Anglican Church Mens Group	\$100.00
Mr & Mrs E J Stokes	\$110.00
Mr & Mrs D Sutton	\$200.00
Mr I Taylor	\$105.00
The Building Supply Company	\$150.00
Dr W Thompson	\$105.00
Trevor Ion Financial Services	\$140.00
Mrs Susie Triggs	\$150.00
Mr & Mrs Shane Trotter	\$110.00
Troy Jones Fencing	\$200.00
Tyreworld Australia	\$100.00
Wagga Car Radio & Hi-Fi Pty Ltd	\$100.00
Wagga Foot Clinic	\$150.00
Wagga Physiotherapy and Sports Injury Centre	\$100.00
Wagga Serviced Apartments	\$150.00
Wagga Trucks Hino	\$100.00
Mrs C Walker	\$150.00
Mr & Mrs J Way	\$100.00
WB Financial Wagga Wagga	\$150.00
West Wyalong S&C Sports Club	\$100.00
Mr & Mrs M Westerdale	\$150.00
Westpac Banking Corporation	\$245.00

Wheel Coffee	\$230.00
Mr T Wiencke	\$205.00
Mr & Mrs G Winson	\$110.00
Dr M Wotherspoon	\$200.00

\$50-\$99

Mr Ron Anson	\$50.00
Mrs Julie Anthoness	\$55.00
Mrs E Baker	\$55.00
Mr Rob Balding	\$50.00
Mr Mitchell Barber	\$60.00
Mr & Mrs Craig Barrett	\$85.00
Mrs L K Black	\$50.00
Bomen Agricultural Machinery	\$50.00
Mrs J Buchhorn	\$55.00
Mrs Anita Buswell	\$50.00
Mrs Susan Cairns	\$75.00
Mr Mark Campbell	\$75.00
Mr & Mrs P Carn	\$50.00
Mr Peter Clancy	\$50.00
Ms Cherie Clover	\$50.00
Ms Suzanne Collins	\$77.00
Ms Catherine Conroy	\$75.00
Mrs Mary Conway	\$55.00
Coolamon Women's Bowling Club	\$50.00
Mrs Betty Cooper	\$60.00
Dr & Mrs A Cotterill	\$50.00
Mr Geoffrey Cranna	\$50.00
Mr & Mrs Rob Crichton	\$50.00
Mr Alf Cuthbert	\$80.00
Ms Daphne Daley	\$50.00
Mr Christopher Doherty	\$50.00
Mr J Dohl	\$60.00
Mr & Mrs M Donohoo	\$60.00
Mr Michael Doyle	\$50.00
Mr & Mrs A Dudley	\$50.00
Mrs M Dunford	\$55.00
Ms Pam Dunn	\$75.00
Mrs Carolyn Eckersall	\$85.00
Mr & Mrs B Elliott	\$60.00
Mr & Mrs J Emerson	\$60.00
Eurongilly Carol Service	\$98.00

COMMUNITY SUPPORT (1st July 2010-30th June 2011)

Ms Jo Forshaw	\$50.00
Mrs Brenda Foster	\$75.00
Mr & Mrs P Goldsmith	\$50.00
Mr & Mrs David Gowland	\$55.00
Griffith Skills Training Centre	\$50.00
Mr Scott Groat	\$60.00
Mr & Mrs J Hanrahan	\$60.00
Mrs H Harper	\$50.00
Mr & Mrs C Heffernan	\$60.00
Ms Maree Heffernan	\$75.00
Mr & Mrs Warren Heyhorn	\$50.00
Dr & Mrs D Hill	\$60.00
Mr & Mrs T Hilton	\$50.00
Mrs D Hodges	\$50.00
Mrs Tammy Holzheimer	\$50.00
Mr W Howitt	\$80.00
Mr & Mrs M Hurle	\$80.00
Mr & Mrs J Huthwaite	\$60.00
Mrs C Kennedy	\$50.00
Mrs Genevieve Keogh	\$55.00
Mrs M Koetz	\$50.00
Mr & Mrs L Kok	\$50.00
Mr & Mrs A Lang	\$60.00
Dr R Lewis	\$80.00
Lockhart Women's Bowling Club	\$56.00
Ms Lyn Lockwood	\$75.00
Mr & Mrs L Long	\$50.00
Ms Sandra Lucas	\$75.00
Mr & Mrs R L Makeham	\$50.00
Mr & Mrs M McGilvray	\$60.00
Ms Jackie McPherson	\$75.00
Ms Katie Nadebaum	\$75.00
Mrs Betty Newman	\$50.00
Ms Alicia North	\$75.00
Northside Mechanical	\$50.00
Mrs June O'Connor	\$80.00
Mr & Mrs Ben O'Kane	\$50.00
Mr John Oulton	\$50.00
Mr & Mrs Dennis Ouma	\$50.00
Mr & Mrs T Porter	\$50.00
Mr S Pottie & Mrs J Pottie OAM	\$50.00



A welcoming smile for customers and visitors to Sun Rice is assured when Emily Macarthur is on duty as Administration Assistant. Emily is supported in her employment by Work Solutions.

Mrs Karen Raufers	\$75.00
Ms Meg Roache	\$75.00
Mr & Mrs Jeff Ross	\$55.00
Mrs S Ryan	\$50.00
Mr & Mrs Mike Salter	\$50.00
Mrs Carolyn Stephenson	\$55.00
Mrs Mary-Ellen Taylor	\$95.00
Mr R Taylor	\$50.00
The Rock Womens Golf Club	\$75.00
Mrs J Thompson	\$70.00
Mrs N L Thompson	\$50.00
Mr & Mrs N Thornton	\$95.00
Turning Heads Hairdressing	\$50.00
Mr & Mrs P Umback	\$60.00
Mr & Mrs M Underwood	\$50.00
Wagga Fire and Security	\$50.00
Mr & Mrs T Wallace	\$50.00
Mr Steven Watson	\$50.00
Mr M White	\$75.00
Mr Cecil Willey	\$50.00
Mrs Jennifer Williams	\$84.00
Mr Richard Wilson	\$50.00

OUR PARTNERS IN SUCCESS

Without the assistance and support of our loyal donors and the many individuals and organisations who so generously assist us, it would be difficult for Kurrajong Waratah to continue to provide the services and support for people with disabilities and their families for which Kurrajong Waratah are renowned.

We extend a very special thank you to:

- The local and regional media that make it possible for us to reach the community and promote our services and activities in particular our Corporate Life Members PRIME7, Riverina Media Group and 2WG/Star FM.
- The Murrumbidgee Turf Club Chairman Stuart Lamont and his fellow Directors, CEO, Christine Williams and her staff for their continued support, the allocation of a date for the Kurrajong Waratah Race and their willingness to help make the day a success.
- The Kurrajong Waratah Race Day Committee Rob Balding, Chairman, Steve Watson, Adam Drummond Nigel McKellar, Susan Duffy, Penny Lamont, Karen Littlejohn, Michael Douglas, Tammy Holzheimer and Greg O'Hare who gave their time and talent and helped make the day the most outstanding to date.
- The major sponsors Wagga Wagga Christmas Spectacular, National Australia Bank, Myer Wagga, Country Energy, PRIME7, 2WG/Star FM and Daily Advertiser, Harvey Norman, Wagga Wagga City Council, Building Supply Company and committee members Major Peter Thomas (2011) and Major Jeff Cocks (2010), Captain Darren Cole, Yvonne Braid and Deborah Braines who work with our Development Services staff to stage this event for the organisation's benefit and the enjoyment of the community.
- The members of Wagga Business NetworX who conducted their fundraising activities and events in support of Kurrajong Waratah's Children's Accommodation Service. Their members are Craig Barrett, Adam Drummond, Jenny and Ian Fyfe, Linda MacKellar, Lindsay Garnock, Debbie Simmonds, Jeremy Hutchings, Damien O'Donnell and Scott Boyle.
- Myer staff for their outstanding commitment and support of our work and the amazing results they achieve throughout the year. Myer staff are currently supporting our group home development at Olearia Place.
- Scott Woodhouse and Ben Howard and the staff at Hunters for their support by various successful fundraising activities which involve their customers and staff.
- The Riverina Institute of TAFE Wagga Wagga for their support through their Shopfitting, Kitchen and Detail Joinery Division, the Horticulture & Agricultural Divisions and their willingness to support us when ever possible.
- Mr Allen Thomas and his staff at Thomas Bros for the many ways they assist and support the Kurrajong Waratah Art Union including the maintenance and movement of the prize vehicles.
- Myer Management and staff for providing, at significantly reduced prices, our minor prizes and full time selling outlet for the Kurrajong Waratah Art Union.
- South Wagga Lions Club for their support through the Wagga Wagga Christmas Spectacular, the Kurrajong Waratah Race Day and our end of year celebration BBQ.

Kurrajong Waratah Directors Kay Hull and Garry Forde (seated) accept a cheque from Myer Wagga Wagga Manager Chris Boneham. The cheque for \$19,546.34 represents the outstanding efforts of Myer Wagga Wagga staff including June O'Connor, Marilyn Hartley, Anne James, Meg Roache and Karen Raufers pictured with Cathie Smith, Kurrajong Waratah, Development Services Manager (second from right). The amount includes the matching contribution made by the Myer Corporation towards the furnishing of a soon to be constructed group home for people with a disability in Wagga Wagga.



- To those generous individuals who give so willingly of their time to support our staff in our day programs which enable people with a disability to be actively involved in community activities.
- To the sponsors of our special events. This support contributes to the financial results and our work with people with a disability.
- The businesses who continue to provide in kind support and those who discount goods and services which assist us in our work or our fundraising events.
- Our volunteers who provide manpower for our fundraising events and give so generously of their time in support of our direct service areas.
- To local Council's services, agencies and to government departments both Commonwealth and State, who have worked with us in support of people with a disability and their families. They include:
 - Commonwealth Department of Education, Employment and Workplace Relations (DEEWR)
 - Commonwealth Department of Family, Housing, Community Services and Indigenous Affairs (FaHCSIA)
 - Centrelink
 - NSW Department of Family and Community Services incorporating:
 - Department of Ageing, Disability and Home Care (ADHC)
 - Department of Community Services
 - Department of Housing NSW
 - NSW Department of Education and Community
 - Wagga Wagga City Council
 - Narrandera Shire Council
 - Leeton Shire Council
 - Bland Shire Council
 - Lockhart Shire Council
 - Griffith Shire Council
 - Essential Energy

Please accept this as our personal thanks.

**STAFF WITH OVER 10 YEARS
EMPLOYMENT WITH
KURRAJONG WARATAH**

Permanent active Part-time or Full-time



Long standing Kurrajong Recyclers staff member Neville McDonnell was recognised for his 20 years service at the Annual General Meeting.

10 Years

Cannon Banks
Rachel Lambert
Mareeka New

11 Years

Michelle Baker
Annette McMillan

12 Years

Steven Cummins
Maree Kok
Nadine Whalan

13 Years

Marilyn Bragg
Tracey Collins

Debbie Donohoe

Lyndal Ross
Ian Walker

14 Years

Alan Larcombe
Crispin Lowe
Lynette Lugton
Jane Pottie

15 Years

Marie Jolly
Shandra Pereira
Ned Smith

17 Years

Sandra Rootes

18 Years

John Condron
Noelene Hogan
Arthur Kelly
Lindy Maginness

19 Years

Wendy Bean
Janet Laws

20 Years

Ray Carroll
Neville McDonell

21 Years

Carolyn Eckersall

24 Years

Frances Ahern
Cathie Smith

27 Years

Ian Fifield
Steve Jaques

**COLLECTIVELY,
THESE STAFF ALONE HAVE GIVEN
544 YEARS OF SERVICE
TO KURRAJONG WARATAH**

EMPLOYEES WITH OVER 10 YEARS EMPLOYMENT WITH KURRAJONG WARATAH

Permanent active Part-time or Full-time

10 Years

Nathan Collins
Peter Flaskas
Michael McCabe
Lawrence Newham
Maggie O'Kane
Joanne Teagle

11 Years

Elizabeth Callanan
David Chalmers
Maria Prestia

12 Years

Roger Baker
Veronica Foley
Veronica Keogh

13 Years

Jennifer Howe
Margaret O'Connor
Jamie Osmond

14 Years

Kellie Hulm
Michelle Thornton
Darryl White

16 Years

Kane Meyers

18 Years

Robert Rudd
Daniel Smith

19 Years

Michelle Anderson
Barbara Birks
Suzie Jennings
Craig McWhinnie

21 Years

Jason Harrison
Chris Loneragan
Paul Webber
Scott Weeden

22 Years

Lesley Bradley
Heather Crerar
John Howitt
Adrian Long

24 Years

Andrew Perkins
Wendy Umback

25 Years

Stephen Gould
Lisa Rae

26 Years

Barbara Ceeney
Cathy Gain
Cameron Hall
Carmel Halloran
Robbie Hardinge
Stephen Holmes



The first employee or staff member to reach the remarkable milestone of 40 years employment with Kurrajong Waratah was Kevin Ritzau. A memorable occasion for all.

James Kitney

Lorraine Pitman
Peter Smith
Dean Stapleton
Stephanie Warren
Arthur Webster
Phil Wishart

27 Years

Jeff Doherty
Geoff Pitman

28 Years

Wayne Close
Lesley Daniels
Mary Heffernan
Steven Hull
David Perkins

30 Years

Paul Duck

33 Years

Tony Arrowsmith
Robert Wiencke

34 Years

Wayne Emerson

35 Years

Nicky Fletcher

37 Years

Fran Webb

40 Years

Kevin Ritzau

COLLECTIVELY,
THESE EMPLOYEES WITH A DISABILITY ALONE HAVE GIVEN
1382 YEARS OF SERVICE
TO KURRAJONG WARATAH



01

THE YEAR THAT WAS

01. Pictured proudly displaying the certificate she had received from Vice Chairman Garry Forde recognising 10 years employment with Kurrajong Waratah is Maria Prestia of the Cypress Centre.



02

02. Under the watchful eye of Head Teacher of TAFE Building Services, Steve Forbes Taber, students go about installing a small kitchenette they built for Kurrajong Waratah as part of their apprenticeship.



03

03. The Climate Technologies Annual Golf Day again produced outstanding results for two local organisations in Narrandera/Leeton raising a total of over \$30,000. Kurrajong Waratah were honoured to receive \$15,000 from Ted, Anne, Natalie and Dianna to benefit its Cypress Centre service in Narrandera. Pictured are Dianna Celi, Colleen Wood, Jamie Osmond, Craig McWhinnie, Nicole Steele, Jeanette Millar, Jason Harrison, Anne Celi, Ted Celi and Natalie Turner at front.

04

04. Dealing with formalities relating to the recent merger between Griffith Early Intervention Service (GEIS) and Kurrajong Waratah are Jan Smith former Treasurer of GEIS and Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah.



05. Wagga Wagga resident Fay Power (holding keys) is pictured ready to drive away in the new Toyota Kluger she has won in the Kurrajong Waratah Art Union. Pictured with her are Allen Thomas, Dealer Principal of Thomas Bros and Life Member of Kurrajong Waratah, Cathie Smith, Development Services Manager Kurrajong Waratah and Daniel Martelozzo, General Manager, Thomas Bros.



05

06. Pictured at the 2010 Art to Crow About exhibition are Dr Michelle Fernon, Vice Chairman of Kurrajong Waratah, Leanne Croker and Trena Kennedy both local artists and long standing supporters of Kurrajong Waratah, together with Sydney artist Vince Hunt, a former Wagga Wagga resident.



06

07



07. The unprecedented rain and flooding experienced in Wagga Wagga over the last twelve months caused significant damage including loss of roads and bridges to the Hildasid property which was gifted to Kurrajong Waratah by the Late Dick Nash and his wife Maisie.

08



08. Showing their support for the 'Every Australian Counts' Campaign for a National Disability Insurance Scheme by attending the Wagga Wagga AbiliTEA coffee morning are Kurrajong Waratah representatives Noelene Hogan, Accommodation Manager, Garry Forde, Vice Chairman, Alan Larcombe, Manager Kurrajong Business Services, Steve Jaques, Chief Executive Officer and Pam Green, Director.

09



09. Catching up for morning tea during the year are Life Members and longstanding supporters of Kurrajong Waratah Ken and Joyce Reynolds together with Ray Carroll, Deputy CEO of Kurrajong Waratah (centre).

10. Employees receiving their traditional 'gold watch' for 20 years employment is a highlight of their employment at Kurrajong Waratah and one many families want to share with them. Pictured at the 2010 Annual General Meeting to share this special occasion with Carmel Halloran (front row l to r) are family members Sylvia Halloran and Anne Perkins together with Peter Halloran and Wally Perkins back row.



11. Proud recipient of an employee award for being a good all rounder who is always punctual and willing to help out is James Payne of Spins Recycling West Wyalong together with Alan Larcombe, Manager, Kurrajong Business Services (left) and Peter Perkins, Life Member and Treasurer and Nicole Steele, Outreach Co-ordinator, Kurrajong Business Services.



12. Candle bags for sale and the bright yellow uniforms of South Wagga Lions Club are synonymous with the Christmas Spectacular held at Wagga Wagga's Music Bowl. Pictured selling their wares in support of Kurrajong Waratah is l to r Bill Carroll, Brenda Shone and Ray Tarlinton.





13. The overcast weather didn't dampen the spirits of this bright group of Kurrajong Waratah race day supporters. They are l to r Steve Watson, Race Day Committee Member and Director of HMA Twomey Patterson, Gary Olson, General Manager, Riverina Media Group and Geoff Crouch, Ron Crouch Transport (both Platinum Sponsors of the day) together with Genelle Mullins.



14. If South Wagga Lions Club members had a dollar for every sausage or steak sandwich they have made for Kurrajong Waratah they would be wealthy indeed. Pictured serving another batch of steaks is Di Smith (right) and looking forward to enjoying their meal are Tony Arrowsmith and his mother Vi Arrowsmith.



15. Catching up at the very successful National Disability Insurance Scheme (NDIS) Forum held in Wagga Wagga as part of an Australia wide campaign to explain the proposed scheme and enable the community to show their support, are Cathie Smith, Development Services Manager, Kurrajong Waratah and Daniel Kyriacou, State Campaign Co-ordinator NDIS, New South Wales.

16. Tom Trainer's friendliness, respect for others and striving to always do his best and Amy Nugent's positive attitude and striving to improve her skills were rewarded when they received employee awards at the organisation's Annual Meeting and Presentation Night in Narrandera. They are pictured with Nicole Steele, Kurrajong Waratah Outreach Coordinator (l) and Bill Howitt OAM, Director of Kurrajong Waratah (r).



16



17

17. One of the coldest wettest days of the year failed to dampen the enthusiasm of the wonderful volunteers who participated in National Tree Planting Day in July. Over 1700 trees and shrubs were planted in just three hours.

18. Kurrajong Waratah staff members Damien Tebbatt, Ann Gaudion and Charles Debaecker were among the 300 people who supported the National Disability Insurance Scheme Forum in Wagga Wagga.



18



19

19. Kurrajong Waratah Annual General Meetings are not only a time to celebrate the years of service and achievements of the people involved in the organisation but also to catch up with friends and supporters. Pictured after the meeting are Kerry Forde, Michael McCormack, Member for Riverina, Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah and Neil Coddington.



20

20. Visitors to Kurrajong Waratah's Annual General Meeting in Wagga Wagga or the Annual Meeting and Presentation Nights in Narrandera or West Wyalong comment on the genuine celebration of people's achievements. Proud recipients of West Wyalong Employee Awards are Troy Godde, James Payne and Frances Pope together with Elizabeth Callanan whose ten years employment was recognised.



21

21. Enjoying the entertainment and VIP hospitality at the Wagga Wagga Christmas Spectacular are l to r Genelle Mullins, Geoff Crouch and Mayor of Wagga Wagga Cr Wayne Geale.

22. Rob Balding, Chairman of the Kurrajong Waratah Race Day Committee appreciates the opportunity to catch up with longstanding supporters of the day Dr Matthew Howard and his wife Shona at the successful 2011 Race Day.



23. Following the merger of Griffith Early Intervention Service with Kurrajong Waratah, the organisation will look at ways the service and its facilities can be further developed, building on the firm foundations the service has built in Griffith over many years.



24. Jason Harrison of Cypress Centre in Narrandera was as proud as he could possibly be when he received the organisation's traditional 20 year gold watch from Kurrajong Waratah Director Dr Max Graffen at the Annual General Meeting.





25

25. With over 300 hungry people to feed, it was fortunate Kurrajong Waratah could call on the skill and commitment of the members of South Wagga Lions Club for their end of year get together. Included in the Lions volunteer line up were Bob Smith and Russell Baird.



26

26. The members of Wagga Business NetworX (WBN) had every reason to smile and feel incredibly proud of their achievements when they visited the organisation's children's group home to inspect the new kitchen and floor coverings they had provided. Pictured are Debbie Simmonds, National Australia Bank, Damien O'Donnell, GWS Personnel, Linda Mackellar, Boyce Chartered Accountants, Lindsay Garnock, Boyce Financial Services together with Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah. Other WBN members present at this function are pictured on page 13 of this report.



27

27. Can't be all hard work and students of TAFE Certificate III in Shop Fitting take a break from installation of their joinery project to enjoy a pizza lunch. They are pictured with Head Teacher of TAFE Building Services, Steve Forbes-Taber and Cathie Smith, Development Services Manager, Kurrajong Waratah.

28. Pictured together at the West Wyalong Annual Meeting and Presentation evening are back row l to r Ros Fealy, Noelene Hogan, Accommodation Manager, Kurrajong Waratah, Noelene Loughnan and Heather Crerar and her mother Beryl Crerar.



28

29. Admiring the art work at the Skills Options Thompson Street open day are Libby Biar and Janet Laws, Manager P4P Project.



29

30. They may have been drenched but the spirit and enthusiasm of volunteers Therese Moon and Heather Docker, Development Services Administration Officer couldn't be dampened when they helped plant 1,700 trees and shrubs at Hildasid on National Tree Planting Day.



30



31

31. Always wonderful to catch up with Kurrajong Waratah Life Members and Patrons during the year and Steve Jaques, Chief Executive Officer, Kurrajong Waratah certainly enjoyed a visit from Allan Davis, Patron and Life Member of Kurrajong Waratah and his wife and fellow Life Member Nell Davis.



32

32. Formalities dispensed with – then the opportunity to catch up with friends and supporters. Pictured at the Annual General Meeting are l to r Fiona Jaques, Pam Green Director, Kurrajong Waratah, with Meg Roache and June O'Connor, Sales Managers, Myer Wagga Wagga and great supporters of Kurrajong Waratah.



33

33. Kay Hull was welcomed to the Board of Kurrajong Waratah by Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah during the year. Kay has been an extremely committed advocate and supporter of people with disability which will be furthered by her involvement as a Director.

34. Platinum sponsor of the Kurrajong Waratah Race Day, Austbrokers were well represented by staff and clients and are pictured having a great day with Paul Mills (far left), Executive Manager, Austbrokers.



34



35

35. Many hands make light work was truly evident when it came to making thousands of kebabs in readiness for the Kurrajong Waratah Race Day. At the forefront of dozens of Westpac volunteers are l to r Jeff McNair, Senior Commercial Manager, Westpac, Lea-Anne McNair, Bridget McNair, volunteer and Kerry Howard of Westpac.

36. Support worker Terry Ness and Daniel Smith thoroughly enjoyed the end of year get together at Kurrajong Waratah in November along with 300 Directors, clients, employees, staff and families.

www.kurrajongwaratah.org.au



36



37

37. Matthew Pottie is pictured using the group home kitchen made possible by the financial support of the members of Wagga Business NetworkX .

38. While their efforts on the Race Day Committee may not involve picks and shovels, the hardworking committee certainly enjoyed a lighter moment at Hildasid taking a break from their fundraising efforts. The committee are back row l to r Adam Drummond (Fitzpatrick's Real Estate), Greg O'Hare (DB Building Supplies), Michael Douglas and Steven Watson (HMA Twomey Patterson), Nigel McKellar (Linx

continued below



38



39

Finance Australia) front row l to r Susan Duffy (D & M Electrical), Tammy Holzheimer (Commins Hendriks), Karen Littlejohn (Dr David Littlejohn Surgeon), Cathie Smith Development Services Manager Kurrajong Waratah and 'foreman' Rob Balding (Westpac), and not present Penny Lamont Koorngal Stud.

39. Directors Dr Max Graffen and Pam Green appreciated the sunshine which followed the rain experienced during the tree planting for National Tree Planting Day at Hildasid .

40. Don't they all look delicious! Grant McMullen has choices to make at Skills Options Tompson Street open day.



40

41. Catching up at the organisation's Narrandera Annual Meeting and Presentation evening are l to r Bill Howitt OAM, Director and Life Member, Kurrajong Waratah, Cr Jenny Clarke, Narrandera Shire Council, Cr Graham Eipper, Mayor Narrandera Shire, Steve Jaques, Chief Executive Officer, Kurrajong Waratah, Garry Forde, Vice Chairman Kurrajong Waratah and Dr Max Graffen Director Kurrajong Waratah.



41

42. Winner of the sought after John Reid Memorial Award for 2010, Kane Meyers is pictured with Peter Perkins, Treasurer and Life Member of Kurrajong Waratah who presented the award on behalf of the family of the late John Reid. The award recognises someone who is respected for the care shown to their fellow workers and their willingness to lend a hand, qualities John Reid was well known for.



42



43. Relaxing together at the Kurrajong Waratah Annual end of year get together are Steve Jaques, Chief Executive Officer and Carolyn Stapylton of Skills Options.



44. Something a little different at the Wagga Wagga Christmas Spectacular were members of the Fijian Youth Choir who were touring Australia and guests of South Wagga Lions Club. Among the choir members is Ronald McDonald a regular artist at the annual event.



45. Longstanding employee of Waratah Industries, Stephanie Warren is pictured with dad Stan and proudly displaying the plaque she was awarded recognising 25 years employment.

46. Adam Drummond, a member of the Kurrajong Waratah Race Day Committee found that juggling wasn't as easy as it looked, despite the tuition from entertainers Chris and Jesse Howard.

47. Over 300 local community members helped make the Wagga Wagga National Disability Insurance Scheme forum among the most successful held nationally. Daryl Maguire, Member for Wagga Wagga and patron of Kurrajong Waratah publicly declared his support for the introduction of the scheme.



46



47

48. Staff members of Cypress Centre Narrandera attended the organisation's Annual Meeting and Presentation evening in Narrandera. Pictured are Kylie Anderson, Tracey Durnan and Rachael Hyde.



48



49. Carolyn Eckersall, Manager Day Options, Kurrajong Waratah participated in the National Tree Planting Day at Hildasid. She was assisted by her daughter Birhan.



50. Kurrajong Waratah was delighted to be included in South Wagga Rotary Club's annual presentation of their fundraising success. Pictured at the presentation of \$8,000 to benefit Kurrajong Waratah's work are Rod Bowman and Chris Roache both members of the club and Cathie Smith, Development Services Manager, Kurrajong Waratah.



51. Chris Loneragan (pictured centre) an employee of Kurrajong Recyclers received a plaque and gold watch in recognition of 20 years employment. On hand to share this special moment were his parents Fred and Rae Loneragan.

52. The Donebus family showed their support of Kurrajong Waratah's work through sponsorship of the annual race day and took the opportunity to share in the social success of the day. Pictured are Rob Balding, Chairman Kurrajong Waratah Race Day Committee, Daniel, Carlo and Manuel Donebus with Sara Donebus enjoying the fairy floss on offer.



53. Reaching the milestone of 20 year's service to people with a disability is something worth celebrating. However, Carolyn Eckersall was taken by surprise when Steve Jaques, Chief Executive Officer and Ray Carroll, Deputy Chief Executive Officer arrived with a celebratory cake on the anniversary of her commencing employment with Kurrajong Waratah .



54. Enjoying a moment of sunshine on an otherwise overcast day were Kurrajong Waratah Race Day Platinum sponsors Steve Wright, Manager, PRIME7 Wagga, Trish Wilkins, Marketing Manager – Southern NSW, PRIME7, husband Terry and Graham Walker, Director, Combined Development Group.





55. Geoff Harrison and Christine Price of Harrisons Joinery are pictured at the Kurrajong Waratah Race Day thank you celebration function for sponsors and committee following the most successful Kurrajong Waratah Race Day ever held.



56. Kurrajong Waratah is actively involved in the 'carecareers' initiative to ensure that people seeking employment or contemplating a career change into the disability sector have access to career information. Pictured at the Wagga Roadshow is I to r carecareers Talent Advisor, Peter Hannon, Kay Hull, Director of Kurrajong Waratah, Sue Honey, Quality Assurance Co-ordinator, Work Solutions, and Claudia Crosariol, National Disability Service.



57. Enjoying special time together at the Kurrajong Waratah end of year get together are Carmel Halloran and Cathie Smith, Development Services Manager.

58. Pictured at the Annual Meeting and Presentation event at Narrandera are Michelle Thornton, Narrandera Laundry and Linen Service, Lorraine Osmond and Dawn Thornton.



59. Mission accomplished. Another completed kitchen for Kurrajong Waratah and a very satisfied Head Teacher of TAFE Building Services, Steve Forbes-Taber pictured together with his Certificate III in Shop Fitting students who benefit by their involvement with real life jobs to support the theory side of their course.



60. Rosebank residents Dossie and Harold Corben gave willingly of their time to work with fellow residents and other volunteers to cut and fold over 35,000 tickets in readiness for the drawing of the Kurrajong Waratah Art Union the following day.





61

61. Local businessman Scott Woodhouse of Hunters and his business partner Ben Howard have supported Kurrajong Waratah's work through their in store fundraising for many years. Their support also includes sponsorship of the Kurrajong Waratah Race Day and Scott is pictured with his wife Sharlene at the sponsors and committee get together following the event.



62

62. A very successful DisabiliTEA Morning Tea was hosted by Anne Napoli in Griffith and assisted by Kurrajong Waratah in support of NDIS. Over 170 people attended including Jackie Caqusau, Anne Napoli, Angelo Napoli, Tracey Collins, InterLink coordinator and Karon Royle.



63

63. Persistence, commitment and generosity enabled a donation of \$3,100 to be made to Kurrajong Waratah during the year. After two postponements due to rain and flooding of the venue, John Power, rodeo producer (pictured on left) ensured the Wagga Pro Rodeo eventuated in March at the Equex Centre. Pictured with John are Cathie Smith, Kurrajong Waratah Development Services Manager and the major sponsor of the event, Gil Mathew, on right.

64. Slightly wet, but not letting that spoil the fun at the Kurrajong Waratah Race Day are (back row l to r) Michael Douglas, Race Day Committee member of HMA Twomey Patterson and Paul Gleeson of Harvey Norman. Front row are (l to r) Lesley Gleeson, Jan and Rob Seaman.



65. Six employees with a combined total of 150 years employment with Kurrajong Waratah proudly display their plaques recognising this remarkable achievement with the Directors of Kurrajong Waratah who presented the awards. Back row (l to r) Robbie Hardinge, Bill Howitt OAM, Director, Michelle Fernon, Vice Chairman, Garry Forde, Vice Chairman and Stephen Holmes. Front row (l to r) James Kitney, Barbara Ceeney, Cameron Hall and Cathy Gain.

66. Heather Docker and fellow volunteers braved the elements to help plant over 1,700 trees and shrubs at Hildasid on a cold wet, windy July day.





67. Former Patron and now Director of Kurrajong Waratah, Kay Hull was honoured with Freedom of the City by Wagga Wagga City Council in 2011. The highest honour that can be bestowed on a citizen, Kay accepted the honour with great humility. Pictured following the presentation are Graeme Hull, Kay Hull and Steve Jaques, Chief Executive Officer of Kurrajong Waratah.



68. Joining the six employees recognised on the previous page of this report are the remaining employees also with a combined total of 150 years employment with Kurrajong Waratah. They are back row (l to r) Phil Wishart, Bill Howitt OAM, Director, Michelle Fernon, Vice Chairman, Garry Forde, Vice Chairman and Arthur Webster. Front row (l to r) Peter Smith, Carmel Halloran, Stephanie Warren and Lorraine Pitman.



69. Catching up with friends at the Kurrajong Waratah end of year get together are Wendy Smith and her brother Peter, an employee with Waratah Industries.

70. It's obviously not only fun for the children at Kurrajong Early Childhood Intervention Service as Michael McCormack, Member for Riverina found out when he visited the service. He needed no second invitation to join Zac Smyth on the barrel swing and the results speak for themselves.



70

71. National Australia Bank (NAB) staff volunteered to pack 4,000 candle bags in readiness for sale at the Wagga Wagga Christmas Spectacular in support of Kurrajong Waratah. Pictured are Andrew Schmetzer, Nathan McDonald, Jason Wadley, Chris Jones, Narelle McBurney, Amy Elliott and Hugh Schmetzer.



71

72. Valued supporters of Kurrajong Waratah, Eilish Kendell, Brian Kahlefeldt OAM and Joy Kahlefeldt attended the Art to Crow About exhibition and were delighted to meet the artists responsible for some very creative works.



72

73



73. Kurrajong Waratah Outreach Co-ordinator Nicole Steele and Kurrajong Business Services Manager Alan Larcombe catch up at the Narrandera Annual Meeting and Presentation night.



74

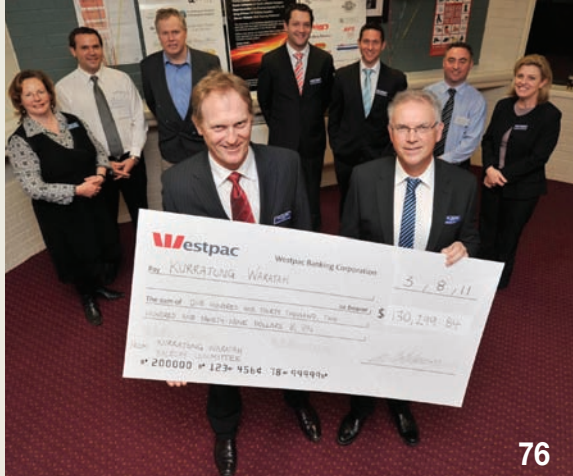
74. The atrocious weather conditions on National Tree Planting Day ensured the Hildasid tractor was put to good use rescuing a number of volunteers who found themselves bogged on water covered roadways. This truck also needed help when it ventured on to unstable ground.

75



75. Attending Art to Crow About invariably means falling in love with one of the beautiful creations. Kim Burkinshaw, Trena Kennedy and Orma Brown were certainly taken in by the works on display and appreciated having the opportunity to meet the artists.

76. Members of the Kurrajong Waratah Race Day Committee were delighted to celebrate the success of the day and being able to present the proceeds to Dr Max Graffen, Director of Kurrajong Waratah. Pictured back row (l to r) are committee members Susan Duffy, Steven Watson, Greg O'Hare, Michael Douglas, Adam Drummond, Nigel McKellar, Tammy Holzheimer and presenting the cheque, Chairman Rob Balding.



76

77. Carolyn Eckersall proudly receives the traditional Kurrajong Waratah gold watch for 20 years service to people with a disability from Director Dr Max Graffen at the Annual General Meeting.



77

78. Riverina Plaster Works has supported Kurrajong Waratah's work through financial and in kind support for many many years. Pictured at the Kurrajong Waratah Race Day and representing his family's company are Euan Croker, Geoff Reid also of Riverina Plaster Works, Michael Douglas and Tammy Holzheimer both Kurrajong Waratah Race Day Committee members.



78



79

79. Celebrating the success of the Kurrajong Waratah Race Day are Rob Balding, Race Day Chairman, Dr Michelle Fernon, Vice Chairman Kurrajong Waratah and Platinum Sponsor of the day, Sue Graffen and Stuart Lamont, Chairman of the Murrumbidgee Turf Club and race day sponsor Koorling Stud.

80. A number of Kurrajong Waratah Race Day Platinum Sponsors and Committee members got into the spirit of preparations for the race day dressing in silks. They are back row l to r Daniel Martellozzo, General Manager, Thomas Bros (Platinum Sponsor), Nigel McKellar, Committee member representing Linx Finance Australia, Rob

continued below



80



81

Balding, Race Day Chairman and representing race day sponsor Westpac, Adam Drummond, Race Day Committee Member and Director of sponsor Fitzpatrick's Real Estate, front row Tammy Holzheimer, Committee Member and representing sponsor Commins Hendriks, Christine Williams, CEO Murrumbidgee Turf Club, Genelle Mullins, Circulations and Marketing Manager, Daily Advertiser, (Platinum Sponsor) and Kim Tautz, Director, Fuji Xerox Business Centre Wagga Wagga (Platinum Sponsor).

81. Roz Harbrow, Director of Kurrajong Waratah is pictured with David Chalmers after presenting him with a certificate recognising ten years employment with Kurrajong Recyclers.

82. Santa (Kerry Pascoe) enjoys the sweet serenade of Australian Army Band vocalist Fiona Wilson during the Wagga Wagga Christmas Spectacular.



82

83. The Kurrajong Waratah Annual General Meeting is not only well supported, but also thoroughly enjoyed by those who attend. Waiting for proceedings to get underway are employees Jacqui & Kane Meyers, Michael Brewer and Cameron Hall.



83

84. It was time for goodbyes. When Cpl Simone Dew and Major Jeff Cocks of the Australian Army Band Kapooka were posted to Brisbane it was both a loss to Wagga Wagga and Kurrajong Waratah. During their time in Wagga Wagga, Jeff and Simone had conducted the Wagga Wagga Christmas Spectacular and regularly entertained residents at Rosebank Retirement Village. Pictured as they made their final visit to Rosebank are Simone Dew, Cathie Smith, Development Services Manager and Jeff Cocks.



84



85. South Wagga Lions Club members accept the challenge to cook for over 3,000 people who attend the Kurrajong Waratah Race Day. Among their volunteers are Bill Carroll, Daryl Maguire (Member for Wagga Wagga) and Greg Smith.



86. Jacqui and Kane Meyers always have a great time at the Kurrajong Waratah end of year get together.



87. Uprooted and displaced trees and bridges are a common site at Hildasid following two '100 year floods' which caused considerable damage to the property. Fencing is being replaced but there is still a significant amount of road and earth works to be repaired and creeks to be cleared.

88. Chris Loneragan and Scott Weeden proudly display the gold watches they had just been presented with by Dr Max Graffen, Director of Kurrajong Waratah.



88



89

89. DA Dog had no shortage of friends when he made a surprise appearance at the Kurrajong Waratah Race Day.

90. Contracts signed and work can begin. Present for the signing of the contracts for the construction of Kurrajong Recyclers E-recycling development were back row Ray Carroll, Deputy Chief Executive Officer, Kurrajong Waratah and Steve Jaques, Chief Executive Officer, Kurrajong Waratah. Front row are Kerry Pascoe of Pascoe Constructions and Daryl Forbes Taber of Project Planning & Design.



90



91

91. Another employee recognised for ten years employment during the year was Elizabeth Callanan (centre) of Spins Café Peckish, West Wyalong, pictured with Alan Larcombe, Manager, Kurrajong Business Services (left) and Peter Perkins, Life Member and Treasurer of Kurrajong Waratah (on right).



92



93

92. Catching up to celebrate the success of the Kurrajong Waratah Race Day are Kim Tautz, Director of Fuji Xerox Business Centre and Platinum Sponsor of the Kurrajong Waratah Race Day, Barbara Thomas, Allen Thomas, Dealer Principal, Thomas Bros, Life Member of Kurrajong Waratah and Platinum race day sponsor together with Stuart Lamont, Chairman of Murrumbidgee Turf Club and race day sponsor Kooringal Stud.

93. Staff members Kaye McKenzie, Sue Collins and Judy Poutu were presented with certificates recognising ten years service to people with a disability and are pictured with Director, Roz Harbrow (second from left) who made the presentation on behalf of the Board of Directors.

94. Life Members Herb Cowley and Enid Scobie enjoyed catching up with other older parent/Life Members during the year and are pictured with Cathie Smith, Development Services Manager, Kurrajong Waratah.



95. Rugged up and trying to keep dry during the National Tree Planting Day at Hildasid are David Read, Biodiversity Officer Wagga Wagga City Council and volunteer, Emily Skoda.



96. Distance is no obstacle when there's a chance to catch up with friends and a large contingent of Narrandera and West Wyalong employees, families and staff always make the trip to Wagga Wagga for the end of year get together. Jason Harrison of Cypress Centre in Narrandera is pictured with Tracey Collins, InterLink Co-ordinator and Fiona Jaques.





97. Michael McCormack, Member for Riverina was totally captivated with Jana Harrison's demonstration of paper printing at Skills Options during his visit to the organisation.



98. Beth Davis enjoys the meal provided by South Wagga Lions Club and is pictured with her parents Nell and Allan Davis (on right) with Skills Options volunteer Bill Prest (second from right).



99. Samuel Bannister (right) approached Kurrajong Waratah offering his services with fundraising events such as the Kurrajong Waratah Race Day and together with friend Angus Everson (centre) was willing to accept any tasks allocated including welcoming race day patrons with ice cream vouchers.

100. A big night for Kane Meyers when he was recognised for 15 years employment and announced the winner of the John Reid Memorial Award. Kane is pictured with the years of service plaque presented to him by Pam Green, Director of Kurrajong Waratah.



101. Craig Barrett and Adam Drummond, members of Wagga Business NetworX, regularly attend functions including the organisation's Annual General Meeting which is where they are pictured catching up with Cathie Smith, Development Services Manager.



102. Settling in for a night of Christmas spirit are Genelle Mullins (centre) with granddaughters Bridget Mullins (left) and Montana Mullins (right) at the Wagga Wagga Christmas Spectacular.





103. Platinum Sponsors of the Kurrajong Waratah Race Day for six years are Michelle and Kim Tautz, Directors of Fuji Xerox Business Centre Wagga Wagga.



104. A special treat for everyone associated with Kurrajong Early Childhood Intervention Service is the Christmas party hosted by Franklins Wagga Wagga. Charlotte Lloyd is pictured delivering her special requests to Santa (Terrence Jacobs).



105. A pleasant summer evening adds to the enjoyment of catching up with family and friends after a traditionally hectic year at Kurrajong Waratah. Pictured at last year's event is Carolyn Eckersall, her daughter Birhan, Fiona Jaques, Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah and his wife Trena.

106. Steve Jaques, Chief Executive Officer, Kurrajong Waratah, appreciated the opportunity to catch up with Carolyn Stephenson at the West Wyalong Annual Meeting and Presentation evening.

107. Checking out the magnificent surroundings of the Murrumbidgee Turf Club prior to Kurrajong Waratah's Race Day were a number of Committee members and Platinum Sponsors. Pictured are Steven Wait, New Car Sales Manager, Thomas Bros (Platinum Sponsor), Graham Walker, Director, Combined

continued below



106



107

Development Group (Platinum Sponsor), Denise Hart, Director, Pirtek (Platinum Sponsor), Michael Douglas, Committee Member representing HMA Twomey Patterson, Susan Duffy, Committee Member representing D&M Electrical, Paul Kirk, Manager, Avis (Platinum Sponsor).

108. Beaming with pride after receiving a gold watch in recognition of 20 years employment with Cypress Centre are Jason Harrison (holding his award) together with his father Tony, brother Matthew and sister-in-law Shannon.



108

109



109. Peter Perkins, Life Member and Treasurer of Kurrajong Waratah enjoys the company of Ray Smith, General Manager, Bland Shire and Bernie Kearins, former Director of Kurrajong Waratah at the Annual Meeting and Presentation evening at West Wyalong.

110. Susan Pottie entered the local fundraising initiative Wagga Wagga Takes Two and her efforts enabled the installation of shade sails for the Kurrajong Early Childhood Intervention Service. A special thank you to Susan and her singing partner.

110



111



111. Coordinator of National Tree Planting Day, Alice Kent, Sustainability Education Officer Wagga Wagga City Council might appear to be taking it easy, but her efforts and commitment ensured the day's success. Alice would say the one thing she can't control is the weather acknowledging this was her fourth National Tree Planting Day which was wet, cold and windy.

112. One of the many children's attractions at the Kurrajong Waratah Race Day is the pony rides. Pictured taking little Reuben Smith for a ride is a volunteer from TRAC under the watchful eye of dad Ben Smith.



112

113. Making the end of year celebration a real family night are the Harmer family. They are (l to r back row) dad Chris, Lauren, mum Carol, Tom with Tracey Collins, InterLink Coordinator (centre) and front row is Emily.



113

114. The Work Solutions team participate in numerous marketing days to promote their service throughout the year. Pictured at the Post School Information Expo are Employment Consultants Nigel Hazell, Bede Richards, Janine McBeath, Michelle Baker and Steve Cummins, Business Development Manager, Work Solutions.



114



115

115. Development Services Office Manager, Jane Pottie was guest at a South Wagga Lions Club meeting to receive the proceeds of the sale of candle bags at the Christmas Spectacular. Presenting the cheque for \$5,000 is Brenda Shone, President.



116

116. Families are very important and Alison Williams enjoyed celebrating her 40th birthday with niece Gabby and mother Marie.



117

117. Director and local agent of Fitzpatrick's Real Estate, Adam Drummond, set two aims when he included boxing to his fitness regimen. Firstly was to increase his fitness level and secondly to raise \$1,000 towards Kurrajong Waratah's Hildasid project. Unscathed, Adam survived his boxing debut against a Sydney instructor with 50 fights to his name, achieved a totally new level of fitness and raised \$1,600 which will provide opportunities that wouldn't otherwise be possible for people with a disability.

Pictured left is Adam sparring with one of the trainers from Street Alert.



We don't know what life will bring,
so it is what we bring to life
that matters.

Patricia Campbell Carson

