

KURRAJONG WARATAH

# Annual Report

2013-2014








## OUR VISION

*For people with a disability  
to lead a life of **their choice**.*

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ACN: 002 407 294 • ABN: 55 002 407 294 • Fundraising Authority CFN 10754 • ©Kurralong Waratah 2013  
Certified Disability Service Provider DSS:2004 Certificate No. DS 549704  
 Certified Environmental Management Systems ISO 14001:2004 Certificate No. EMS 569443

Front Cover: Michelle Hocking is busy creating a wire sculpture for exhibiting in the Art to Crow About Exhibition  
Inside Cover: Mark Loughnan's face lights up when Margaret Loudon, his sister and support worker in Kurralong Waratah's Marashel West Wyalong group home, arrives to visit.  
Back Cover: Nate Wheatley having fun at Kurralong Early Childhood Intervention Service in Wagga Wagga.





Nick Williams was described as a shy young man when he arrived at Kurrajong Disability Solutions.

The description is vastly different in 2014 for Nick who is thriving on life in the workforce.

Receiving much of the credit for the transition has been Kurrajong Disability Solutions (KDS).

KDS begins assisting families before the young person leaves school to ensure they have appropriate funding to meet their needs and offer an intense two-year program – including undertaking an accredited Becoming a Worker course and trialling work placements with a view to gaining a job.

Nick, who finished school in 2012, was part of the Transition To Work (TTW) Program which provides a pathway to the workforce.

After gaining his driver's licence, Nick secured employment with the Sportsman's Warehouse.

"Nick has developed a great work ethic and has become a dependable, reliable and independent young man," his mother Jenny said.

"We are very thankful for him being a part of the great program at Kurrajong Disability Solutions."

Nick has gained the confidence to join up at the gym by himself, organise his own appointments and has become very outgoing.

And he loves his job.

"I put away the deliveries on to the shelves and it's fun working with the other guys," he said.

"I like meeting up with the other participants in the Becoming a Worker course and I thank KDS for picking me up and dropping me home."

Nick loves *life* in  
the workforce



## Patrons



**SIR WILLIAM DEANE**



**MR ALLAN DAVIS**



**MR DARYL MAGUIRE**

### **SIR WILLIAM DEANE**

Patron in Chief

Sir William honoured us with his acceptance of the position of Patron in Chief in 1998 whilst Governor General of Australia. On the conclusion of his term of office in 2001 Sir William included Kurrajong Waratah among a select number of organisations he continued to support as Patron in Chief.

### **MR ALLAN DAVIS**

Life Member and Patron

Allan's involvement with Kurrajong Waratah spans many years as a parent. He has been a Board member of the organisation in various roles including Chairman of the Board. For the past 19 years he has been one of our two Patrons. Allan's service to Kurrajong Waratah was recognised and honoured with Life Membership in 1991.

### **MR DARYL MAGUIRE**

Patron and Member for Wagga Wagga

Daryl has been the NSW State Member for Wagga Wagga for 15 years. He has a strong interest in social justice and in initiatives that build and sustain local communities and services. Daryl is a strong supporter and advocate for people with a disability and their families.

## Corporate Life Members

Myer, Wagga Wagga  
Riverina Media Group  
PRIME7  
2WG/93.1 StarFM

## Life Members

Mrs Marjorie Anslow OAM  
Mr Herb Cowley  
Mr John Cosier  
Mr Allan Davis  
Mrs Nell Davis  
Mr Bill Howitt OAM  
Mr Wal Fife

Mrs Marcia Fife  
Mr Michael Kennedy OAM  
Mr Peter Perkins  
Mrs Joyce Reynolds  
Mr Ken Reynolds  
Mr Cedric Robertson  
Mrs Enid Scobie

Mr Allen Thomas  
Mrs Audrey Cowley (dec'd)  
Mrs Rita Deaner (dec'd)  
Mr Bill Hurd (dec'd)  
Mrs Lettie McDonald (dec'd)  
Mrs Ada Robinson (dec'd)  
Mr Wal Scobie (dec'd)

# Board of Directors 2013 – 2014



## **MICHAEL KENNEDY OAM**

**Chairman of the Board and Life Member of Kurrajong Waratah**

Appointed to the Board:  
21 April 1982

## **GARRY FORDE**

**Vice Chairman of Kurrajong Waratah**

Appointed to the Board:  
15 November 1995

## **BILL HOWITT OAM**

**Secretary and Life Member of Kurrajong Waratah**

Appointed to the Board:  
August 2005

## **PETER PERKINS**

**Treasurer and Life Member of Kurrajong Waratah**

Appointed to the Board:  
21 April 1982

### **Michael Kennedy OAM**

Qualifications: Diploma of Law

Michael's long association with Kurrajong Waratah spans over 40 years commencing as an Apexian and the formation of Waratah Industries in 1972.

Michael's outstanding commitment to people with a disability and the wider community saw him awarded the Order of Australia Medal in 2000.

Before retiring in 2014, Michael was a Solicitor, then Consultant with the law firm Walsh & Blair Lawyers for over 53 years.

He is Past Chairman of the Diocese of Wagga Wagga Superannuation Fund a position he held for over 30 years, is a current trustee of the Cec & Cath Toy Charitable Trust and involved with other community organisations.

Married to Trena, they have three adult sons, two of whom are on the boards of disability organisations in the district.

### **Garry Forde**

Garry has developed broad knowledge and experience from running his own farming property and managing a number of local businesses. He brings both this and a valuable parent/carer perspective gained from more than 40 years experience as a parent of a daughter with a disability to the Board. Garry's involvement with disability services in Wagga Wagga commenced when his daughter Kerry started school at Kurrajong Park School for Specific Purposes (now Willans Hill School) in 1978. This also began his and wife Wendy's involvement with Kurrajong Waratah and a continued active involvement in the organisation's fundraising activities.

Before moving to Wagga Wagga 20 years ago, Garry was an active member of the Ardlethan Show Society, Anglican Church, School Council and Bowling Club.

Garry enjoys taking an active interest in his grandchildren's sporting pursuits often accompanying them around the state, just as he did his own daughters.

His newfound status is 'Grey Nomad', which he enjoys immensely.

### **William Howitt OAM**

Qualifications: Justice of the Peace, Diploma of Teaching

Bill has been involved with disability service management committees for over 38 years.

He served as Secretary and President of the Cypress Centre Committee from 1977 until his appointment to the Board of Kurrajong Waratah.

Now retired from teaching, Bill was Teacher in Charge of the Special Education Department at Narrandera High School.

Bill was awarded the Order of Australia Medal for his service to a range of community and sporting organisations in 2008, the NSW Director General's Award for Services to Education in 1997 and the Australian Sports Medal in 2000.

Bill is an examiner with the Royal Life Saving Society, a Member of St. Vincent de Paul Society and the Narrandera Lions Club. Bill and his wife Fae have three adult sons including a son with a disability. Bill maintains a strong active involvement in disability and community service work.

### **Peter Perkins**

Qualifications: Bachelor of Arts, Diploma of Education

A retired principal of a major local high school, Peter's teaching career included five years in Canada and England. He has been a Director of Kurrajong Waratah since 1984 and has been the Treasurer for the past 18 years, a position he currently holds.

Prior to the merger of Kurrajong and Waratah Industries in 1984, Peter had been on the Waratah Industries Committee for several years and had been actively involved with Kurrajong Park School for Specific Purposes (now Willans Hill School) from 1975 to 1986. He was honoured in 2005 when Life Membership of Kurrajong Waratah was bestowed on him for "services to people with disability and Kurrajong Waratah".

Peter and Beryl have been married for over 50 years and he also brings a valuable parent perspective to the Board as their sons David and Andrew are long term employees at Waratah Industries. Peter has been associated with a variety of community organisations including the presidency of a local Rotary Club.





## **DR. MICHELLE FERNON**

### **Director**

Appointed to the Board:  
9 November 2007

## **DR. MAX GRAFFEN**

### **Director**

Appointed to the Board:  
22 October 2008

## **PAM GREEN**

### **Director**

Appointed to the Board:  
22 October 2008

## **GEOFF BREUST**

### **Director**

Appointed to the Board:  
19 February 2014

### **Dr Michelle Fernon**

Qualifications: MB Bch, Bachelor of Applied Science (Occupational Therapy), Medical Practitioner

Growing up in Young, Michelle (nee Mullany) has worked as a Medical Practitioner in Wagga Wagga since 1992. Prior to that, she trained and worked as an Occupational Therapist, working in Disabilities and Rehabilitation in Australia and Ireland.

Married to Vince, together they run a busy Day Endoscopy Centre and are passionate about providing quality patient care. They have four adult daughters.

Michelle has volunteered in various roles on the Board and as a member of the Australian Day Surgery Association.

Michelle is proud to be associated with Kurrajong Waratah as a local organisation that has strong governance, sound reputation, a long history and continually strives to do better for people with a disability and their family.

In addition to supporting Kurrajong Waratah's services, Michelle is also a keen supporter of Caritas and a founding member of Woman For The World. Her other interests include art, reading, tennis and travel.

### **Dr Max Graffen**

Qualifications: M.B.B.S. (Hons) Dip A, DOBstRCOG, FRACGP, Grad Dip (Geriatrics) Medical Practitioner/Geriatrian

As a practising medical practitioner with a strong interest in the health and well-being of people with a disability and their parent/carers through his practice and his involvement in regional health services, Max is the current Chairman of Murrumbidgee Medicare Local and past Board Member of Riverina Division of General Practice. He is a graduate of the Australian Institute of Company Directors.

Max, together with his wife Sue came to Wagga in 1981 and soon fell in love with the area and have raised their four boys here.

Max is committed to utilising his board experience, qualifications and strategic approach in contributing to Kurrajong Waratah's already strong governance.

With the National Disability Insurance Scheme due to begin being rolled out across New South Wales from 2016, Max looks forward to assisting the organisation and local people with disabilities and their carers successfully navigate the inevitable transition that will be needed.

### **Pam Green**

Qualifications: B.Sc (Hons), Dip Education, Graduate Certificate Management Development.

Pam was Head of Campus at the TAFE NSW Riverina Institute Wagga Wagga Campus before retiring after a long teaching and management career.

She and husband Peter now contribute to several community organisations and enjoy spending time with family. They have two married daughters and three grandchildren.

Throughout her career Pam worked to ensure the transforming power of education was accessible to as many as possible, including those with a disability. She worked closely with business and community groups and supported the strong partnership links between TAFE NSW Riverina Institute and Kurrajong Waratah.

Aware of the opportunities and challenges the National Disability Insurance Scheme brings, Pam is fully committed to the work of Kurrajong Waratah and to enabling people with a disability to lead a life of their choice.

### **Geoff Breust**

Qualifications: BA (Administration Economics) Canberra, GAICD, FCILTA

Geoff grew up on a farm near Temora, went to University in Canberra and worked in the APS for 20 years before joining the late Don Kendell as General Manager of Kendell Airlines in Wagga Wagga in 1988. Kendell Airlines became one of Australia's largest and most successful regional airlines. Later Geoff was appointed CEO/Managing Director of Regional Express (REX) followed by a term as Managing Director of Sureway Employment and Training. Geoff is currently Managing Director of Southern Adventure Limited a public company owned by over 250 farmers in the region.

He is passionate about regional Australia and making it better for people living away from major centres.

He sees his role at Kurrajong Waratah as ensuring the effectiveness of the organisation's decision-making and that its corporate governance is robust and applicable for all, especially those with a disability.

Geoff is married to Ros and has two sons. In 2006, Geoff was inducted into Wagga Wagga Business Chamber's Roll of Honour.

**Executive Director** The Executive (paid) Director of the Board is Chief Executive Officer, Steve Jaques.

# *Report from the Chairman and Chief Executive Officer*



**MICHAEL KENNEDY OAM**  
Chairman and Life Member



**STEVE JAQUES**  
Chief Executive Officer

The past year has seen strong service performances across Kurrajong Waratah against our Vision.

We have not only continued to increase services to more people and supported more families/carers, but have strengthened our emphasis on person centred service delivery.

This person centred focus is enabling people in receipt of our support to become more familiar and comfortable with being able to make decisions and have choices.

It will be essential for people to have these skills under a National Disability Insurance Scheme (NDIS) where choice and options are set to be the cornerstones of the scheme.

This transition for some is not without its challenges. If you have been in a system where essentially you have to take what's on offer from government programs then it may take time to develop the ability and skills to understand and make choices.

Under the NDIS people will be asked what they want and this will be used to develop a plan of what they need and determine what funding they will be given for their plan by the National Disability Insurance Agency (NDIA). The NDIA is the Commonwealth government agency who has responsibility for delivering the scheme.

The rollout of the NDIS commences across NSW sometime between 1st July 2016 and 30th June, 2018.

The NDIS, which Kurrajong Waratah and its members campaigned hard to make a reality, offers a once in a lifetime chance to get-it-right.

Despite some earlier "rumblings" with the implementation of the scheme and the readiness of the NDIA to deliver the scheme, the overall response we are hearing from colleagues in the trial sites after the first twelve months is that the previous unmet demand is now being addressed. The benefit of having a trial of the NDIS is that changes can be made as it progresses and is tested.

Your Board and Management team over the past twelve months have continued to work through the organisation's 2013-2016 Strategic Plan to ensure that we will be 'NDIS ready' to integrate our services and operations into the new funding and operating environment when it commences in this area of the Riverina and Murray regions.

We remain confident of successfully transitioning to the new scheme. The NDIS will present opportunities for Kurrajong Waratah to deliver more of what we are good at. It will also provide the opportunity and capacity to develop truly innovative flexible services for people with a disability to lead a life of their choice.

Kurrajong Waratah has always strived to be a market leader with its services and supports. This is evident by our successes in the NSW Disability Innovation Awards. These awards commenced in 2012 to showcase excellence and innovation in the NSW Disability Industry.

Kurrajong Waratah has been a finalist in all three years the awards have been operating which is no small achievement. Last year we won the award for "Excellence in Regional Service Innovation".

Being selected as a state wide finalist is a credit to our staff and volunteers who give so much of themselves to our services. However, we have not, and will not rest on our laurels.

There is so much more that needs to be done.

Our merger with Yallambee Deniliquin Inc. is now complete. The vital services to people with a disability and their families in the Deniliquin, Jerilderie, Finley and Berrigan areas are now being strengthened.

Kurrajong Waratah works in partnership with a number of State and Federal Government Departments and Councils. We also work closely with other service providers and organisations to provide choice and opportunity for people with a disability and their families. We are very appreciative of these collaborative working relationships.



# Kurrajong Waratah provides person centred services

Person centred means putting the person with a disability and their family/carer at the centre of the decisions we make.

Finally, a sincere thank you to all fellow Board Directors and the management team, staff and volunteers of Kurrajong Waratah for their ongoing commitment to improving our service practices and engaging in and contributing to another successful year.

In the coming year we will continue to prepare for the NDIS and strive to deliver services of the highest person centred standard possible to make a positive difference to the lives of people with a disability and their parent/ carers who we support and assist.

Michael Kennedy OAM  
Chairman and Life Member

Steve Jaques  
Chief Executive Officer



Businesses and individuals utilise Kurrajong Recyclers for secure destruction of their sensitive documents. Pictured removing unshreddable materials such as metal is Len Robinson.



Ethan Jackson is at school now but comes to Kurrajong Early Childhood Intervention Service for his therapy support with School Aged Speech Pathologist, Hannah Woodford.

## What is the National Disability Insurance Scheme (NDIS)?

The National Disability Insurance Scheme (NDIS) is a national scheme designed to improve disability services in Australia.

The scheme will provide people with a disability, their families and carers more choice and control in their decision making.

Rather than funding going directly to service providers such as Kurrajong Waratah, funding will be allocated for support and assistance for a person with a disability to meet their 'fair and reasonable' needs.

There will be no funding available for equipment or capital projects under the NDIS.

## What is the National Disability Insurance Agency (NDIA)?

The National Disability Insurance Agency (NDIA) has been appointed to oversee the implementation of the NDIS.

Staff from the NDIA will work to provide people with a disability and their families or carers, information on how the scheme will work and what resources are available to them.

The NDIA staff will also work with individuals to:

- discuss individual goals and support needs
- develop an individual plan to assist with achieving goals
- consider the supports needed to strengthen family and informal caring arrangements
- connect people to mainstream services and community supports.

# Treasurer's Report



**PETER PERKINS**

Treasurer and Life Member

Once again I have pleasure in presenting the Treasurer's Report and the Financial Statements for the year 1 July 2013 to 30 June 2014 and which indicate a satisfactory result.

Turnover for the year of \$21.7m is an increase of 4.7% on that of the previous year. Total funding from the State and Commonwealth Governments was \$13.9m which is an increase of 9.5% on that of the previous year and also now represents 64% of our total income. Total funding from government in the previous year represented 61% of total income.

Our own supported employment businesses have contributed almost \$6m which represents 27% of the total income a decrease of about 1% on the previous year. The current economic climate has provided challenges for our supported employment businesses which are most important in providing employment for over one hundred and fifty two people with disability. Waratah Industries has had to contend with a difficult housing market which obviously affects the demand and price for timber, while fluctuating prices for recycled products and a slower than expected growth in E-recycling has affected Kurrajong Recyclers. Both Commonwealth and State Governments must be more supportive of the recycling of televisions, computers and other electronic products to ensure that their national and state recycling initiatives are viable for not for profit organisations. Fundraising contributed 3% of total income while fees and other income contributed 6%.

Wages, salaries and associated employee payments totalling \$13.4m and representing 63% of the organisation's total expenditure indicate that the majority of the organisation's expenditure is on the provision of direct services to our clients. Capital expenditure this financial year of \$1.4m represents expenditure on buildings, plant and equipment and vehicles.

The surplus of \$396k is consistent with the Board's budget expectations and was actually favourable to budget by \$18.5k. Managers and staff of all our supported employment businesses, accommodation and community services are to be commended for their initiative, dedication and effort in achieving this favourable financial result, despite a demanding and at times financially challenging year for some of our service areas.

Liquidity, cash and working capital are keys to the survival and growth of any company. Kurrajong Waratah's Balance Sheet indicates that the organisation has further consolidated our sound financial base which has been established by past and continuing prudent financial management.

Total assets of \$34.5m and total liabilities of \$10.5m have resulted in net assets of almost \$24m. This year has seen the organisation's cash and cash equivalents increase by \$1.7m. The organisation's working liquidity, which is one of the measures of Kurrajong Waratah's overall financial health, is very good with unrestricted current assets being 4.5 times greater than unrestricted current liabilities.

The financial position of the organisation gives your Board confidence of meeting the challenges and of ongoing success in the coming National Disability Insurance Scheme environment.

Thank you to the CEO, Deputy CEO and my fellow Directors for their support and for the role they undertake in monitoring and maintaining the financial stability of the organisation. My special thanks go to Mrs Sharyn Atherton, Finance and Administration Manager, for her co-operation, dedication and efficiency.

Peter Perkins  
Treasurer and Life Member



# Kurrajong Waratah

## Financial Results Parent Entity

(excludes Yallambee Deniliquin Limited)

### Income Statement

#### WHAT WE EARNED \$,000

Sale of Goods and Provision of Services	5,787
Government Subsidies	13,923
Interest	402
Rent and Contribution Investment Properties	451
Fees, Fundraising, Donations and Other Income	1,057
Gain on Disposal of Property, Plant and Equipment	108

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Total Revenue	21,728
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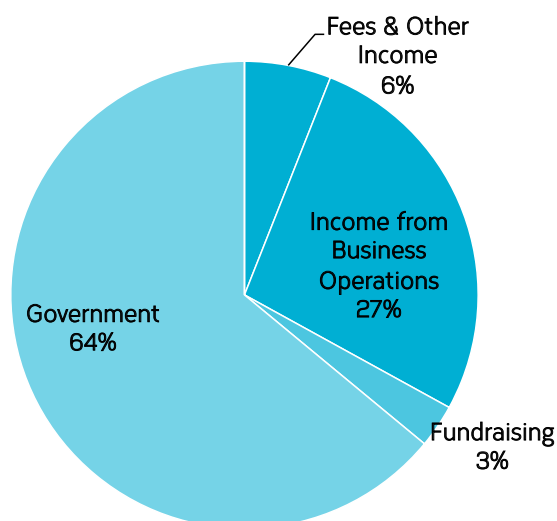
#### WHAT WE SPENT \$,000

Staff costs	13,357
Property, Plant and Equipment Depreciation	1,463
Cost of Sales	1,032
Operating Expenses	5,480

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Total Costs	21,332
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#### SURPLUS FOR YEAR 396



Income 2013 / 2014

### Balance Sheet

#### WHAT WE OWN \$,000

Property, Plant and Equipment	16,487
Investment Properties	2,315
Cash and Cash Equivalents	14,028
Debtors	1,032
Stock on Hand	302
Other	314

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Total Assets	34,478
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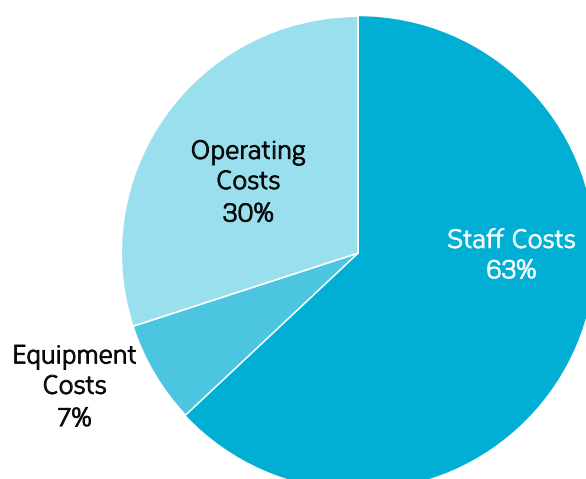
#### WHAT WE OWE \$,000

Creditors	5,551
Rosebank Occupancy Deposits	3,530
Provisions	1,466

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Total Liabilities	10,547
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#### EQUITY 23,931



Expenditure 2013 / 2014







# Ripley *takes the lead* with his new friend



Ripley Troy has always enjoyed looking at dogs but was very careful to keep his distance as he never had the confidence or chance to pat one. He never got that close.

Over the past three months, Ripley has had the opportunity to be around a sausage dog called Scout through its owner Matthew.

Matthew is a member of Kurrajong Waratah staff in the group home where Ripley lives with other adults.

Ripley started walking by the lake with Matthew holding Scout on the lead.

This went on for several weeks, with Matthew naturally conscious the situation needed to be taken very slowly. Clearly, it was Ripley's choice.

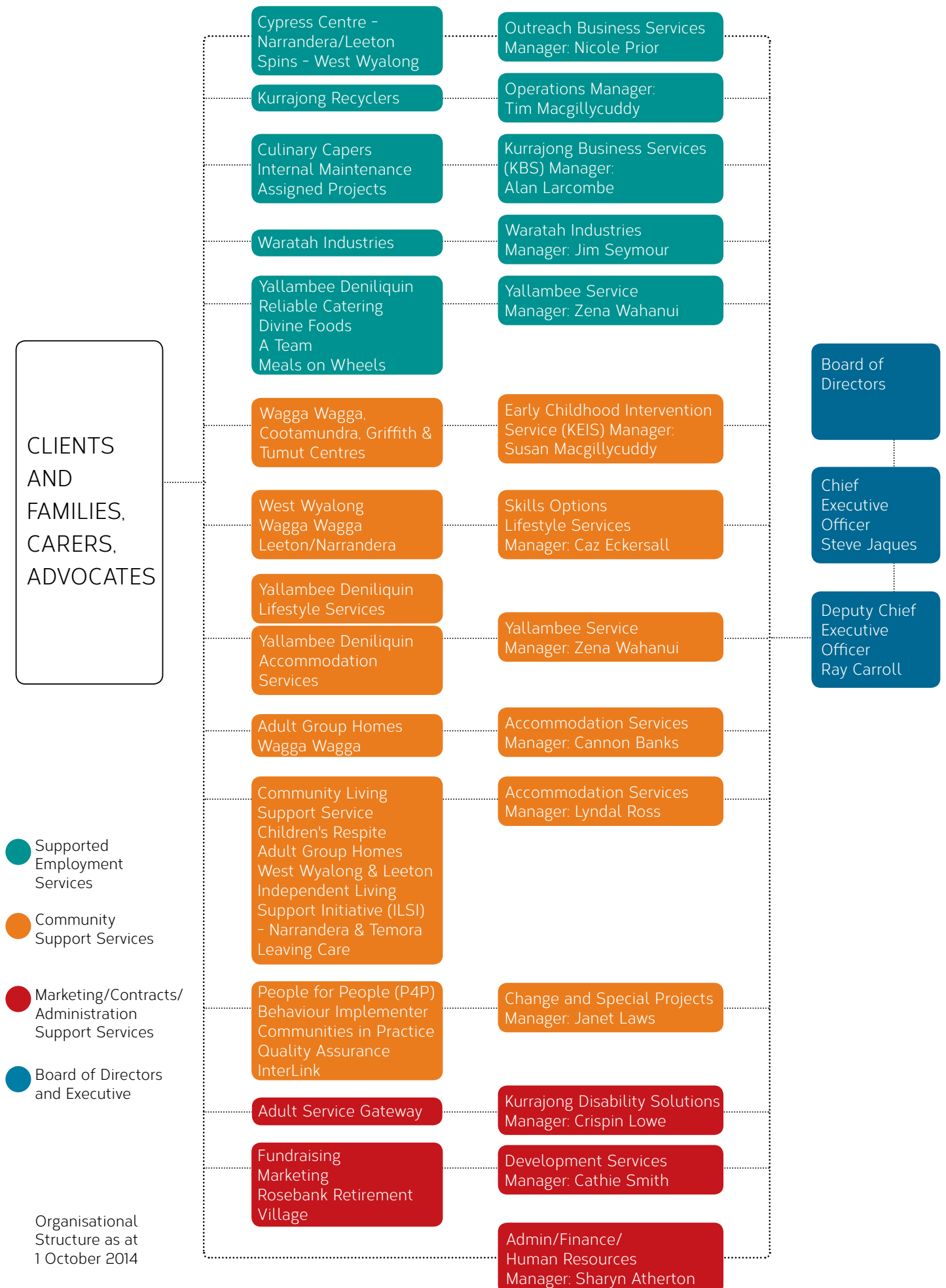
After several weeks building confidence and trust, Ripley then began to show more interest and indicated he wanted to hold the lead while walking Scout.

Three months on and in addition to walking Scout, Ripley, unable to give vocal commands, now points for him to sit, feeds him treats then finishes with a pat on the dog's head and a scratch behind his ears.

Obviously both Ripley and Scout are very happy with this arrangement.

It seems a new friendship has been formed.

# Organisational Structure





# Management Team



**Steve Jaques**  
Chief Executive Officer  
30 Years of Service



**Ray Carroll**  
Deputy Chief Executive  
Officer  
23 Years of Service



**Sharyn Atherton**  
Administration/Finance/  
Human Resources Manager  
9 Years of Service



**Cathie Smith**  
Development Services  
Manager  
27 Years of Service



**Crispin Lowe**  
Kurrajong Disability  
Solutions Manager  
17 Years of Service



**Janet Laws**  
Change & Special Projects  
Manager  
22 Years of Service



**Susan Macgillcuddy**  
Early Childhood  
Intervention Service  
Manager  
7 Years of Service



**Caz Eckersall**  
Skills Options Lifestyle  
Services Manager  
24 Years of Service



**Cannon Banks**  
Accommodation Services  
Manager  
13 Years of Service



**Lyndal Ross**  
Accommodation Services  
Manager  
16 Years of Service



**Zena Wahanui**  
Yallambee Deniliquin  
Services Manager  
9 Years of Service



**Alan Larcombe**  
Kurrajong Business  
Services Manager  
17 Years of Service



**Nicole Prior**  
Outreach Business Services  
Manager  
9 Years of Service



**Jim Seymour**  
Waratah Industries  
Manager  
5 Years of Service



**Tim Macgillcuddy**  
Kurrajong Recyclers  
Operations Manager  
5 Years of Service





# Our family's *journey*

Five years ago our family started our Kurrajong Early Childhood Intervention Service (KEIS) journey.

Our son Braxton – then two years old – had a severe speech delay, gross and fine motor delay.

To be perfectly honest, the world as we knew it had been turned upside down. We were thrown into a world that was unpredictable and out of our control. We had never heard of KEIS until our paediatrician mentioned it.

From the very first day at KEIS we have felt welcome, appreciated and supported. Braxton remained at KEIS for three years until leaving to go to school.

In those three years he genuinely loved going to KEIS. He attended regular speech therapy, OT sessions, physio sessions and group.

His therapists over the years have shown great understanding to his needs and have also been so supportive of our needs as a family.

Three years ago, our youngest son, Harris, began his KEIS journey. Obviously we were familiar with the surroundings at KEIS and the therapists but – more importantly – Harris was familiar, so he was actually keen to be going regularly.

Harris began at KEIS with speech therapy, OT sessions, physio sessions and group. His improvements have been amazing and he is currently attending speech sessions and transition to school group.

KEIS really have been there to support our whole family over the past few years. We enjoy all the social events that take place for our children, the “mums’ only” nights and our eldest son loves the young carers/siblings group. We have met some of our closest friends through KEIS, which is really looking after all of us.

There have been some amazing staff who have shown such passion and commitment to our boys that we will be forever in debt to them. You are amazing and have improved the future and confidence in both our boys.

In six months time we will say good bye to KEIS as our youngest heads off to school. I know I will have tears as KEIS has been my life for the past five years. We are so thankful for this great organisation and the work they are doing for local families – we truly would be at a loss without you.

Forever in debt,  
The Eyles Family



# Our Programs & Supports

## ADULTS PROGRAMS AND SUPPORTS

Kurrajong Waratah adult services specialise in personal supports and training through a wide range of supports and assistance covering:

Co-ordination of life stages and transitions

Daily life tasks

Personal activities

Physical wellbeing

Household tasks

Management of funds

Participation in community

Social and civic activities

Behaviour support

Travel and transport

These programs and supports are delivered within many of the current program streams. They include:

## PATHWAY TO ADULT SERVICES

Assistance and transition in educational settings

Assistance with travel and transport arrangements

Case Management

Community Participation Program

Transition to Work Program

Becoming a Worker Program

## EMPLOYMENT PROGRAMS AND SUPPORTS

Supported Employment through a number of businesses owned and operated by Kurrajong Waratah (see organisational overview)

Assistance to maintain employment

Assistance with travel/transport arrangements

## LIFESTYLE PROGRAMS AND SUPPORT

Community Participation Program

Life skills program

Social interaction program

Leisure activity

Sensory and relaxation program

Physical activity & well-being program

Art and drama

Volunteer work

## ACCOMMODATION PROGRAMS AND SUPPORTS

Case management

Personal financial management support

Personal supports and training

Drop in support for adults

Group home support

Respite for children

Respite for adults

In home support

Leaving care support

One to one support

Individual support

Behaviour support

Education support

Development of daily living and life skills

Communication support

Medical support and medication administration

Hospital liaison & supports

Participation in community and social activities

Training for independence in travel and transport

Specialised assessment, set up and training of assistive technology relating to transfer, mobility and personal care

Specialised high support care

Assisted feeding programs

Holiday support

Independence training

Household tasks support and training

Individual family support programs

Group family support programs

Becoming a Worker program support

Community participation day service support

## PROGRAMS AND SUPPORT FOR AGEING PARENT/CARERS

InterLink ageing carers support program incorporates:

Assistance and information for ageing/parent carers

Managing life stages

Assisting with developing plans for the future

## CHANGE AND SPECIAL PROJECTS

Provides staff with training and support within Kurrajong Waratah as well as to the wider non-government disability sector through:

P4P training programs which can be utilised by organisations in the ongoing training of staff

Mentor network meetings

Person Centred Approaches Communities in Practice to help prepare for the NDIS rollout

### Other roles delivered are:

Quality assurance for Kurrajong Waratah

Behaviour Support Implementation for centre based respite services within the Murrumbidgee

## EARLY CHILDHOOD PROGRAMS AND SUPPORTS

Co-ordinated Early Childhood Intervention Supports include:

Education

Therapy

Family support

Therapy supports include:

Gross motor therapy support

Fine motor therapy support

Speech and language therapy support

Sensory program support

Feeding program support

Toileting program support

School aged Speech Pathology therapy supports

Groups and programs include:

Sensory Oral Sequencing (SOS) eating program

More than Words language program

It Takes Two to Talk parenting program

Making Visuals parent program

Making Social Stories family program

Calm, Alert, Ready to Play program

My Time Parent support program

Splash and Play water confidence program

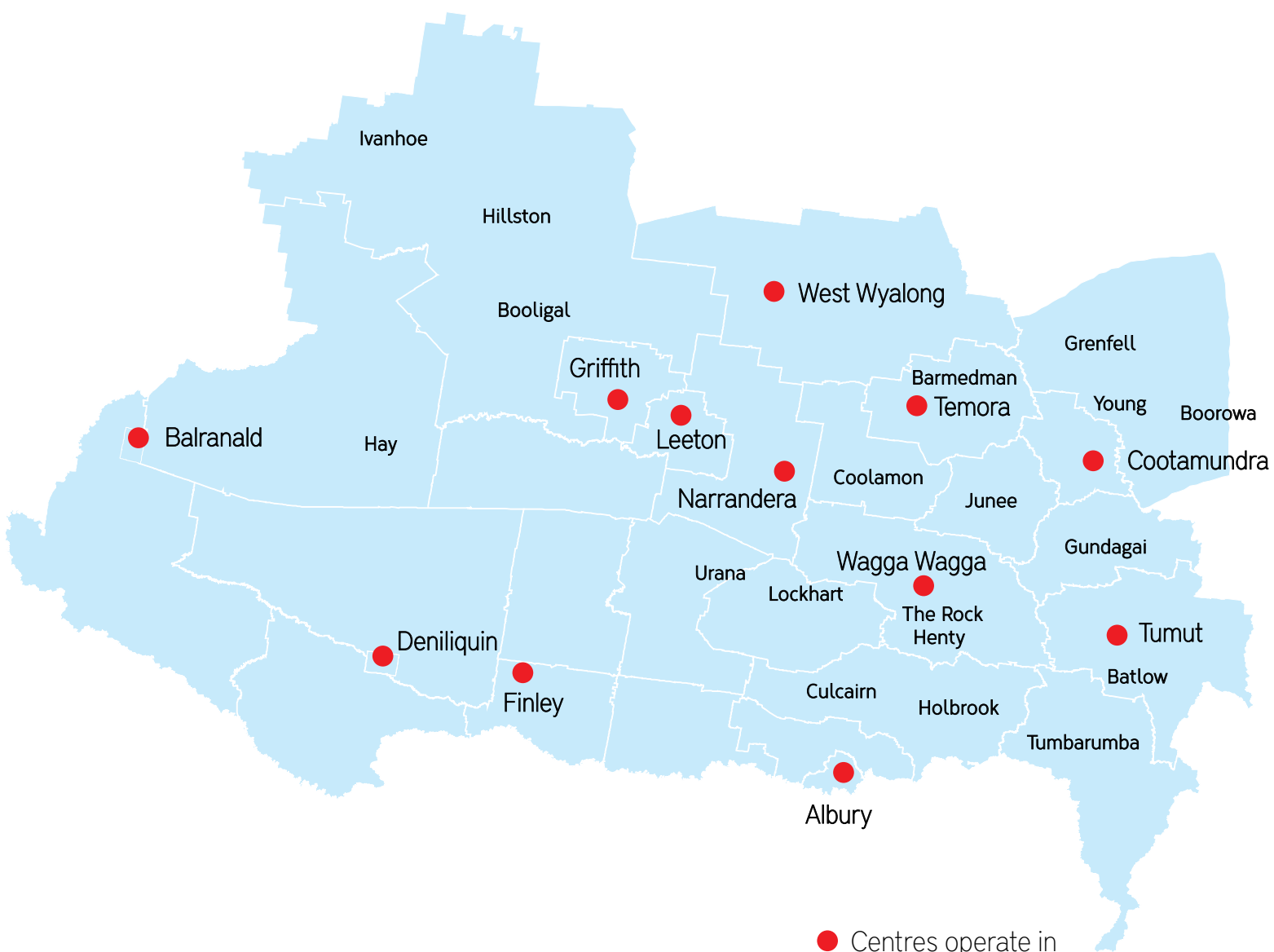
Babies Group parent support and development program

Siblings Group

Early Learning Groups

Transition to School program

# *Kurrajong Waratah's Operating Region*



- Centres operate in these town/cities
- Services are provided throughout the shaded area.



Service area is twice the size of Tasmania, with half the population.



## *Technology* leads the way in communication

Louise Geaghan proudly places her iPad on her desk and enjoys the sensory touch of working with the device each day.

She really enjoys listening to music or watching interesting videos while she goes about her daily activities.

But the device is not just being used for activities.

Louise's parents and Skills Options Lifestyle Service staff communicate with each other through the iPad.

Staff record the day's activities on the iPad to let Louise's parents know what she has done throughout the day.

Louise's daily roster is also on the iPad which she brings to her morning meeting.

Each day Skills Options commences with everyone getting together to discuss what each person has planned.

Many others at Skills Options have iPads too and all have different uses for them.

Developing communication through the iPad is part of a goal of Skills Options Lifestyle Service.

Staff are determined to make this work as more people are coming to the Lifestyle Program with an iPad or tablet device.

A significant point is that staff and families are communicating with each other in a meaningful way.

Families are also able to see photographs and videos taken during activities.

It's another great way of finding out about what the service offers and for people to be able to communicate their wants, needs and choices clearly.

Some people prefer a manual diary - it's their choice.

Louise pictured with Skills Options Lifestyle Support Co-ordinator Deb Howard



# *Best option* is flexible, responsive and reassuring

Carol and Chris Harmer found choosing a post-school option for their daughter a daunting prospect.

That was until they discovered Skills Options Lifestyle Service.

Knowing Emily would be in a safe environment at Skills was very important for her parents after 13 years in the protective surroundings of a school.

"We really needed to find the right service for Emily after being at school for so long," Carol said.

"It was a huge thing for us ... we were so worried.

"Emily is non verbal and we wanted to make sure she would be happy because she can't tell us what she likes or needs."

The Harmers checked out several lifestyle services but decided on Kurrajong Waratah because of the positive response they received.

"Kurrajong Waratah and Skills Options staff went above and beyond to help us," Carol said.

"They really listened to us and were committed to meeting Emily's individual needs.

"A fence and gate were erected at Chauncy Cottage to ensure a safe area and environment for Emily.

"We really appreciated this and found it incredibly reassuring – other services were not prepared to help us in this regard."

Carol described Skills Options as a 'home away from home'.

"We think it is such a friendly, warm, comfortable and responsive place," she said.

"The staff are also incredibly flexible.

"We also love that there are small groups at each of Skills Options four Wagga locations – not one large group, and we are pleased that they put the person first and consider their needs first.

"As parents it's important we know that Emily is happy and relaxed too, we love the fact she is out in the community doing the things she loves like bowling. She has just discovered bike riding and loves it.

"She is included in everything."



# Organisational Overview



**RAY CARROLL**  
Deputy Chief Executive Officer

Preparation and planning has continued this past year within the organisation as we move closer to the introduction of the National Disability Insurance Scheme (NDIS) on 1 July 2016.

It has been a challenging year as we prepare for the major changes the introduction of the NDIS will bring while at the same time being mindful of the need to continue to effectively and efficiently operate the diverse range of services we provide to over 1300 people with disabilities and families.

During the year there were many outstanding achievements and highlights across all sections of the organisation.

Our Business Services in Wagga Wagga, Narrandera, Leeton and West Wyalong had mixed financial results this year but continued to provide employment and training opportunities to around 152 supported employees with a disability.



Vocational Training Officer Shirley Beattie (on right) provides training on the Standard Operating Procedure (SOP) for dismantling computer components to employee Noel Roberts at E-recycling.

## WARATAH INDUSTRIES

Waratah Industries had a good year gaining new business making wooden tent tensioners and stair raisers plus increased business from the local sawmills and supplying survey pegs to new customers. Safety in the workplace has again been a priority with the introduction of a risk management inspection score system. One employee gained accreditation as a B grade wood machinist and another employee has commenced training in this competency.

### Waratah Industries

- ▶ **Processed 956,722 lineal metres of timber during the year - this would cover the distance around Australia 64 times.**
- ▶ **Increased product range to include tent tensioners, stair raisers in addition to their core products of survey pegs, bearers, flooring, decking and precision docked material for the retail market.**

## KURRAJONG RECYCLERS

Kurrajong Recyclers results, although processing almost 16,000 tonnes of material, are down on previous years. This has been mainly due to lower sales prices for our products coupled with the E-recycling business not producing the results to date that we had anticipated due to some unforeseen issues within the National Product Stewardship Scheme that underpins E-recycling in Australia.



We are very hopeful that these issues will be sorted out in the near future to enable the recycling of electronic goods to be a viable, ongoing business which we are confident it can be. The construction of the Recycled Glass Crushing facility is completed and we are on track to commence crushing the glass into a sand and gravel substitute that will be sold to councils, landscapers and developers. The reprocessing of glass into this product will substantially reduce glass waste from our recycling process.

### Out by the truckload

- ▶ **Kurrajong Recyclers processed 15873.95 tonnes of recyclable material during the year. That equates to 453 B-double truck loads and 5 B-double truck loads of E-recycling.**

## KURRAJONG BUSINESS SERVICES

Internal Maintenance continued its valuable assistance across the organisation by providing gardening and maintenance services to 35 properties either owned or rented by the organisation, managing a fleet of almost 100 vehicles and providing the school bus run to Willans Hill School and for our supported employees who work in our Business Services.

### This year Culinary Capers

- ▶ **continued to supply cooked chicken meat to local businesses, sandwich shops, coffee shops and schools**
- ▶ **cooked on average 500 kg of chicken meat each week**
- ▶ **provided quiche, lasagne, muffins, cakes and slice to business and private customers and Kurrajong Waratah's businesses**



Handmade sausage rolls are one of Culinary Capers specialties and bulk orders are not uncommon. Melissa Crain is pictured with another freshly baked batch which will be delivered to a happy customer.



Always busy on the E-recycling dismantling line, but not too busy for a friendly smile, are employees on the job (back to front) Frank Vella, Chris Graham and Chris Wishart.



Emma Ryan is pictured preparing a linen order at the Narrandera Laundry and Linen Service. After wrapping to protect it, the order will be delivered to a local motel.



The accredited Becoming a Worker course run by Kurrajong Disability Solutions not only provides knowledge but meaningful experience. Kellie Williams-Hornbuckle secured work experience at the West Wyalong Library and found staff supportive and friendly.



Folding linen perfectly looks difficult until you see the crew at the Narrandera Laundry and Linen Service in action – there is a knack to it. John Skinner is being trained in the art of folding linen by Annie Bruce.



Preparing jelly bean bags for an upcoming Kurrajong Disability Solutions event is Carmel Halloran at Skills Lifestyle Service in Wagga Wagga.

In a tough competitive environment Culinary Capers staff and supported employees continued to provide quality fresh chicken to many local businesses while providing catering services to customers both external and internal. This business is continually challenged by other retail food businesses that provide a catering service in addition to their core business of food retail.

## OUTREACH BUSINESS SERVICES

Our outreach services which comprise Cypress Recycling, Narrandera Laundry and Linen Service, Leeton Ironing Basket, SPINS Recycling and Café Peckish in West Wyalong again worked very hard also in an extremely competitive market. To improve its financial results, a decision was made during the year to close the Leeton Ironing Basket for two days a week and the Leeton staff and supported employees work from the Narrandera premises helping out in the laundry. This has worked very well. We have acquired new customers in the laundry and linen service in West Wyalong and investigations are continuing into the viability of picking up more laundry and linen work from Griffith. During the year Café Peckish introduced a weekly lunch delivery service which is going quite well.

### Busy year for Outreach Team:

- ▶ **Narrandera Laundry and Linen Service processed 150,647 kg of linen last year and ironed 1,040 baskets for domestic customers.**
- ▶ **Leeton Ironing Basket ironed 1,820 baskets last year for domestic customers.**
- ▶ **Café Peckish West Wyalong served 3309 coffees and 8744 meals last year.**

## KURRAJONG DISABILITY SOLUTIONS

Kurrajong Disability Solutions (KDS) has had a good year adapting to a more person centred delivery in all programs. They have continued to be very proactive in promoting the organisation to prospective clients through



information days, expos and site visits. During the year KDS were able to achieve 60 placements for school students and 51 placements for Transition to Work (TTW) participants within our various business services and with employers in the community.

### **This year Kurrajong Disability Solutions:**

- ▶ **Co-ordinated opportunities for 60 school students to experience the businesses Kurrajong Waratah own and operate and**
- ▶ **51 Transition to Work (TTW) participants gained experience in community businesses and Kurrajong Waratah's businesses.**

## **LIFESTYLE SERVICES**

Our Lifestyle Services in Leeton, Wagga Wagga and West Wyalong have had another extremely busy year providing services to 75 people with a disability across six separate locations. The work that our staff do in providing a variety of options to our clients is tremendous especially when the staff are working with people with complex needs and in some cases challenging behaviours.

### **Every week in our Lifestyle Programs in Wagga Wagga, Leeton and West Wyalong**

- ▶ **1,550 hours of lifestyle support was provided (or 80,600 hours each year) and enabled**
- ▶ **77 adults to be involved in their community and enjoy a range of activities and programs they chose**



All women like to be pampered and Kerry McCaig certainly enjoys her regular trips to the beautician. She is pictured having a manicure at Beauty Worx with one of their beauticians.

## **ACCOMMODATION SERVICES**

Our adult and children's accommodation services in Leeton, Wagga Wagga and West Wyalong, our respite and Community Living Service in Wagga Wagga plus our Independent Living Skills Initiative (ILSI) services in Narrandera and Temora have collectively provided services to 125 people with a disability and their families.

In line with our asset management program some of our accommodation buildings have undergone various levels of renovations during the year which has improved the appearance of these buildings greatly.

As part of the impending NDIS implementation, accommodation services have developed a new Person Centred Plan process which aligns more closely to the organisation's vision for people with a disability to lead a life of their choice.

### **Accommodation Services provided:**

- ▶ **127,426 hours accommodation support during the year or 4,901 hours per fortnight to**
- ▶ **125 adults and children ranging in age from 10 to 63 across 40 locations including group homes, units and other premises in West Wyalong, Temora, Wagga, Narrandera and Leeton.**
- ▶ **154 people were supported to attend medical appointments and treatments in one group home alone during the year.**



Well done Claudia you've finished! Claudia Taylor is obviously happy having completed her puzzle and Educational Assistant Jenny Luff is full of praise.



The delightful look on Henry Pavitt's face clearly shows he's enjoying his session with Hannah Woodford, School Aged Speech Pathologist at Kurrajong Early Childhood Intervention Service.



Ensuring carers have items that may assist them maintain their carer role is a practical way InterLink can help when an ageing carer is supporting a person with a disability. Foster carer Val Brown receives help from Tracey Collins when she delivered a shower chair which Val needed.

## EARLY CHILDHOOD INTERVENTION SERVICES

Our Early Childhood Intervention Services in Cootamundra, Griffith, Tumut and Wagga Wagga has again exceeded all expectations in terms of service delivery. During the year taking into account the annual transition to school for children and the arrival of new children into the service, a total of 478 children received early childhood intervention services. This is a huge achievement and our staff have done a terrific job handling such large caseloads. This year we have delivered speech pathology under our school age therapy program for the first time and this has proved to be an outstanding success. We have now extended our school aged therapy program to include occupational therapy and physiotherapy.

### Our Early Childhood Intervention Service:

- ▶ **7200 individual therapy support sessions were provided this year**
- ▶ **478 children and their families received support across 15 local government areas**
- ▶ **350 group sessions were conducted offering programs and supports to hundreds of children and their families**

## PEOPLE FOR PEOPLE

The People for People (P4P) staff development and capacity building program had an excellent year with 33 trainers from 13 different non-government disability organisations participating in the Train the Trainer course which now allows them to conduct the various staff training and development programs and courses in their own organisation.

P4P facilitated the National Disability Services (NDS) Communities in Practice to support the sharing and networking of services in the implementation of person centred approaches and preparing for the NDIS. Meetings commenced across the Western Region of NSW with 20 organisations participating. In addition to this the P4P program was launched in the Nepean



Blue Mountains District of Sydney and a lead agency was trained and appointed to continue the program in that area.

During the year a new project commenced called Behaviour Support Implementer (Respite) (BSIR). This project was established to support centre based respite services that support people with challenging and complex behaviours. Working collaboratively with these respite services has allowed for positive behaviour improvements for people with a disability therefore allowing them to access respite services on a more regular basis.

## INTERLINK

Our InterLink older parent/carer support service has been operating for seven years and during that time has provided support to 440 families in the Riverina Murray region of NSW. The service operates from offices in Albury, Griffith and Wagga Wagga and has continued to provide flexible and responsive support to many older carers still with the responsibility of caring for their son/daughter with a disability at home. InterLink connects them to the services they need now and helps them plan for the future.

### About InterLink:

- ▶ **The oldest carer we support is 97 years of age still caring at home**
- ▶ **Average age of carers is 71.8 years old**
- ▶ **33 families are caring for more than one person**



Having a good relationship with the Pharmacist is important and they often advise having medications dispensed in a blister pack. Lisa Ray is pictured collecting her medication along with some advice from her friendly Pharmacist.



Kurrajong Disability Solutions staff organise work placements for a number of people they support through their Becoming a Worker Course and Transition to Work Program. Kieran Bates has a passion to work in the hospitality industry and a Work Placement at Crackerjacks Take Away Food Shop was perfect for him. He looks at home making an order of steak sandwiches for a customer.

## SERVICE PARTNERS

Our thanks and gratitude to local Councils, industry associations, service agencies and government departments both Commonwealth and State, who have worked with us in partnership to support and enhance opportunities for people with a disability and their families to lead a life of their choice.

They include:

National Disability Services (NDS)

NSW Department of Family and Community Services incorporating;

- Ageing, Disability and Home Care

- Housing NSW and
- Community Services

NSW Department of Education and Communities

NSW Environment Protection Authority (EPA)

Commonwealth Department of Family and Housing, Community Services and Indigenous Affairs

Commonwealth Department of Education, Employment and Workplace Relations

Centrelink

Riverina and Murray region local government Councils

## QUALITY ASSURANCE

Our commitment to quality assurance has again remained very strong. Apart from the annual external financial audit each year, Kurrajong Waratah is required to undergo annual external audits in relation to compliance with the Commonwealth Government's Disability Service Standards and the requirements in relation to our ISO 14001:2004 Environmental Management Systems accreditation. These external audits were again conducted this year and I am pleased to advise that the results of those audits revealed no non-conformities and our accreditation was confirmed.



Katie Benson has chosen to undertake volunteer work as part of her Skills Lifestyle Service and spends time at Subway refilling the drinks fridge. She enjoys this and meeting with the Subway staff and customers.



Kurrajong Waratah's Independent Living Support Initiative or ILSI as it's more commonly known in Temora is the hive of industry. In the relatively short time it has been operating it has opened new doors and provided opportunities and choice to members of the Temora community who are eligible to receive Kurrajong Waratah support. Matthew Simpson has ventured into previously untried areas and is pictured with Kristy Reardon on his latest woodwork project. He enjoys cooking and is becoming quite confident in the kitchen.

## FINANCE, ADMINISTRATION & DEVELOPMENT SERVICES

Our Finance, Administration and Development Services departments continue to provide a highly responsive and effective service to support and assist the service arms of the organisation. The administrative, promotional and fundraising requirements of the organisation are quite extensive and we are extremely fortunate to have great staff to handle all these requirements in such a professional and efficient manner on a day to day basis.

## THE FUTURE OF NATIONAL DISABILITY INSURANCE SCHEME (NDIS)

As we approach the introduction of the NDIS in July 2016, work has and will continue to be done to ensure we have the right Administration and Development Services staffing structure in place to respond. We know that funding will not be available for capital expenditure and equipment purchases under a NDIS and we will still need to work closely with the community to ensure we have the resources we need to provide facilities and equipment as we deliver our high quality services for people with a disability and their families. We are also currently working to ensure we have the most appropriate computer hardware and software to enable us to quickly and accurately record the required information in an NDIS environment.

We really do have committed and dedicated staff right across the organisation who have the interests of the people with a disability that we support at the forefront of their thinking. Our staff's continued efforts in so many diverse roles in the organisation is acknowledged and greatly appreciated – thank you.

Finally, I would like to thank our CEO, Steve Jaques for his continued advice and support during the year and the Managers for their hard work in their roles which can at times be very challenging but also very rewarding for themselves and the people with a disability and the families/carers that we support.

**Ray Carroll**

Deputy Chief Executive Officer





## *Support* paves the way for new skills

It's hard to believe the transition in Ianto Williams' life in the space of just two years.

Ianto found himself socially isolated in 2012 after he was forced to stop working at Cootamundra due to health issues.

Fast forward to 2014 and Ianto is entering his art and cooking in shows, playing indoor bowls on Thursday evenings and looking forward to attending the springtime dance in Wagga.

Ianto cannot emphasise enough the importance of Kurrajong Waratah in his development.

"My mum (Teresa) is very happy I have Kurrajong Waratah in my life too," Ianto said.

"She says it has helped me regain my independence, and I have learned new skills and met new friends."

Ianto reached a turning point in May 2013 when he was asked by Kurrajong Waratah Temora to attend the Wednesday group sessions despite not having funding.

"I looked forward to Wednesdays, meeting up with friends and learning new things with support from Kurrajong Waratah staff," he said.

Twelve months later Ianto received an Individual Support Package, enabling him to spend 17 hours a week at Kurrajong Waratah.

"I now attend four days a week and go to indoor bowls with my friends on Thursdays," he said.

"The staff have taught me lots of new skills and I enter my paintings in art shows.

"I also like cooking because I love food and last year I entered a decorated cake in the Temora Show and won second place.

"Mum thinks I should have won first place. Thanks Mum."

Ianto is now looking to take his social life a step further.

"I have a big goal to go to the springtime dance in Wagga, so I have to look after my health if I want to attend this," he said.

"I might even find a girlfriend at the dance."





### *Our Lifestyle Service:*

- revolves around people making individual choice – we encourage and support people to make choice
- is designed for young people and people who are young at heart
- encourages and supports people to develop and maintain an active and healthy lifestyle
- equips people with the knowledge and skills to work towards their individual goals
- is wonderful for people who are unable to or choose not to work in supported employment businesses
- includes opportunities for art, drama for fun, performing art, choir, dance and music
- also includes craft, woodwork, wire sculpture, living skills, iPad training, shopping for and cooking lunch, in house gym and well-being, nail/beauty, scrapbooking and photography
- people we support may choose to volunteer in community businesses or organisations, such as Bunning's or Wagga Wagga Museum – often these choices enables a Skills Lifestyle volunteer to work alongside the person we support
- also offers the opportunity for the people we support to engage in cleaning up areas around Wagga enabling people to take pride in their community



# *Skills Options* provide lifestyles of choice

Wendy Foxwell does not have to think too far back to recall a time her daughter Ellaine had a fear of leaving home and being away from her mother.

It was in 2012 when Ellaine was introduced to Skills Options Lifestyle Services and her life changed forever.

Wendy explained that she would never have imagined that Ellaine would feel confident enough to attend the service more than two days a week.

But the staff helped Ellaine to conquer her fears and she now attends Skills Fitzmaurice four times weekly.

Wendy believes there has been a huge step forward in Ellaine's life because of the patience and understanding shown by Skills Lifestyle Service staff.

"I can't believe the wonderful progress that has been made," she said.

"It has been amazing. I really feel this is because staff are aware of Ellaine's body language.

"Ellaine would always say yes to everything, but really mean no.

"Staff have been able to work this out and now know when Ellaine doesn't want to do something even though she has said yes to taking part in an activity.

"I believe that this has made her feel more comfortable in her environment and that she now feels she has more control over her life.

"Never in my wildest dreams did I think that Ellaine would attend a day service more than two days a week."

During her last years of schooling, Ellaine was home schooled through Distance Education because of her fear of leaving home.

"When Ellaine used to go to school, it was heartbreaking because she couldn't cope with leaving home and being away from me. She used to get so upset," Wendy said.

But now it is a different story for Ellaine, who looks forward to going to her lifestyle service each day.

"I no longer have to encourage her to go to Skills or leave home. Ellaine talks about what she has been doing there, which is just wonderful," Wendy said.

"I believe that farm activities and group outings have helped Ellaine to become more confident and to interact socially. She has also gained independence.

"Since attending Skills Lifestyle Service, Ellaine has reached goals far quicker than I expected.

"I am just so grateful and happy that Ellaine is achieving things and she is enjoying her life. It's a huge relief for me."

# *Our Community – People's Future*

## *Development Services Report*

The results we have accomplished through our Fundraising and Community Support over the last year was not something we achieved alone.

Our community partners working with us have contributed to the results, and for that, we are incredibly grateful.

How our community partners engage with us is as diverse as the people themselves.

We are privileged to have partners who have given their time and energy, volunteered in our services or helped in a manual way.

We have been honoured by those who provided financial support through regular or one off donations, sponsored an event, or set up a payroll donation through their workplace. Others have conducted an event or supported those we conduct already, made arrangements for their final gift through their will, the list goes on.

The Community Support and Volunteers sections of this annual report highlights many examples of the community playing a major part in our achievements and the benefits that result for people with a disability and their families.

We are conscious that community support and involvement will be even more crucial as we prepare for the National Disability Insurance Scheme.

There are so many ways the community can play an active or unseen role in the lives of people with a disability. This support is of the utmost importance and value for people with a disability to lead a life of their choice.

I would like to highlight some additional areas as well:

### **CORPORATE SUPPORTERS**

Corporations such as Myer and Thomas Bros continue to play a vital role in our success through active partnerships.

#### **Thomas Bros**

Thomas Bros has supported Kurrajong for over 36 years through our Art Union, Race Day and in numerous other ways. We thank Life Member of

Kurrajong Waratah, Allen Thomas and his team for the contribution they make in an ongoing way.

#### **Myer**

Myer Corporation and their Wagga Wagga staff play a very active role in our work, identifying and supporting a major project each year. For much of the year staff give their own time to conduct events and we are indebted to them for what they give and do to benefit people with a disability.

Their most recent donation amounted to over \$40,000 including a magnificent contribution from Ian Knight through his Wagga Wagga Takes Two involvement, which Myer staff supported.



Each year the Myer Wagga Wagga staff identifies a project they will support through their community fund and Kurrajong Waratah are fortunate to have been the beneficiary for many years. This year their efforts were boosted when Ian Knight entered the Wagga Wagga Takes Two competition to raise funds to support Kurrajong Waratah. Pictured at the presentation are front row Chris Boneham, Myer Wagga Manager and Michael Kennedy OAM, Chairman and Life Member. Back row are Cathie Smith, Development Services Manager, Kurrajong Waratah, Karen Raufers, Operations Manager, Myer, who also co-ordinates the stores fundraising, Marilyn Hartley, June O'Connor, Anne James (back row) and Meg Roache all longstanding fundraising committee members and Ian Knight, Viewco Glass, who Myer also supported.

#### **Westpac**

An area of support which is increasing is those corporations who arrange for payroll deduction facilities for their staff so they can support our work, some even matching their staff's donations as is the case with the Westpac Corporation under their 'Matching Gifts' program.



Today many corporations support and encourage their staff to physically help community organisations. They find that not only does the community organisation like Kurrajong Waratah benefit but staff morale, wellness and productivity is enhanced.

Westpac provide staff with paid release from their workplace to be actively involved with community organisations or as volunteers in our programs and through fundraising.

### Climate Technologies

The Celi family of Leeton have for many years been generous in their support of Kurrajong Waratah's Narrandera services. Through the results of the Climate Technologies Golf Day, significant purchases have provided a great boost to the employee's work environment. We thank the Celi family, Ted, Ann and their daughters Natalie, Michelle and Dianna for the amazing results achieved on our behalf.

### Business supporters

We are fortunate to be supported by other committed businesses who give in a variety of ways.

We acknowledge that numerous businesses offer discounts or make donations in kind towards our work throughout the year.

Where we know of this support we do extend our thanks, but undoubtedly there are times when this may not be known. We appreciate the support that is given.

Kurrajong Waratah operate under a buy local policy where we deal locally in the exchange of goods and services. We are also a major employer in the region.

## INDIVIDUAL SUPPORTERS

### Ian Knight

Our involvement with the successful Wagga Wagga Takes Two competition was revitalised when longstanding supporter Ian Knight of Viewco Glass 'offered' to become an entrant and raise urgently needed funds toward our Hildasid project.

The competition is based on an untrained person being coached by a professional vocalist. A short period of training is followed by performances in front of a live audience on three consecutive nights.



Gender is not a barrier to volunteering and gift wrapping is no exception. Westpac staff members Alan Constable and Peter Fisk were only too happy to lend a hand when Kurrajong Waratah called for volunteers to operate the Myer Christmas Gift Wrap in the store.



'Kenny and Dolly' (Ian Knight and his daughter Chelsea Knight) were delighted to raise over \$24,000 for Kurrajong Waratah through this year's Wagga Wagga Takes Two. While Chelsea is a professional vocalist the same cannot be said for her father Ian who admits to this being the single scariest thing he's ever done. The successful fundraiser is based on a novice performing with a professional vocalist after only a few weeks coaching. There was certainly plenty of applause when they took to the stage with a special performance of The Gambler.

This was the first father and daughter duo for the organisers with Ian coached by Sydney based daughter Chelsea, a member of the popular 60's style girls group The Chandeliers. Distance made the coaching difficult with a great deal done via the internet.

Ian's bravery by putting himself forward for what he now openly describes as 'the scariest thing he has done in his life' was rewarded with him raising over \$24,000 to directly benefit people with a disability which was always his driving force.

Ian's opening night performance was wonderful but the second and third saw Ian suffering from a severe dose of laryngitis but he soldiered on regardless.

Ian and Kurrajong Waratah were fortunate to have many of Ian's friends, corporate supporters and the Myer staff on board to help.

Congratulations Ian, you are a very brave man.

We are now on the lookout for our 2015 entrant!

### **Pascoe family**

Joanne, Elise and Matthew Pascoe continued to support the Rural Getaway Holiday held at Borambola each year, given in memory of their husband and father the late Peter Pascoe. The family can not only see the benefits to camp participants, but also to the carers who may get their only break from the full time care of their son or daughter. More information about Borambola Camps in the 'Through the Lens' section of this report.

### **Anonymous supporter**

An incredibly generous anonymous donor continued to support our Hildasid Community Farm concept on Gregadoo Road during the year. The entry into the property has been transformed and more in depth plans and uses are being developed and will be rolled out in the future. We respect the wishes of supporters to remain anonymous, but like all supporters, their generous donation means a great deal to us.

## **OUR EVENT COMMITTEES**

### **Race Day Committee**

The efforts of our race day committee continue to be inspirational and produced very pleasing results this year that will benefit the Hildasid Community Farm project.

It is an honour to work with a committee who are all actively involved. Our strategy with event committees is to request their commitment to one event with the assurance we will not request additional support, unless they indicate they wish to be further involved. In this way, they take a break until planning for the next year's event begins. I would recommend you read the 'Race Day' section of the 'Through the Lens' which really says it all.

The Kurrajong Waratah Race Day Committee Members are: Rob Balding (Chairman), Susan Duffy, Michael Douglas, Tammy Holzheimer, Craig Barrett, Andrea Bradley and Lindsay Garnock.

Kurrajong Waratah's own Development Services team play a vital role in all events and we couldn't achieve what we do without them. It is a team effort.

### **Wagga Wagga Christmas Spectacular**

The Wagga Wagga Christmas Spectacular is an event operating with a very small committee working with our own Development Services team. Major Peter Thomas, Australian Army Band Kapooka and Yvonne Braid are the sole members of this committee at the present time.

The committee had until recently had the benefit of Deborah Braines' involvement over many years. Deborah brought a level of knowledge and passion gained through her personal involvement with the event for the entire time it was conducted by her then employer PRIME7, and more recently as an individual supporting the community when Kurrajong Waratah took over responsibility for the event. Thank you Deborah for your support.

Major sponsors are vital to the success of the spectacular which is attended by over 8,000 people. For many families this is the 'commencement' of their Christmas season and maintains family traditions built over decades.

## **SERVICE CLUBS & GROUPS**

A number of local service clubs support our work financially and these are noted with appreciation in the Community Support section of this Annual Report.

The other wonderful role of service clubs and their members is providing manpower, or should I say 'LionPower' or 'RotaryPower' given many service clubs have female members today. Often we benefit by the involvement of the members spouses too.

### **South Wagga Lions Club**

We are very fortunate to have the support of South Wagga Lions Club who could easily be mistaken for Kurrajong Waratah members who belong to a Lions Club rather than vice versa given the amount of physical support they provide in addition to their financial help.

The undisputable fact is that the Wagga Wagga Christmas Spectacular and Kurrajong Waratah Race Day would be considerably less efficient without these tireless helpers. We thank each of you for support that spans over two decades.

### **Rotary Club of South Wagga**

A very similar relationship has developed with the Rotary Club of South Wagga and its members.

These spirited and fun-loving people have so much to offer and so cheerfully respond to our numerous requests for physical assistance during the year.

They too have become very actively involved with the Kurrajong Waratah Race Day given the significant growth of the day. Thank you all for your help, entertainment and hospitality.

## Wagga Pro Rodeo

For a number of years Kurrajong Waratah have been the beneficiary of the Wagga Pro Rodeo, conducted by John and Margaret Gill of The Rock and sponsored by Gil Mathew Steel.

We thank them all for including us in this event and for the financial support that follows. Your support in this way really is appreciated.

## THE MEDIA

Our programs, services, events and opportunities for community awareness received the continued support of our media supporters during the year.

We particularly thank our Corporate Life Members PRIME7, the Daily Advertiser and 2WG AM 1152/93.1 StarFM for their ongoing commitment and assistance.

The media throughout our entire service area (see service map page 17) are always willing to cover events and topics of interest, or help in ways that enable us to be effective in delivering local solutions and supports to people in the local community.

We look forward to continuing to work with you all in the months ahead.

## STUDENT VOLUNTEERS

It is very heartening to see student volunteers, either collectively or individually support our work.

The Year 11 students of Koorungal High School have supported the Kurrajong Waratah Race Day for the last 15 years providing children's activities and entertainment. The students help, their energy and reliability enhance Kurrajong Waratah's reputation as providing an amazing day for children and adults and we are grateful to them for their support.

The Duke of Edinburgh Award students from The Riverina Anglican College (TRAC), while more recently supporters of the day, are also greatly appreciated. They work tirelessly from sun up to sun down to make a valued contribution to our race day.

We also have student's self-initiate volunteer support or have become involved through their family support.

These young people are tomorrow's adults and it is reassuring to see this culture developing in such young people.

## THE KURRAJONG WARATAH TEAM

Our staff, managers, Directors and in particular, my own staff, Jane, Sher, Kylee and Jackie deserve a huge vote of thanks for the contribution they have made towards our successful events and the financial achievements through fundraising and community support this year. I am personally very grateful to each of you.

Thank you to our CEO Steve Jaques and Deputy CEO Ray Carroll for being a major part and influence as we move towards the National Disability Insurance Scheme and the need that will exist to sustain and further develop relationships with the community throughout the Riverina Murray region.

### Cathie Smith

Development Services Manager



In June, the Kurrajong Waratah Race Day Committee gathered to celebrate the success of the day and thank their generous sponsors. Pictured displaying a cheque for \$130,000, which was presented to Kurrajong Waratah are committee members (l to r) Lindsay Garnock, Craig Barrett, Susan Duffy, Michael Douglas, Rob Balding, Kurrajong Waratah Race Day Chairman, Tammy Holzheimer, Cathie Smith, Development Services Manager, Kurrajong Waratah and Andrea Bradley.



Photo courtesy of The Daily Advertiser

Pictured at the presentation of the proceeds of the Wagga Pro Rodeo is major sponsor Gil Mathew, Gil Mathew Steel, Heather Docker, Kurrajong Waratah, John Gill, Pro Rodeo Organiser and Promoter. Kurrajong Waratah are delighted to be the recipient of this annual event.



# Our Staff

Kurrajong Waratah is a significant employer in the Riverina Murray region and continues to be staffed by a team committed to providing person centred services.

The successful recruitment and retention of our staff is vital to our continuing success.

Across the entire organisation, our staff are focused on the people we support and value excellent service, innovation and continuous improvement.

Our staff possess a wide range of skills, qualifications and experience and come from a diverse range of backgrounds.

We currently employ 221 full time and part time staff working across the Riverina Murray region. An additional 99 casuals assist when required.

Of the total staff of 320, 70% are female and 30% are male.

89% of all Kurrajong Waratah staff work directly with the people we support and their families through our programs. The remaining 11% are employed in administrative and support roles.

10.86% of Kurrajong Waratah's permanent staff have been employed more than 15 years and 23.53% for over ten years.

## STAFF WITH 10 YEARS OR MORE SERVICE

### 10 YEARS

Deanne Bolesta  
Sue Brady  
Cathy Boyton  
Kristy Burdett  
Sue Honey  
Dianne Phelps  
Donna Schnepf  
Ross Seymour  
Debbie Shaw  
Lynette Steele  
Roslyn Thompson

### 11 YEARS

Steve Chapple  
Steven Davis  
Donalee Gregory  
Sandra Grintell  
Annette Hayes-Ryan  
Rachael Hyde  
Karyn Hyland  
Terry Ness  
Marie Seckold  
Jackie Stening  
Wayne Taylor

### 12 YEARS

Cheryl Brown  
Brendan Cowell  
Kerryl Ryan

### 13 YEARS

Cannon Banks  
Dorothy McCaskie  
Mareeka New

### 15 YEARS

Maree Kok

### 16 YEARS

Tracey Collins  
Debby Donohoe  
Sharon Merritt  
Lyndal Ross  
Ian Walker

### 17 YEARS

Alan Larcombe  
Crispin Lowe  
Jane Pottie

### 18 YEARS

Marie Jolly  
Shandra Pereira  
Ned Smith

### 20 YEARS

Sandra Rootes

### 21 YEARS

John Condron  
Arthur Kelly  
Lindy Maginness

### 22 YEARS

Janet Laws

### 23 YEARS

Ray Carroll  
Neville McDonell

### 24 YEARS

Carolyn Eckersall

### 27 YEARS

Frances Ahern  
Cathie Smith

### 30 YEARS

Ian Fifield  
Steve Jaques

**Permanent active Part-time or Full-time**

Yallambee Deniliquin staff officially became part of Kurrajong Waratah on 1st July 2014 and will be included in next year's annual report.



# *Career change* brings Brad satisfaction

Brad Collins packs plenty into his spare time – he keeps fit by going to the gym, enjoys taking his pets for walks and hangs out with his family and friends at every chance.

At the other end of the scale, the 22-year-old also works hard as he builds a career in the disability services sector.

Brad is a team leader with Kurrajong Waratah's accommodation services and is responsible for the day-to-day operation, staff rostering and supervision for a number of group homes for adults with a disability.

It's a far cry from his days working as a butcher.

"I was after a job that was a different experience for me and something that would make me look at the world differently and challenge me," Brad said.

"It just so happened that through a friend of a friend I was told there were positions vacant as a support worker, so I decided to apply and have not looked back since."

With the support of his loved ones, Brad initially took on a role that involved personal care for people with a disability.

"I often heard the phrase 'I don't know how you do it, I wouldn't be able to handle that', but all in all it was a positive response by my family and friends."

Brad now finds himself in a totally different position.

"My team leader at the time had asked me to fill in for them while they were on holidays," he explained.

"In the two weeks I was filling in I found it very enjoyable and when the vacant team leader position came up I was encouraged to apply.

"I've found my current role very enjoyable and at times challenging, however I'm learning every day and always look forward to coming to work."

Brad has learnt tons about himself in addition to gaining skills in his two-and-a-half year involvement with Kurrajong Waratah.

"For me I think the biggest challenge was learning empathy, or seeing things through the eyes of the person I support," he said.

"I found it very difficult, at first, to hone in on my empathy skills and honestly from when I started compared to now I'm a completely different person.

"I've learned a lot about myself through working within the organisation."

His ultimate goal is to complete a certificate in Disability or Business Management.

"However, I would like to settle into my role as team leader first as I still have much to learn," he said.

## *Brad says:*

The three best parts about being involved with Kurrajong Waratah, according to Brad Collins:

- 1** The people – both staff and the people we support. Such a diverse range of personalities and they all bond together to form a fun, friendly working environment.
- 2** The training and employment opportunities. The organisation offers a lot of training in all sorts of different aspects and with the expanding growth of the business there are countless different areas for employment for people with different ages, qualifications and experience.
- 3** The services delivered to the people we support is above and beyond what I expected when I first started. Staff are very person centred and deliver quality services and supports.



### *the last word:*

The four most memorable times with being involved with Kurrajong Waratah, according to Noelene Hogan were:

- 1** The day we moved from the hostel; people with a disability having choices; living in a regular house and street; having privacy and not being grouped together.
- 2** People with a disability having better medical care – a turning point in the quality of services.
- 3** Being part of the team to provide outreach service to people with a disability including West Wyalong, the Olearia Accommodation development – enabling people with a disability to enjoy a lovely rural setting.
- 4** It was wonderful to be part of the management team. Ray and Steve had an open door policy which was very reassuring. I knew support was there if I needed it.



# Noelene reflects on her *20 years* of service

It's never an easy decision to change career paths.

But for Noelene Hogan, making the tough call took her down the road to success in a role she feels privileged to have fulfilled.

After starting her working days as a hairdresser, Noelene made the move to Kurrajong Waratah and provided 20 years of dedicated service as accommodation manager.

"My personal life had major changes and I wanted to be more involved in the community ... I was hoping to make a difference in people's lives," she explained.

Noelene had a friend on the board of Valmar Support Services at Tumut who introduced her to Valmar and she worked there for a time.

She later applied for a position with Kurrajong Waratah – and the rest is history.

Now living in retirement, Noelene can reflect on a wonderful association with an organisation which underwent many changes during the decades she was involved.

"When I first started I was a co-ordinator and was responsible for the hostel and three group homes ... we had long, hard days," Noelene said.

"Back then people with a disability went to bowling on Saturday and the doctor came to the hostel and the groceries were ordered by fax.

"There were not many cars and the hostel had a bus. There was limited privacy for the residents and the hostel kitchen was locked during the day.

"Staff worked hard to be very creative to meet the needs of the people with a disability and were responsible for everything – gardening, mowing, weeding and many other incidentals."

The scenario is much different in 2014.

"When I left the organisation earlier this year people with a disability had a very different life to my earlier days. They were now encouraged and supported to make choices about how they lead their life". Noelene said.

"Kurrajong Waratah provided the opportunity for me to extend myself and I was successfully appointed to the position of accommodation manager along with Lyndal and Cannon – a great team – and we ran our own budgets and were responsible for all the overall running of our service.

Life is now far more positive for staff and more importantly for people with a disability, according to Noelene.

"We have been able to be part of educating the community about people with a disability," she said.

"Today disability services provide staff with sound career opportunities where they can undertake formal studies and progress as they develop knowledge and experience.

"The medical field has given us the time, the service and the attention to assist people with a disability and ongoing services as needed.

"We have been able to support people with a disability to have fun, integrate and – more than that – participate.

"People with a disability are people first and foremost – and they want to have choice, like us."

# Our Employees

Kurrajong Waratah provides a broad range of supported employment opportunities for the people with a disability we support.

We offer employees the chance to move within the businesses Kurrajong Waratah owns and operates throughout the Riverina Murray region.

Kurrajong Waratah has an employee workforce of 152 adults working in a range of supported employment opportunities across the region.

Of the 152 Kurrajong employees, 67% are male and 33% are female.

The businesses Kurrajong Waratah operate include:

- Kurrajong Recyclers – Wagga Wagga
- E-recycling – Wagga Wagga
- Waratah Industries – Wagga Wagga
- Culinary Capers – Wagga Wagga
- Kurrajong Waratah Internal Maintenance – Wagga Wagga
- Narrandera Laundry and Linen Service – Narrandera
- Cypress Recycling – Narrandera
- Leeton Ironing Basket – Leeton
- Café Peckish – West Wyalong
- Spins Recycling – West Wyalong

## EMPLOYEES WITH 10 YEARS OR MORE EMPLOYMENT

### 10 YEARS

Neil Coddington  
Steven Eldridge  
Barbara Grigg  
Gillian Judd  
Jason Post  
Leila Sly  
Raymond Stevens

### 11 YEARS

Barry Armstrong  
Michael Eggleton  
John Gledhill  
Josh Himsley  
Scott McClintock  
Grant McMullen  
Paul Perkins

### 12 YEARS

Nat Klein  
Leonie McLean  
Jeanette Miller  
James Payne

### 13 YEARS

Nathan Collins  
Peter Flaskas  
Michael McCabe  
Margaret O'Kane  
Joanne Teagle

### 14 YEARS

David Chalmers

### 15 YEARS

Roger Baker  
Veronica Foley  
Veronica Keogh

### 16 YEARS

Jennifer Howe  
Margaret O'Connor  
Jamie Osmond

### 17 YEARS

Kellie Hulm  
Michelle Thornton  
Darryl White

### 19 YEARS

Kane Meyers

### 20 YEARS

Ronald Salan

### 21 YEARS

Robert Rudd  
Daniel Smith

### 22 YEARS

Michelle Anderson  
Barbara Birks  
Suzie Jennings  
Craig McWhinnie

### 24 YEARS

Jason Harrison  
Chris Loneragan  
Scott Weeden

### 25 YEARS

Lesley Bradley  
Heather Crerar  
John Howitt  
Adrian Long

### 27 YEARS

Andrew Perkins  
Wendy Umback

### 28 YEARS

Stephen Gould  
Lisa Rae

### 29 YEARS

Barbara Ceeney  
Cathy Gain  
Carmel Halloran  
Robbie Hardinge  
Stephen Holmes  
James Kitney  
Lorraine Pitman  
Peter Smith  
Dean Stapleton  
Stephanie Warren  
Arthur Webster  
Phillip Wishart

### 30 YEARS

Jeff Doherty  
Geoff Pitman

### 31 YEARS

Lesley Daniels  
Mary Heffernan  
Steven Hull  
David Perkins

### 33 YEARS

Paul Duck

### 36 YEARS

Tony Arrowsmith  
Robert Wiencke

### 37 YEARS

Wayne Emerson

### 38 YEARS

Nicky Fletcher

### 40 YEARS

Fran Webb

### 43 YEARS

Kevin Ritzau



# *Variety* is the spice of Frances' working life

Forty years as part of the Kurrajong Waratah team have not dampened Frances Webb's enthusiasm for work.

Frances will soon celebrate her 40th anniversary and holds the honour of being the organisation's second longest serving employee.

Her list of roles have included sewing library bags, de-labelling cans, folding newspapers and plastic bags, timber production, mowing grass and weeding, cooking, domestic ironing and dismantling electronics.



"I have enjoyed the variety of jobs, learning different skills, making friends and giving myself more challenges," Frances said.

"I also like working in a team environment.

"It was special to me when I moved to the large goods work room and learned to work on the bigger TVs at E-recycling.

"And it was nice when another young lady came to work at E-recycling as before I was the only female.

"I've often been the only female ... same as when I was lawn mowing."

Frances has also enjoyed the social side of her work life.

"When it was Waratah Industries (before merging with Kurrajong in 1984) they had lots of trips away and dances which were great fun," she said.

"I have had a few trips away with E-recycling in the last couple of years which have been great.

"And I love attending Christmas parties."

Despite her lengthy service, Frances looks to the future enthusiastically.

"I will continue working until I can't work anymore and I will keep learning new skills," she said.





# Kevin has developed lasting *friendships* through work

Kevin Ritzau has built many more friendships than he has tallied years of service for Kurrajong Waratah.

And that's no mean feat considering Kevin has the distinction of being the organisation's longest-serving employee with a disability, clocking up 43 years.

"I have formed wonderful relationships through work and right across Kurrajong Waratah," Kevin said.

Kevin was one of the children in the child-minding centre back in the early years of Kurrajong after it had been formed by Bill and Amy Hurd and other wonderful people who identified these services were non-existent in Wagga.

He did his early schooling with Mrs Hurd and her assistants and then moved on to Mount Austin High School.

As soon as he left school in 1971 he started working for Kurrajong.

His first job was to pack newspapers after the paper drives before becoming Mrs Hurd's right-hand man for screen printing.

Kevin had flair for screen printing ribbons for sports events, sashes for balls and competitions and banners for bands to march behind.

He went to Waratah to work in 1984 following the merger with Kurrajong and continued in the screen printing business.

"I really enjoyed that and it grew but lots of other people were doing it too and we closed it down to concentrate on timber," Kevin said.

"We made products like shoe boxes, chopping boards and other small things, items for tourism and we screen printed some of them."

Kevin is a Waratah Industries team leader, supervises his colleagues, drives the forklift

and has operated almost every machine in the factory.

He takes part in all training sessions within the workplace, while he opens and closes the employees' meeting each month.

"Kevin has the respect of all his workmates ... they seem to look up to him and will do anything he asks them to do," Waratah Industries Manager Jim Seymour said.

"He will help his fellow workers in any way he possibly can and not give it a second thought."

Sport also plays a huge part in Kevin's life.

As with work, he strives to make himself understood and is very comfortable around people who know and understand him. Sport offers him that.

Wagga Kangaroos rugby league club is close to Kevin's heart and he runs the water and assists at every game.

He is held in such high regard that the club nominated Kevin for a Rotary Shine Award in 2013.

Kevin was an outstanding lawn bowler and had involvement with South Wagga Bowling Club, achieving success as a pennant player. He was also an indoor cricket player of note and represented NSW in Special Olympics.

His social life includes celebrating birthdays with close friends Stephen Gould, Mary Heffernan and Frances Webb, monthly barbecues at work and the Christmas Party.

While Kevin may be able to retire in 2016, he is keeping his options open.

"Without work I would have nothing to do with my time and I would miss the company of my friends," he said.



# *Smile* says it all for working Will

The smile on Will Peck's face tells the story.

Will was once known for his quiet nature but has emerged from his shell with the assistance of the Transition to Work (TTW) Program.

He is now very outgoing, happy to talk to new people and is always wearing a smile.

Will has made significant progress since leaving school in 2012.

He is employed at Waratah Industries and is working towards competencies as a B Grade machinist, while he uses the bus system with confidence and is edging closer to obtaining his licence.

"Will has matured so much ... I am so happy he is in a secure and supportive environment," his mum Mary said.

"It's great for him to try a variety of work placements at Kurrajong.

"With his work placements and Becoming a Worker Course, his days are full.

"We appreciate the extra things Kurrajong Disability Solutions have done for Will, especially the transport provided each day."

Will is making the most of his opportunities at Waratah Industries.

"I get to use the machines which is great and I really like the people I work with there," he said.

"I catch up with my friends and we do different things together."

"I really love my job."





# With *great support*, Travis means business

Travis has learnt the value of support in the workplace.

He joined the Kurrajong Waratah team when he first left school but decided he would like to try working for a business in the community.

With Kurrajong Waratah being person centred in their supports and programs, Travis received assistance in seeking other areas of employment.

But he found the support and training he had received at Kurrajong Waratah was lacking.

Travis made the decision to work for Kurrajong Waratah again and has been part of the Internal Maintenance team since 2011.

On first impressions, Travis would be described as shy or reserved.

However, once he relaxes and you get to know him Travis has a wonderful, spirited and friendly personality. His fellow workers enjoy being around him.

Kurrajong Waratah staff helped Travis gain his driver's licence – his Green Ps – which enables him to drive the work vehicles.

Travis knows this is important to the Internal Maintenance team.

Maintenance co-ordinator Steve Chapple would really like to see Travis gain his full licence but confidence is lacking at the moment.

"Travis learns quickly, is keen to take on new tasks and is an asset to the team," Steve said.

"He is dependable and trustworthy ... we all like working with Travis".



Travis uses the ride-on mower and associated equipment, carries out grounds maintenance and pruning, and assists with vehicle and general building maintenance.

He has the respect of the entire team and other sections across the organisation.

Travis is very family focused and always includes them in the annual Christmas get-together which Kurrajong Waratah holds for staff, employees, clients and their families at the Murrumbidgee Turf Club.

He has also developed a friendship with fellow worker Nat Klein which extends outside work hours.

Travis said he enjoys working in his current job and is keen to remain there. He likes working as part of a team, his role and the way management and staff support everyone.

"I know what I do is important to everyone," Travis said

Initially finding it difficult to think of a funny work story, he soon recalled the time when he bogged the small truck at the Wagga Wagga City Council Waste Management Centre.

While shocked at first, Travis was able to laugh at himself and then set about finding a solution.

# Volunteers

## *Making it Happen*

Volunteers are, and will continue to play an important role in our services for people with a disability under the National Disability Insurance Scheme (NDIS).

Our volunteers enrich the lives of people with a disability – each has something they share or can achieve through volunteering. A volunteer may be a friend or that special person in the life of a person with a disability. It may enable them to make choices that would not otherwise be possible.

Volunteers will often have a particular area of Kurrajong Waratah they have identified, or skills they wish to share or develop. Others simply want to make a difference.

Volunteers can be directly involved in the programs and services for people with a disability, be involved in fundraising or assisting in a physical capacity within the organisation.

Regardless, our volunteers are appreciated and help people with a disability to lead the life they choose and to be a part of their community.

### KURRAJONG WARATAH MAINTENANCE TEAM

**Ron Grosse** has continued to carry out maintenance jobs to assist in the ever-demanding needs of our maintenance department..

### HILDASID COMMUNITY FARM

**Ray Beer, Bill Harris, Athol Bryon and John Lane**  
(see top of page 45)

For many years Bill has been the sole active member of 'Dad's Army' doing whatever was needed to maintain Kurrajong Waratah's 38-acre property on Gregadoo Road. In June we were delighted when John and Ray joined the army's ranks and to have Athol's help when he is able. At 89, Bill welcomes the new members of 'Dad's Army'. It is rewarding to see these men using their life skills and enjoying each other's company while they volunteer their time.

### EARLY CHILDHOOD INTERVENTION SERVICE

**Traci Wrenford** volunteers for our SOS feeding group, a ten-week feeding program run by a Speech Pathologist for children who have eating issues.

**Judy Case** assists with the Transition to School Group, which is run fortnightly and prepares and familiarises children as they near school age.

**Georgie Skully** volunteers for two programs; the My Time Group for new families and Freddos Early Learning Group which caters for 18 months to two year olds.

### NARRANDERA LAUNDRY AND LINEN SERVICE

**Margaret Prior & Sarah Steele**

Both Margaret and Sarah know when they are needed and never fail to show up to boost numbers at the busiest times, particularly when the tourist industry peaks in the district..

### TEMORA INDEPENDENT LIVING SUPPORT INITIATIVE

**Will Cartwright** – a Year 9 student volunteered part of his school holidays to share his musical equipment and to provide musical tuition.

**Coralie McKenzie** – a qualified chocolatier, Coralie volunteered her time to provide a chocolate making workshop just prior to Easter.

**Temora Woman's Bowling Club** – members volunteered their time to coach people who had chosen to be involved in lawn bowls.

**Liz Walker** – until she left Temora, Liz was a welcome addition to the service, teaching people to sew. We hope she will be replaced by another equally helpful volunteer willing to share their skills.





## NARRANDERA INDEPENDENT LIVING SUPPORT INITIATIVE

**Joyce Spencer and Julie Rolfe** volunteer with the Narrandera Live Well Program to teach people to make pots and mosaic pavers for the Narrandera Community Gardens.

**Ian Hardy** played an active role teaching people with a disability to ride bikes and tricycles under Narrandera Shire Council's Live Well Program.

**Annie Young** volunteered her time and provided garden supplies to educate people on healthy food choices and planting vegetables.

**Gerry Daly** from Daly Movement Gym holds weekly gym sessions in the park where people with a disability can meet and participate in exercise programs which benefit their health and fitness.

## SKILLS LIFESTYLE SERVICE : WAGGA WAGGA, LEETON AND WEST WYALONG

**Bill Prest** continues to spend one morning a week exploring local coffee shops and enjoying morning tea with Beth.

**Geoff Amos and Arthur Priest** supported Scott to be involved in his volunteer work at Bunnings each week. Sadly, Arthur passed away on 5 September 2014. He is greatly missed but remembered for the important part he played in people's lives through his volunteering.

**Norm Byng** supports Peter utilising apps and his iPad to assist with his reading and speech.

**Lorraine Lea and Lynette Curry** provide support as required assisting with volunteer placements and other lifestyle activities.

**Jenny Hulm** volunteers as a helper with indoor sport in Junee where great facilities are available.

**Bill Robinson** had until recently volunteered and supported a young man to be able to volunteer himself. Unfortunately, due to family needs, Bill has had to step down from his role but we thank him for his wonderful assistance.

**Leanne Hooper** spends her volunteer time socialising with Carmel who enjoys Leanne painting her nails.

**Kaitie Thompson** is a great all-rounder when she volunteers in activities and programs in Leeton.

**Margaret Smith** willingly assists people to be involved in activities they choose, specialising in cooking and handicrafts.

## FUNDRAISING & COMMUNITY ENGAGEMENT

A team of amazing volunteers provide assistance serving on fundraising committees, providing manpower and assistance, selling tickets and helping Kurrajong Waratah when and wherever help is required. We could not have achieved much of what is outlined in this book without the help of fundraising volunteers. A very special thank you is intended for each of you personally.

*Some people want  
it to happen,  
Some wish it to happen,  
Together with our  
Volunteers & Supporters  
We Can Make It Happen*



## Arthur's *bowled over* by ten pin's return

Ten pin bowling was much more than a bit of fun for Arthur Webster.

Not only did the sport give him hours of enjoyment, the bowling centre provided Arthur with a place to catch up with friends and workmates and also forge new friendships.

For many years ten pin bowling was the sport of choice for many people with a disability in Wagga Wagga.

So when the centre closed down, they lost something they loved.

The long-awaited return of ten pin bowling to Wagga Wagga was warmly welcomed by Arthur and his friends.

They soon regained the skills which they had shelved for years.

Arthur has joined the Saturday ten pin bowling league and plays every weekend without fail.

He participates independently and has developed new friends along the way.

Arthur's team won the latest competition and he was incredibly proud of their achievements.

One of the people he bumped into was his support worker out with his family.

He naturally told him he was happy about his team winning and was on his way home to share the good news with his partner Barb.

Always thinking ahead, by the time Arthur arrived home he had decided the best way to mark the occasion was to take Barb out for a celebratory lunch and had it all planned.

Arthur – making the choices about his life.



# Community Support

(1st July 2013 – 30th June 2014)

So much of what we have achieved in the past would not have been possible without our wonderful supporters.

We never lose sight of this.

On behalf of the families who have sons and daughters whose lives are better today because of it – we extend a sincere thank you.

We look forward to the people we support and their families having greater choice about the life they lead.

While their choices will be increased through the National Disability Insurance Scheme, we know there will be no funding what so ever available for capital projects or equipment.

We are realistic about the future.

We will need to maintain and further our relationships with the community in the widest possible sense – with individuals, corporations, organisations and people who may choose to help in ways outlined on the pages inside the back cover of this report, or in other ways.

*The options for helping are endless  
We look forward to the future – with the community.*

Donations, sponsorship & support over \$80,000 +		
Anonymous	Commins Hendriks Solicitors	\$1,000 – \$1,999
\$20,000 – \$80,000	Coolamon Steelworks	Adams Kenneally White & Co
Myer Stores Community Fund	David Milne Roofing	Benson, Mr & Mrs Bernard
Ian Knight	Employers Mutual	Betterlook Homes Pty Ltd
Wagga Takes Two Fundraising	Forum 6 Cinema	Bidgee Pumps and Irrigation
\$5,000 – \$19,999	Gill, Mr & Mrs John	Bright Smiles Dental Surgery
ANZ Trustees Foundation – Mr Cameron Williams	Golden Gown Award Inc.	Bush & Campbell Pty Ltd
Austbrokers ABS	Hume Bank	Casey, Mr & Mrs S
Climate Technologies	Hunters Office Choice	Centrapak Industries
Combined Development Group Pty Ltd	Kitson Property Pty Ltd	Chambers Whyte Design & Print
Dennis Trading Pty Ltd	Koorlingal Mall	Condron Constructions
Lions Club of South Wagga	Littlejohn, Dr & Mrs D	Crestia Carpets
Pirtek (Wagga Wagga) Pty Ltd	Mamo, Dr Vinny	D & A Murphy
Riverina Plaster Works Pty Ltd	Mueller, Mr & Mrs John	D & M Electrical Communications
Rotary Club of South Wagga	Payne-O'Brien, Mrs Vida	Damasa Pty Ltd
Thomas Bros	Rules Club Wagga Wagga	Davis, Mr & Mrs Allan
Wagga Endoscopy Centre	SFP Productions – WWT2	Denniston & Day Lawyers
Wagga Plumbing Service	Subway	Easdown Business Specialists
\$2,000 – \$4,999	Supermix Concrete and Quarries	Estate of late Dr B Thompson
Avis Riverina	The Riverina Anglican College	Fitzpatrick's Real Estate
Bee Dee Bags Pty Ltd	Town & Country Children's Centre	G C & F M Hindmarsh
Brentwood Orthopaedics	Viewco Glass	G J Buchanan Transport
	Watson, Mr & Mrs J	Glenrock Country Practice
	Westpac Banking Corporation	Great Southern Electrical
		GTES

# Community Support

(1st July 2013 - 30th June 2014)

Hull, Mrs Kay	\$750 - \$999	Barnes, Dr & Mrs Clayton
Inspirations Paint	Birdhouse Bar	Campbell, Mrs Annette
Jaques, Mr & Mrs Steve	Stuart, Dr Catherine	Capper St Physiotherapy
John Bance & Son Funeral Home	TJ & DJ Van Lierop	Commings, Mrs Leeann
JRC Electrical Services	\$500 - \$749	Crago, Mr Richard
Koorringal Stud	ASB & Associates	Crozier, Dr P
Kotzur Kanvas	Barrick Cowal	Cummins, Dr & Mrs J
Long, Mr Warwick	Bedrock Landscape Supplies	David Coates Dental Surgery
McKenzie, Mr K A	Bertoldi, Messrs E & E	Des Damme Fencing
McMahon Earth Science	Boyce Financial Services	Farmhouse Industries Inc
Moorong Veterinary Clinic	Burmix Concrete Pty Ltd	Gavin Fairman Homes
Narrandera Rodeo Committee Inc	Care Mechanical Services	Gorman, Ms Rebecca
Noel Thomson Architecture	Carroll, Mr & Mrs Ray	Graeme Hull Smash Repairs
NRMA Insurance	Chamberlain's SBR Chartered Accountants	Graffen, Dr & Mrs Max
OAMPS Insurance Brokers	Colin Blake - Painting and Decorating	Graindirect Australia Pty Ltd
Opteon (Southern Inland NSW)	Gardner Batcheldor Chartered Accountants	Griffith Bricks & Pavers Pty Ltd
Paul Ryan Electrical Contractor	Glass, Mr & Mrs M	Healy, Mr B
Planet Power Riverina	Grentell, Mr Rob	Hepburn, Mr J
ProStyle Building Group	Hartwigs	Hogan, Mrs Noelene
Riverina Cardiology	Healy Farming Company	Kennedy Bros Earthmoving
Riverina Concreting Pty Ltd	Interior Constructions Pty Ltd	Kincaid Medical & Dental Clinic
Riverina Paediatrics	Jaques & Co Pty Ltd	Lamont, Mr & Mrs D
Riverina Pool Supplies	John Mooney Real Estate	Lowe, Mr & Mrs Crispin
Riverina Sports Injury and Massage	Kendell, Mrs Eilish	Luhrs, Ms Leanne
Ron Crouch Transport	McCaig, Mr & Mrs Eric	Mac's Trailers & Towbars
Rotary Club of Wagga Wagga	Moon, Mr & Mrs Robert	McCready, Dr & Mrs M
RSM Bird Cameron	Nixons Engineering	McCurdy, Mrs Margaret
Selby Watson & Co	Riverina Oral & Maxillofacial Surgery Specialist	Michael O'Reilly Chemist
Slater and Gordon	Schnepf, Mrs Donna	Nash, Mr & Mrs M
Smith, Mr & Mrs Ned	Wagga Wagga Veterinary Hospital	Northside Pharmacy
St George, Mrs A	Graham Wild Dental Surgery	Orthodontics Wagga Wagga
Stanton, Dr Ray	Yenda Producers Co-Op Society Limited	Paisley Robertson Pty Ltd
Synergy Healthworks	\$250 - \$499	ProWay Livestock Equipment
Teys	Adams & Associates Financial Planners	Quota International of Temora Inc
Thambipillay, Dr G	Allen, Mr & Mrs Jim	Rivcrete Pty Ltd
Trail Street Medical Centre	Architectural Window Systems Pty Ltd	Riverina Physiotherapy Centre
Twomeys	Ardlethan Bowling & Recreation Club Limited	Riverina Safes & Locks
Viatek - Wagga		Riverina Urology
Wagga Tigers Football Club		Serafin Ag Pro
Walsh & Blair Lawyers		Sinclair, Mr & Mrs Ian
WDF Professional		Slater, Dr Mary-Anne
Xeros Piccolo Consulting Engineers		Southern Plumbing Plus
		Stratton Trucking Pty Ltd



# Community Support

(1st July 2013 - 30th June 2014)

Talbingo Tourist Park
Turvey Tavern
Wagga Bricks and Roofing
Wagga Selling Agents Assoc.
Wagga Systems Pty Ltd
Wagga Windscreen Doctor
Walker, Mr Michael
West Wyalong High School
Wotherspoon, Dr Mark
Yenda Pioneer Butchery
Zacharia & Naumann
<b>\$100 - \$249</b>
A & C Construction
Active Foot Clinic
Active Physiotherapy
Adesanya, Dr Adesina
Advanced Communications
Allen C Thompson Pty Ltd
Allens Coaches
Armstrong Toyota
Australian Window Association
Baker, Mr Geoff
Begent, Dr J M
Begg, Mr Ian
Blue Ribbon Financial Services
Bob Jane T-Mart Griffith
Braid, Mrs Sue
Brown, Mr & Mrs Barry
Capital Night Club
Cave, Mr & Mrs Mick
Cleary, Mr & Mrs F
Coddington, Mrs Enid
Collins, Mark
Cowley, Mr & Mrs Herb
Davis, Mrs Claire
Davis, Mr & Mrs Dick
De Jersey, Miss Phyllis
Dewar, Mr & Mrs D
Docker, Miss Heather
Dredge Machinery
Dudley, Mr & Mrs Alf
Edwards, Mr & Mrs A M
Elyard, Mr & Mrs G

Esler's - Surveyors & Engineers
Farrell Lusher Solicitors
Fernon, Mr & Mrs P
Fernon, Drs V & M
Forde, Mr & Mrs Garry
Fred Cole Betta Home Living
Gilbert, Mr Paul
Gill, Mrs Cassie
Girling, Mrs Julie
Grass Mower Centre
Green, Mr & Mrs Peter
Hardinge, Mr & Mrs L D
Hardy, Mr & Mrs D
Heffernan, Miss Therese
Hotel Victoria
Hutton, Mrs
C Cramp - Ice Cream and Coffee
Irons, Mr & Mrs J
J P Pallister & Associates
Jackson, Mr & Mrs Ian
James, Mr & Mrs Peter
June Ex Services Club
Kingham, Mrs Narelle
Lane, Mr & Mrs G L
Leeton Veterinary Hospital
Lew Butcher Concrete Pumping Pty Ltd
Libby Jones Podiatry
Lidden, Mr & Mrs M
MacPherson, Mr Grant
Maginness, Mr & Mrs Grant
Masters, Mr Ian
Masthead Advisory
Mates Gully Café
McCormack, Mr M
Measday, Ms Amanda
Menzies, Mrs Lorraine
Mills, Mr & Mrs P
Murrumbidgee Hearing
Myer - Wagga Wagga
Newell, Mrs J
Nixon, Ms Jenny
Osborne, Mr & Mrs B

O'Kane, Mr & Mrs Ted
Original Bands Only
Osmond, Dr Ken
Owen Toyota
Page, Mr Andrew
Pentak Windows & Doors Pty Ltd
Perey, Mrs Karlene
Perkins, Mr & Mrs W
Pieper, Mr Gerald
Polka Dot Pancakes
Powerplus Lighting & Electrical Suppliers
Redgment, Dr Andrew
Reid, Prof. Alexander
Riverina Bobcat & Excavator Hire
Riverina Water County Council
Saggers, Dr Gordon
Salmon, Ms Maureen
Sampson, Mr & Mrs Bob
Scribbles Café
Sharrock, Dr & Mrs K
Shaw, Ms Debbie
Solar Mad Pty Ltd
Something Borrowed
South West Stock Feeds
Stephen Lawrence Constructions Pty Ltd
Stoll, Mrs Sue
Sturt Group CWA
Sutton, Mr & Mrs D
Temora Lutheran Womens Fellowship Group
Trev's Tasty Treats
Trevor Ion Financial Services Pty Ltd
Trotter, Mr & Mrs Shane
Tyreworld Australia
Wagga Car Radio & Hi-Fi Pty Ltd
Wagga Foot Clinic
Wagga Physiotherapy and Sports Injury Centre
Wagga Trucks Hino
Walsh, Mr Kevin
Waters Automatic Doors



## Maree gets a real sense of *satisfaction*

Maree Wells looks forward to exploring the sights, sounds and textures of the community each week during her World Senses activity.

Choosing what the group does for the activity is just part of the fun for Maree and her colleagues at Skills Options Lifestyle Service.

"We take it in turns on who chooses what we do for World Senses each week," Maree said.

"This year we have been to Jump 'n' Putt, Laser Tag, rode some bikes around the lake and did belly dancing while listening to old vinyl records.

"We have also been to a great show called Circus Quirkus, had a Mad Hatter's Tea Party, decorated cakes and visited a park to learn how to hit a moving ball.

"Karaoke was also good fun.

"I just love coming to Skills Options. It's fantastic ... I really think it's the best place ever.

"There are nice people here and it's good that if I need help, people will help me.

"We make really good things in wire sculpture, such as small birds and jewellery. I feel like I am learning a lot.

"Bookmaking, shopping and cooking are all fun activities that I enjoy doing.

"I love coming to Skills Options so much that I asked if I could come an extra day – from two to three days. I can't wait to come each day and see my friends."



# Community Support

(1st July 2013 – 30th June 2014)

White, Mr M
Winson, Mr & Mrs Grahame
Wise, Mr Andrew
Yerong Creek Bowling Club
<b>\$50 – \$99</b>
Ahern, Mrs Frances
Anderson, Mr & Mrs Graeme
Anthonesh, Mrs Julie
Browne, Mrs Vema
CB Engineering West Wyalong
Clarke, Mr & Mrs A
Conkey, Mr Andrew
Creaghe Lisle Solicitors
Diggins, Mr Glen
Disney, Mr & Mrs C
Dunford, Mrs Mary
Elliott, Mr & Mrs B
Emerson, Mr & Mrs J
Fox, Chris
Halley, Mrs June
Hartley, Mrs Mairilyn

Hartwig, Mr Robert
Heffernan, Mr & Mrs C
Hillier, Mrs J
Homes, Mr P
Honey, Miss Sue & Evers, Mr Bob
Howe, Mrs Aileen
Howitt, Mr W OAM & Mrs Howitt
Hunt, Ms Geni
Huthwaite, Mr & Mrs J
Jamieson, Mr Dennis
Jaques, Mr & Mrs D
Jayabal, Mr Daniel
Judd, Mrs Jan
Kidsons Cycles
Knight, Ms Dorothy
Knight, Mr Richard
Lang, Mr & Mrs Alan
Lockhart Women's Bowling Club
Loughnan, Mrs Noelene
McMillan, Mr Dennis
Molineaux, Mr & Mrs G J

Monahan, Mr Steve
Morris, Mrs S
My Shed
O'Connor, Mrs June
Patton, Mr John
Pottie, Mr & Mrs Alan
Pottie, Mr S & Mrs J OAM
Raufers, Mrs Karen
Rigby, Miss Joan
Roache, Ms Meg
Rootes, Ms S
Smith, Ms Genevieve
Smith, Mrs Peta
Stokes, Mrs V
Tony Lords Optometrist
Walker, Mr Graham
West Wyalong S&C Sports Club
Womens Bowling
Wright, Mr Tom
Young, Mrs Kerry

## TAFE course gives Gavin an *advantage*

Gavin Rathmell thought long and hard last year about an important step in his life.

The E-recycling employee was eager to undertake a course of study through the TAFE system and those around him provided the encouragement to pursue this education.

There were several courses of interest but Gavin was unsure which he should choose.

He spent several weeks discussing his choices with Kurrajong Waratah staff, who assisted in finding a course which was both interesting for Gavin and important to his future.

He eventually elected to enrol in Certificate 2 Warehousing Operations as he expressed a desire to gain employment as a storeperson.

This course was a self-paced area of study, requiring him to work through and complete 15 work booklets.

These booklets cover a multitude of modules necessary for understanding what is required when working as a storeperson in a warehouse and distribution service.

At times the questions required Gavin to research work base topics, policies and safety requirements.

Kurrajong Waratah staff was happy to explain procedures, show evidence required, print policies and support Gavin with this course.

The hard work paid dividends for Gavin when he successfully completed the course in June.

Gavin is now keen to take the next step in leading a life of his choice.



# *Making a choice* to build on skills

Paul Perkins was ready for a new challenge.

He had developed a broad range of skills in the timber processing business in 11 years working at Waratah Industries, but felt he could further expand his horizons.

Thanks to Person Centred Choices and the expertise of wood machinist supervisor Chris Chilton, Paul took another major step in his journey.

Person Centred Choices has been the focus of the programs and support provided at Waratah Industries for the past four years.

Employees have been able to identify which part of the timber processing procedure interests them, then providing intensive training and support to enable the choice to be realised.



In the moulder and saw operations area, staff use professional practice which allows the employee to participate in as much or as little training as they wish and are able to manage.

Chris is part of the support team at Waratah Industries and has 28 years industry experience.

When Chris began working with people with a disability he assisted in the development of a training program which would allow people to achieve and develop skills to enable them to grow within their workplace and the community as individuals.

The combination of Chris's skills and the programs which had been developed matched perfectly with

Paul's choice to work towards the competencies required to become a B Grade Machinist.

Paul has a real zest for life and was willing to learn new skills.

He thrived on the chance to be mentored and he also wanted to learn to be a leader.

Paul was motivated and proud of what he was striving to achieve.

Through his choice of the level of B Grade Machinist, Paul can operate and set all the machines currently used at Waratah Industries and is justifiably proud of his achievements.

Not only can Paul make choices for himself, he has developed skills he can pass on to others.

Chris says from his point of view, the journey with Paul and supporting him has been an extremely rewarding experience.

He enjoyed seeing Paul exceed his own expectations and admitted they had learned equal amounts from each other.



# THROUGH THE LENS

## *Race Day*

Threatening skies could not deter over 3500 sponsors, guests and race goers from attending the 26th Kurrajong Waratah Race Day – our largest crowd ever.

An early afternoon downpour temporarily halted the pony rides and races with people availing themselves of the additional covered areas provided, but the hospitality, children's activities and general enjoyment of the day went on unabated. The crowd stayed on for the remainder of the enjoyable family friendly day.

It was lovely to see so many sponsors, their families and friends on course.

On 17 June we gathered sponsors together to reveal the wonderful financial results of the race day.

Kurrajong Waratah presented a number of plaques in recognition of those sponsors who have supported the race day for more than 20 years – what an amazing commitment to Kurrajong Waratah! Eighteen sponsors were in this category and were recognised.

A special presentation was made to Kurrajong Waratah Race Day Committee members Susan Duffy (11 years) and Rob Balding (10 years) for their longstanding and generous commitment of time and energy in support of our race day and of people with a disability.

The buildings, projects and services race days have funded have made a very positive difference in the lives of so many people in our region. 2014 was no exception.

Our very special thanks to all sponsors, the Kurrajong Waratah Race Day Committee and all community and school based volunteers without whom we could not hold the race day.







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1. Happy siblings Angus and Imogen Smith enjoyed the delicious chocolate fountain and dipping marshmallows at the Kurrajong Waratah Race Day. Thanks to the amazing volunteer efforts of the students from Koorngal High School, the children's hospitality was a great success and reinforced the reputation of this event being a family day.

2. Generous diamond sponsors Drs Vince and Michelle Fernon of Wagga Endoscopy Centre with Race Day Committee Member, Craig Barrett are pictured catching up at the event. Michelle is a Director of Kurrajong Waratah.

3. The Kurrajong Waratah Race Day Committee took the opportunity to see first hand where the results of the 2014 race day would be used. They visited Hildasid where an old but solid shearing shed will be renovated and be used as an art facility for Skills Lifestyle Service. The Committee are Lindsay Garnock, Andrea Bradley, Tammy Holzheimer, Cathie Smith, Kurrajong Waratah Development Services Manager, Susan Duffy, Michael Douglas, Rob Balding (Chairman) and Craig Barrett.

4. Tania Jones of Temora shows off her creative skills, as children delight in having their faces painted.

5. Craig Barrett (l) and Lindsay Garnock (r) both members of the Kurrajong Waratah Race Day Committee, pictured with Steve Wait (centre), Sales Manager, Thomas Bros representing Allen Thomas who was unable to attend the race day. Thomas Bros has supported the Kurrajong Waratah Race Day since its inception in 1989.

6. The Austbrokers team have made the regular trip to Wagga Wagga from Sydney and beyond to enjoy the Kurrajong Waratah Race Day. As major sponsors of the day Paul Mills (back row on left) ensures his team have a great day. .





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7. Angus Barrett, Grace Barrett and Eden Smith prove that you're never too young to be a volunteer. They and their families were involved in making hundreds of cupcakes and packing lollies in readiness for the race day. Angus and Grace also volunteered and worked all day manning the 'create a cup cake' stall with their mother Janine at the races.

8. Proud supporters Graham Walker (l), Managing Director of Combined Development Group, developers of Estella Rise and Geoff Reid of Riverina Plaster Works catch up with Cathie Smith, Development Services Manager at the Kurrajong Waratah Race Day.

9. Tireless volunteers and members of South Wagga Lions Club provided an amazing quantity of hot snacks at the Kurrajong Waratah Race Day. Pictured are Therese Bartley, Michelle Henderson, Helen Whittaker, Ollie Henderson and Brenda Shone, who despite the demands of the day and huge crowd, are still smiling.

10. The energetic and enthusiastic students from Koorringal High School volunteered their time to co-ordinate a variety of exciting children's activities, making sure every child who attended the race day with their families had a memorable day.

11. Catching up at the Kurrajong Waratah Race Day sponsors evening are l to r Steve Wright, Station/Sales Manager, PRIME7, Rob Balding, Chairman Kurrajong Waratah Race Day Committee and Scott Sanbrook, Chief Executive Officer, Murrumbidgee Turf Club. Kurrajong Waratah presented all race day sponsors with over 20 years involvement with a special plaque. PRIME7 were recognised for 25 years support and the Murrumbidgee Turf Club for making the race days possible.

12. The Kurrajong Waratah Race Day sponsor's celebration evening was for acknowledgements, presentations and celebrations including a very special presentation to Allen Thomas, Life Member of Kurrajong Waratah and Dealer Principal of Thomas Bros. Thomas Bros has supported the Annual Kurrajong Waratah Race Day since 1989. Pictured with Allen (second from right) is his wife Barb (r) Fiona Jaques (l) and Steve Jaques, Chief Executive Officer of Kurrajong Waratah.

13. Warburn Estate Wines are a major sponsor of the race day. They were represented at the sponsors celebration evening by Robyn Turner (l) from Warburn Estate Wines pictured with Joanne McLennan.

14. Taking the opportunity to thank longstanding Kurrajong Waratah Race Day major sponsors Denise and John Hart of Pirtek Wagga Wagga (left), are Committee Members Lindsay Garnock and Susan Duffy.





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Photo courtesy of The Daily Advertiser



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15. This year Kurrajong Waratah thanked supporters of the race day who have been major sponsors for 20 or more years. Among the recipients of this special award were l to r David Milne, David Milne Roofing (21 years), Stuart Lamont, President, Murrumbidgee Turf Club, Scott Sanbrook, Chief Executive Officer, Murrumbidgee Turf Club (26 years), Peter Mahoney, Chief of Staff, Daily Advertiser (20 years) pictured together with Cathie Smith, Development Services Manager, Kurrajong Waratah and Steve Jaques, Chief Executive Officer Kurrajong Waratah.

16. Newly inducted President of the Rotary Club of South Wagga, Laurie Myers, is pictured enjoying a relaxing evening with Mick Toshack, General Manager of 2WG AM 1152/93.1 StarFM (sponsor of the Kurrajong Waratah Race Day for 20 years) and immediate past president of Rotary Club of South Wagga, Brian Roy at the Kurrajong Waratah Race Day celebration evening. The members of the club volunteer to boost the cooking capacity as the day continues to grow. After two years involvement they know why they are needed.



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17. Loyal sponsors of the Kurrajong Waratah Race Day, l to r are Christine Price and Geoff Harrison, Managing Director, Harrisons Joinery & Member of the Board of the Murrumbidgee Turf Club, together with Jenny & Dr John Cummins (20 year sponsors).



# Our Annual General Meeting

The largest crowd ever recorded attended our 2013 Annual General Meeting at the Wagga Commercial Club in October.

Annual General Meetings are a requirement to deal with the formalities and legislative requirements.

To attract such a large crowd reflects our Annual General Meetings are different.

There is always a great deal of genuine interest in the presentation by Chief Executive Officer, Steve Jaques. His presentation not only provides a verbal overview of the year's achievements, changes, challenges and future direction of Kurrajong Waratah's service, but also visually.

Visitors often comment on the genuine excitement that is shown by everyone in attendance when years of service awards and the prestigious John Reid Memorial Award are announced.

Twenty staff were presented with recognition for 10, 15 and 20 years service with 46 staff members now having service between 10 and 29 years.

Eighteen employees with a disability were recognised for 10, 15, 20, 25, 30 & 35 years. In total 71 employees have between 10 and 42 years employment.

We congratulate all employees and staff who received years of service awards, this pictorial overview includes recognition of some of them.

18. After 30 years of employment, Steven Hull, Mary Heffernan, David Perkins and Lesley Daniels were excited to receive their plaque as well as a \$300 Myer voucher. Pictured with them is Steve Jaques, Chief Executive Officer.

19. Paul Perkins and Barry Armstrong are pictured with Director, Bill Howitt OAM, proudly holding the certificates recognising 10 years employment they received during the Annual General Meeting.

20. Grant McMullen (centre) celebrates with his sister Diane McGrath and brother Shane McMullen after being presented with a framed certificate in recognition of 10 years employment with Kurrajong Waratah.



Photo courtesy of The Daily Advertiser

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21. David Perkins stands proudly alongside his equally proud family after being presented with a commemorative plaque and \$300 Myer Gift voucher recognising 30 years employment with Kurrajong Waratah. His family are l to r Peter, Andrew and Beryl Perkins.

22. Margaret O'Connor is congratulated by close friend Paul Duck after receiving a special plaque recognising 15 years employment with Kurrajong Waratah. Margaret travelled to Wagga for this special occasion.

23. Supper after the meeting is always a great opportunity to have a chat with friends and families. Leonie McLean and Barbara Grigg from Kurrajong Recyclers are pictured having a bite to eat and catching up.

24. Robert Wiencke received a plaque and special presentation for an outstanding 35 years employment with Kurrajong Waratah. It was a wonderful occasion to celebrate with family. Robert (centre) is pictured with his family Trevor Wiencke, Sue Wiencke, Sandra Lieschke and Phil Lieschke at the Kurrajong Waratah Annual General Meeting.

captions continued next page





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25. Proud parents Cathie and Ned Smith celebrate with their son Daniel Smith after being awarded with the traditional gold watch and commemorative plaque in recognition of 20 years of employment at E-recycling.

26. Barry Jessop and Steve Jaques, Chief Executive Officer are pictured enjoying a light supper after the Annual General Meeting.

27. GO LINDY! Pictured with Lindy Maginness (third from left) are her colleagues, or on this occasion, her cheer squad, after she was announced as the latest staff member to have reached 20 years service to the organisation.

28. Noelene Hogan (l) and Lindy Maginness (r) were recognised for 20 years service at the Annual General Meeting and presented with a gold watch and plaque for their dedication to Kurrajong Waratah. They are pictured with Director of Kurrajong Waratah, Pam Green.

29. Neil Coddington was a very popular winner of the prestigious John Reid Memorial Award for 2013. Neil's sister Wendy Hornby and mother Enid Coddington were delighted to be present for this very special award announcement and presentation with Neil unaware of their presence until after the presentation.

30. Director Pam Green (centre) acknowledged the achievements of Robert Wiencke and Tony Arrowsmith and presented them with a plaque and a \$350 Myer Gift voucher for an incredible 35 years employment.



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31. Pictured following the presentation of certificates recognising 10 years service to people with a disability are front row l to r Donalee Gregory, Jackie Stening, Rachael Hyde, Karyn Hyland, Steven Davis and Steve Chapple, back row recipient Terry Ness together with Garry Forde, Vice Chairman of Kurrajong Waratah.

32. Dr Max Graffen, Director of Kurrajong Waratah, presented plaques to longstanding staff members Debby Donohoe, Tracey Collins, Ian Walker and Lyndal Ross recognising 15 years service to the organisation and people with a disability.

33. Pictured following the Annual General Meeting are l to r Trena Kennedy, Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah, Allan Davis, Patron, Past Chairman and Life Member of Kurrajong Waratah with Nell Davis, Life Member of Kurrajong Waratah.

34. Steven Davis from Kurrajong Recyclers and Donna Davis from Culinary Capers are pictured at the Annual General Meeting showing their support and celebrating people's achievements. Steven was presented with a certificate recognising ten years service.

35. Meg Roache and June O'Connor, Sales Managers of Myer Wagga Wagga are pictured at the Annual General Meeting. Meg and June are part of the dynamic fundraising team of Myer staff who support people with a disability both as customers and through their fundraising.



# Outreach AGM Reports and Presentations

Following the Kurrajong Waratah Annual General Meeting in Wagga Wagga, Annual Meeting updates and Presentation of Awards are held in Narrandera, West Wyalong and Yallambee in Deniliquin.

These meetings are extremely well attended and provide employees, clients, families, staff and community representatives the opportunity for them to know what is happening throughout the organisation, as well as in their local services. It also provides a chance to meet Directors and Managers of Kurrajong Waratah and local staff.

A very popular part of the evening is the recognition of years of service awards and achievement awards.

Enjoy sharing people's delight through these photographs.



Photo courtesy of Narrandera Argus

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36. Bill Howitt OAM (far left) was on hand to congratulate the recipients of Achievement Awards. They are: Timothy Wright (Cypress Recycling), Gary Flanigan (Narrandera Laundry and Linen Service), Ryan McDonald (Narrandera Laundry and Linen Service), Jason Harrison (Narrandera Laundry and Linen Service), Vince Howe (Cypress Recycling) and Tracey Evans (Leeton Ironing Basket).

37. Displaying their years of service certificates and plaques are from l to r Rachael Hyde, 10 years, Arthur Kelly, 20 years and Jennifer Howe, 15 years.



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38. Rachael Hyde, Vocational Training Officer for Narrandera was recognised for 10 years service to Kurrajong Waratah and people with a disability at the organisation's AGM report update and presentation evening. She is pictured with her children (l to r) Tom, Hannah and Tahlee.

39. Pictured having a friendly catch up at last year's meeting are Accommodation Team Leader Deanne Bolesta (left) and Accommodation Services Manager, Lyndal Ross (right).

40. Adele and Gerry Daly from Narrandera's Daly Movement Fitness Centre discuss the outcome of the fitness program they held for people we support during the year with Bill Howitt OAM, Director of Kurrajong Waratah (right).

41. Cypress Recycling employee Tim Wright (left) with Arthur Kelly, Cypress Recycling supervisor (middle) and Tim's father Glenn (right) posing for a friendly photo.

42. Kurrajong Waratah's Independent Living Support Initiative (ILSI), Narrandera Facilitator, Rosemary Orr pictured with Kurrajong Waratah's Chief Executive Officer Steve Jaques as they chatted following the meeting in Narrandera.

43. Pictured together following the meeting are Nathan Collins and Jeanette Miller.





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44. West Wyalong employees (l to r) Scott McClintock and Josh Himsley pictured together after receiving certificates recognising ten years employment.

45. Pictured at West Wyalong after receiving Achievement Awards are back row l to r Peter Perkins, Treasurer and Life Member of Kurrajong Waratah, Tristan Meredith and Steve Jaques, Chief Executive Officer and front row l to r Kellie Williams-Hornbuckle and James Payne.

46. Kurrajong Waratah West Wyalong staff members (l to r) Marie Seckold 10 years and Sharon Merritt 15 years, were proud to be recognised for their respective years of service to people with a disability.

47. Kurrajong Waratah CEO Steve Jaques (right) is pictured with longstanding Spins employee Robert Rudd (left) following the presentation of Kurrajong Waratah's traditional plaque and gold watch.



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48. Pictured following the presentation of awards are recipients for Years of Service Awards Denise Imber, 14 years, Jennifer Clark, 12 years, Noel Goodear, 14 years, Julie Watson, 11 years and Dianne Byrne, 18 years.



49. Very proud recipients of Achievement Awards are Sally Haw and William Montgomery pictured showing off their awards at the Yallambee Deniliquin Annual General Meeting.

50. With justifiable pride Alistair McLean and Leonie Schack are pictured with their Years of Service Awards. Alistair has been an employee for 13 years and Leonie for an impressive 18 years.

51. Staff and employees were recognised for 20 years service at the Yallambee Annual General Meeting. Pictured with their plaques and traditional watches are staff member Kaye Whittaker and employees Sally Haw and Megan Everitt.





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Photo courtesy of The Daily Advertiser



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Photo courtesy of The Daily Advertiser



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Photo courtesy of The Daily Advertiser

52. Kurrajong Waratah's End of Year Get Together is an ideal opportunity for Directors, employees and clients, volunteers and staff and their families to get together in the relaxed atmosphere of the Murrumbidgee Turf Club. Pictured at last year's event are Heather Harris, Bill Harris, volunteer at Hildasid and Michael Kennedy OAM Life Member and Chairman of Kurrajong Waratah.

53. Pictured catching up at the End of Year Get Together are Sue Honey, Bob Evers (at rear), John Howitt, Wendy Forde and Garry Forde (Vice Chairman of Kurrajong Waratah).

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54. Too good to miss, and Life Member Marj Anslow OAM couldn't resist a plate of poffertjes (mini Dutch pancakes) at the Kurrajong Waratah End of Year Get Together in the grounds of the Murrumbidgee Turf Club after travelling from Narrandera to attend.

55. During the year, Chief Executive Officer Steve Jaques celebrated 30 years service to Kurrajong Waratah and people with a disability. Catching up for drinks to mark the occasion is (l to r) Fiona Jaques, Steve Jaques, Trena Kennedy and Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah.

56. Twenty years service to Kurrajong Waratah is something to be celebrated. Noelene Hogan reached this milestone in February and celebrated with her family, Directors and managers of Kurrajong Waratah. Noelene announced her intention to retire during her reflection of her career working with people with a disability and their families.

57. When government appointed auditors left the organisation at the conclusion of an exhaustive audit process, they gave a very positive report to Steve Jaques, Chief Executive Officer and Ray Carroll, Deputy Chief Executive Officer much to the delight of everyone involved. Pictured at the conclusion is back row (l to r) Peter Burton, Lead Auditor BSI, Sue Honey, Quality Assurance Officer, Kurrajong Waratah, Paul Israel, Auditor BSI. Front row (l to r) Gayle Ramien, Technical Expert, BSI and Maria Djurovic of BSI.

58. Fantastic costumes and props and many hours rehearsing enabled Kurrajong Waratah's award winning All Abilities Theatre Company to present a wonderful performance of Shakespeare's 'The Tempest'. Pictured in one lighter moment are l to r Scott Lea, Fernando Whittaker-Roa, Artistic Director of the All Abilities Theatre Company and James Kitney.

59. While visiting Wagga Wagga Chris Reside, Chief Executive Officer, Abbeyfield Australia took the opportunity to meet with Kurrajong Waratah Executive staff. Pictured are front row (l to r) Chris Reside, Steve Jaques, Chief Executive Officer, Kurrajong Waratah together with Ray Carroll, Deputy Chief Executive Officer, Kurrajong Waratah (standing).

60. Visitors to Kurrajong Waratah during the year included Board Members of Currajong Disability Services in Parkes. Pictured during the familiarisation visit are back row Michael Kennedy OAM Chairman and Life Member, Steve Jaques, Chief Executive Officer, Garry Forde, Vice Chairman (all Kurrajong Waratah) front row Greg Duffy, Board Member, Neil Unger, President and Ray Neilson, Board Member of Currajong Disability Services.







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Photo courtesy of The Daily Advertiser



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61. Part of the full day workshop 2014 Journey Forward included an engaging workshop with Steve Simpson from UGR. Steve provided a way for the organisation to look at customer service that creates a link between customer service and workplace culture. Pictured during the lunch break are Dr Max Graffen, Director Kurrajong Waratah, Tom Manderson, Case Worker, Kurrajong Disability Solutions, Margaret Zacher, Facilitator - ILSI Temora and Steve Simpson of UGR.

62. When Chief Executive Officer of Kurrajong Waratah Steve Jaques dropped into Culinary Capers to place an order for their delicious lasagnes he quickly became part of the production line with Veronica Keogh and Nicole Smith. He was happy to oblige.

63. The Temora community were incredibly welcoming of Kurrajong Waratah's presence in Temora providing local solutions and support to local people with a disability. They celebrated another successful year which required the organisation to find additional premises such as the support. Pictured at the Independent Living Support Initiative's (ILSI) end of year morning tea is (l to r) Enid Coddington, long time advocate for disability services in Temora, Pat Thomas and Margaret Zacher, Facilitator of ILSI Temora.

64. The People's Committee was set up during the year to give a voice to the people accessing the wide range of services provided by Kurrajong Waratah's Adult Accommodation Services. Pictured are the inaugural committee with the facilitator are front row Lesley Bradley, West Wyalong, Lorraine O'Hara, Temora, Kerry Forde, Wagga, back row, (l to r) Noelene Hogan, Facilitator, Nathan Collins, Narrandera, Paul Duck and Robbie Hardinge, both of Wagga. Leila Sly was also elected to the committee.



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65. Kurrajong Waratah conducted the 2014 Journey Forward Workshop in June. Participants included direct care staff, supervisors, team leaders, managers and Directors who heard first hand about the development of the National Disability Trial sites across Australia (including the NSW Hunter Region trial site) and the experiences, challenges and issues to date from Deborah Hoffman from Kurrajong Waratah's industry association, National Disability Services (NDS). Pictured at the workshop are Jackie Stening, Kurrajong Early Childhood Intervention Service (KEIS), Deborah Hoffman, NDS, Steve Jaques, Chief Executive Officer and Donalee Gregory, KEIS.





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Photo courtesy of The Daily Advertiser



Photo courtesy of The Daily Advertiser

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66. Building a stage at the Wagga Music Bowl in readiness for the Christmas Spectacular would not be possible without the generous support of Tony Balding of The Building Supply Company and his scaffolding team. His team pictured at the bowl are David Moran, Matthew Byrne, Craig Dorwood (General Manager Ausply who donated the timber flooring), Shane Griffiths with front Dominic Lyons and Thomas Burgun.

67. As with any major event, a lot goes on behind the scenes. Pictured helping out with packing candle bags ready for the Christmas Spectacular are sponsors Steve and Rebecca Kitson of Kitson Property while seated is Dianne Smith of South Wagga Lions Club. Major sponsors of the night were Thomas Bros, Rules Club, Hume Bank, Forum 6 Cinemas, Avis, The Building Supply Company, Kitson Property, Ausply, PRIME7, The Daily Advertiser, 2WG AM 1152/93.1 StarFM, Chambers Whyte Design & Print and McDonalds.

68. Deborah Braines has been associated with Wagga's Christmas Spectacular longer than most people remember. Sadly, Deborah stood down this year after a long and committed association which began through her employment with Prime Television. Deborah is pictured with representatives of major sponsors the Rules Club, Renee Tonkin, Business Manager and Jack Jolley, General Manager.

69. Friends (l to r) Ianto Williams of Temora, Gavin Salmon and Daniel Morton caught up for a night out at last year's Christmas Spectacular and were part of a record crowd.

70. Pictured at the launch of the 2013 Christmas Spectacular are l to r Duncan Potts, Leigh Ryan, Pip Enscoe, Michael Whittington and Leighton Marshal all of 2WG AM 1152/93.1 StarFM.





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71. Pictured enjoying a lovely summer night and singing carols at the Christmas Spectacular are left to right Beth Davis and Lorraine Pitman.

72. Bright eyes and obviously enjoying the music of the Kapooka Army Band at the Christmas Spectacular is Harper Glass with mother Lisa. 6

73. Not able to be too much help, Hume's Clancy Koala came along to see what was happening when members of South Wagga Lions Club packed the sample bags. Bill Carroll and Anne Leonard certainly did their share.69. Pictured at the launch of the 2013 Christmas Spectacular are l to r Duncan Potts, Leigh Ryan, Pip Enscoe, Michael Whittington and Leighton Marshal all of 2WG AM 1152/93.1 StarFM.

74. A longstanding tradition associated with the Christmas Spectacular has been the sale of candles and song sheets by the members of South Wagga Lions. Pictured on the job are Brenda Shone and Bill Carroll both members of South Wagga Lions Club.

75. Ellora and Ryda Sutcliffe all dressed-up and ready for the Spectacular.





76. Artist Christopher Clarke officially opened this year's Art to Crow About Exhibition on behalf of his fellow artists. He is pictured with his mother Sharee Barry as he shows her his entry, an exquisite brightly coloured peacock which was used throughout the pre exhibition advertising and publicity.

77. Longstanding supporters and artists Gail Crozier and Leanne Croker attended the launch of the Art to Crow About Exhibition of works by local and district artists with a disability. They are pictured admiring some of the artists' work.

78. Pictured admiring the wire sculptures featured as part of the Art to Crow About Art Exhibition are Cr Greg Conkey, Wagga Wagga City Council and Vice Chairman of Kurrajong Waratah, Garry Forde.

79. During the Art to Crow About Exhibition art works were sold to patrons from all over Australia. Four of the proud artists attended the official opening and to see their work exhibited. They are Steven O'Hara, Lorraine O'Hara, Luke Sing and Ianto Williams.

80. Wire garden sculptures including these delightful bird cages sold quickly and there were many disappointed visitors to the Art to Crow About Exhibition. Pictured discussing the intricate nature of this piece are Gail and Peter Crozier who are regulars to this annual event.

81. Artist Stephen Holmes is proud of his contribution to this year's exhibition and shows Deb Howard his work. Deb is part of the team who are involved in supporting people with their creations and staging the exhibition and she couldn't be prouder of the finished result.





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82. Being at the Rural Getaway was the perfect chance for Stephen Holmes to have a break from the kitchen. After the first meal, he was very happy to be the self-appointed kitchen hand. He was part of a kitchen team as participants, naturally created mountain of dishes.

83. "Are you watching?" Florence Edwards says as she prepares to take aim during archery at Borambola.

84. Kurrajong Waratah's Accommodation Services joint venture with NSW Sport and Recreation, the 'Rural Getaway' was one of three finalists from over 90 nominations in the Excellence in Regional Innovation Awards this year. Pictured at the awards ceremony are back row (l to r) Steve Jaques, Chief Executive Officer, Kurrajong Waratah, The NSW Minister for Disability Services the Hon. John Ajaka MLC and Garry Forde, Vice Chairman, Kurrajong Waratah. Front row (l to r) Cannon Banks, Accommodation Manager and Tamlin Jones, Accommodation Team Leader, Kurrajong Waratah proudly holding the finalist plaque. Kurrajong Waratah have been a finalist in each of the three years the awards have been held and overall winner in 2013.

85. Friendships are formed and renewed at Borambola each year. Pictured catching up are Jason Harrison, Narrandera, Ian Walker, Kurrajong Waratah Accommodation Services and John Howitt from Wagga.

## *Rural Getaway*

Joanne, Ellise and Matthew Pascoe continued to financially support our Rural Getaway holiday in memory of their husband and father Peter Pascoe.

Kurrajong Waratah Accommodation Services staff together with NSW Sport & Recreation Borambola staff ensured that every participant had a wonderful experience, making and renewing friendships and overcoming their fear of trying something new.

By the end of camp everyone agreed this was the best camp ever and the co-ordinators and staff deserve the accolades they received.

While staff may have been tired by the time the camp finished, hopefully families had taken this opportunity to recharge their batteries ready to begin providing care and support once the campers arrived home.





86. Pictured during an official visit to Kurrajong Early Childhood Intervention Service by the NSW Minister for Disability Services the Hon. John Ajaka (centre) are Pam Green, Director Kurrajong Waratah, Daryl Maguire, Member for Wagga Wagga, (Minister Ajaka), Steve Jaques CEO, Kurrajong Waratah and Geoff Breust, Director of Kurrajong Waratah.

87. Pictured at the Rotary Club of South Wagga Wagga's Changeover Dinner is President Brian Roy with Jane Pottie, Development Services Office Manager, Kurrajong Waratah. At the meeting a cheque for \$5,000 was presented to the organisation to benefit our support programs.

88. When Minister for Disability Services John Ajaka visited Kurrajong Early Childhood Intervention Service the children were more than happy to have him join their game. He very willingly obliged.

89. As part of his \$24,000 success in Wagga Wagga Takes Two, entrant and longstanding supporter of Kurrajong Waratah Ian Knight held a monster raffle. Pictured at the presentation of prizes to the winners are Daniel Smith, winner of first prize, a \$1,000 voucher at Viewco Glass or The Country Club Pro Shop, Ian Knight of Viewco Glass, Alison Ashley, winner of second prize which was a \$1,000 set of golf clubs and Ian Ferguson of the Wagga Country Club Pro Shop, who donated second prize.

90. The generosity and commitment of Ted and Ann Celi and their family of Climate Technologies has through their highly successful golf day enabled many major projects and items of equipment to be purchased for the benefit of the employees at the Narrandera Laundry and Linen Service. Pictured at this year's event presentation are Nicole Prior, Manager, Kurrajong Outreach Business Services in Narrandera and Ted Celi.

91. Ron Grosse has been a regular part of the Kurrajong Waratah Internal Maintenance team predominantly in a volunteer capacity. When he reached ten years volunteer service, fellow team members gathered for morning tea to celebrate the occasion. Pictured are Ron Grosse (seated), back row (l to r) Nat Klein, Jake Smith, Hamish Johnson, Steve Chapple, Ross Crawford and Thomas Lawlor.





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94 Photo courtesy of The Daily Advertiser



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92. 'He's so big' could have been what Zac Smyth was thinking, but that didn't stop him giving PRIME possum a farewell hug as he left Kurrajong Early Childhood Intervention Service. He visited the children as part of the PRIME's 50th Anniversary celebrations in Wagga Wagga. PRIME Possum was joined by the network's Canberra and Wagga Wagga staff.

93. Adele and Gerry Daly of Daly Movement Fitness Centre (back row on left), pictured following the presentation of certificates of achievement made to participants of their weekly fitness classes.

94. Wagga Myer Manager, Chris Boneham, was pleased to present to Michael Kennedy OAM Chairman and Life Member of Kurrajong Waratah a cheque for \$40,677.41 which was a combination of the local staff's fundraising efforts and part of the results of Wagga Wagga Takes

Two entrant Ian Knight's efforts as Myer also supported his involvement.

95. It's a Winners Choice Art Union and Margaret McGill chose two smaller cars when she won the 2014 Kurrajong Waratah Art Union. She is pictured accepting the keys from Steven Wait, Sales Manager of Thomas Bros.

96. Volunteers Enid Prendergast and Joan Skews are great supporters of the Myer Christmas Gift Wrap in the Myer Wagga Wagga store during December as a service to their customers. Over 100 volunteers are required in two hour shifts from 12-24 December and all funds raised benefit projects Myer staff support at Kurrajong Waratah.





97. Narrandera Shire Council conducted a six week Live Well Bike Program. Facilitator of ILSI Narrandera Rosemary Orr encouraged people involved with ILSI to become involved and many are now regular bike riders. Jamie Osmond is pictured riding his adult tricycle with the encouragement of Rosemary Orr.

98. Kurrajong Waratah's Skills Lifestyle Service were delighted to be included in the disbursement of funds raised over many years through the Golden Gown Award which had in recent years established the Golden Gown Trust. The Chairman of the Trust Karenne Connors appreciated the opportunity to present three adult tricycles to the organisation for use by people with a disability. Pictured at the presentation are front row (seated on the bike) Danni Flory, back row Carolyn Eckersall, Manager Kurrajong Waratah Skills Lifestyle Service, Karenne Connors, Golden Gown Trust, Kris Whybro of Kidsons Cycles, Beth Davis and Tracey Kelly.

99. Skills Options Lifestyle Service Twilight Dance Group regularly perform Butoh, a form of Japanese dance theatre that encompasses a diverse range of activities, techniques involving slow controlled movements. Pictured preparing to perform at a local Expo are the troupe members, back Christopher Clarke, middle row l to r James Kitney, Stephen Holmes, Scott Lea and front row (l to r) Adam Chambeyron, Tracey Kelly and Alison Williams. Kneeling is Artistic Director Fernando Whittaker-Roa.

100. Mathew Simpson (left) hasn't tried archery before but is pictured receiving tuition and lots of encouragement from Kurrajong Waratah staff member Matt Loiterton.





Photo courtesy of Narrandera Argus



101. Kurrajong Waratah representatives Noelene Hogan, Accommodation Manager and Cathie Smith, Development Services Manager were invited to be guest speakers at the Inner Wheel Narrandera Garden Party. Pictured with members of Inner Wheel are (l to r) Noelene Hogan, Joy Norrie, Cathie Smith, Jenny Duce, Ann Kendall, and Beth McVicker. Members were keen to learn more about Kurrajong Waratah's services throughout the Riverina Murray region including Narrandera.

102. Deputy Chief Executive Officer, Kurrajong Waratah, Ray Carroll, Director, Bill Howitt OAM, and Richard Fogarty are pictured enjoying supper after the Yallambee Annual General Meeting in Deniliquin.

103. Noel Goodear, Yallambee Deniliquin, Amanda Shand, former Yallambee and Kurrajong Waratah Casual Director and Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah are pictured having a relaxing evening following the presentation of awards.

104. Parents of students with a disability are keen to find out what is available for their son or daughter and the Post School Expo is the perfect place to find out. Pictured visiting the Kurrajong Waratah site at the Expo are student Thomas Harmer, dad Chris Harmer, Tom Manderson, Case Worker and Crispin Lowe, Manager, Kurrajong Disability Solutions.

105. Winner of the Kurrajong Disability Solutions iPad competition held in conjunction with the Post School Expo was Cameron Miller. He is pictured with his new iPad while mum Lynda Miller (left) and Norm Corcoran (right), Business Development Co-ordinator, Kurrajong Disability Solutions look on.



# HOW YOU CAN HELP

**The options for helping are endless – the benefits start with your decision today.**

Opportunities and choice for people with a disability start today with your decision to become involved.

The ways you can be involved are endless, it might be one of the ideas below or perhaps you have other ideas. Talk to us about it – we'd really like that.



## **Volunteer as a Companion**

Do you have an hour or two a week or a month, something on a regular basis that would make it possible for a person with a disability to go out for coffee, do something they choose, have that much loved one on one time. Perhaps you'd like to be another pair of hands in one of our support programs. Even a small commitment will make a real impact.

## **Assist with a fundraising event**

We hold events and activities throughout the year to raise funds for projects and programs where no funding is available. You may be willing to wrap gifts at Myer before Christmas or sell art union tickets with another person between November and February in Wagga or nearby towns on a regular, casual or emergency basis. Perhaps being involved in a 'once only' or 'once a year event' fundraising committee interests you. Please talk to us if you can help in any way.

## **Offer physical help**

If volunteering on a regular or casual basis at our property in Gregadoo Road with other retired men, doing a few hours gardening in a group home or if you are a retired builder or tradesman who could volunteer to undertake some minor maintenance in various premises we are responsible for, you are just the person we need.

## **Donations and Event Sponsorships**

Supporting our work by your regular or one off donation would be welcome and can be put to work immediately doing just what you want – to make a difference.







There are many opportunities to enter into a mutually beneficial sponsorship arrangement on an annual or one off basis through the Kurrajong Waratah Race Day or Christmas Spectacular.

These events make it possible for us to undertake major projects, major projects that simply wouldn't be possible otherwise. Assistance of this nature will be more important than ever under the National Disability Insurance Scheme.

## Leaving a Bequest

By including Kurrajong Waratah in your Will you will be remembered for passing on a gift which will have lasting benefits for decades to come for the babies, children or adults with a disability who benefit by our supports and programs. We are extremely grateful to the people who have made this decision in the past, some shared their decision with us and we could thank them, others did not. There is no more humbling experience than receiving a bequest, someone wanting to make that one final gift to benefit people with a disability. Our Development Services Manager Cathie Smith will be pleased to provide confidential information about the correct wording to use to ensure bequests reach 'Kurrajong Waratah' to secure peoples futures. Cathie can be contacted on 0438 219 487 anytime.

## Workplace Donations

Making a donation through your regular wages is a convenient way to make a donation and receive immediate tax relief. Your \$20 donation for example will actually cost you \$13.70 after tax – people with a disability though receive the full benefit of your \$20. You don't have to wait until the end of the financial year to claim it. You simply need to advise your employer of your intention; your employer will remit the funds on your behalf. Some corporations match their staff's donations dollar for dollar which is really appreciated.

## Becoming a member

Becoming a financial member of Kurrajong Waratah connects you to a strong community of people who share a sense of commitment and interest in people's future. In addition to receiving the Kurrajong Waratah newsletter and annual report, financial members have the opportunity to participate in the election of the Board of Directors on an annual basis. Application forms are available at [www.kurrajongwaratah.org.au](http://www.kurrajongwaratah.org.au)

For further information regarding any of the above information or other ways you may wish to help please contact Cathie Smith, Development Services Manager, Kurrajong Waratah, mobile 0438 219 587 direct line 6932 6009 or email: [csmith@kw.org.au](mailto:csmith@kw.org.au)



*We all want to have choices in our lives.  
By working together, people with a disability  
can lead the life of their choice.*

