

KURRAJONG WARATAH

Annual Report

2014-2015



OUR VISION


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



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Phone: (02) 6932 6000 • Fax: (02) 6925 3386 • www.kurrajongwaratah.org.au
ACN: 002 407 294 • ABN: 55 002 407 294 • Fundraising Authority CFN 10754 • ©Kurrajong 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: Hilary Crane has been busy creating delicious biscuits in the kitchen of Divine Foods, a division of Yallambee services in Deniliquin

Inside Cover: Michelle Hocking (left) has enjoyed a day on the lake taking kayaking lessons from Deb Howard

Back Cover: Susan Duffy, Race Day Committee member and Graham Walker, a major sponsor of the Kurrajong Waratah Race Day take an interest in what Bertie is being shown on the iPad by Laura Le from Kurrajong Early Intervention Service (KEIS).

A special moment in Bertie's life

Bertie is a three year old little boy with severe physical and mental impairments that provide him with ongoing daily challenges. He is unable to sit, stand, walk, eat or drink unassisted. He is also cortically blind and non verbal. One of our biggest goals for Bertie is to enable him the means to communicate in more ways than just crying and smiling.

Bertie is very blessed to have incredibly caring and devoted therapists who are dedicated to helping Bertie achieve these goals.

It has been a long road to get to this point and a lot of different interventions have to be perfectly aligned to allow Bertie the best possible opportunity of success. For a long time now we have been working on getting Bertie to purposefully hit a button (switch) with his hand that is connected to a singing/dancing toy on an iPad app. This is teaching him to understand cause and effect. A lot of the time we feel we are playing a bit of a guessing game as Bertie has quite limited control over his gross motor so it is hard to determine whether his movements are purposeful or involuntary muscle spasms.



On this particular day, Bertie's physio wanted to try applying some kinesio tape to his pecs and shoulders and also down his forearms to see whether we could activate some of his muscles. The results were simply AMAZING!!! For the first time ever, Bertie lifted his arm

up over his ear and with some degree of control attempted to hit the button. It was clear to see that he was trying his hardest to activate the switch! With some repositioning of the button to best suit the motion Bertie was making with his arm and hand he had success!!! Several times!!! This tape gave Bertie control over his muscles that he has never had before!!! And what this meant was that we could see that he actually was making some purposeful movements with his arm. This session unlocked whole new meaning and insight into what might be going on in Bertie's brain!!!

There were tears, cheers and a sense of overwhelming relief and also disbelief. This was an incredible milestone in his development or maybe it was in ours as we are now much more in tune with our little boy!

- Richard & Felicity Wilton

Patrons for 2014-2015



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 John Cosier
Mr Herb Cowley
Mr Allan Davis
Mrs Nell Davis
Mrs Marcia Fife
Mr Wal Fife

Mr Bill Howitt OAM
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 2014 – 2015



MICHAEL KENNEDY OAM

Chairman of the Board & Life Member

Appointed to the Board: 21 April 1982

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 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

Vice Chairman

Appointed to the Board: 15 November 1995

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 he and wife Wendy's involvement with Kurrajong Waratah. Garry and Wendy have always been actively involved in the organisation's fundraising activities.

Before moving to Wagga Wagga 21 years ago, Garry was an active member of the Ardlethan Show Society, Anglican Church, School Council and Bowling Club.



WILLIAM HOWITT OAM

Secretary & Life Member

Appointed to the Board: August 2005

Qualifications: Diploma of Teaching

Bill has been involved in Disability Service Management for 38 years.

Until his appointment to the Board of Kurrajong Waratah in 2005 Bill had served on the Cypress Centre Committee in Narrandera since 1977.

Until his retirement in 2002 Bill was in charge of Special Education at Narrandera High School. In 1997 he received the NSW Director General's Award for Services to Education.

Bill was awarded the Order of Australia Medal for services to community and sporting organisations in 2008 and received the Australian Sports Medal in 2000.

He continues his community involvement, being a member of the St. Vincent de Paul Society, the Narrandera Lions Club and an examiner with the Royal Life Saving Society.

Bill and Fae have four children, their youngest son John is an employee of Kurrajong Recyclers.



PETER PERKINS

Treasurer & Life Member

Appointed to the Board: 21 April 1982

Qualifications: Bachelor of Arts, Diploma of Education.

A retired principal of a major local high school, Peter is a graduate of U.N.E. Armidale with the degree of Bachelor of Arts and a Diploma of Education. He has been a Director of Kurrajong Waratah since 1982 and has been the Treasurer for the past 19 years, monitoring and overseeing the organisation's finances.

Prior to the merger of Kurrajong and Waratah Industries in 1984, Peter had been actively involved with Waratah Industries and Kurrajong Park School for Specific Purposes since 1975. 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 also brings a valuable parent perspective to the Board as sons David and Andrew are long term employees at Waratah Industries, a significant component of Kurrajong Waratah's Supported Employment Services.



DR MICHELLE FERNON

Director

Appointed to the Board: 9 November 2007

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 in Australia and Ireland.

Married to Vince, together they run a busy Day Endoscopy Centre and 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 also a keen supporter of Caritas and a founding member of Woman For The World. Her other interests include art, reading, tennis and travel.



PAM GREEN

Director

Appointed to the Board: 22 October 2008

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

Pam was Head of Campus at 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 all, including those with a disability. She worked closely with business and community groups and supported the strong links between Riverina Institute and Kurrajong Waratah. Pam is fully committed to the work of Kurrajong Waratah and to enabling people with a disability to lead a life of their choice.

Board of Directors 2014 – 2015



GEOFF BREUST

Director

Appointed to the Board: 19 February 2014
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 Kendell Airlines as General Manager in Wagga Wagga in 1988. In 2003 he was appointed CEO/Managing Director of Regional Express (REX). Since retirement he has served on a number of Boards.

He sees his role at Kurrajong Waratah as ensuring the effectiveness of the organisation's decision-making and it has robust corporate governance.

Geoff is married to Ros and has two adult sons.



GEOFF BAMBERRY

Casual Director

Appointed to the Board: 18 February 2015
Qualifications: BA Dip Public Admin (QLD)
Dip Teach (ASOPA) MA (Sussex) PhD (NSW)

Geoff came to Wagga Wagga in 1972 to take up a lecturing position at Riverina College of Advanced Education (later becoming Charles Sturt University), retiring in 2012. However he maintains his involvement with CSU as Adjunct Associate Professor in the School of Management and Marketing.

Geoff's areas of teaching include Public Sector Management and Policy, Business Management and Ethics, Organisational Change and Development, International Business and Regional Development.

Geoff is married to Sylvia and they have three adult children. Geoff has been involved with a number of regional organisations including the Wagga Business Enterprise Centre, the Riverina Regional Development Board, Riverina Tourism and the Wagga Wagga and District Historical Society.



STEVE JAUQUES

Executive Director/CEO



DR MAX GRAFFEN

Director (Resigned 20 May 2015)



LINDA MACKELLAR

Casual Director (Resigned 19 Aug 2015)

Post Reporting Period Appointments



HAMISH CULLENWARD

Casual Director

Appointed to the Board: 16 Sep 2015
Qualifications: BComm, BActStud (ANU)
Currently completing the Chartered Accountant (CA) program

Hamish grew up on a sheep and cattle property north of Bourke. He has worked as an Actuarial analyst in Sydney for consulting firm Rice Warner Actuaries. Upon moving to Wagga Wagga, he joined Boyce Chartered Accountants.

Hamish's mum has worked for many years as an occupational therapist in regional NSW and has provided him with a passion for getting the services and education needed in these areas. As such he is excited about leveraging this passion towards serving a great organisation such as Kurrajong Waratah.

Recently married to Kate they have both loved Wagga Wagga since moving here and are looking forward to being more involved in the community in the coming years.



LOUISE LOTZ

Casual Director

Appointed to the Board: 16 Sep 2015
Qualifications: Bachelor of Communication (Advertising) CSU; Diploma in Marketing Communications CSU

Louise currently works for Charles Sturt University, Wagga Wagga (CSU) while running her own advertising and marketing company. The company provides Riverina businesses with professional business and marketing advice assisting them to achieve their business goals.

Prior to moving to Wagga Wagga and starting her business 10 years ago, she worked in the marketing and advertising industry after graduating. Her professional experience has included working overseas and in Sydney for Mindshare Australia along with IKON Communications.

The National Disability Insurance Scheme (NDIS) will commence for Kurrajong Waratah on 1st July 2017.

In addition to teaching at CSU, running her own business, being married to Marcus and mother of four children aged 5 to 7 years old, she has been an active participant in the community through her involvement in business associations and an active supporter of local charities and sports.

Report from the Chairman and Chief Executive Officer



MICHAEL KENNEDY OAM
Chairman & Life Member



STEVE JAUQUES
Chief Executive Officer

The key focus of the Board and management over the past year has been in preparing Kurrajong Waratah to be ready to respond to the National Disability Insurance Scheme (NDIS). We now have a recent announcement that for the Riverina Murray regions, where Kurrajong Waratah operates, this will occur from 1 July, 2017.

Whilst this timeframe will be disappointing to many who were hoping for an earlier rollout, the extra time has advantages for Kurrajong Waratah. It will enable us to continue our preparations to position our current services for their transition into the new NDIS scheme. It will also provide more certainty for families and people with a disability as the services and operations available to them under the NDIS continue to be developed and refined. Many of the scheme's 'unknowns' will be 'known' to us by 2017.

The Kurrajong Waratah Strategic Plan 2013-2016 has continued to be the driving force in our efforts and investments in readiness for the scheme. It is a workable strategic plan that is both realistic and bold. It ensures that we are prepared to respond to the future with conviction and in a positive, timely manner. All four key strategies and actions in this plan have all but been completed. Board members and our management team are to be congratulated for remaining on target whilst balancing many other pressures and priorities. A new strategic plan for 2016-2018 will be developed early in the New Year. This new plan will take us into the NDIS scheme.

As funding for services and care becomes more contestable in the future, Kurrajong Waratah will need new ways of working to be viable in a more competitive consumer driven market. We will need to remain strategic for opportunities to respond to the likely increased demand for our services.

This year there were reviews and changes made to our organisational structure and services and these are being managed within the framework of our strategic plan. As part of this process your Board of Directors engaged external Consultants to review the current

skill set required by disability service Boards and advise on what Board skills and attributes will be required by Kurrajong Waratah for the governance of the organisation in the future under the NDIS.

As a Board, we are excited about the future but recognise changes will need to occur. Steps to bring additional skills and resources onto the Board are occurring through inviting observers to Board meetings and from the appointment of casual Directors.

With our key focus placed on preparing for the NDIS, rest assured that our commitment to the quality and development of our current services and facilities did not diminish. We remained steadfast in continuing to put clients and their families' at the forefront of what we did and will continue to do.

A needs analysis underway in the Temora Shire and supported by Temora Council, will better inform us of the types and scale of services that are required by people with a disability and their families living in the Shire. Similar needs analyses will be occurring in other Shires including Narrandera and Deniliquin in the near future.

Capital investment decisions have also been made during the reporting period to ensure adequate facilities are available from which to deliver our services. Alterations and additions to our Kurrajong Early Childhood Intervention centre in Wagga Wagga and the development in Narrandera of four, two bedroom units on land in the main street area are underway. This long awaited supported accommodation project in Narrandera will provide people with a disability the opportunity to develop independent living skills prior to moving into their own accommodation choice.

Planning to construct the first building at our Hildasid Community Farm in Wagga Wagga is also underway. The construction of the first building in 2016 will enable our current Skills Options Lifestyle Services to be relocated from our Lord Baden Powell Drive, Wagga Wagga - head office site. Apart from providing better facilities and opportunities for people with a disability,

The Kurrajong Waratah Strategic Plan 2013-2016 “has continued to be the driving force in our efforts and investments in readiness for the (NDIS) scheme”

this move to Hildasid will also enable our administration and support services at the head office site to be consolidated.

In Deniliquin, the purchase of a building in the main CBD area to provide alternative service options is also currently being investigated. We hope to purchase an appropriate property in the near future to expand our Skills Options Lifestyle Services’ options operating in the Shire.

Plans are also underway to enhance Kurrajong Waratah’s service presence in Albury and Griffith as part of our service initiatives over the next 12-18 months.

Underpinning our current service delivery and our plans for the future is an effective and mature system to ensure that quality services are delivered across all our sites. In July our external quality assurance auditors reviewed Kurrajong Waratah’s services and we have now fully transitioned our quality systems across to the National Standards for Disability Services in readiness for the NDIS.

The auditor’s report commended Kurrajong Waratah for our “commitment to continuous improvement, and the plans that have been developed to prepare for the NDIS rollout in the near future.”

We know that many challenges as well as opportunities lay ahead as we respond to the unmet demand for our services and in our transition to new models of service



Daniel Fortington's love of animals, in particular horses, means his involvement with RDA is a perfect match.



Faye Jones enjoys making jigsaw puzzles during relaxation and fun therapy in Lifestyle Option Services in Deniliquin. She was particularly proud of her recent accomplishment with a 3D puzzle.

delivery with changed funding under an NDIS.

We have a strong team in our Directors, management team, staff and volunteers who give so much of themselves to improve our services and our practices. We are confident that Kurrajong Waratah will continue to show the uncompromising leadership and service innovations needed to support people with a disability and their families now and into the future.

Thank you to everyone who has helped Kurrajong Waratah with the outcomes that are reported in this annual report, but more importantly in helping deliver on our Vision for people with a disability and for their families and carers “to lead a life of their choice.”

Thank you.

Michael Kennedy OAM
Chairman and Life Member

Steve Jaques
Chief Executive Officer

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 2014 to 30 June 2015 and which indicate an extremely satisfactory result.

In the summary of "What We Earned" in the Income Statement on page 9 of the Annual Report you will note the entry "Net Assets on Consolidation of Yallambee Deniliquin" of \$2,199,000 which represents the transfer of assets from Yallambee across to Kurrajong Waratah following our merger. This is regarded as an extraordinary item and is not considered as relating to the operating result for the year from our normal operations.

Thus total revenue for the year was \$25.5m (\$27.7m less \$2.2m) representing an increase of 17% on the previous year due largely to an increase in government funding of 19% with lesser increases in the other income sources. State government funding of \$13.4m plus Commonwealth government funding of \$3.2m results in total government funding of \$16.6m or 66% of total revenue with income from our own businesses contributing \$6.7m or 26% of total revenue while fees/other income and fundraising contributed 6% and 2% respectively of total revenue. The Kurrajong Waratah Race Day at the Murrumbidgee Turf Club and the annual Art Union are not only major fund raising events but are also significant community events helping to profile the work we do.

Total expenditure for the year was \$24m which is an increase of 12% on the previous year and staff costs have risen 19% to \$15.9m which indicates that the majority of the organisation's expenditure, including the additional income that was received, is on the provision of direct services to our clients. Expenditure of this magnitude on wages salaries and associated payments has considerable impact, through the multiplier effect, on the economies of the local government areas in which services are provided.

Pleasingly, administration costs were only 6.8% of income which is a very low level when compared to industry benchmarks of 12-15% and higher.

The operating result for the year (not including the extraordinary "Net Assets on Consolidation of Yallambee Deniliquin") is a surplus of \$1.5m as compared with the budgeted surplus of \$306k. This better than budget surplus was largely due to several exceptional factors including a grant from the Environmental Protection Authority of \$688k,

and favourable processing fees that were received for our E-recycled material.

Operating surpluses are essential to fund our capital expenditure which is typically not funded from recurrent government subsidies, and to build a buffer for future unexpected business costs.

A sound asset base, 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 and Board governance.

The past year has seen a significant increase in the organisation's asset base and cash reserves. Total assets of \$39.8m and total liabilities of \$12.1m have resulted in net assets of \$27.6m. This year has seen the organisation's available working capital to be \$10.7m as at 30 June 2015. The Board has a facilities upgrade and service expansion strategy going forward, that will invest some of these funds in new and improved facilities for our services. The organisation's working liquidity, which is one of the measures of Kurrajong Waratah's overall financial health, is very sound with unrestricted current assets being five times greater than unrestricted current liabilities.

The implementation of the National Disability Insurance Scheme in this region in 2017 will be accompanied by some financial issues for the organisation with the traditional block funding being replaced by retrospective payment for individual services. This will create challenges relating to cash flow, liquidity and capital expenditure. However, 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

Income Statement

WHAT WE EARNED \$,000

Sale of Goods and Provision of Services	6,670
Government Subsidies	16,617
Interest	449
Rent and Contribution Investment Properties	474
Fees, Fundraising, Donations and Other Income	1,154
Gain on Disposal of Property, Plant and Equipment	126
Net assets on consolidation of Yallambee Deniliquin	2,199

Total Revenue	27,689
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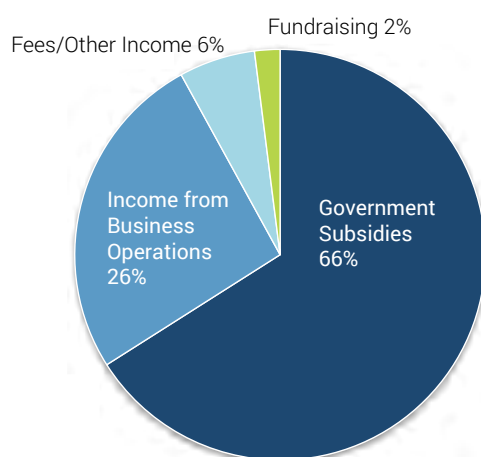
WHAT WE SPENT \$,000

Staff costs	15,867
Property, Plant and Equipment Depreciation	1,466
Cost of Sales	1,247
Operating Expenses	5,397

Total Costs	23,977
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SURPLUS FOR YEAR 3,712

Income 2014 / 2015
(not including Yallambee net assets)



Balance Sheet

WHAT WE OWN \$,000

Property, Plant and Equipment	18,526
Investment Properties	2,233
Cash and Cash Equivalents	17,278
Debtors	1,101
Stock on Hand	318
Other	317

Total Assets	39,773
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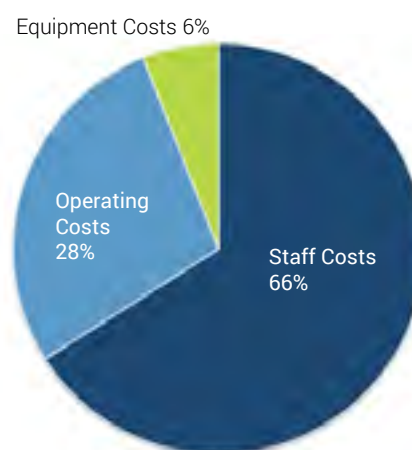
WHAT WE OWE \$,000

Creditors	6,814
Rosebank Occupancy Deposits	3,549
Provisions	1,722
Borrowings	45

Total Liabilities	12,130
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EQUITY 27,643

Expenditure 2014 / 2015



Libby *loves* to fish



Libby Biar has always had a keen passion for the great outdoors whilst relaxing in her fold out chair with a fishing rod in hand and the company of her friends.

During the warmer months and on the weekends Libby will often wake up and say to staff "please take me fishing Mate," so out comes the fishing gear, hats, sunscreen and the picnic lunch ready to spend the day at the hopefully lucky fishing spot that Libby has picked out for the day.

Libby has now been fishing for the past three summers and is able to bait her hook and has reeled in carp, cod and even reeled in a turtle.

The day fishing often consists of Libby nodding off in her fishing chair but is soon woken to the sound of the bell on her rod. Libby will then start reeling in her prize.

Libby's favourite part of the process is releasing her fish back into the water and to sit there in her comfy fold out chair until the sun goes down.

Photo: Libby reels in another catch!

Caitlin *achieves* *one dream* and sets herself another

Caitlin Andracchio is about to embark on her first paid employment job as a Laundry Worker at our Narrandera Laundry and Linen Service. This was a goal she had set herself and worked hard to achieve through Kurrajong Waratah's 'Transition to Work' (TTW) program for school leavers.

This is not Caitlin's or her grandmother Terry's first involvement with Kurrajong Waratah.

"It's funny how things go in circles," Terry said.

"It is almost twenty years to the day that Caitlin first attended the Kurrajong Early Childhood Intervention Service in Wagga Wagga and benefited from all that was offered, initially every week, then monthly for three years."

On advice from the Kurrajong Early Childhood Intervention Service, Caitlin was enrolled in the Support Class at Tolland Primary School in Wagga Wagga for half a day every week for a year. She then attended preschool in Narrandera and mainstream schools after that.

Whilst at school in Year 10, Caitlin began a school-based work experience program with Kurrajong Waratah. This was followed by completing the 'Becoming a Worker – Certificate 1 Employability Skills' course under the TTW Program at the same time as undertaking work experience in the laundry and linen service.

As well as this work experience, Caitlin has also gained valuable work experience in childcare and at the local IGA supermarket with support from Kurrajong Waratah's TTW staff.

Caitlin will tell you she really enjoyed all her work experience placements where she has met lots of people.

"My skills have gone up the scale. In the future I would like to serve people, get money, learn more skills and work with people I know. I will be overwhelmed when I get a job," she said.

Vocational Training Officer at Cypress Centre, Rachael Hyde has seen Caitlin grow and couldn't be more proud of her. "Caitlin has come a long way from a Year 10 student. She has improved out of sight, taking on more responsibility. She is a great worker in our laundry business – unloading the bags of linen, sorting it, then loading and unloading the washing machines. She has also learned to flatten and press pillow cases with our industrial press."

Caitlin also uses other Kurrajong Waratah services in Narrandera such as the Independent Living Skills Initiative (ILSI) program that helps her develop her independence, recreation and social skills and to be more involved and independent in the community.

For grandmother Terry, the support from Kurrajong Waratah has meant a sharing of the load and more independence for both Caitlin and herself.

"We are very fortunate in having Kurrajong Waratah's services, particularly in Narrandera, and the caring staff have been 'the icing on the cake'. Caitlin has made so many gains and will continue to do so with their assistance," Terry said.

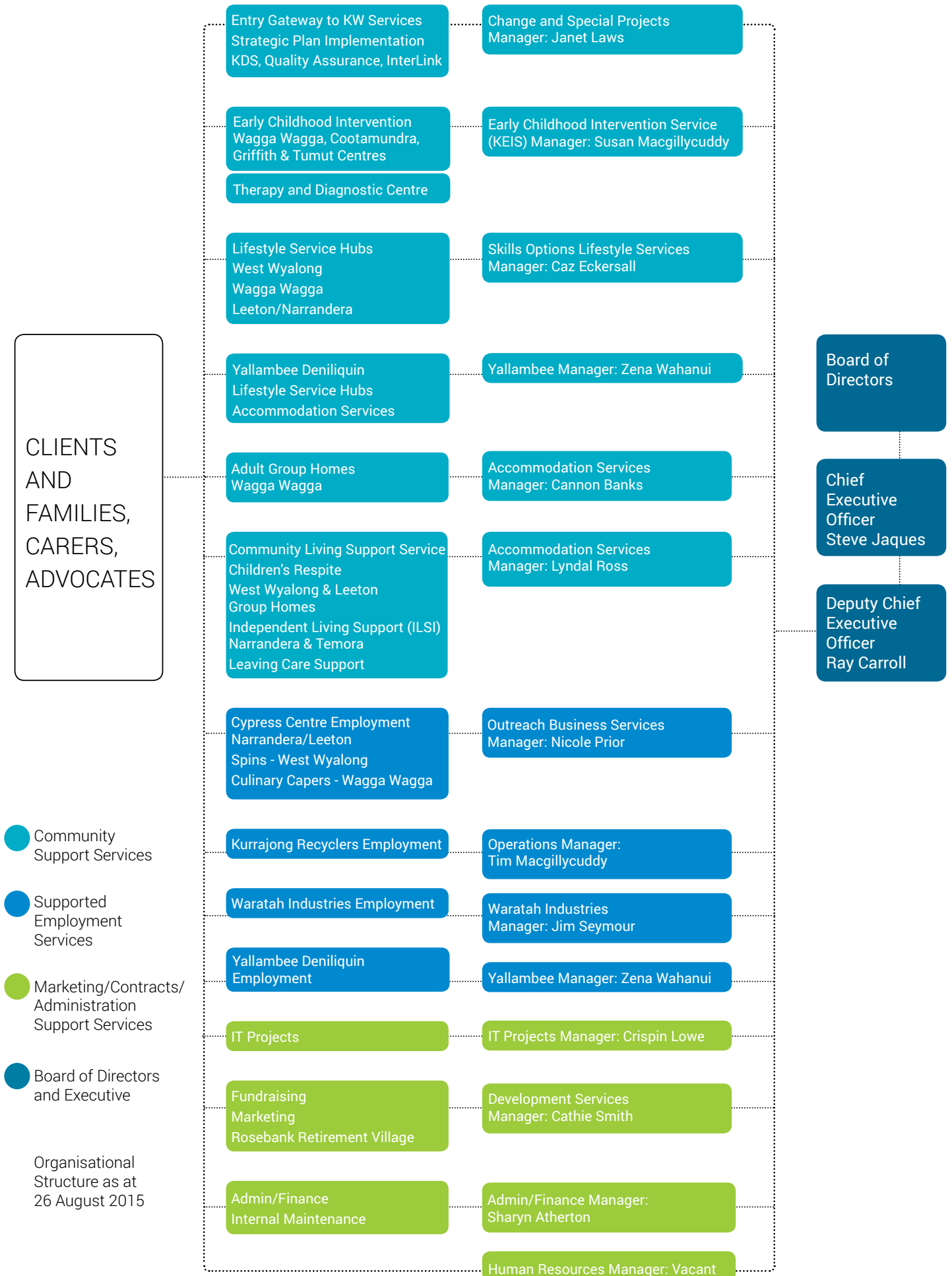
For her future, Caitlin is aiming to live independently from her grandmother in a supportive environment and would like to have her own transport one day.

Her entry into the workforce may just be the first step to achieve those goals.

Photo: Caitlin with grandmother, Terry, in Narrandera.



Organisational Structure



Management Team



STEVE JAQUES
Chief Executive Officer
31 Years of Service



RAY CARROLL
Deputy Chief Executive Officer
24 Years of Service



SHARYN ATHERTON
Administration/Finance
Manager
10 Years of Service



CATHIE SMITH
Development Services Manager
28 Years of Service



CRISPIN LOWE
Kurrajong Disability
Solutions Manager
18 Years of Service



JANET LAWS
Change & Special Projects
Manager
23 Years of Service



SUSAN
MACGILLYCUDDY
Early Childhood Intervention
Service Manager
8 Years of Service



CAZ ECKERSALL
Skills Options Lifestyle
Services Manager
25 Years of Service



CANNON BANKS
Accommodation Services
Manager
14 Years of Service



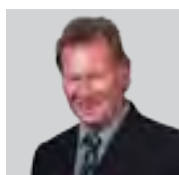
LYNDAL ROSS
Accommodation Services
Manager
17 Years of Service



ZENA WAHANUI
Yallambee Deniliquin
Services Manager
10 Years of Service



NICOLE PRIOR
Kurrajong Business Services
Manager
10 Years of Service



JIM SEYMOUR
Waratah Industries Manager
6 Years of Service



TIM MACGILLYCUDDY
Kurrajong Recyclers
Operations Manager
6 Years of Service



Liam can now *tell* people what he wants

Liam is a 3 year old boy who lives in Batlow with his mum Peta and dad John. Liam was diagnosed with Autism Spectrum Disorder at 2 years of age. At that stage, Liam's interests were limited to opening and closing doors repetitively. He was not interested in interacting with people and did not use any words.

Since he has been attending Kurrajong Early Childhood Intervention Service, Liam has received regular input of Occupational Therapy from Amanda and Speech Pathology from Sarah. Amanda recommended that Liam wear a special compression suit called a spio suit which assists him to feel calm and interact with people in his environment. Since wearing his spio suit, Liam has started taking turns in games with his parents, gains eye contact and smiles at people.

Sarah also started using the Picture Exchange Communication System (PECS) to provide Liam with functional communication so he can express his needs to lots of different people in his life including his mum and dad and carers at the childcare centre he attends. Since commencing PECS, Liam has started using a folder full of pictures to communicate his needs to people. He pulls the pictures out of a folder and gives it to an adult to "tell" them what he wants. He has also started to develop his language and has said words such as "bubbles", "more", "bot-bot" (bottle) and "bed time" which have been so exciting for his parents and everyone.

Photo: Liam is using PECS to request a favourite toy from mum Peta Bird .

Conversation turns dream into *reality*

Lifestyle Services participant Michelle Hocking had a dream. She had always wanted to go into the middle of Lake Albert in a kayak, but never had the chance.

Support worker Deb Howard, who through conversation with Michelle, was determined to help her achieve her dream. So a plan was hatched to head to Lake Albert during a World Senses activity.

Deb says, "It took a little while to organise a tandem kayak. I had a friend who had one and he was happy to help out. My husband transported the kayak to Lake Albert so we could use it and he organised a life jacket for Michelle to wear."

"Michelle sat in the front and chose not to use the paddle. We went towards the middle of the lake and she was so excited about it. I asked Michelle if she wanted to go back and she said she wanted to go further out into the middle of Lake Albert, which we did."

Michelle was proud of her kayaking experience and told many people how much she loved it.

"It made me realise that we could go a step further and I suggested that we could do kayaking each week at the Charles Sturt University pool. We could use a kayak that I had purchased," Deb said.

But this time it would be different. Michelle would be on her own in the kayak.

"I organised with the University pool staff to use the shallow pool so that Michelle and other people I support could get the feel of balancing the kayak by themselves," Deb said.

"The activity turned out to be a great success and more people joined the kayaking session. We went on many occasions last summer. Michelle kept saying, 'How cool is that!' every time she had a turn."

"Everyone has asked if we can go kayaking again so we will put our lifejackets back on and hit the water again this summer."

"I'm pleased that I was able to help Michelle achieve her dream and I had fun as well. It really was a great adventure."



Photo: Michelle happily heading off to another kayaking lesson.

Our Programs & Supports

ENTRY GATEWAY TO SERVICES

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

Assistance and transition in educational settings for post-school opportunities

Intake entry into Kurrajong Waratah services

Case Management

Transition to Work Program

Becoming a Worker Program

ADULTS PROGRAMS AND SUPPORTS

Personal support and training in a wide range of skills development and personal interest activities:

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

Recreation and Leisure

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 SUPPORTS

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

INTERLINK AGEING PARENT/CARERS PROGRAMS AND SUPPORTS

Provides support and assistance to older parent/carers still with their son/daughter with a disability living at home with them:

Case management

Assistance and information, referrals to services

Help with managing care responsibilities

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:

Behaviour Management training programs

Mentor network meetings

Individual Needs Analysis

Other roles delivered are:

Quality assurance for Kurrajong Waratah

Preparation for National Disability Insurance Scheme (NDIS)

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

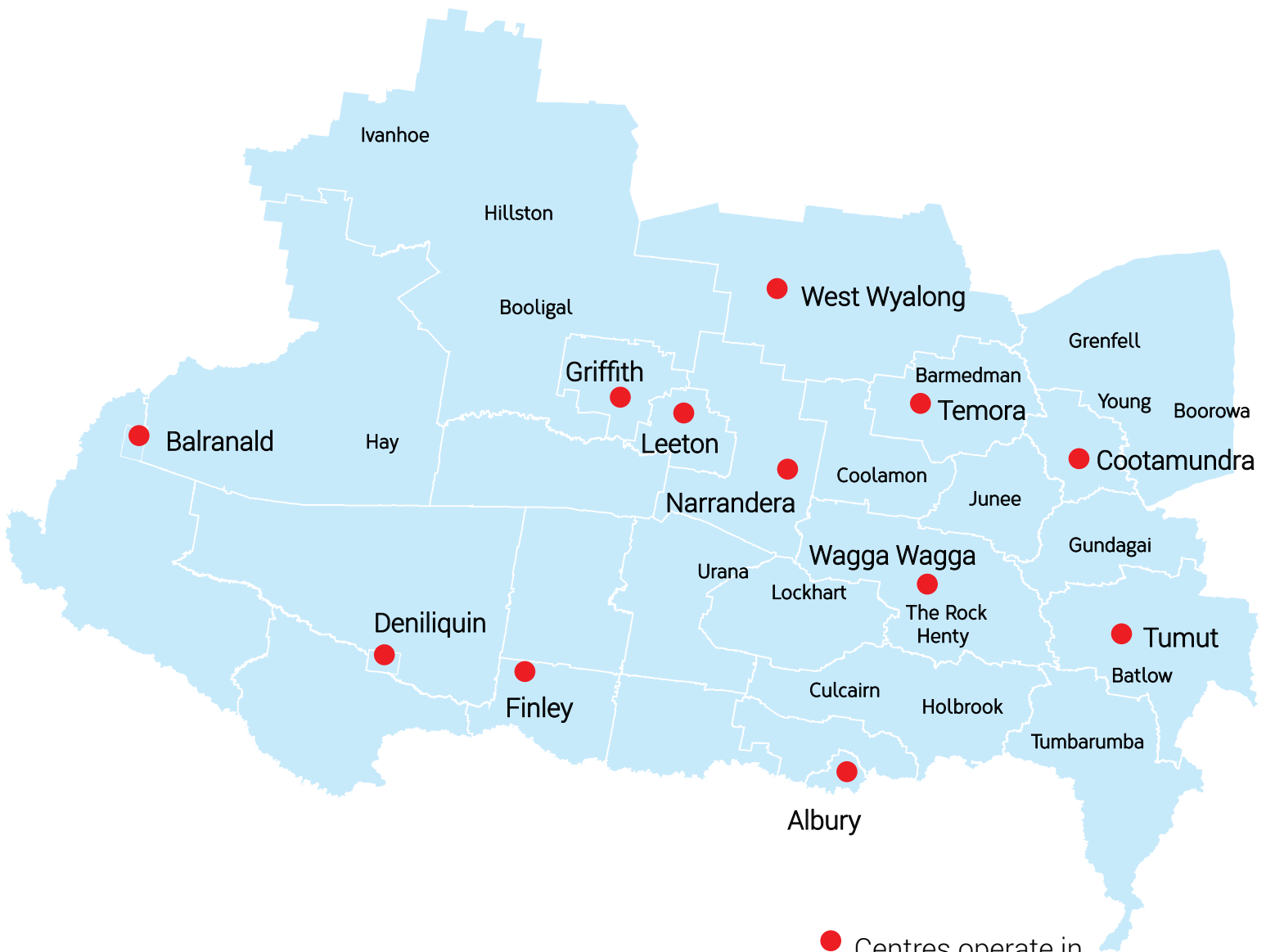
Babies Group parent support and development program

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.

A photograph of three people riding blue tandem bicycles on a paved path. On the left, a woman with red hair and a purple helmet is riding. In the center, a man with a white and black helmet is riding. On the right, another man with a black helmet is riding. They are all smiling and looking towards the camera. The background features a large, leafy tree on the left, a calm lake in the middle ground, and a clear blue sky. The path is paved and runs along the edge of the lake.

Pedal Power

When Wayne Emerson isn't busy working at Waratah Industries, you will see him pedalling towards his new goal in our Skills Options Lifestyle Services.

After not riding a bike for more than 10 years, Wayne decided it was time to put the helmet back on and take up the challenge.

"I started riding a bike when I was a young boy. I used to ride around the yard at my house on the Central Coast," Wayne said.

"I soon learnt to ride a two-wheel bike and I enjoyed doing this for many years. But I stopped riding over 10 years ago and I thought it would be good exercise to start again."

As part of the plan to ride again, Wayne and Nikki Davis, a support worker with Kurrajong Lifestyle Services, spent a full day working on his new goal.

"We practised for hours around the streets and parks of Lake Albert. I thought it would be good if I walked alongside and helped Wayne to steer," Nikki said.

"When Wayne first started out he was not very confident but he was soon zig-zagging his bike through the AFL goal posts on Lake Albert oval. By the end of the day Wayne was zig-zagging through much smaller gaps between posts on the Lake Albert oval canteen verandah.

"It was a great way for Wayne to get his confidence and skills back."

Wayne now joins a bike riding group who head to Lake Albert each week and explores the local community.

"It really made a difference to ride all day. It helped me to take control of the bike," Wayne said. "I've enjoyed learning to ride again and it's great to be able to go with the group every week. I love it."

Photo Wayne Emerson (centre) joins Danni Flory and Adam Chambeyron for a bike ride by the lake.

Tom is loving the *choices he makes*

Carol and Chris Harmer thought their son Tom would settle in well at Kurrajong Waratah's Lifestyle Services program in Wagga Wagga after leaving school. But they never imagined that he would forge ahead with so many achievements in such a short amount of time.

"Tom has become more confident and independent since he started at the Lifestyle service this year," Carol said. "The service has really helped him to develop skills, and we have noticed that Tom has gained more strength because of some of the activities he is doing, such as woodwork, sport and car maintenance."



Tom was already familiar with our Lifestyle Services before leaving school, taking part in orientation sessions to the service while he was in Year 12. His sister Emily is also a Lifestyle participant.

"I think the orientation helped Tom as he knew what to expect and he felt comfortable with everyone," Carol said. "Tom is treated like an adult and we feel that this has contributed to his growth. He has made some good friends at the service."

Carol said Tom looks forward to attending each day and taking part in the activities featured on his roster. "His roster is full of variety and he has enjoyed going on several trips to Canberra with his colleagues during the year," she said.

"He is also eager to help with tasks at home because of what he has learnt at the service. He offers to put petrol in our car. I know that Tom worked hard at developing this skill during the year."

Tom is also proud of his Clean up Wagga Wagga activity.

"When we drive past any park he will purposely look to see if it needs to be cleaned. We also go for a drive past the park he has just cleaned and say how great it looks now," Carol said.

"We love that the service is person-centred and is in line with his interests and needs so that Tom can choose his activities. When Tom first started at the service he tried some activities but didn't like them and decided to change. We think it is great that Tom can speak up and have control over his roster. He really is learning to lead a life of his choice."

Photo: Tom vacuuming the Skills Options' service car.

Organisational Overview



RAY CARROLL

Deputy Chief Executive Officer

Operationally the organisation has continued to change and grow to meet the needs of over 1300 people with disabilities that we provide support to.

Once again there were many outstanding achievements and highlights across all sections of the organisation.

Merger with Yallambee Deniliquin completed

From 1st July 2014 the merger with Yallambee in Deniliquin was officially finalised. The merger has been very positive and brings the supported employment businesses, day services and accommodation services in Deniliquin, Finley and Balranald under the umbrella of Kurrajong Waratah. The merger has had a very positive impact on the services, staff, employees and people we support. The group home underwent an extensive renovation and the residents are extremely happy with the finished result. Last year Yallambee reached 40 years of service to the Deniliquin and surrounding communities and in November 2014 a very well attended dinner was held to celebrate this outstanding milestone.



Divine Foods team member, Megan Everitt, serving vegetable portions ready to be delivered to customers by the "Meals on Wheels" volunteers.

Establishment of Change and Special Projects section for NDIS readiness

During the year a Change and Special Projects section was created to bring together our project initiatives and quality assurance to commence to deal with matters as we move towards the National Disability Insurance Scheme (NDIS). An internal change group was formed which comprised staff representatives from sections of the organisation. The change group's role has been to support the initiatives being developed and ensure a focus on strengthening our person-centred culture for the people we support. This group has also been instrumental in helping staff to understand the different issues and opportunities that sections within Kurrajong Waratah will face as the NDIS rolls out in our operating area from 1st July 2017.

Quality Assurance has again been an integral and important part of our operations. External audits for our Commonwealth funded business services and our Environmental Management System (EMS) were successfully conducted with no non conformities. Apart from having responsibility for the above annual audits our Quality Assurance section facilitated Employee Satisfaction Forums, maintained our policies and procedures reviews, conducted Internal Quality Monitoring (IQM) assessments and facilitated staff training including Professional Practice workshops for new staff.

Our InterLink project that supports older parent/carers still with the responsibility of their son or daughter with a disability at home provided flexible and responsive services to approximately 500 families across the Riverina and Murray regions. To help sustain the wellbeing of older parents and carers, InterLink provided emergency respite care, future care planning, service coordination and linkages to local services, as well as

Our InterLink service:

- ▶ supports 516 families across the Riverina Murray region, including 73 aboriginal parent carers;
- ▶ has carers with an average age of 70.6 years old with the oldest being 92 years old;
- ▶ has 28 families caring for more than one family member with a disability.

assisting ageing carers to work through government programs and forms and they also arranged specialist doctors appointments and consultations as required.

Our behaviour intervention training and support project 'People for People' (P4P) will soon be concluding. The resources we have developed in this project are being converted into online training packages and learning modules which will be a valuable resource for any disability services in the sector to access and use in the future. A Communities in Practice program (CiP) comprising local networks that meet regularly, offering managers of non-government disability service providers a platform to share personal knowledge, information and experience, was also completed during the year for services across the western region of NSW. This project was made possible with funding from our peak advisory body, National Disability Services.

Kurrajong Disability Solutions (KDS) have had a very busy year acting as the gateway to the organisation's adult services and referring people to the most appropriate Kurrajong Waratah services. There were 22 new referrals who secured a placement in our supported employment services or lifestyle day services.

Early Childhood Intervention and School Aged Therapy Services

Our Early Childhood Intervention Services in Cootamundra, Griffith, Tumut and Wagga Wagga again provided excellent early intervention services to 516 children and their families. Our school aged therapy services delivered speech pathology and occupational therapy services to 126 children and demand for this



Mum, Betty Roth and InterLink Coordinator Tracey Collins make Jason comfortable in his new wheelchair.



Kaye and Jamie Payne discuss his support needs with InterLink Case Manager, Jackie Caqusau (centre).



Jess Salmon participating in the 'Becoming A Worker' course at Kurrajong Disability Solutions.



Emma Sharman restocking shelves at her work placement at Coles.

Our Early Childhood Intervention Service:

- ▶ provided support to 516 children and families in 15 local government areas, including 389 from KEIS in Wagga and 127 from GEIS in Griffith;
- ▶ provided school aged therapy to 126 children through Speech Pathologists or Occupational Therapists.



Turn taking is fun with Janine and Harvey at Kurrajong Early Childhood Intervention Service.



Fletcher working hard at problem solving at Kurrajong Early Childhood Intervention Service.

service continues to grow. In addition, speech pathology services were delivered under a contract to the Riverina Medical and Dental service for aboriginal children.

Also during the year a new innovative training model for long daycare and pre-schools called the Teaching Pyramid Model was introduced. This training focuses on prevention, promotion and intervention that support all children to be included in early childhood, education and care settings. Our model was presented at the Early Childhood Intervention Australia conference in May 2015 and has been nominated for a NSW Disability Industry Innovation award in 2015 in the category "Leadership in community partnerships and transformations." The continuing demand and growth in this service area will see long overdue alterations and extensions made to the Wagga Wagga centre by early 2016.

Support Accommodation Services

Our adult and children's supported accommodation services in Deniliquin, Leeton, Wagga Wagga and West Wyalong comprise 13 group homes supporting 49 people with a disability in a safe and comfortable environment. Our respite care service supported 55 people and our Community Living Support Service in Wagga Wagga 14 people. There were also 37 people supported through Kurrajong Waratah's Independent Living Skills Initiative (ILSI) services in Narrandera and Temora plus Leaving Care and Supported Living Fund programs.

In total 155 people with a disability received valuable supported accommodation support from our services.

Over the last 12 months there has been an increased focus on the person-centred culture in our service teams. Team meetings now actively discuss and use person-centred tools to help build a network of assistance for the interests and needs of each person that we assist and support. As a result many positive outcomes are occurring in each person's life.

Accommodation Services provided:

- ▶ **155 adults and children ranging in age from 10 to 64 across 40 locations including group homes, units and other premises in West Wyalong, Temora, Wagga Wagga, Narrandera, Leeton and Deniliquin.**

Lifestyle Day Services

Our Lifestyle Services in Deniliquin, Leeton, Wagga Wagga and West Wyalong continued to provide an extensive range of personal options, skill development and interesting activities to around 107 people with a disability. There has been an increased focus on using technology and the different choices this creates for people we support. Many now are becoming proficient in using an iPad and our computer systems have been upgraded so people can use Skype to keep in touch

In our Lifestyle Programs in Wagga Wagga, Leeton and West Wyalong

- ▶ **80 clients received services;**
- ▶ **the introduction of iPads for our clients has been very positive as has our continued involvement with the community through a range of activities and programs the clients choose.**



Jaz Seymour (right) enjoying his afternoon tea with Support staff Corey Shoemark.

with friends, family as well as with other people in our services across the Riverina and Murray regions.

Supported Employment (Business Services)

The supported employment businesses that we run in Deniliquin, Leeton, Narrandera, Wagga Wagga and West Wyalong provided valuable employment and training opportunities to around 173 supported employees with a disability.

Waratah Industries increased their intake of school leavers into our Transition to Work (TTW) program, providing excellent vocational training and other work readiness opportunities for school leavers. Safety was again a main priority in this timber processing business due to the amount of material processed and the machinery used. Our safety targets were continually met or exceeded. As part of Quality Assurance, Waratah Industries also successfully met the six monthly external audits in relation to the heat treatment process of their timber. These audits are compulsory for any timber or timber product which is exported out of Australia.

Kurrajong Recyclers had a major upgrade of its machinery and equipment at the Materials Recovery Facility in Wagga Wagga this year. The upgrade was partly funded by the Environmental Protection Authority (EPA) and the Australian Packaging Covenant (APC). Prior to the upgrade, three tonnes of kerbside household recyclables per hour were being processed. The upgrade now enables output at eight tonnes per hour with plans of further upgrades to bring the output to 10 tonnes per hour. Our glass crushing plant is completed and all glass received is now able to be converted into a substitute product for sand or for landscaping purposes.



Jacob Wyllie helps to care for chickens at Hildasid Community Farm.



Beth Davis works on her fitness while using exercise equipment at Lake Albert.



Not only is Kevin Ritzau a qualified timber grader, but is now in the process of training other employees.

Our Internal Maintenance section is a very valuable resource for the organisation. Apart from providing grounds and property maintenance to over 35 properties in Wagga Wagga and surrounding towns and fleet management for over 100 vehicles, this section also controls the school bus contract with the Department of Education.

Culinary Capers staff and our supported employees provided great products and service externally to local businesses in Wagga Wagga and internally to Kurrajong Waratah through catering services and the provision of fresh cooked diced chicken meat. We realise that we are operating this business in a very competitive business environment and as such we are looking at ways to provide a more innovative and customer driven service to increase our sales revenue.

As with Culinary Capers, our outreach supported employment services also operate in very competitive markets. Cypress Recycling in Narrandera recycled five tonne of recyclable material a week as well as providing lawn mowing and gardening services to Narrandera residents. The Narrandera Laundry and Linen Service increased their turnover by 15% due to the acquisition of new business from Griffith, Wagga Wagga and West Wyalong motels which was an excellent achievement. The Leeton Ironing Basket continued servicing the

Waratah Industries

- ▶ **processed 903,653 lineal metres of timber during the year - this would cover the distance around Australia 60 times;**
- ▶ **maintained their strong association with the local timber operations and provided services to meet their needs.**

Out by the truckload

- ▶ **Kurrajong Recyclers processed 15617.85 tonnes of recyclable material during the year. That equates to 462 B-double truck loads**

ironing and washing needs of Leeton residents for three days a week with the remaining two days operating from Narrandera. Spins Recycling in West Wyalong recycled seven tonne of recyclable material per week and Café Peckish continued providing excellent snacks, meals and coffee to local and travelling customers. A fundraising initiative by our West Wyalong staff, employees, clients and families during the year has enabled artificial grass to be laid at the front of the café to enhance the outdoor area which looks fantastic.

Our Internal Maintenance team

- ▶ **maintained the grounds and property of premises owned and operated by Kurrajong Waratah;**
- ▶ **serviced and maintained over 100 motor vehicles in our fleet.**



Employees working at Kurrajong Recyclers. Among them is Arthur Webster pictured on the final sort belt.



Kurrajong Waratah has responsibility for building and vehicle maintenance. Nat Klein is pictured doing a regular check on one of the vehicles.

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) - our industry association

NSW Department of Family and Community Services incorporating;

- Ageing, Disability and Home Care
- Housing NSW

NSW Department of Education and Communities

NSW Environment Protection Authority (EPA)

Commonwealth Department of Education, Employment and Workplace Relations

Centrelink

Riverina and Murray region local government Councils



Over 8,127 meals are prepared at West Wyalong's Café Peckish each year. Gillian Judd is competent in a number of areas both in the kitchen and cafe.



Narrandera Laundry & Linen Service is a hive of industry. Pictured folding linen for a local motel is employee Sam Leeney.

Back of Office services

The Finance, Administration and Development Services departments that sit behind and support our direct service delivery areas have again provided outstanding support to all sections of the organisation. The sheer volume of work that these departments produce in financial accounting, payroll, general administration work, marketing and promotion is huge and these functions will become even more crucial as we move into an NDIS environment from 1st July 2017.

Kurrajong Waratah is extremely fortunate overall to have capable and committed staff that will help us embrace and succeed with the changed requirements of the future.

Finally, I would like to thank our CEO, Steve Jaques for his continued advice and support during the year. We have an excellent management team supported by capable staff that understand and are passionate that the work we do as an organisation enables people with a disability and their families to lead a better quality life.

Ray Carroll
Deputy Chief Executive Officer

Busy year for Outreach Team:

- ▶ Narrandera Laundry and Linen Service processed 189,095 kg of linen last year and ironed 846 baskets for domestic customers.
- ▶ Cypress Recycling processed 245 tonnes of paper which equates to 416 bales
- ▶ Leeton Ironing Basket ironed 1,814 baskets last year for domestic customers.
- ▶ Café Peckish West Wyalong served 3,175 coffees and 8,127 meals last year.
- ▶ Spins Recycling baled and sent away 441 bales, weighing 363.4 tonnes

Treasured memories a benefit to everyone

Gathering treasured memories from families of people we support has been a rewarding experience for Kurrajong Lifestyle Services support worker Karen Salabert.

Karen has been busy collecting and recording family information and experiences to find out what people in our Lifestyle Services have enjoyed doing in the past.

"Recording a person's story reminds us of who they are, their gifts and strengths and their dreams. It can also remind us to avoid certain things when supporting them," Karen said.

"Creating a history map, which is a person-centred tool, can lead to goal setting or just getting to know a person better."

"A history map explores things that someone has done in the past and new ideas can be generated from this," Karen said. "It's amazing how learning about the past can help develop the future and provide more opportunities for people."

Karen said that she had enjoyed talking to families and learning more about people Kurrajong Waratah support.

"It's nice hearing everyone share the different memories they have of their family. I feel really lucky to have been able to work on this project. It has been such a positive experience."

Annette McCaig said her family enjoyed reflecting and talking about the good times they shared with her son Paul as he grew up in Wagga Wagga.

"It was great to look back and remember Paul as a young boy. Paul loved looking at old photographs of his brother, Graeme and our pet dog. My family is keen for me to do the voice-over of Paul's history presentation so it would have a special meaning for him."

Karen said looking over old photographs had brought joy to people we support, their families and staff.

"I showed Lorraine Pitman some old photos one day and to see her eyes light up with memories was fantastic."

"I also showed Wendy Cowley her history map with photos of her family over the years. Wendy had tears of happiness in her eyes and kept thanking me. Her reaction made me cry. It was a very special moment for both of us."

Karen said looking back on a person's past had been instrumental in helping staff provide better support to people.



Photo: Wendy shows her obvious delight when looking at old family photos.

Success based on community partnership

Development Services Report

We are again proud to report results which reflect our strong partnership with the community.

With many organisations and causes seeking community support today we are incredibly appreciative of the many corporations and individuals from throughout our area who support our work knowing their commitment is benefiting people with a disability and contributing to them leading a life of their choice.

This will continue to be a vital aspect of our partnership with communities both in fulfilling our vision and blending with the National Disability Insurance Scheme which is similarly based on people having choice.

There are as many ways our community partners engage with us 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, set up a payroll donation through their workplace, while others have conducted an event or supported those we conduct already, made arrangements for their final gift through their Will - the list goes on.

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.

This report shares with you some of the particular areas where community support is demonstrated.

OUR EVENT COMMITTEES

Race Day Committee

The efforts of our race day committee continue to be inspirational and produced very pleasing results this year for our Early Intervention building expansion and upgrade program for babies and school aged children.

This year's result was an all time record on many fronts. I encourage you to read the 'Through the Lens' section about our race day which provides more detail.



Kurrajong Waratah Race Day Committee are justifiably proud of their achievements. A cheque for \$151,554.35 was presented to Kurrajong Waratah from the committee of the 2015 Kurrajong Waratah Race Day. Pictured (l-r) are committee members Susan Duffy, Lindsay Garnock, Cathie Smith, Kurrajong Waratah Development Services Manager, Andrea Bradley, Sophie Cheney, Craig Barrett, Michelle Steel, Chairman Rob Balding, Nigel McKellar and Tammy Holzheimer. Not present was Michael Douglas.

None of the race day success we have enjoyed over 27 years and the millions raised would have been possible without the allocation of the race day itself and for that we thank the Murrumbidgee Turf Club (MTC).

It is an honour to work with a committee who are all actively involved. Our strategy with event committees is to request individuals commit 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.

The continuing Kurrajong Waratah Race Day Committee Members for 2015 were: Rob Balding, Chairman, (Westpac), Susan Duffy (D&M Electrical), Michael Douglas (Twomeys), Tammy Holzheimer (Commins Hendricks), Craig Barrett (Opteon Southern Inland NSW), Andrea Bradley (WDF Professionals) and Lindsay Garnock (Boyce Financial Services). This year we welcomed three new members to our committee, Michelle Steel (Viatek), Nigel McKellar (Telstra Business Centre) and Sophie Cheney.

Kurrajong Waratah's own Development Services team play a major and vital role in all events and like the committees can be equally proud of the results.

Wagga Wagga Christmas Spectacular

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

As he will be moving to a different role in the Australian Army before the 2016 event, it is fitting to thank Peter for his professionalism, commitment and help in recent years. We have worked with a number of leaders of the band over the years and while each brought with them their own particular style, they have without exception, shown a commitment to the event and have been a pleasure to work with.

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.

As with all our events we appreciate the support of our wonderful sponsors be it monetary or in kind support.

CORPORATE SUPPORTERS

Many corporations have continued to support our work through sponsorship, donations or significant discounts on goods and services or through matching the efforts of their staff. Corporate Life Member Myer and Thomas Bros continue to play a vital role in our success through their ongoing active partnerships.

Thomas Bros

Thomas Bros has supported Kurrajong Waratah for close to 40 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 outstanding contribution they make in an ongoing way and for going over and above to make the events they are involved in a great success.

Myer

Myer Corporation and their Wagga Wagga staff play a very active role in our work, identifying and supporting a major project within the organisation each year. For



Smiles all round as Myer Wagga Wagga fundraising team present a cheque for \$19,558.61. Pictured (l-r) are Steve Jaques, Kurrajong Waratah CEO, Marilyn Hartley, Carol Viski, Chris Boneham, Myer Wagga Wagga Store Manager, June O'Connor, Anne James, Karen Raufers, Garry Forde, Kurrajong Waratah Vice Chairman and Cathie Smith, Kurrajong Waratah Development Services Manager.

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 \$20,000, which is no mean feat in today's competitive and challenging retail market.

Westpac

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

Westpac staff provides a range of support that is both during work time and in their personal time when our demand for volunteers is high. We really appreciate their efforts.

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.

This year the Celi family took a different direction with a joint promotion of a set amount from the installation of their Bonaire air conditioners going to community organisations in their operating areas and culminating with a golf day in some towns.

Kurrajong Waratah were fortunate to be the beneficiary of promotions in Narrandera, Griffith and Wagga Wagga and golf days in Narrandera and Griffith. The result

overall was an outstanding \$28,000 for which we are incredibly grateful.

We thank the Celi family, Ted, Anne 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 those businesses that 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 a buy local policy in communities where we operate programs and supports and are involved in the exchange of goods and services.

In a similar way it is Kurrajong Waratah's policy to ensure that all funds raised in particular communities is used locally to benefit the community in which it is raised.

It is perfectly natural and reassuring that communities and volunteers feel more committed to supporting fundraising efforts where this is the case.

INDIVIDUAL SUPPORTERS

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, with their final year of a three year agreement to support the holiday program. The family see the benefits not only to camp participants, but also the carers who may get their only break from the full time care of their son or daughter over a twelve month period.

Anonymous Supporter

A generous anonymous donor continued to support our work this year with a significant contribution to our Early Intervention building development and upgrade program. As a result of this, the race day and other community support, the building works are on track to be completed in time for the commencement of the 2016 year and will be welcomed by everyone concerned. It has been a real challenge to work and operate programs in such crowded facilities. We respect the wishes of supporters to remain anonymous, but like

all supporters, this generous donation means a great deal to us.

SERVICE CLUBS & GROUPS

A number of local service clubs supported 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 'Lion Power' or 'Rotary Power' given both have female members today. Often we benefit by the involvement of the members' spouses and families too.

Lions Club of South Wagga Wagga

We are very fortunate to have the support of the Lions Club of South Wagga Wagga who is a major part of our volunteer needs for events.

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 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, the Wagga Pro Rodeo and other events that crop up from time to time. Thank you all for your help 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 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 and years ahead, particularly under the National Disability Insurance Scheme.

STUDENT VOLUNTEERS

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

The students of Koorringal 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 enhancing Kurrajong Waratah's reputation in providing an amazing day for children and adults, and we are grateful to them for their support.

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

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

The next generation of supporters

It has been incredibly rewarding this year to see parents encouraging their young and in some cases very young children, to work alongside them as volunteers. This has been particularly evident with our race day and Christmas Spectacular which are both dependent on a large contingent of volunteers for their success.

This is not only a great asset to the organisation but to the community generally as many organisations and service clubs report a falling number of volunteers when people have so many demands on their time.

Like the student volunteers, it is heartening that these young people are being encouraged and grow up with a culture of giving to others.



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, Margaret Gill, Wagga Pro Rodeo Organiser and Promoter and Jane Pottie, Kurrajong Waratah (left). Kurrajong Waratah are delighted to be the recipient of this annual event.



Students from The Riverina Anglican College (TRAC) have volunteered to assist with hospitality at the Kurrajong Waratah Race Day for many years and are a valuable asset to the day.

THE KURRAJONG WARATAH TEAM

Our staff, managers, Directors and in particular, my own staff, deserve a huge vote of thanks for the contribution they have made towards our successful events and the financial achievements made 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

Pip and Jamie support *KEIS*

Kurrajong Early Childhood Intervention Service (KEIS) received a welcome boost from a number of sources during the year, all directed to the building development and upgrade program which is set to be completed at the beginning of 2016.

Among them were two local celebrities.

Star FM 'Pip & Whitto' breakfast announcer, Pip Enscoe, put the microphone to new use and ventured into untried territory when she agreed to participate in the well known Wagga Wagga Takes Two in the early part of the year.

Wagga Wagga Takes Two works on the principal of having a trained vocalist work with a complete vocal novice over a six week period before performing to capacity crowds at three consecutive public performances.

Pip acknowledged she couldn't have chosen a more worthwhile organisation and very quickly recognised the amazing work of our KEIS staff.

A highlight of this venture for Pip was meeting and chatting with families who attend KEIS and to interacting with the children.

Pip raised a splendid \$8,852.75 as well as raising the awareness of the work KEIS does in the community.

Another public figure to support our work came this time from someone a little closer to home when vocalist and entertainer Jamie Way offered to raise desperately needed funds for the building appeal.

When agreeing to participate in the Sydney Morning Herald Half Marathon at the encouragement of his sister, Bianca Miller, Jamie had firmly embedded in his mind his daughter, Sophie, who has attended KEIS since birth.

Jamie and wife, Samantha, saw this as a way they could show their appreciation to KEIS as well as Jamie's public commitment to improve his fitness and health.

Through the support of Bianca and her husband, Jimmy who ran with Jamie, friends and supporters Jamie raised \$6,255 for the building project.

Jamie was also joined in the half marathon by Susan Macgillycuddy, Manager of KEIS and her husband Tim.



*Photos: Jamie Way with his daughter Sophie;
Bill Robinson and Pip Enscoe about to 'hit the stage' for their performance.*

Our Staff

Kurrajong Waratah is a significant employer in the Riverina Murray region.

We currently employ 221 full time and part time staff working across the Riverina Murray region. An additional 96 casuals assist when required.

Across the entire organisation our staff are focused on the people we support and delivering 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.

91.48% of all Kurrajong Waratah staff work directly with the people we support and their families through our programs. The remaining 8.52% are employed in administrative and support roles.

10.14% of Kurrajong Waratah's permanent staff have been employed more than 15 years and 24.43% for over ten years.

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

STAFF WITH 10 YEARS OR MORE SERVICE

10 YEARS

Kylie Anderson
Sharyn Atherton
Col Neyland
Nicole Prior
Kimberley Rowatt
Zena Wahanui
Fernando Whittaker-Roa

11 YEARS

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

12 YEARS

Steve Chapple
Steven Davis
Donalee Gregory
Sandra Grintell
Rachael Hyde
Justin Keane
Terry Ness
Marie Seckold
Jackie Stening
Wayne Taylor

13 YEARS

Cheryl Brown
Brendan Cowell
Kerryl Ryan
Julie Watson

14 YEARS

Cannon Banks
Dorothy McCaskie
Mareeka New

16 YEARS

Noel Goodear
Denise Imber
Maree Kok

17 YEARS

Tracey Collins
Debby Donohoe
Sharon Merritt
Lyndal Ross
Ian Walker

18 YEARS

Crispin Lowe
Jane Pottie

19 YEARS

Marie Jolly
Ned Smith

20 YEARS

Dianne Byrne

22 YEARS

John Condron
Arthur Kelly
Lindy Maginness
Kaye Whittaker

23 YEARS

Janet Laws

24 YEARS

Ray Carroll
Neville McDonell

25 YEARS

Carolyn Eckersall

28 YEARS

Frances Ahern
Cathie Smith

31 YEARS

Ian Fifield
Steve Jaques



Cherie *still loves her job* as much as on her first day

Life is like a scenic journey. Where we begin is often not where we end up, and for many, the journey is just as important as the destination.

This certainly rings true for Cherie Hughler, a staff member from our supported accommodation area.

Cherie's bubbly personality and passion for working with people made her a natural in Hospitality. Working in a South Coast café, Cherie loved interacting with customers. It was during this time that some of her regulars 'planted a seed' that would ultimately lead Cherie on a new life journey.

"Some of my regulars who were community support workers mentioned that I'd be excellent working in the community services sector," Cherie explained.

"My initial thought was that I couldn't do that, as Hospitality was all I'd ever known. But then I reflected on previous work as a family day care mum and realised that there had always been a little burning desire to work more hands-on with people."

The only thing holding her back was a lack of confidence to take the leap and change careers.

Things soon changed when she moved to Wagga Wagga and started cleaning the Kurrajong Waratah complex. Cherie's friendly and chirpy personality soon won many staff over. During conversations with Kurrajong Waratah staff as she cleaned, Cherie was often asked if she had experience working in the disability sector.

Cherie admits, "After a few months I realised that this was another sign!"

At that moment Cherie decided to take the plunge. She applied for work with Kurrajong Waratah and the rest is history.

"Five years later, I still love my job at Kurrajong Waratah, just as much as my first day," she said.

Photo: Cherie enjoys an afternoon cuppa with Stephen Holmes.

Alan *reflects* on 17 years with Kurrajong Waratah

Alan Larcombe who recently retired in August as Manager of Kurrajong Business Services reflects on his time at Kurrajong Waratah.

"My period of over 17 year's employment with Kurrajong Waratah for me was always rewarding, satisfying and full of challenges.

In February 1998, Kurrajong Business Services, that I was employed to manage, consisted of three small businesses providing supported employment to people with a disability in Wagga Wagga. By 2010 the number of businesses had increased to 10.

This growth occurred through increased productivity and from the mergers of Kurrajong Waratah with Spins West Wyalong in 2002, the Cypress Centre Narrandera and Leeton in 2005 and I also took on the responsibility for Kurrajong Recyclers in 2009.

I had the very rewarding opportunity to work with and support about 95 employees with a disability, improving or teaching them a range of employment skills, which by the nature of the varied businesses we operated, were quite diverse.

Another important responsibility was training for all Kurrajong Waratah staff and our supported employees across the organisation as a WorkCover accredited workplace health and safety officer. Owing to the incredible number of activities and services that Kurrajong Waratah provides there is a strong commitment to workplace health and safety. It is always of high priority.

During my employment, I was continually presented with motivating, innovating and challenging projects and goals to work on. I found the energy and drive of the senior management team at Kurrajong Waratah to be the catalyst in my position as a Manager to achieve job satisfaction.

The future for Kurrajong Waratah in my view is very bright owing to the energy of the staff and the positive outcomes achieved for all of the people that choose Kurrajong Waratah as their provider to assist them and their families. I am pleased to have contributed in a number of ways to what is a great organisation."



Photo: Kerry Forde gives Alan friendly advice as he retires.

Our Employees

Kurrajong Waratah provides a broad range of supported employment opportunities for our employees with a disability.

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

Kurrajong Waratah has an employee workforce of 173 adults working in a range of supported employment jobs.

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
- A-Team – Yallambee
- Divine Foods – Yallambee
- Reliable Catering – Yallambee

EMPLOYEES WITH 10 YEARS OR MORE EMPLOYMENT

10 YEARS

Michael Anderson
Christopher Davies
Florence Edwards
Tracy Evans
Brenton Howard
David Pitman
Justin Stokes
Tim Wright

11 YEARS

Neil Coddington
Steven Eldridge
Shane Gall
Barbara Grigg
Gillian Judd
Jason Post
Leila Sly

12 YEARS

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

13 YEARS

Nat Klein
Leonie McLean
Jeanette Miller
James Payne

14 YEARS

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

15 YEARS

David Chalmers
Alistair McLean

16 YEARS

Roger Baker
Veronica Foley
Veronica Keogh

17 YEARS

Jennifer Howe
Margaret O'Connor
Jamie Osmond

18 YEARS

Kellie Hulm
Narelle Ross
Michelle Thornton
Darryl White

19 YEARS

Peter Hardie

20 YEARS

Kane Meyers

21 YEARS

Leonie Schack
Ronald Salan

22 YEARS

Megan Everitt
Sally Haw
Robert Rudd
Daniel Smith

23 YEARS

Michelle Anderson
Barbara Birks
Suzie Jennings
Craig McWhinnie

25 YEARS

Jason Harrison
Chris Loneragan
Scott Weeden

26 YEARS

Lesley Bradley
Heather Crerar
John Howitt
Adrian Long

28 YEARS

Andrew Perkins
Wendy Umback

29 YEARS

Stephen Gould
Lisa Rae

30 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

31 YEARS

Jeff Doherty
Geoff Pitman

32 YEARS

Lesley Daniels
Mary Heffernan
Steven Hull
David Perkins

34 YEARS

Paul Duck

37 YEARS

Tony Arrowsmith
Robert Wiencke

38 YEARS

Wayne Emerson

39 YEARS

Nicholas Fletcher

41 YEARS

Fran Webb

44 YEARS

Kevin Ritzau

Di shares her *20 year* journey

Who would have thought that from working as a Jillaroo, Di Byrne would be coordinating supported accommodation services in Kurrajong Waratah's Yallambee Deniliquin Services, 20 years later. Certainly not Di.

We spoke to Di about her 20 year journey.



What brought about your change to work in disability services?

Chance and goodluck. I was being made redundant and was looking for other employment, and 20 years later here I am still.

What was the reaction of your family and friends to you taking on a role that initially involved personal care and working with people with a disability?

They were very happy and supportive and actually got quite involved. I have continued to work my way up. When opportunities became available, I applied.

Have you done any training to get where you are?

Yes, I have done Cert IV in Community Services and Disabilities. Frontline Management, basic counselling skills and any other training offered, including those provided by Kurrajong Waratah when Yallambee merged a couple of years ago.

What is the biggest challenge you face working with people with a disability?

Nothing really. I am looking forward to the future and the National Disability Insurance Scheme.

What would you say are the three best things about working in disability services with Kurrajong Waratah?

The people, the work environment and the fact that people are very approachable.

If you could change something at Kurrajong Waratah what would that be?

To move Wagga Wagga closer to Deniliquin!

Where do you see yourself in three or five years?

Enjoying my job and helping people to live a life of their choice.

Anything else you would like to share?

I am 61 years of age, have a great family and friends. I like to play golf and I do love a party!

I am very lucky that I fell into the job at Yallambee, and now with Kurrajong Waratah.

I love what I do and the opportunities that Kurrajong Waratah have brought since our merger for people we support has been fabulous.

I hope to continue to enjoy my work journey for several more years.

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) when it commences for Kurrajong Waratah from 1st July 2017.

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

Until his recent retirement Ron carried out a diverse array of maintenance jobs to assist in the growing demands of our maintenance department. A replacement handy man or retired builder would be a great asset to the team.

HILDASID COMMUNITY FARM

Bill Harris (retired August 2015), John Lane and Ray Beer

As with any small acreage there are regular tasks such as spraying, slashing and mowing to be done as well as handy man tasks. John and Ray would welcome additions to their small team. Contact Cathie Smith on 0438 219 487 for details of how you can become involved. All equipment provided..

EARLY CHILDHOOD INTERVENTION SERVICE

We are very fortunate to have such caring and supportive volunteers assisting with our Wombats Transition to School Group.

Judy Case and **Manon Phyland** come fortnightly on a Friday to assist the Educators with the running of the group. They have committed this time out of their busy weeks and we truly appreciate the support they provide.

QUALITY ASSURANCE

Ellen Brasier, Ruth Barber and Noelene Hogan

These ladies are our independent facilitators of our Employee Satisfaction Focus Groups that are conducted across the organisation's Australian Business Enterprises (ADEs).

Noelene also volunteers as an Internal Quality Monitoring (IQM) Observer.

SKILLS LIFESTYLE SERVICES: WAGGA WAGGA, LEETON AND WEST WYALONG

Margaret Smith assists with cooking groups each week. This is something many people enjoy.

Geoff Amos assists Scott Lea undertake his volunteer work at Bunnings each week.

KURRAJONG BUSINESS SERVICES

Robert Shaugh volunteers his time to mow the back of the maze at Café Peckish in West Wyalong

Lorraine Osmond makes everyone in our Narrandera service a birthday cake. Everyone really appreciates this thoughtful gesture.

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 Annual Report without the help of fundraising volunteers. A very special thank you is intended for each of you personally.

Ron reflects on what *volunteering* has meant to him



Ron Grosse responded to a call through the local media for volunteers to mend and modify toys and equipment for children within Kurrajong Waratah's Early Intervention Service. Initially a few retired gentlemen showed an interest and began helping out as they could.

Ron on the other hand quickly recognised his skills and interests could benefit the organisation and his volunteering expanded to also assist more broadly with involvement with the organisation's maintenance team.

Ron had a sound knowledge of modifying and repairing specialised equipment for people with a physical disability which came about through the care of his wife Rosinna. He also brought with him a range of skills developed through property maintenance.

Ron's role expanded and for many years spent up to 20 hours a week as a volunteer.

Sadly, Ron retired this year and we hope he will enjoy his continuing interest in making and sailing model boats and enjoying time with others who share his interest.

When he left recently he reflected on what volunteering had meant to him.

"Being a retired pensioner and living alone in a flat, I considered it necessary to remain active for my personal health. By becoming a volunteer with Kurrajong Waratah I was able to remain active, both physically and mentally. It was also an incentive to get out and mix with new people."

"Passing on my skills and experience of building maintenance to my fellow workers gave me a lot of satisfaction. Over the 10 ½ years I made many new friends and I have many fond memories of my times at Kurrajong that I will be able to look back on in the years to come."

Photo: Ron Grosse cutting his retirement cake to share with his colleagues.

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

Bill feels honoured to have been part of the Hildasid development

A call on members of a local church group to volunteer to remove an outcrop of Bathurst burrs at Kurrajong Waratah's newly acquired Hildasid property resulted in three gentlemen who felt they had the qualifications and time to answer the call for service.

At the time of presenting themselves for service, their ages ranged upwards from their early 80's. They named themselves 'Dad's Army' and affectionately referred to the property as 'The Block' so as not to confuse it with other properties they had been involved with.

The initial members were Life Member Herb Cowley, Athol Bryon and Bill Harris. Herb and Athol retired from Dad's Army some years ago due to health reasons.

Bill Harris, a tireless worker found he derived great joy being at The Block and his wife Heather recognised it added years of happiness to his life. Bill spent most of his waking hours there and was always planning ahead. Regardless of the heat or cold or the amount needed to be done, if he could see something needed doing he was quickly onto it putting people a quarter of his age to shame.

He shared our sadness as we endured the challenges of three floods and our happiness when we found underground bore water.

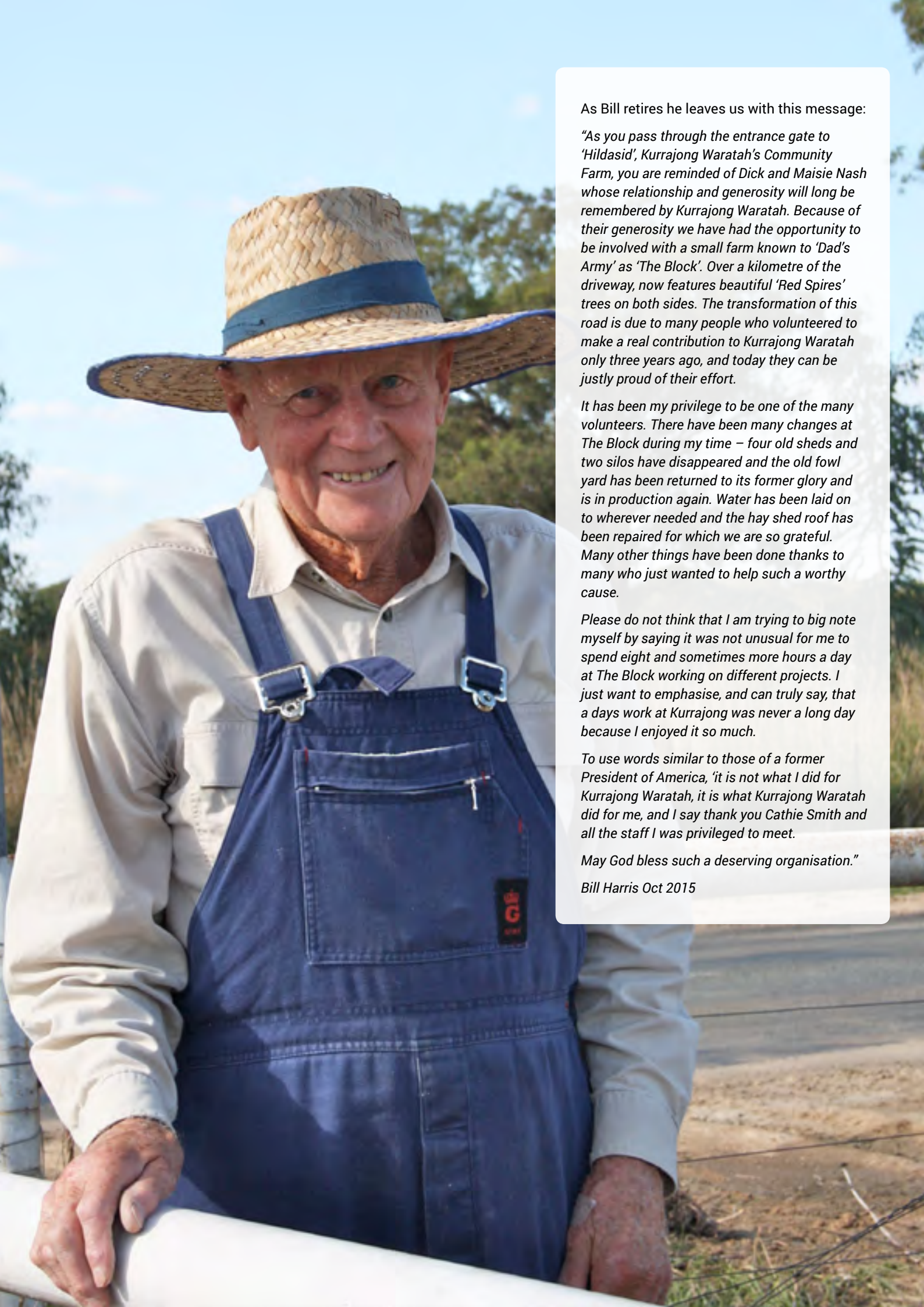
Starting his day at 4am with an hour and a half push bike ride around Wagga Wagga, Hildasid wasn't Bill's only volunteer work. He regularly mowed lawns for 'elderly' people so they could remain in their homes, undertook pastoral work with his church and helped a niece run her property.

Bill turned 90 earlier this year and at a celebration in Aria Park his sons spoke with great pride of the joy their father gained from the time he spent volunteering to assist Kurrajong Waratah and how beneficial it was for Bill.

However, recognising the need to be at home more to assist his wife, Bill recently and reluctantly retired, but knows he can always drop in for a visit or to lend a hand.

Current volunteers John Lane and Ray Beer, neighbours Paul and Lesley Gleeson along with Kurrajong Waratah management and staff have made it abundantly clear how welcome Bill would be to visit and no doubt seek his advice.

Bill was willing to reflect on his years of involvement as he concluded his 'Term of Duty' with 'Dad's Army'.



As Bill retires he leaves us with this message:

"As you pass through the entrance gate to 'Hildasid', Kurrajong Waratah's Community Farm, you are reminded of Dick and Maisie Nash whose relationship and generosity will long be remembered by Kurrajong Waratah. Because of their generosity we have had the opportunity to be involved with a small farm known to 'Dad's Army' as 'The Block'. Over a kilometre of the driveway, now features beautiful 'Red Spires' trees on both sides. The transformation of this road is due to many people who volunteered to make a real contribution to Kurrajong Waratah only three years ago, and today they can be justly proud of their effort.

It has been my privilege to be one of the many volunteers. There have been many changes at The Block during my time – four old sheds and two silos have disappeared and the old fowl yard has been returned to its former glory and is in production again. Water has been laid on to wherever needed and the hay shed roof has been repaired for which we are so grateful. Many other things have been done thanks to many who just wanted to help such a worthy cause.

Please do not think that I am trying to big note myself by saying it was not unusual for me to spend eight and sometimes more hours a day at The Block working on different projects. I just want to emphasise, and can truly say, that a days work at Kurrajong was never a long day because I enjoyed it so much.

To use words similar to those of a former President of America, 'it is not what I did for Kurrajong Waratah, it is what Kurrajong Waratah did for me, and I say thank you Cathie Smith and all the staff I was privileged to meet.

May God bless such a deserving organisation."

Bill Harris Oct 2015

Community Support

(1st July 2014 – 30th June 2015)

Once again we have achieved so much and realise much of it would not have been possible without our wonderful supporters.

This is something we never lose sight of and always greatly appreciate.

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

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

The National Disability Insurance Scheme (NDIS) is due to commence from 1st July 2017 for Kurrajong Waratah.

Under the NDIS 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 – and to working with the community.

Donations, sponsorship & support \$70,000 +	David Milne Roofing	Bidgee Pumps & Irrigation Pty Ltd
Anonymous	Dr Matthew B Howard	Boyce Financial Services
\$20,000 +	Easdowns Business Specialists	Bush & Campbell Pty Ltd
Myer Stores Community Fund	Gill, Mr & Mrs John	Calvary Riverina Hospital
\$5,000 – \$19,999	Greg & Fiona Hindmarsh Transport	Centrapak Industries
Anonymous	Hume Bank	Chambers Whyte Design & Print
ANZ Trustees Foundation - Cameron Williams Endowment Fund	Hunters 1866	Cleanaway
Climate Technologies	Knight Frank	Condrion Constructions
Combined Development Group Pty Ltd	LTS Equipment	Coolamon Foodworks
Dennis Trading Pty Ltd	Mamo, Dr Vinny	D & A Murphy Concreting
Estate of late Freda Edwards	Microtech DPS	Damasa Pty Ltd
Gray, Mr & Mrs Scott	Narrandera Rodeo Committee Inc	Davis, Mr & Mrs A
Gundagai Meat Processors	Payne-O'Brien, Mrs Vida	Denniston & Day Lawyers
Jamie Way – Sydney Morning Herald Half Marathon	Riverina Concreting Pty Ltd	Fitzpatrick's Real Estate
Lions Club of South Wagga Wagga	Rotary Club of Koorngal	GJ Buchanan Transport
Pip Enscoe - Wagga Wagga Takes Two	Rules Club Wagga Wagga	Glenrock Country Practice
Pirtek (Wagga Wagga) Pty Ltd	South West Slopes Law Society	Graeme Hull Smash Repairs
Riverina Plaster Works Pty Ltd	Steele, Mr & Mrs N	Great Southern Electrical
Rotary Club of South Wagga	Town & Country Children's Centre	Griffith Ex-Servicemen's Club
Subway Wagga Wagga	Viewco Glass	GTES
Thomas Bros Toyota	Wagga Wagga Early Years Learning Centre	Harrisons Joinery Pty Ltd
Wagga Endoscopy Centre	Wagga Wagga Takes 2 Committee	Hull AM, Mrs Kay
Wagga Plumbing Service	WDF Professional	Hurst Homes
\$2,000 – \$4,999	Westpac Banking Corporation	Hutcheon & Pearce
Avis Riverina	\$1,000 – \$1,999	Inspirations Paint
Commins Hendriks Solicitors	Adams Kenneally White Pty Ltd	Jaques, Mr & Mrs S
Coolamon Steelworks	Arthur J. Gallagher Insurance Brokers	John Bance & Son Funeral Home
	Bee Dee Bags Australia	JRC Electrical Services
		Koorngal Stud

Community Support

(1st July 2014 - 30th June 2015)

\$1,000 – \$1,999	Belmore Thoroughbreds	Adams & Associates Financial Planners Pty Ltd
Kotzur Kanvas	Bertoldi, Messrs E & E	Allen, Mr & Mrs J
Long, Mr Chris	Burmix Concrete Pty Ltd	Allens Coaches
Long, Mr Warwick	Care Mechanical Services	Allison Music
McKenzie, Mr K A	Carroll, Mr & Mrs R	Baillie, Mrs Margaret
Moorong Veterinary Clinic	Central Park Periodontics	Baker, Mr Geoff
Pascoe Constructions	Chamberlain's SBR Chartered Accountants	Blue Ribbon Financial Services
Passion Hair & Beauty Art	Colin Blake - Painting and Decorating	Campbell, Mrs Annette
Paul Ryan Electrical	Croft, Mr Wil	Choices Flooring Wagga
QBE Insurance	Dewar, Mr & Mrs J	Christopher Punch Pty Ltd
Riverina Cardiology	Duffus, Mr & Mrs A	Collin Cramp Ice Cream and Coffee
Riverina Oral & Maxillofacial Surgery Specialist	Fleming, Mrs Genevieve	Commings, Mrs Leeann
Riverina Rural Services	Gardner Batchelor Chartered Accountants	Cowley, Mr & Mrs H
Riverina Scooters and Mobility	Gavin Fairman Homes	Crozier, Dr P
Riverina Warehousing Solutions	Hartwigs	David Coates Dental Surgery
Ron Crouch Transport	Healy, Mr B	Des Damme Fencing
RSM Bird Cameron	Interior Constructions	Dries, Mr Kevin
Selby Watson & Co	James, Mr & Mrs Peter	Farmhouse Industries Inc
Smith, Mr & Mrs N	John Mooney Real Estate	Kincaid Medical Centre
Supermix Concrete and Quarries	Lake Albert Physiotherapy	Graham Wild Dental Surgery
Synergy Healthworks	Lamont, Mr & Mrs D	Green, Mr & Mrs Peter
Telstra Business Centre Wagga Wagga	McCaig, Mr & Mrs E	Griffith Bricks & Pavers Pty Ltd
Teys Australia	McMahon Earth Science	Halley, Mrs June
Thambipillay, Dr G	Nash, Mr & Mrs M	Harvey, Ms Vanessa
TLE Electrical, Industrial & Data Suppliers	Peter Brown & Associates Pty Ltd	Hepburn, Mr J
Trail Street Medical Centre	Riverina Sports Injury and Rehabilitation	I.T. Solutions & Services
Twomeys	Rotary Club of Wagga - Wollundry	Imber, Denise
Viatek - Wagga	Rotary Club of Wagga Wagga	Jolliffe, Mr & Mrs G
Wagga Air Centre	Sainty, Mr J R	Kennedy Bros Earthmoving
Xeros Piccolo Consulting Engineers	Schnepf, Mrs Donna	Kitson Property Pty Ltd
Zambrero	St George, Mrs A	Lach's Ski Centre Pty Ltd
\$750 – \$999	Stuart, Dr Catherine	Landmark
Miller, Mrs Bianca	Wagga Wagga Veterinary Hospital	Lowe, Mr & Mrs C
Moon, Ms Therese	Yenda Producers Co-Operative Society Ltd	Maginness, Mr & Mrs G
\$500 – \$749	\$250 – \$499	Mark Taylor Endodontics & Dental Traumatology
Arlington Park Racing	Active Foot Clinic	Maslin Homes Pty Ltd
Bedrock Landscape Supplies		McCurdy, Mrs Margaret

Community Support

(1st July 2014 – 30th June 2015)

\$250 – \$499	Zacharia & Naumann Optometry	Gundagai Medical Centre
Michael O'Reilly Guardian Pharmacy	\$100 – \$249	Hanrahan, Mr & Mrs J
Mueller, Mr & Mrs John	A & C Construction	Hardinge, Mr & Mrs L D
Northside Pharmacy	Advanced Communications	Hardy, Mr & Mrs D
NRMA Insurance	Allen C Thompson Pty Ltd	Harris, Mrs Dorothy
Opteon (Southern Inland NSW)	Andracchio, Mr & Mrs T	Heffernan, Miss Therese
Orthodontics Wagga Wagga	Anson, Mr Ron	Hines, Mrs Marie
Osborne, Mr & Mrs B	Anthony Corbett Constructions	Hutton, Mrs
Paisley Robertson Accountants	Auckett, Mrs Roslyn	Insurance Brokers of Central Wagga Pty Ltd
Pastro Custom Ag	Austin, Ms Louise	Irons, Mr & Mrs J
Polka Dot Pancakes	Bamerry, Mr & Mrs G	J P Pallister & Associates
Pottie, Mr & Mrs A	Barnes, Dr & Mrs C	Jackson, Mr & Mrs I
PRD Nationwide Junee	Batkin and Damme Smash Repairs	Janette Tucker Finance Plus
ProWay Livestock Equipment Pty Ltd	Begent, Dr J M	Junee Public School
Quota International of Temora Inc	BN Proud & Co	Katopra Design & Print
Riverina Bobcat & Excavator Hire	Brady, Mr David	Kelhear, Ms Jenna
Riverina Physiotherapy Centre	Braid, Mrs Sue	Kendell, Mrs Eilish
Robertson, Ms Rachel	Carswell Refrigeration & Beer Systems	Kershaw, Mr Reginald
Roy, Mr Philip	Chaplin, Mrs Betty	Klemke, Mr K
Saggers, Dr Gordon	Cleary, Mr & Mrs F	Ladex Construction Group Pty Ltd
Satin Touch	Coddington, Mrs Enid	Leney, Mr M
Serafin Ag Pro	Crago, Mr Richard	Libby Jones Podiatry
Sinclair, Mr & Mrs I	Davis, Mr & Mrs Dick	Macgillycuddy, Mr & Mrs Timothy
Slater, Dr Mary-Anne	De Jersey, Miss Phyllis	Manwaring, Ms Rebekah
Southern Plumbing Plus	Deacon, Mr & Mrs K	Masthead Advisory
Stratton Trucking Pty Ltd	Deniliquin RSL Club	McCormack, Mr Michael
Sutton, Mr & Mrs D	Doubleday, Mr & Mrs B	McMillan, Mr Dennis
T J Hinchcliffe & Associates Pty Ltd	Dudley, Mr & Mrs Alf	McNair, Mr Jeffrey
Trev's Tasty Treats	Edwards, Mr & Mrs A M	McPherson, Ms Leanne
Trevor Ion Financial Services Pty Ltd	Elsley, Mr Ross	Measday, Ms Amanda
Wagga Bricks and Roofing Pty Ltd	Elyard, Mr & Mrs G	Menzies, Mrs Lorraine
Wagga Selling Agents Association	Emerson, Mr & Mrs J	Mick Cave Good Seeds Garden Service
Wagga Systems Pty Ltd	Farrell Lusher Solicitors	Mills, Mr & Mrs P
Wagga Windscreen Doctor	Fernon, Mr & Mrs P	Moller's Plumbing Service Pty Ltd
Walker, Mr Michael	Forde, Mr & Mrs G	Moncrieff, Mr Des
Wotherspoon, Dr Mark	Gill, Mrs Cassie	Moon, Mr & Mrs Jeff
Xceler8 Fitness Centre	Girling, Mrs Julie	Murrumbidgee Hearing
Yenda Pioneer Butchery	Graffen, Dr & Mrs M	New, Mrs Mareeka
	Grentell, Mr Mark	

Community Support

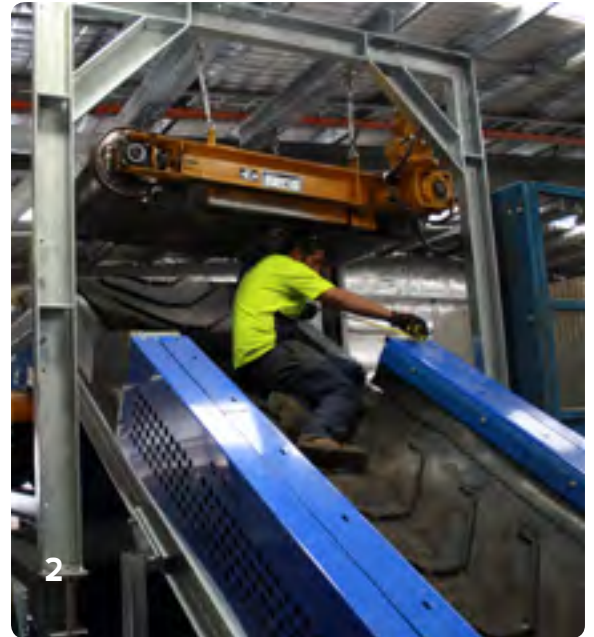
(1st July 2014 – 30th June 2015)

\$100 – \$249		
Nixon, Ms Jenny	Wagga Wagga City Council	Holmes, Mr Paul
O'Connor, Mrs June	Wagga Women's Health Centre	Honey, Miss Sue & Evers, Mr Bob
O'Kane, Mr & Mrs Ted	Westblade, Mrs Rachel	Howe, Mrs Aileen
Osmond, Mr & Mrs J	Wilson, Mrs Adrienne	Howitt, Mr W OAM & Mrs Howitt
Osmond, Dr Ken	\$50 – \$99	Huthwaite, Mr & Mrs J
Owen Toyota	Ahern, Mrs Frances	Izzard, Mr & Mrs D
Perey, Mrs Karlene	Anderson, Mr & Mrs G	Jamieson, Mr Dennis
Perkins, Mr & Mrs W	Anderson, Mrs S	Johnston, Mr Darren
Powerplus Lighting & Electrical Suppliers Pty Ltd	Anthoiness, Mrs Julie	Keogh, Mrs Genevieve
Rabobank	ASB & Associates	Knight, Mr Richard
Reid, Prof. Alexander	Austin, Miss Brigid	Koshemakin, Mrs Jean
Rigby, Miss Joan	Azzopardi, Ms Jayne	Lancaster, Mrs Lyn
Riverina Water	Bance, Mr & Mrs J	Lang, Mr & Mrs A
Roache, Ms Meg	Banks, Mr Coewin	Lidden, Mr & Mrs M
Robertson, Mrs C	Bateman, Mrs Jean	Lockhart Women's Bowling Club
Robertson, Mrs Tina	Browne, Mrs Vema	Loughnan, Mr & Mrs M
Sampson, Mr & Mrs Bob	Buswell, Mrs PA	Macneil, Mr Andrew
Samuelson & Giacca	Byrne, Mr Michael	McGilvray, Mr & Mrs M
Scribbles Cafe	Cain, Mr David	McKenzie, Mr I
Sharrock, Dr & Mrs K	Clarke, Mr & Mrs A	Miller, Mrs Lesley
Shaw, Ms Debbie	Coelli, Mr Terry	Morris, Mrs S
Slattery, Mr & Mrs P	Conroy, Mrs Annette	My Shed
Snars, Ms Jemima	Cox, Mr Lou	Noller, Ms Wendy
Solar Mad Pty Ltd	Creaghe Lisle Solicitors	O'Brien, Mr & Mrs J
Solar Professionals	Curry, Ms Brooke	Patton, Mr John
Southwest Stockfeeds	Davey, Mrs Denise	Shaw, Mr Matt
Stokes, Mrs V	Davis, Mrs Claire	Spicer, Ms Jacinda
Stoll, Mrs Sue	Doswell, Ms Karen	Stephenson, Mrs Carolyn
Talbingo Tourist Caravan Park	Duffy, Mr Brian	Stevens, Miss Claire
Temora Lutheran Womens Fellowship Group	Eckersall, Mrs Carolyn & Montgomery, Mr Brad	Swords, Ms Katherine
Triffitt, Mr Jason	Elliott, Mr & Mrs B	Thornton, Ms Rachael
Trotter, Mr & Mrs S	Fernon, Drs V & M	Tout, Mr & Mrs Dallas
Tyreworld	Fuller, Ms Britt	Walker, Mr Graham
Wagga Car Radio & Hi-Fi Pty Ltd	Goldspink, Mr Kevin	Way, Mrs Marion
Wagga Physiotherapy & Sports Injury Centre	Harbour, Mr Colin	Wentworth-Perry, Ms Sarah
Wagga Trucks Hino	Harper, Mrs Heather	West Wyalong S&C Sports Club Womens Bowling
	Heffernan, Mr & Mrs C	White, Mr M
	Hensley, Mrs Glynis	Wiencke, Mr & Mrs P

THROUGH THE LENS



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1. (L-r) Michael McCormack, Member for Riverina joined Steve Jaques, Kurrajong Waratah CEO and Daryl Maguire, Member for Wagga Wagga at the official opening of the Kurrajong Recycler's Materials Recovery Facility (MRF) Upgrade and Glass Crushing Plant.

2. A contractor working at Kurrajong Recyclers adjusts the large conveyor belt in the MRF building. The large metal structure above his head is a magnet that separates metals from the plastics and paper that travel up the belt.

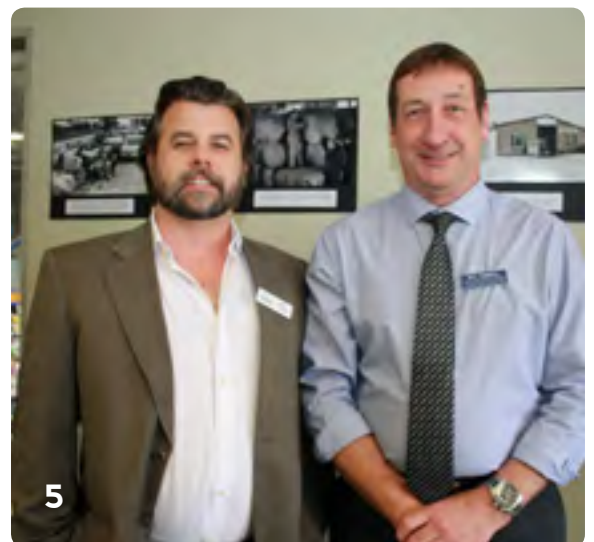
3. Attending the official opening were Life Member, Herb Cowley and his wife Glenda. Here Toni Drummond, Kurrajong Recyclers Office Manager explains what happens in the MRF building once recycling materials are brought in from domestic homes as well as businesses.

4. Life Members of Kurrajong Waratah, Allan and Nell Davis and Peter Perkins, Treasurer of Kurrajong Waratah's Board caught up with Member for Wagga Wagga, Daryl Maguire after official proceedings had been completed.

5. Zack Thomas, Manager of Waste & Resource Recovery Infrastructure Team (EPA) chats to Ray Carroll, Deputy CEO of Kurrajong Waratah at the opening.



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Official opening of the Kurrajong Recycler's Materials Recovery Facility (MRF) Upgrade and Glass Crushing Plant.

Race Day

The 2015 Kurrajong Waratah Race Day was one of records being broken.

First the weather – by far the most glorious day in the race day's 27 year history with sunshine from set up to pack down. A record crowd of 5,500 children and adults were in attendance, a record amount of food and refreshments was consumed, a record number of sponsors and supporters were involved with the day and finally, a record amount was raised.

A small but dedicated group which make up the Kurrajong Waratah Race Day Committee were committed to raising funds for Kurrajong Waratah's Early Childhood Intervention building extension and upgrade program. The delight and pride showed on each person's face when the amount raised was announced as \$151,559.35.

While the focus of each year's race day is to raise funds for a specific Kurrajong Waratah project to enable people with a disability to ultimately lead a life of their choice, it is renowned for being a family day.

Of particular note this year were the number of families involved in the preparation for the day, the running of the day itself, as well as post event activities. Our pictorial coverage displays just snippets of this pleasing aspect of the day.

This year we welcomed three new committee members who joined our existing eight members, who have in some cases, supported this event for more than ten years.

Our committee join with Kurrajong Waratah in recognising the generous support of the Murrumbidgee Turf Club and our sponsors and supporters and thank every person who supported the day in any way whatsoever.



Captions on next page



Captions from previous page:

6. Freya Cole PRIME7 newsreader, Steven Wait, Sales Manager Thomas Bros and Tammy Holzheimer, Race Day Committee member are pictured with the winner of the race sponsored by Thomas Bros.

7. A new attraction to this year's race day was the Old Kentucky Animal Farm where an array of baby animals kept many children entertained for hours.

8. Koorringal High students are an asset to Kurrajong Waratah. They have assisted for the past 20 years feeding and entertaining the children.

On this page:

9. Chairman of the Race Day Committee, Rob Balding and daughter Matilda, helped make thousands of kebabs for race day.

10. Pictured on the job making hundreds of meat balls are John Daly, Westpac, Kylee Smith, Kurrajong Waratah and Mark O'Reilly, Westpac.

11. Helping prepare decorations for the race day are the Tidd family, (l-r) Olivia, mother Naomie, Emily and Isabelle. It's wonderful to see children being encouraged to volunteer in this way.

12. A family affair. Ben and Katherine Smith are joined by their daughters, Eden (front) and Imogen on the marshmallow cones production line. It's encouraging to see young children being given the opportunity to help others.

13. Pictured enjoying the race day are representatives from Platinum sponsors Dennis Trading. Back row (l-r) Ben Dennis, Michelle and Rod Dennis and Byron Dennis (front).

14. New Kurrajong Waratah Race Day Committee members, Sophie Cheney (left) and Michelle Steel join Rob Balding, Chairman at the races.



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15. Cathie Smith, Kurrajong Waratah Development Services Manager caught up with Life Members of Kurrajong Waratah and sponsors, Nell and Allan Davis.

16. 'Balloonic Bruce' (aka Bruce Rowston) has been performing his balloon sculpturing at the race day for the past 25 years making hundreds of swords, dogs, giraffes and whatever else the children have asked for.

17. (L-r) Brett Bradley, Murrumbidgee Turf Club Director, Freya Cole PRIME7, Andrea Bradley, Race Day Committee member with winner of the Estella Rise sponsored race and director of Estella Rise, Graham Walker.



17

18. Francis and Maryann Mullins from Wagga Plumbing Service were proud to be Diamond sponsors of the race day.

19. Always with a smile and a great work ethic are Rotary Club of South Wagga members Henry Hope and Brian Roy. They worked tirelessly to help cook part of the food needed to feed over 5,500 hungry race goers.

20. Pictured preparing for race presentations are Freya Cole PRIME7, Susan Duffy, Race day Committee member, John and Denise Hart, Diamond sponsor Pirtek, Andrea Bradley, Race Day Committee member and Brett Bradley, Murrumbidgee Turf Club Director.



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21. Fellow sponsors of the race day (l-r), Geoff Harrison, Harrisons Joinery, Stuart Lamont, Koorungal Stud and Ian Knight, Viewco Glass join Janna Harrison for a few laughs as they celebrate the race day success.

22. Lions Club of South Wagga members, Helen Whittaker and Brenda Shone represented the club and were asked to thank all members for their incredible support of the race day.

23. Alexis Neylan and Steve Moore from Mayfly Media attended the post race day celebration to share the video of the day they had produced.

24. Murrumbidgee Turf Club CEO, Scott Sanbrook, takes time out of his busy schedule to congratulate Rowena and Rod Brown, Town and Country Children's Centre for their ongoing support of Kurrajong Waratah through their sponsorship of the race day.



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Our Annual General Meeting

While Annual General Meetings are required to meet legal requirements and deal with formalities, few attract large crowds or are something people look forward to.

Kurrajong Waratah's Annual General Meetings (AGM) on the other hand, are very well attended and genuinely enjoyable.

The 2014 AGM was no exception with a crowd of 260 in attendance and people celebrating the personal achievements of employees and staff and of the organisation generally.

Always of particular interest is the presentation made by Chief Executive Officer, Steve Jaques who takes those attending the AGM on a journey of achievements, changes, challenges and what can be expected by Kurrajong Waratah in the future under the National Disability Insurance Scheme.

As always, there was a significant lineup of staff and employees who were recognised for years of service in excess of ten years.

It is the organisation's policy to recognise those who reach ten years employment or service and then again in subsequent five year increments.

All recipients, including those featured in this pictorial coverage, are warmly congratulated by everyone associated with the organisation throughout its service area.



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Photo courtesy of The Daily Advertiser



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Photo courtesy of The Daily Advertiser



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25. Nicole Smith was the recipient of the prestigious John Reid Memorial Award for 2014. This trophy is presented by the family of the late John Reid. Pictured here with Nicole are Treasurer and Life Member, Peter Perkins (left) and Mick Reid (back) and son Martin Reid.

26. Chairman and Life Member, Michael Kennedy OAM acknowledges an incredible achievement of 30 year's employment by Geoff Pitman (standing) and Jeffrey Doherty (seated). They each received a special plaque and a \$300 Myer Gift voucher.

27. Adrian Long (right) celebrated receiving his plaque and a \$250 Myer Gift voucher for 25 years employment, with his brother Warwick.



Photo courtesy of The Daily Advertiser



28. Helping Ian Fifield and Steve Jaques, CEO (front l-r) celebrate 30 years of service to Kurrajong Waratah are Chairman and Life Member, Michael Kennedy OAM and Peter Perkins, Treasurer and Life Member.

29. Family members attended the Annual General Meeting to help Sue Honey celebrate her attainment of 10 years service. Picture with Sue are her parents, Brian and Jean Honey, and Daniel Smith.

30. Vice Chairman Garry Forde presented a traditional gold watch and commemorative plaque to Ronald Salan in recognition of 20 years employment at Kurrajong Waratah.

31. A special night for Barbara Grigg after being presented with a certificate for 10 years employment by Director Bill Howitt OAM. Her brother, Tom Grigg joined her for the evening to help celebrate.

32. Veronica Keogh proudly shows her special plaque for 15 years employment to family members, Anne Keogh and mother Genevieve Keogh.





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33. Pictured following the presentation of certificates by Director Dr Max Graffen recognising 10 year's service to people with a disability are front row (l-r) Donna Schnepf and Sue Brady and back row (l-r) Cathy Boyton, Dianne Phelps, Debbie Shaw, Sue Honey and Kristy Burdett.

34. Marie Kok (left) and Sandra Rootes proudly display plaques presented to them in recognition of 15 years and 20 years service to Kurrajong Waratah from Vice Chairman Garry Forde.

35. Steven Eldridge (back row), Leila Sly and Neil Coddington are proudly holding the certificates recognising 10 years employment they received from Director Bill Howitt OAM during the Annual General Meeting.

36. John Howitt (seated) celebrates being presented with a plaque and a \$250 Myer Gift voucher for 25 years employment, with his family, (l-r) Bill Howitt, Helen Howitt and parents Bill Howitt OAM and Fae Howitt.



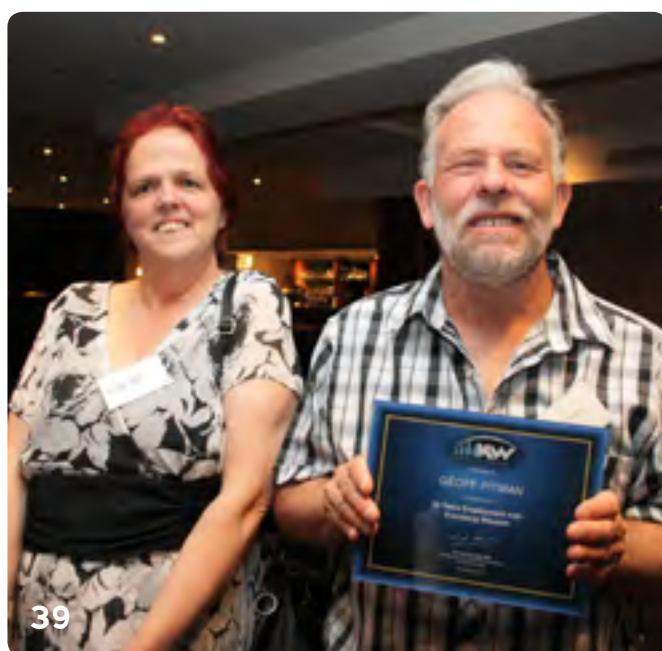
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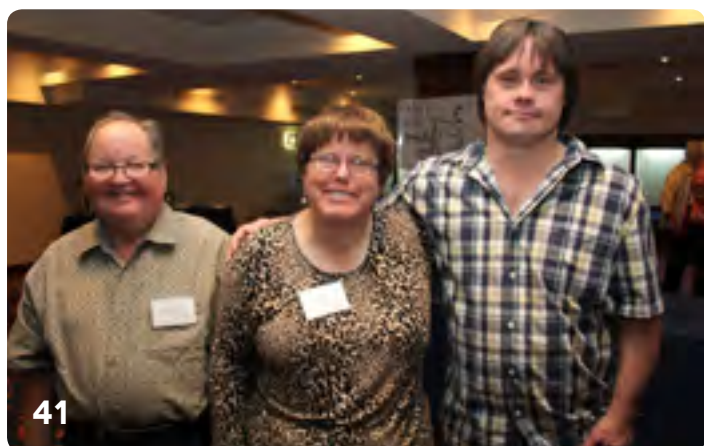
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37. Congratulating Neil Coddington for achieving 10 years employment and Ronald Salan (2nd from right) for achieving 20 years employment are (l-r) Glen Finigan, Geoff Breust, Director and Tom Sleeman.

38. (L-r) Good friends Nicole Smith (received the John Reid Memorial Award), Melissa Crane and Veronica Keogh (award for 15 years employment) celebrate a great evening together.

39. Lisa Rae congratulates Geoff Pitman on receiving a plaque recognising his 30 years of employment.

40. Smiles all around as family members Naomi Jaques (l) and Fiona Jaques congratulate Steve Jaques, CEO on his 30 years of service at the helm of Kurrajong Waratah.

41. Catching up after the AGM supper were friends Wayne Emerson (l), Kerry Forde and Daniel Smith.

Outreach AGM Reports and Presentations

Following the Kurrajong Waratah Annual General Meeting in Wagga Wagga, presentation evenings and a report on the Annual General Meeting was taken to our outreach areas of Narrandera and West Wyalong.

The final Annual General Meeting of Yallambee Deniliquin was also conducted recognising the finalisation of the merger with Kurrajong Waratah on 1st July 2014.

These meetings were extremely well attended and provided the people we support, their families, staff and community representatives the opportunity to know what is happening throughout the organisation as well as in their local services. It also provides a chance for Directors and staff to meet people from our outreach services.

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



42. The Narrandera Reports and Presentation evening held a few surprises. Michael Kennedy OAM, Kurrajong Waratah Chairman and Pam Green, Director (back row right) presented these awards to (standing) Raymond Stevens (Achievement Award) and Deanne Bolesta (10 years service) and (sitting) Jamie Osmond (belated – 15 years employment) and Veronica Foley (15 years employment).

43. After the Narrandera meeting concluded, Chairman and Life Member, Michael Kennedy OAM (left), Layla Bacayo and Steve Jaques, Kurrajong Waratah CEO chatted.





44. Beverley Hughes, Soroptomist International of Narrandera and Veronica Barry caught up after the evening concluded.

45. Supper was an ideal time to catch up after the conclusion of the AGM's official proceedings. Pictured here are Michael Kennedy OAM, Chairman and Life Member, Marjorie Anslow OAM, Life Member and Pam Green, Director.

46. Peter Perkins, Treasurer and Life Member presented a certificate for 10 years service to Lynette Steele.

47. Attending the Narrandera's overview evening were Shirley and Peter Anderson and their daughter, Michelle (right).

48. Attending the presentation were (l-r) Sharon Merritt, Deanne Bolesta, Noelene Hogan, Kurrajong Waratah Accommodation Manager and Margaret Loudon.





49. Lesley Bradley gladly accepts a special plaque and \$250 Myer Gift voucher from Treasurer and Life Member, Peter Perkins for her 25 years employment.

50. Phillip James received his Achievement Award from Director, Bill Howitt OAM and CEO, Steve Jaques (right).

51. Heather Crerar received her special plaque and \$250 Myer Gift voucher for 25 years employment from Treasurer and Life Member, Peter Perkins.

52. Bill Howitt OAM, Director (left) presented an Achievement Award to Michael Anderson. Also pictured is Steve Jaques, CEO.

53. Gillian Judd is receiving her certificate for 10 years service from Peter Perkins, Treasurer and Life Member.

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54. Michael Kennedy OAM (left), Chairman and Life Member presented awards to Denise Imber (15 years service), Leonie Schack (Achievement Award) and Noel Goodear (15 years service).

55. Life Membership of Kurrajong Waratah was presented to Sybil Haw (centre) and Tony Kew for their work with the Yallambee service. Sybil and Tony were Life Members of Yallambee and the Board of Kurrajong Waratah wished to formally recognise this at the time of the merger. Pictured on left is Sally Haw.

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56. Pictured are (l-r), Michael Kennedy OAM, Chairman and Life Member, Ray Carroll, Deputy CEO, Steve Jaques CEO shaking hands with Yallambee Manager, Zena Wahanui, Noel Goodear, Manager Corporate Services Yallambee and Cathie Smith, Kurrajong Waratah Development Services Manager.

End of Year Get Together

With services operating across the Riverina Murray region, the organisation's End of Year Get Together provides a perfect opportunity for people with a disability, families, staff, volunteers and Directors and their families to make and renew friendships and have personal contact which may otherwise be limited to phone or written contact.

Last year's function was held in the beautiful grounds and surrounds of the Murrumbidgee Turf Club in Wagga Wagga and was attended by over 340 people.

It was pleasing to see people from Deniliquin, Griffith, Leeton, Narrandera, West Wyalong, Temora, Albury, Wagga Wagga and places in between attend.

As people mingled through the large crowd it was rewarding to see smiling faces, children and adults enjoying the array of food and activities enjoying each other's company, all of which made for a very pleasant night.

57. Ianto Williams (l) travelled from Temora with friends Jennifer West, Steven O'Hara and Lorraine O'Hara to enjoy the evening.

58. Volunteers at Hildasid, (l-r) John Lane and Bill Harris were joined by their wives, Heather Harris and Anne Lane at the End of Year Get Together.

59. A number of people travelled from Deniliquin to join in the End of Year Get Together celebrations and were pleased to catch up with CEO Steve Jaques and other friends. Back row (l-r) are Di Byrne, Hilary Crane, Kayla Lloyd, Steve Jaques, Zena Wahanui, Peter Chivers and in the front row are David Keck and Julie Smith.





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60. Peter Perkins, Life Member and Treasurer of Kurrajong Waratah's Board and his son David found a great way to end the evening.

61. Family members, Sue, Robert and Trevor Wiencke enjoying the End of Year Get Together.

62. Laura Birchall (right) joins Debbie Shaw and her son Aiden Upfield (l) and nephew Ryan Tapfield for a great evening. The children have obviously enjoyed themselves and found the face painters as well.

63. Daniel Smith helps Development Services staff members Jackie Ryan and Kylee Smith prepare some popcorn in readiness for some hungry party-goers.

64. Friends (l-r) Lisa Rae, Veronica Keogh and Chloe Lidden have entered into the festive spirit of the evening which is a great way to finish the year.



Photo courtesy of The Daily Advertiser

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Journey Forward Workshop

In May, Kurrajong Waratah held their third 'Journey Forward Forum'. The purpose of these forums is to bring together Board directors, Managers and staff to review and discuss Kurrajong Waratah's progress in preparing for the National Disability Insurance Scheme (NDIS), which will commence from July 2017 in Southern NSW and to learn about what is happening in the NDIS trial sites around different towns in the eastern states of Australia at the moment.



65. (L-r) Donalee Gregory, Kurrajong Early Intervention Service, Genief Cornish, Forum presenter and Pam Green, Kurrajong Waratah Board Director, catch up over lunch, all agreeing the Journey Forward Forum was worthwhile with everyone feeling better informed as a result.

66. Presenters Gabrielle Dolan of Authentic Potential (I) and Stephanie Worsteling of National Disability Services (NDS) Melbourne join Kurrajong Waratah CEO, Steve Jaques, for a brief moment before the Journey Forward 2015 Forum commenced.

67. Staff travelled from far and wide to participate in the forum. Narrandera and Wagga Wagga staff are pictured during the lunch break

68. (L-r) Zena Wahanui, Di Byrne, Julie Watson and Kaye Whittaker from Yallambee in Deniliquin participated in this important forum.





69

Photo courtesy of The Daily Advertiser

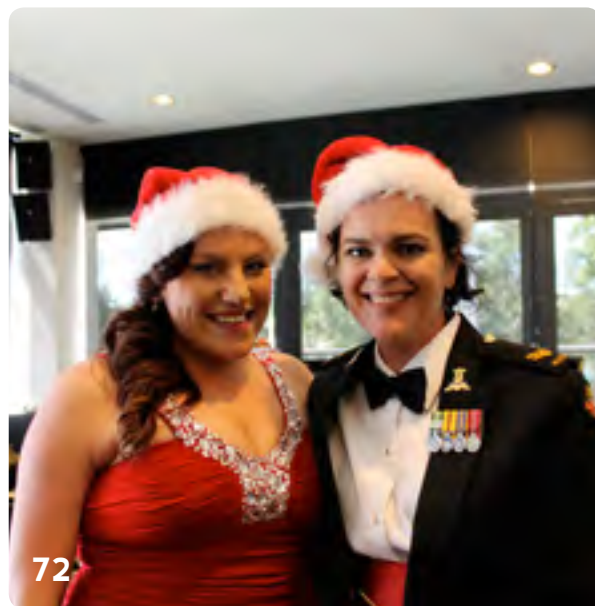


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Photo courtesy of The Daily Advertiser



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Photo courtesy of The Daily Advertiser

69. Practising a song for the launch of the Wagga Wagga Christmas Spectacular are two saxophonists and vocalist, Jade O'Halloran from the Australian Army Band Kapooka.

70. Sponsor from The Building Supply Company Tony Balding and granddaughter, Chloe Balding, relax and enjoy the wonderful music and dance routines presented at the Wagga Wagga Christmas Spectacular.

71. (L-r) Nick Smyth, Emily Dorward, Craig Dorward, sponsor from Ausply, and Katrina Dorward looking forward to a great night's entertainment at the Wagga Wagga Christmas Spectacular.

72. Two of the very talented Australian Army Band Kapooka members who performed for the large audience at the Wagga Wagga Music Bowl are Jade O'Halloran (left) and Corporal Melody Neilsen.

73. Children enjoying the festivities at the Wagga Wagga Christmas Spectacular.



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Photo courtesy of The Daily Advertiser



76

Photo courtesy of The Daily Advertiser

74. Many hands make light work. Each year members of the Lions Club of South Wagga Wagga volunteer to pack thousands of candle bags to be sold at the Wagga Wagga Christmas Spectacular. Helping pack the bags were, back row (l-r) Richard Leonard, Helen Whittaker, Chris Leonard and Anne Leonard and front row (l-r) Bill Carroll, Brenda Shone and Jan Leonard.

75. Taking a break from their cooking duties are (l-r) Russell Baird and Andrew Cramp from the Lions Club of South Wagga Wagga.

76. Long standing members of the Lions Club of South Wagga Wagga, Bill Carroll and Anne Leonard take time out from candle bag packing when Clancy Koala from Hume Bank paid the volunteers a visit.



77

77. Australian Army Band Kapooka vocalist Jade O'Halloran performs with the band at the launch of the Wagga Wagga Christmas Spectacular 2014 held in the upstairs foyer of the Wagga Wagga Civic Theatre. This showcased what was to follow at the Wagga Wagga Christmas Spectacular itself.



Yallambee's 40th Anniversary

78. Meralyn Goodear, Noel Goodear, Manager Corporate Services Yallambee, Linda Walsh, Fiona Jaques and Steve Jaques, Kurrajong Waratah's CEO join in the festivities on this wonderful night of celebration at Deniliquin.

79. David Keck and Sally Haw were honoured to be asked to help cut the 40th year celebratory cake.

80. This large contingent of staff and employees from our Narrandera service travelled to Deniliquin to help celebrate this significant milestone.

81. Kurrajong Waratah's Chairman of the Board and Life Member, Michael Kennedy, OAM and Deputy Chairman, Garry Forde travelled from Wagga Wagga to Deniliquin with their wives Wendy Forde and Trena Kennedy to help Yallambee celebrate their 40th anniversary.

82. Cathie Smith, Kurrajong Waratah Development Services Manager (r), Jackie Ryan, Kurrajong Waratah (l) and Zena Wahanui, Manager Yallambee were justifiably proud of the successful night.



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83. Arthur Kelly and Rachael Hyde are preparing to cook a BBQ for hungry golfers attending the Bonaire 'Big Hole' Golf Day held in Narrandera.

84. Taking a well-earned break from selling lots of raffle tickets on the day to help raise funds for the Griffith Early Intervention Service are volunteers Grant Maginness (left) from Wagga Wagga and Tom Wright from Griffith.

85. The success of an event can be gauged by numerous things. One of these is the number of volunteers that put their hand up to help. Several travelled from Wagga Wagga to Griffith to ensure this day was a success and two of those were Lindy Maginness, Kurrang Early Intervention Service Office Manager and husband Grant seen working at the BBQ to keep the hungry golfers fed in a timely manner.

86. Seen here presenting a cheque for \$7,600 raised at the Bonaire Golf Day in Griffith are (l-r) Golf Pro at the Griffith Golf Club, Brett Dwyer, Anne and Ted Celi (Celi Technologies) and Jane Warburton (GEIS).

87. Employees and staff from Narrandera's Cypress Centre are folding raffle tickets in readiness for a draw held at the Bonaire 'Big Hole' Golf Day in Narrandera.



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Photo courtesy of The Daily Advertiser



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88. Whilst details of the winner of the Kurrajong Waratah Art Union were being verified, Master of Ceremonies, Peter Adams, interviewed Karen Raufers, Operations Manager for Myer Wagga regarding Myer's involvement with the Art Union.

89. Protecting her new car is Clare McAlister from Gundagai. Clare is the envy of us all – she was the winner of 1st prize in the Kurrajong Waratah Art Union.

90. Mayor Rod Kendall acknowledged Allan Thomas, Dealer Principal Thomas Bros for his ongoing support of Kurrajong Waratah and in particular, the Art Union.

Each year at the conclusion of the Kurrajong Waratah Art Union, the support of all sellers is recognised over a celebratory morning tea. Sellers travel from throughout the district to join others who also make a valuable contribution to the success of the Art Union.

91. Jeanette Reynolds, Helen Thatcher and Barry Elliott volunteer their time when possible and like all sellers are greatly appreciated.

92. Three great friends once again joined forces in their home town of Griffith to sell tickets from a local shopping plaza on numerous occasions. An outstanding commitment and result from (l-r) Barry Sidlow, Barry Healy and Tom Wright.

93. Long-time friends, Dorothy Harris (l) and Beverley Beer teamed up again this year to assist Kurrajong Waratah in their endeavour to raise funds through the Art Union. They have commented that "it's a great way to meet people and have an enjoyable day out in the community."



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94. John and Shirley Beattie agreed the Myer Trivia Night was worth attending.

95. The fantastic Myer Wagga Wagga fundraising team responsible for the successful Trivia Night, pictured standing (l-r) are Carol Viski (Sales Manager), Meg Roache (Sales Manager), Chris Boneham (Manager, Wagga Wagga), Karen Raufers (Operations Manager), Anne James, Kyle Millington, and sitting (l-r) are June O'Connor (Sales Manager), Aileen Ryan and Katie Barnes.

96. Pictured (l-r) at the Myer Trivia Night are Liz and Darren Johnston with Johnathan and Melissa Hawe.

97. Retired Kurrajong Waratah staff members, Sandra Rootes (left) and Noelene Hogan, assist wherever they can in their retirement!

98. Tom Abood, Lucy Macgillcuddy and Tim Macgillcuddy join forces to work on 'the ongoing question' at the Myer Trivia Night which was conducted to benefit the Kurrajong Early Childhood Intervention Service.

99. Sue Graffen and Diane McGrath ensure gifts are wrapped to Myer's set corporate style.



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100. Frances Webb is pictured cutting her 40 year celebratory cake.



101. Pictured together, after receiving years of service awards are, (l-r) Jeffery Doherty (30 years employment), Steve Jaques, Kurrajong Waratah's CEO (30 years service), Frances Webb (40 years employment) and Geoff Pitman (30 years employment). A total of 140 years at Kurrajong between them!



102. Alan Larcombe, Manager of Kurrajong Business Services (KBS) catches up with colleagues and good friends, Nicole Prior, Manager of KBS Outreach Businesses and Rachael Hyde, VTO at Cypress Centre, Narrandera at his retirement morning tea.

103. Michael Kennedy OAM, Kurrajong Waratah's Chairman of the Board and Life Member made a presentation to Frances Webb for reaching 40 years employment.



104. Kurrajong Waratah's Administration staff join in farewell celebrations with Alan Larcombe on his last day after almost 18 years of service. Pictured back row with Alan is Lara Coughlin and front row (l-r) are Mareeka New, Sarah Huntly and Debbie Shaw.



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School Leavers Expos

Leaving school can be an exciting time, but it can be a confusing time too.

Kurrajong Disability Solutions' (KDS) staff participate in School Leavers Expos to enable school leavers and their families to explore the many and varied options available as part of their Transition to Work (TTW) or Community Participation (CP) programs, Supported Employment and other supports and programs the organisation can offer.

The team at KDS are particularly interested to learn as much as they can about students in their final years of school, what they like, their dreams and goals and together, establish how their choices can be achieved. Listening is a vital part of this process.

The Expos are an ideal opportunity to do this.

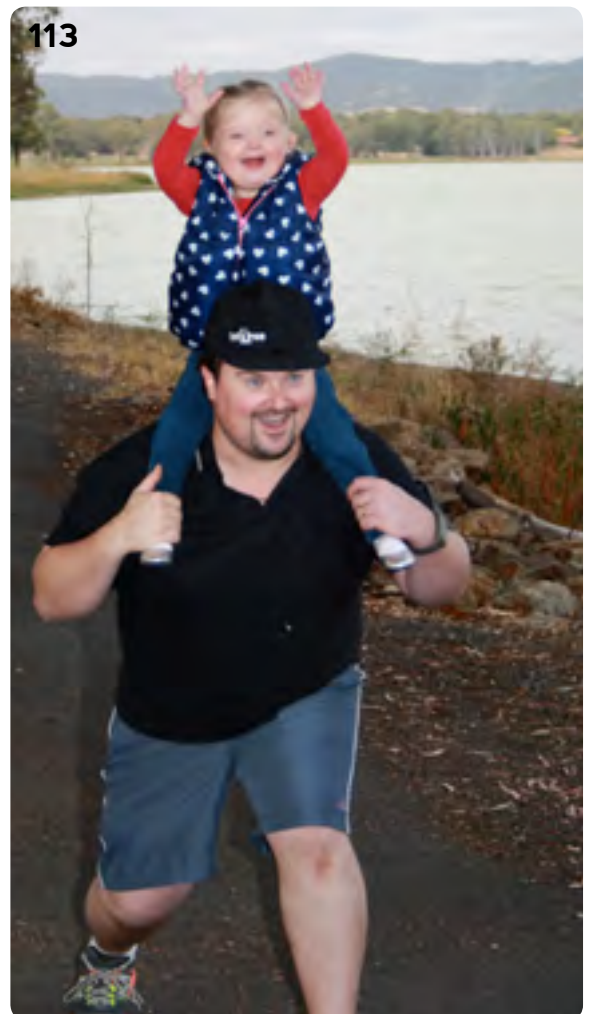
105. Norm Corcoran, Business Development Coordinator at Kurrajong Disability Solutions (KDS) presents a Samsung Tablet to Craig Morrow. Craig and his mother, Ann, visited the School Leavers Expo and came away with a lot more than information!

106. Norm Corcoran talking options for the future with Karen Mullins and her daughter Bella.

107. Norm Corcoran, Business Development Coordinator at KDS with Lindy Farley and daughter Lilly Farley. Norm always takes an interest in each student and listens whilst they tell him what things they'd like to do in the future.

108. Kurrajong Disability Solutions participated in this year's School Leavers Expo in Albury. Norm Corcoran is pictured with Bless Vandamme and her daughter, Kimberley, winner of the Samsung Tablet.

109. Louise McDonald, Kurrajong Disability Solutions Programs Coordinator, is chatting with school leaver Zoe Allan and her mother Vicki.



110. Susan Macgillcuddy, Manager Kurrajong Early Intervention Service (far right) is pictured with Amanda Myers (second from right) from Simp-Lee Yogo who coordinated Fitness in the Park Day in support of Pip Enscoe's fundraising efforts. Angela Pieper, Brad Orr and Belle Brunster (l-r) also participated in the day.

111. Ben Howard is pictured presenting a cheque to Susan Macgillcuddy, Manager of Kurrajong Early Intervention Service (KEIS). Ben is Co-Director of Wagga Wagga Early Years Learning Centre who chose to support KEIS as part of their building development and upgrade project.

112. Staff from Kurrajong Early Intervention Service and volunteers provided food for hungry participants in the Fitness in the Park held in support of Pip Enscoe.



113. Jamie Way and daughter, Sophie, having fun on the shores of Lake Albert.

114. Pip Enscoe watches on while Ryan Sellings shows his dad, Andrew how to paint.

115. Committee members from The Friends of the Cypress Centre in Narrandera have, for almost ten years, lobbied the NSW State Government for funds to enable a supported accommodation service to benefit adults with a disability in their community. Their persistence paid off and recently Member for Cootamundra, Katrina Hodgkinson turned the first soil at the block of land on which four, two bedroom units will be built. She is pictured with Chairman of The Friends of the Cypress Centre, Bill Howitt OAM and Narrandera Shire Mayor, Jenny Clarke.

116. Member for Cootamundra Katrina Hodgkinson goes over the plans for the Kurrajong Waratah supported accommodation service in Narrandera with Kurrajong Waratah CEO Steve Jaques (left) and Chairman of The Friends of the Cypress Centre, Bill Howitt OAM.

117. Laurie Myers, President of Rotary Club of South Wagga presenting a cheque for \$5,000 to Jane Pottie, Kurrajong Waratah Development Services team.



Photo courtesy of Narrandera Argus



Photo courtesy of Narrandera Argus



118. Andrew Cramp, President of the Lions Club of South Wagga Wagga presents a cheque for \$7,000 to Cathie Smith, Kurrajong Waratah Development Services. This cheque was the proceeds from the work that the club had undertaken at the Wagga Wagga Christmas Spectacular.

119. Greg Guttler, President of the Koorinal Rotary Club is presenting a cheque for \$1,000 to Jane Pottie, Kurrajong Waratah Development Services team. This money was raised during the year through several fundraising events.

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 longed for 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 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, those 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 people's futures. Cathie can be contacted on 0438 219 487 anytime.

Workplace Donations

Making a regular donation through your 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

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 219 487, direct line: 6932 6009 or email: csmith@kw.org.au



The miracle is this...
the more we share,
the more we have.
- Leonard Nimoy

