

Annual Report 2015-2016





OUR VISION

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

Beth Davis and volunteer Bill Prest are pictured enjoying a chat while they wait for their coffee. Beth looks forward to seeing Bill each week for this much anticipated outing. So does Bill.

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Certified Disability Service Provider DSS:2004 Certificate No. DS 549704

Certified Environmental Management Systems ISO 14001:2004 Certificate No. EMS 569443

Front Cover: Meegan Lehman volunteering at Temora radio station TEM-FM.

Back Cover: Michelle Hocking recently had the chance to visit a local dairy and feed week old calves with Patricia, who with husband Syd, owns the dairy. Hard to tell who enjoyed it more, Michelle, Patricia or the calf. Maybe all three!

Patrons for 2015-2016



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 DARYL MAGUIRE

Patron and Member for
Wagga Wagga

Daryl has been the NSW State Member for Wagga Wagga for 17 years. He has a strong interest in social justice and in initiatives that build and sustain local communities and services. Daryl is a strong advocate for people with a disability and their families and accepted the honour of Patron of Kurrajong Waratah in 2010.



MR PETER PERKINS

Life Member and Patron

Peter's involvement with Kurrajong Waratah commenced in 1982 when he became a Director and continued until 2015, including 20 years overseeing the organisation's finances as Treasurer. Peter always brought a parent perspective to his role. Peter's outstanding commitment and service to people with a disability and Kurrajong Waratah was recognised when he was given the honour of Life Membership in 2005. Peter accepted the position of Patron of Kurrajong Waratah in 2015.

Life Membership

The following corporations and individuals have been honoured with Life Membership for the highest level of support and commitment to Kurrajong Waratah over a very long period.

These are the only Life Memberships granted in Kurrajong Waratah's 59 year history.

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
Mrs Sybil Haw
Mr Bill Howitt OAM
Mr Michael Kennedy OAM
Mr Tony Kew
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)



Communications covered

Turning the pages of a newly created book gives Lifestyle participant, Janna Harrison, a sense of achievement.

Janna and Support Worker Debra Howard share a passion for book-making.

Each week, both explore their creative side when they meet in the Lifestyle Art Room.

"Communication is the key for our book-making activity to work. Janna is hearing-impaired and she signs what she would like to make," Debra explained.

With a degree in Graphic Design and a Certificate II in Auslan, Debra combines her skills to help Janna with her art and book-making.

"We both love book-making and creating something different each week. This activity has developed because our communication works so well," Debra said.

"I use Auslan to ask Janna what size book she would like to make, the colour of the covers and thread to use. During our activity, I sign to Janna instructions

on how to complete tasks. If Janna doesn't understand she will sign back to me for clarification.

"Signing helps Janna communicate not just with the activity but also with being included in the conversation in the room.

"Janna likes to know what is happening around her and about everyone's weekend exploits. I have started to teach other people a few signs so they can communicate with Janna too."

Debra also runs an Auslan workshop for Lifestyle staff members to improve their communication skills.

"Before our fortnightly staff meeting, I help my colleagues learn sign language. This is beneficial for our team because it enables staff to communicate more effectively with Janna and other people we support," she said.

"It's rewarding to see Janna communicating with everyone around her and I'm proud of our team members for taking the time to learn new skills."

Photo: Lifestyle Services Support Worker, Debra Howard and Janna enjoy their creative time together and use Auslan to make decisions about how Janna wants her creation to look.

Board of Directors 2015 - 2016



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 and is a member of the Catholic Diocese Finance Committee.

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 & Kath Toy Charitable Trust, and involved with other community organisations.

Michael looks forward to the choices offered to people with a disability with the introduction of the NDIS in the service area next year, but also appreciates the challenges that will have to be met by all concerned.

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



DR MICHELLE FERNON

Vice-Chairman

Appointed to the Board:
9 November 2007

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

Growing up in Young, Michelle (nee Mullany) has worked as a Medical Practitioner in Wagga Wagga since 1992. Prior to completing her medical degree at Royal College of Surgeons in Ireland, she trained and worked as an Occupational Therapist in Australia and Ireland.

Married to Vince, together they ran a Day Endoscopy Centre for over 20 years. They have four adult daughters.

Michelle is Chair of the Medical Advisory Committee at Wagga Endoscopy Centre and has volunteered in various roles on other committees, including the Australian Day Hospital 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.



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 39 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 and the Narrandera Lions Club. For many years, Bill served as an examiner with the Royal Life Saving Society.

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



HAMISH CULLENWARD

Treasurer

Appointed to the Board:
16 Sep 2015

Qualifications:
Chartered Accountant, BComm,
BActStud (ANU)

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 and supporting its transition into the NDIS.

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.

Board of Directors 2015 - 2016



PAM GREEN

Director

Appointed to the Board:
22 October 2008

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

Pam was Head of Wagga Wagga Campus of TAFE NSW Riverina Institute before retiring after a successful teaching and management career. She and husband Peter now contribute to several community organisations and also love 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 proud of the high standard of service Kurrajong Waratah provides to people with disabilities and their carers. She is committed to assisting the organisation and its people transition to the National Disability Insurance Scheme and is passionate about maintaining the high standard of service, valuing and meeting the needs of each individual and making the most of the opportunities available.



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, especially as we move into the NDIS.

Geoff is married to Ros and has two adult sons.



LOUISE LOTZ

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) in the Faculty of Business, Justice & Behavioural Science while running her own advertising and marketing company. The company provides Riverina businesses the opportunity to achieve their goals through strategic business and marketing advice.

In addition, Louise has been a keen advocate of supporting the Riverina through her community involvement in Women in Business; Wagga Wagga Business NetworX; Riverina Regional Tourism Board, playing Wagga Wagga women's water polo; a mentor for Young Achiever's Australia and organised charity fund raising events.

With the introduction of the National Disability Insurance Scheme (NDIS) in July 2017, Louise is keen to ensure Kurrajong Waratah continues to deliver a high standard of services to all stakeholders through facilitating a seamless transition into the new scheme ensuring each individual and their families continue to feel part of the organisation and community.



STEVE JAUQUES

Executive Director/CEO

Retirements/ Resignations



GARRY FORDE

Director
(Resigned 20 June 2016)



PETER PERKINS

Treasurer & Life Member
(Did not seek re-election at 2015
AGM)

Post Reporting Period Changes



GEOFF BAMBERRY

Casual Director
(Resigned 25 July 2016)

Report from the Chairman and Chief Executive Officer



MICHAEL KENNEDY OAM
Chairman & Life Member



STEVE JAKUES
Chief Executive Officer

It is a pleasure to be able to report on another busy but productive 12 months that has provided the opportunity to review and strengthen our services across our operating area.

Within the resources that we have available to us, our staff and volunteers have delivered a range of necessary supports and assistance to people with disability and their families in both a timely and effective manner.

There remains however so much more that is needed to be done to enable the quality of life of people to be improved, and their fuller participation as citizens in our communities.

In late November last year at a gala function held at NSW Parliament House, we were again recognised as a leader in the disability field through the 2015 NSW Disability Industry Innovation Awards. These annual awards for the disability sector recognise service excellence and innovations that are making a difference in the lives of people with disability and their families.

Kurrajong Waratah won the 2015 'Leadership in National Disability Insurance Scheme (NDIS) Readiness' category for the work that we are doing in preparing ourselves for the changes that are coming with this scheme. The winning of this award is great acknowledgement of the efforts of many people at Kurrajong Waratah. It also benchmarks our organisation as being the only disability service organisation in NSW to have been selected as a finalist in all four years these awards have been running and as outright category winners in two of those years. In 2013 we won the category 'Excellence in Regional Service Innovation'.

To receive such recognition amongst our colleagues and peers in NSW is testament to Kurrajong Waratah being on a continual transformational journey to make even more positive differences to the lives of people with disability and their families.

All our efforts and endeavours are strongly driven by our Vision: "For people with disability to lead a life of their choice".

As we enter our 60th year of operation in 2017, never have the challenges been greater, but never have the opportunities to make a more significant difference in people's lives been greater.

The future direction of Kurrajong Waratah is clear, as we know that we will enter the new National Disability Insurance Scheme (NDIS) and a new operating and funding environment from 1st July, 2017.

Needless to say, our preparations for this future continued to drive a lot of our attention and efforts again this year.

This included the development of a new strategic plan for 2016 to 2018 which we are well on the way of implementing. The actions and tasks in this plan will ensure that we are strongly prepared for both the challenges and the opportunities that the NDIS scheme will bring.

The switch from receiving our government grant funding (which is over 60% of our income) up to three months in advance, to having to claim activity based funding in arrears will be one of those challenges. To assist us with this task and to implement other operating efficiencies, we are investing in a new, stronger information technology and communication platform. This includes a new approach to our IT infrastructure systems and the development of a robust client management system to facilitate choice and control for our clients and families as they become future 'NDIS customers' of Kurrajong Waratah.

As a key part of our preparations we are progressively meeting with all families to help them understand the new NDIS scheme. At the same time we are developing a better understanding of what their needs and wants may be in the scheme so that together we can pursue and deliver on their goals.

All our efforts and endeavours are strongly driven by our Vision: "For people with disability to lead a life of their choice".

Such investments and initiatives, without the restrictions of government program and grant guidelines in the NDIS that we have had in the past, will allow Kurrajong Waratah to further develop the range of possibilities available for people with disability. We are excited about this future, where people's dreams, their aspirations for themselves, for their life, can become a reality.

As we move towards full implementation of the new NDIS framework our reputation as one of the state's leading regional disability service organisations has never been stronger. We are confidently poised to build on our position of providing responsive, high quality and sustainable disability services and supports.

In closing, we would like to take this opportunity to thank everyone involved with Kurrajong Waratah over the past year. Our Board of Directors, our management team and staff. A sincere thank you to our volunteers, families and carers, to the business community, local Councils, our members of parliament and members of the public who have supported and assisted us over the past year.

There is such an extraordinary team of committed and motivated stakeholders with us on our journey forward. This provides us with great confidence to continue to bring about many more positive changes in the lives of people with disability and for their family/carers.

Michael Kennedy OAM
Chairman and Life Member

Steve Jaques
Chief Executive Officer



Learning is fun! Winston Nolan is pictured with Hannah Rees, Speech Pathologist at Griffith Early Intervention and they both certainly look like they are having fun.

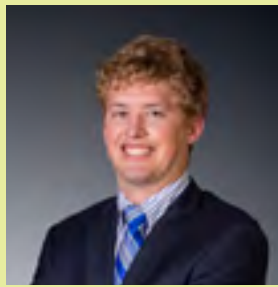


Pictured shopping as part of his Skills Lifestyle program is Nathan Lemech.



Enjoying a workout session at Flex It Gym is Geoff Pitman organised through his Community Living Support Program.

Treasurer's Report



HAMISH CULLENWARD
Treasurer

Having succeeded Life Member, Peter Perkins after many years as Treasurer I have great pleasure in presenting my first Treasurer's Report and the Financial Statements for the year ending 30 June 2016.

The organisation is in good financial shape going forward. The total revenue for the year was \$26.5m representing an increase of 4% on the previous year (after excluding the net consolidation of assets from the merger of Yallambee Deniliquin in the previous year's accounts). This increase in revenue was driven by a 4% increase in government funding and was helped by an incredible 33% increase in fundraising, donations and bequests. A special mention and thank you is extended to all those who have helped contribute to that outstanding result by providing financial support or giving their time to our fundraising activities. We acknowledge the benefactor who supported our work by including a gift in their Will.

State government funding of \$14m plus Commonwealth government funding of \$3.3m resulted in total government funding of \$17.3m or 65% of total revenue. Income from our own supported employment businesses contributed \$6.9m or 27% of total revenue. These figures highlight the challenges of the upcoming transition to the National Disability Insurance Scheme (NDIS) for Kurrajong Waratah where previous payment of government income in advance will be replaced by a transition to a user pays system where funding for services will generally be provided in arrears. Kurrajong Waratah are currently investing in technology to adapt our systems to deal with this change in how we receive funding from government under the NDIS next financial year.

The Kurrajong Waratah Race Day held at the Murrumbidgee Turf Club and the annual Art Union are not only major fundraising events but are also significant community events that help to publically profile the important work we do. These and other similar events will be increasingly important moving forward in trying to become the first choice provider for people with disability in the Riverina and Murray regions of NSW under the NDIS, as well as essential for providing capital funds to meet the costs of infrastructure such as buildings, equipment, buses etc. that are not covered under the NDIS.

Total expenditure for the period increased 6% to \$25.4m on the previous year. Staff costs have risen 6% to \$16.9m representing that the majority of the organisation's expenditure is spent on services. Expenditure of this magnitude on wages, salaries and associated payments has a considerable impact on the economies of the local government areas in which our services are provided. Through the multiplier effect that arises from our operations there are considerable flow on economic benefits realised locally in the communities in which we operate.

Despite increasing costs, pleasingly our administration costs have remained at around 6% this reporting period. This is a consistently low level of administration cost when compared

to industry benchmarks in the disability services sector that range from 12-15% and higher.

Our operating result for the year is a surplus of \$1.1m which, while being lower than the previous year (due to the consolidation of accounts from the merger of Yallambee Deniliquin) it is still an excellent result.

Operating surpluses are essential to Kurrajong Waratah to enable us to fund capital expenditure and maintain our assets which are typically not funded from recurrent government subsidies. They also enable Kurrajong Waratah to build a 'buffer' for future unexpected business costs or shocks. This view could not be more substantiated with our moving into the NDIS environment next year and the considerable unknowns regarding available government capital funds and investments that this transition faces.

Having a sound asset base, liquidity 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 the sound financial base which has been established by past and continuing prudent financial management and governance by the Board of Directors.

The past year has also seen a continued increase in the organisation's asset base and cash reserves with total assets increasing 6% to \$42.3m and net assets increasing 4% to \$28.7m.

Importantly, we have a healthy current ratio representing the ability for Kurrajong Waratah to readily meet any short term debts from our short term assets.

The implementation of the National Disability Insurance Scheme in this region from July 1 2017 will, as highlighted earlier, create challenges relating to cash flow, liquidity and capital expenditure. That said the financial position of the organisation gives your Board confidence in Kurrajong Waratah's resilience in being able to meet the challenges and opportunities as they arise. We have every confidence in ongoing success when operating in the National Disability Insurance Scheme environment.

In closing I extend my thanks 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.

Hamish Cullenward
Treasurer
Chartered Accountant, BComm, BActStud (ANU)

Kurrajong Waratah Financial Results

Income Statement

WHAT WE EARNED \$,000

Sale of Goods and Provision of Services	6,680
Government Subsidies	17,306
Interest	410
Rent and Contribution Investment Properties	573
Fees, Fundraising, Donations and Other Income	1,435
Gain on Disposal of Property, Plant and Equipment	107

Total Revenue	26,511
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WHAT WE SPENT \$,000

Staff costs	16,875
Depreciation of Property, Plant and Equipment	1,563
Cost of Sales	1,187
Operating Expenses	5,797

Total Costs	25,422
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SURPLUS FOR YEAR 1,089

Balance Sheet

WHAT WE OWN \$,000

Property, Plant and Equipment	18,272
Investment Properties	2,151
Cash and Cash Equivalents	20,280
Debtors	882
Stock on Hand	308
Other	439

Total Assets	42,332
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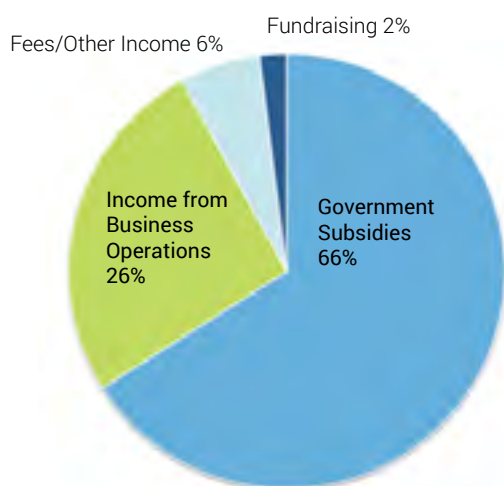
WHAT WE OWE \$,000

Creditors	7,822
Rosebank Occupancy Deposits	3,946
Provisions	1,798
Borrowings	33

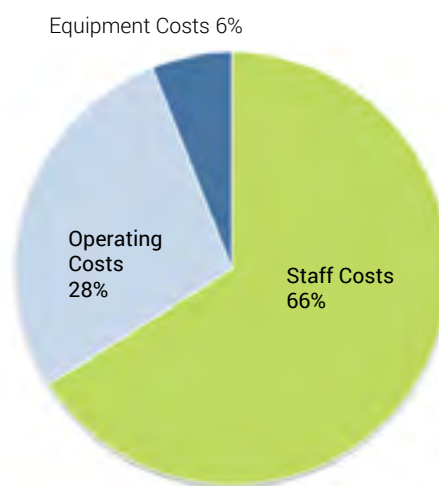
Total Liabilities	13,599
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EQUITY 28,733

Income 2015 / 2016



Expenditure 2015 / 2016



Magical moments for *Bertie*

There is something magical about the snow.

Thanks to a good idea and the expertise of the Riverina Woodworker's Group, Bertie Wilton was able to experience the magic first hand on a rare family holiday.

Bertie, an adorable four-year-old, has severe physical and intellectual impairments. He is unable to sit, stand, walk, eat or drink unassisted and is visually impaired.

While he has no verbal communication skills, the joy on his face was unmistakable the first time he travelled through the snow in his custom-built snow sled.

Earlier this year, Bertie's parents Felicity and Richard Wilton met with Bertie's

physiotherapist at Kurrajong Early Childhood Intervention Service (KEIS), Donalee Gregory, and his occupational therapist Donna Bear, to discuss how Bertie could become more involved in family fun activities, like a trip to the snow.

Encouraged, Felicity came up with a few sled ideas, which KEIS then took to the woodworkers who expanded on the idea, adding in wider perspex skids, bolting in a special car seat and building a box to hold Bertie's medical equipment.

This wooden sled meant that for the first time in his young life, Bertie was able to enjoy the snow with his parents, big brother Reuben and his cousins.



Bertie is keeping a close lookout for cousins Annabelle, Darcy and Webster as they build a snowman.

"You don't expect these things to happen, and we are extremely grateful."

Felicity couldn't be happier with the outcome.

"The holiday was ideal, perfect, amazing, fantastic! We didn't realise how good it was going to be.

"Bertie loved the sound of the laughter and squeals of the other children. We were able to tow the sled with us wherever we went, so it was great that we could all be together rather than tag-teaming while one looked after Bertie.

Richard spoke of the family's gratitude for KEIS and the woodworkers bringing this idea to life.

"You don't expect these things to happen, and we are extremely grateful."

KEIS service manager Susan Macgillcuddy is thrilled to be able to help.

"It's wonderful that a gorgeous little boy can truly be included. When families dare to dream, there is a team at KEIS waiting to work with them and a community ready to pull together so their dreams can come true."

Photos below: (left) Taking delivery of his purpose built red sled is Bertie, with Phil Reid representing Riverina Woodworker's Group, and his parents Richard and Felicity.

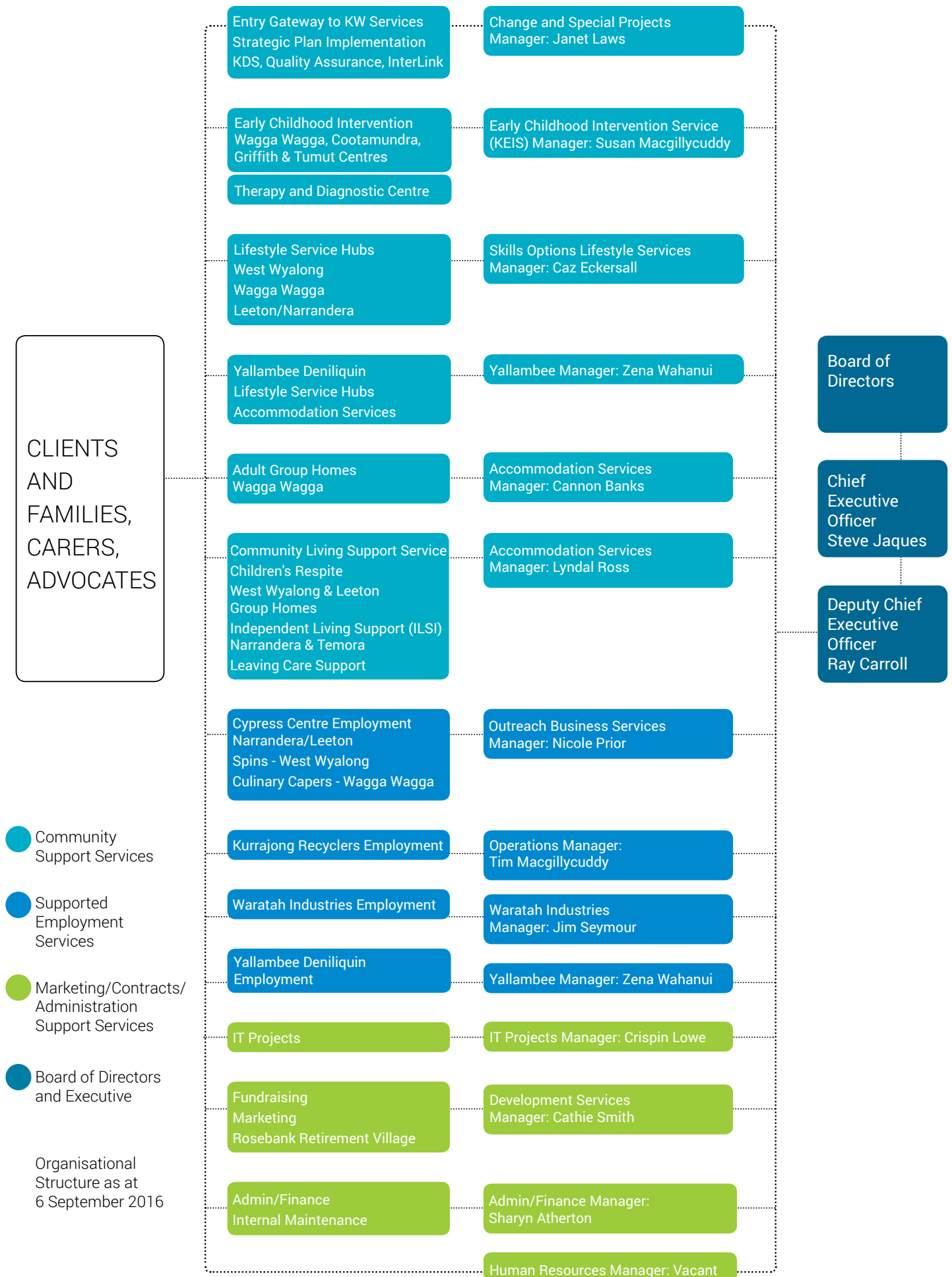
(right) Pictured on the snow together are Bertie and his brother Reuben.



Photo courtesy of
The Daily Advertiser



Organisational Structure



Management Team



STEVE JAQUES
Chief Executive Officer
32 Years of Service



RAY CARROLL
Deputy Chief Executive Officer
25 Years of Service



SHARYN ATHERTON
Administration/Finance
Manager
11 Years of Service



CATHIE SMITH
Development Services Manager
29 Years of Service



CRISPIN LOWE
IT Projects Manager
19 Years of Service



JANET LAWS
Change & Special Projects
Manager
24 Years of Service



**SUSAN
MACGILLYCUDDY**
Early Childhood Intervention
Service Manager
9 Years of Service



CAZ ECKERSALL
Skills Options Lifestyle
Services Manager
26 Years of Service



CANNON BANKS
Accommodation Services
Manager
15 Years of Service



LYNDAL ROSS
Accommodation Services
Manager
18 Years of Service



ZENA WAHANUI
Yallambee Deniliquin
Services Manager
11 Years of Service



NICOLE PRIOR
Outreach Business Services
Manager
11 Years of Service



JIM SEYMOUR
Waratah Industries
Manager
7 Years of Service



**TIM
MACGILLYCUDDY**
Kurrajong Recyclers
Operations Manager
7 Years of Service

Ben's birdhouse takes *pride* of place

For two years, Ben Morgan dedicated every Wednesday morning to creating a birdhouse for his parents Juli and Paul.



"We are so proud of Ben for what he has achieved."

The birdhouse now takes pride of place in their front garden and is much-admired by visitors and passersby alike.

Ben's mother Juli said that the birdhouse is an amazing achievement for Ben, who has defied the odds to achieve something they thought he might never be able to do.

"Ben has a rare chromosomal condition called Tetrasomy 18p and is one of only 250 people in the world with this condition.

"He also has osteoarthritis and severe osteoporosis, and has been described as having the bones of an 80-year-old.

"When people are born with this condition, you're given gloom and doom about what people can't do, but no one tells you what they can achieve with patience and love.

"We are so proud of Ben for what he has achieved. We absolutely love the birdhouse and we are so thankful to Col Neyland (Lifestyle Services Community Worker with Kurrajong Waratah) for supporting Ben with this project."

Connected via the internet to the many families and carers of people around the world with Tetrasomy 18p, Juli said the Morgan family was thrilled to be able to share photographs of Ben's birdhouse taking pride of place in their garden.

"Ben is an absolute inspiration to the families of young children who have this condition," she said.

"When we look at the birdhouse every day, it gives us hope that Ben will continue to succeed in what he sets out to do. It shows us that the sky's the limit for Ben."

Photo: Ben pictured at home with his birdhouse which mum Juli says gives them hope every day.

Making the *right* decision

For Bernie and Diane Kearins, having their youngest daughter Nicole leave home was difficult. Nicole has Down Syndrome, and for the first 31 years of her life, she lived with her family in West Wyalong.

Bernie reflects on the many emotions they experienced, and the exact moment they knew they had made the right decision.

Growing up in a small country town, Nicole has always been accepted for herself - no fuss.

Both our families were so supportive and caring and genuinely interested in Nicole. She was just part of the family.

She could swim like a fish, ride a pony, snow ski and dance. She played basketball and got so good, her free shot won a grand final for her team!

Her mates from school even insisted that Nicole make her debut with them at the local Debutante Ball.

But times change. Eventually, her school mates moved away, our other children grew up, got jobs and were spread out far and wide.

What of the future for Nicole? How would we secure her future, her happiness and her independence in a meaningful life?

For some time we had been urged to move Nicole into a group home at Kurrajong Waratah in Wagga.

I was hesitant because, from my few years on the Board at Kurrajong Waratah, I was aware of how many desperate and needy cases there were out there of very elderly people in poor health themselves desperately needing accommodation for a child with a disability.

Photo: Now living away from her family home and very happy, Nicole enjoys looking over her 'picture framed family' which hangs in her room.



"I love my great big room at my house (Olearia) with plenty of room to have my desk. My favourite part of my room is the TV next to my bedroom window. I love watching my own TV."

Nicole Kearins

Diane and I are relatively young and are thankfully in good health, so we decided that we could continue looking after Nicole at home.

Then Nicole started becoming introverted. She was spending too much time at home with just her mum and dad. Nicole's only outings were with us, which, in all honesty, were not always that interesting for her.

Kurrajong Waratah's extensive social network in Wagga, particularly the Skills Option range of opportunities, looked like the right direction but letting go and taking the first step is hard.

To "surrender" this special life that was so entwined in our lives for over 30 years... to entrust this special child with special needs to strangers... to have her living away from us, not knowing what was happening in her life every minute of every day. That was difficult to come to grips with.

But, with some passionate encouragement from the good people at Kurrajong Waratah, we thought being around people her own age would be good for Nicole and, much sooner than we anticipated, a place became available.

Nicole now lives at one of the beautiful modern group homes at Olearia Place.

After about a month, we brought her home to West Wyalong for a visit. Nicole was in the kitchen, passionately "cleaning up" and putting things away, banging cupboard doors and talking rather loudly and animated (as she can!)

Diane and I were in the adjacent living room trying to watch the footy and Diane mildly chided Nicole about the noise.

Snorting her disapproval, Nic huffily went to her bedroom. When Diane checked on her a little while later, she found she had packed her bag. With hands on hips, she announces quite clearly that she is, "going to my home in Wagga".

That was it for us. End of the anxiety, the misgivings and the apprehension. The guilt evaporated. We'd made the right decision, hard as it is to let go.

That little kitchen episode showed that she was way ahead of us!

Bernie Kearins

"I like to go out and go into town and go shopping. My favourite place to shop is the Marketplace. It's very busy there and I like to watch all the people shopping."

Nicole Kearins

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

Co-ordination of supports

Transition to Work or further education

Skills Development

ADULTS PROGRAMS AND SUPPORTS

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

Support connections

Daily life tasks

Personal activities

Physical wellbeing

Household tasks

Management of funds

Participation in community

Social and civic activities

Behaviour support to improve relationships

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)

Individual employment support

Assistance to maintain employment

Assistance with travel/transport arrangements

LIFESTYLE PROGRAMS AND SUPPORTS

Community participation activities

Developing life skills

Social interaction program

Leisure activity

Sensory and relaxation program

Physical activity & well-being program

Art and drama

Volunteer work

ACCOMMODATION PROGRAMS AND SUPPORTS

Co-ordination of supports

Personal financial management and budgeting support

Personal supports and self-care

Drop in support for adults

Shared living supports

Group home support

Short-term accommodation for children

Short-term accommodation for adults

In home support

Leaving care support

Complex needs support

Individual support

Behaviour support

Education support

Development of daily living and life skills

Social skills 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

Assistance with decision making

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:

Co-ordination of supports

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:

P4P online learning modules

Behaviour Management training

Individual Needs Analysis

Other roles delivered are:

Quality Assurance for Kurrajong Waratah

Preparation for National Disability Insurance Scheme (NDIS)

EARLY CHILDHOOD PROGRAMS AND SUPPORTS

Transdisciplinary Early Childhood Intervention Supports include:

Education

Therapy

Family support

Specialised therapy supports through a multi-disciplinary team 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

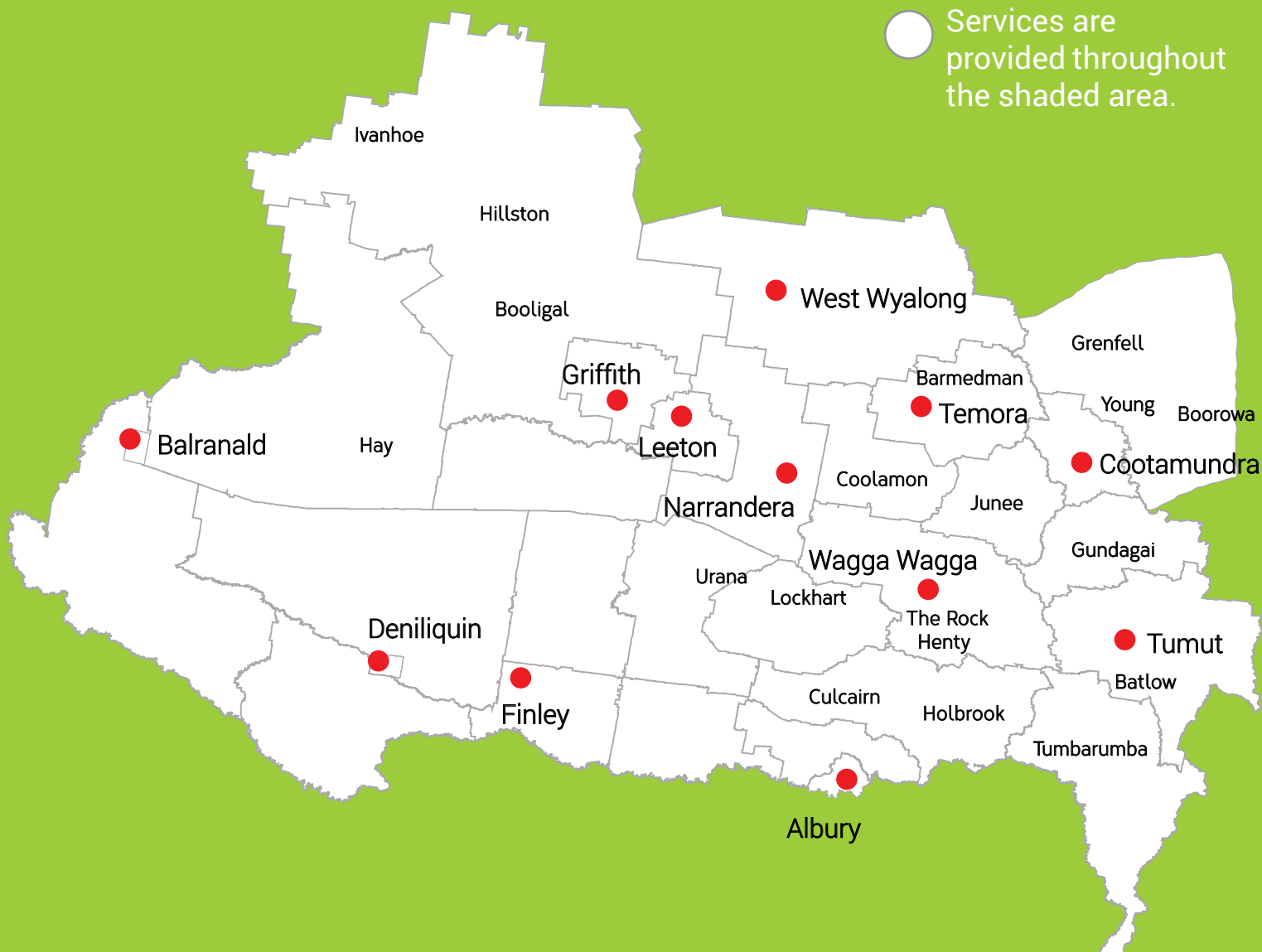
Early Learning Groups

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.



Trip of a *lifetime*

Eleven intrepid holiday makers experienced beaches, markets, swimming and sightseeing during a once-in-a-lifetime trip to the Gold Coast in May this year.

Months of meticulous planning went into the big adventure, as Kurrajong Waratah staff worked through the medical and mobility challenges of taking clients with high support needs on a long-distance holiday.

Being exposed to many different stimulating environments, cultures and atmospheres, the travellers were often confronted and pushed outside their comfort zones. With encouragement, kindness and support from staff they all achieved their personal goals.

As Community Support Worker Corey Shoemark explained, the first challenge came in getting through airport security.

"This was a delicate operation and could not be rushed."

"While waiting for our flight, the fear of getting on the plane became very real for some. We encouraged and reassured our anxious holiday makers, and many trips to the toilet were made.

"We made our way onto the tarmac in the pouring rain with Kurrajong Waratah staff juggling umbrellas and hand holding, so that a giant link was formed. One by one,

our holiday makers climbed carefully into the very confined space for the first of four flights and negotiated the not so familiar plane seatbelts.

"Over the course of the flight there was waving, smiling, conversation, hand holding and laughter. The faces of our holiday makers told it all – sheer excitement."

Once safely on the ground in Coolangatta, a week of fun activities began.

Highlights included shaking hands with Cat Woman and high-fiving Daffy Duck at Movie World, enjoying the Sling Shot and other amusement park rides, canoeing with support staff, walking down Cavill Avenue in Surfers Paradise and sharing many fine meals together.

Support Worker Cherie Hugler said there were many great things about the holiday.

"I really enjoyed observing how happy everyone was just to be in a different environment.

"Rachel, Stephen and Florence had a great time swimming and canoeing in the channel at the back of our accommodation, while Ripley, Justin and Paul played a game of pool on the balcony. Everyone seemed so relaxed."

Fellow Support Worker Paige Duck agreed.



"I was ecstatic that I could plan a holiday with my colleagues that gave the people we support an opportunity to experience a new and exciting adventure. To see them have so much fun from start to finish made the effort we put in worth it."

"I feel like everyone got to experience a different atmosphere and believe this holiday is something that they will carry with them forever. I'm grateful I could be a part of it."

Jason's parents, Marnie and Allan Duffus, thanked Kurrajong Waratah staff for making this dream holiday possible.

"We are always pleased to hear Kurrajong Waratah carers are planning another holiday for Jason and his friends. It is important

and enjoyable for Jason to be given the opportunity to experience new horizons and different environments, and he thrives on this. We commend the dedicated staff who devoted a solid week to providing fun and variety for our beloved son and his friends."

Paul's mother, Annette McCaig said she was thrilled that her son had the opportunity to travel to the Gold Coast with his friends.

"I am grateful to the support staff and other participants who cared for my son on this holiday. When Paul returned, he had a new lease on life. The trip obviously had a positive effect on him!"

Holiday makers

Libby Biar Jason Duffus Paul Duck Florence Edwards
Caz Healy Stephen Holmes Paul McCaig Justin Sly
Carolyn Stapylton Ripley Troy Rachel Wallace

Support workers

Paige Duck Cherie Hughler Kacie Lavers Corey Shoemark

Organisational Overview



RAY CARROLL

Deputy Chief Executive Officer

During the year again there were many outstanding achievements and highlights across all sections of the organisation as we progress towards the introduction of the National Disability Insurance Scheme (NDIS) from 1st July 2017 in this area of NSW.

Preparing for the NDIS

A lot of work is being done in developing our understanding of the NDIS and in preparing families for its introduction. A Disability Service Needs analysis has been conducted with families in the Temora, Narrandera and Leeton Shires to determine what services and supports people with disability and their families need now, as well as in the NDIS environment where they will have greater choice and flexibility. Our needs analysis strategy was extended to families in the Edwards Shire at Deniliquin, as well as the Finley Shire. Plans and resources have recently been put in place to carry out the needs analysis with families from Wagga Wagga and district and in the Bland Shire at West Wyalong.

The NDIS funding model that we will be operating under next financial year will see the end of government block funding grants as we know it, to funding on an individual basis. This change in the way funding is received will challenge disability organisations' cash flows with payment being received in arrears rather than in advance.

We are presently carrying out financial scenarios planning across all our services to ensure that we are prepared for the change in the way payment for our services and supports will be received. A new Information Technology system will be put in place shortly to better capture details and information of the people we support and their families, as well as enabling prompt and accurate billing of our accounts to the National Disability Insurance Agency (NDIA) who have responsibility for the NDIS. As part of reviewing our processes and developing greater efficiencies, a new electronic timesheet and staff rostering system that will simplify the recording of staff and employee's work hours in an NDIS environment will also be operational in the early part of next year.

Narrandera Supported Accommodation Development

Progress towards the construction of four two bedroom units in a supported accommodation facility in Narrandera has continued during the year. The existing buildings on the site were demolished early in the year, architectural plans were finalised and a Development Application was lodged with Narrandera Shire Council. Local and area builders were invited to respond to a 'Request to Tender' with four builders interviewed and invited to quote on the work. Tenders for the construction of the units have now been received, and it is expected that the facility will be completed by the time the NDIS commences next year.



Since becoming involved with the Independent Living Support Initiative (ILSI) service in Narrandera Natasha has developed new skills and is pictured making a transaction at the ATM.

Our InterLink service:

- ▶ **Has supported 549 families across the Riverina Murray region including 84 aboriginal parent/carers**
- ▶ **Average age of carers is 71 years of age – oldest carer 93 years old**
- ▶ **Supported 110 families in last three months**

The process of operating the facility will be dependent on people with disability receiving assistance and funding from the NDIS.

Kurrajong Disability Solutions

Kurrajong Disability Solutions (KDS) has continued in its diverse role as the main first contact gateway to Kurrajong Waratah for people requiring our children's and adult services. This section has responsibility also for all our Quality Assurance requirements and initiatives, managing the Older Parent Carers support program (InterLink), and assisting with change as we move closer to the introduction of the NDIS. Another important role is to facilitate the reporting requirements and track all funding received through the Commonwealth Department of Social Services and the NSW Department of Family and Community Services.

A new initiative this year has been to establish a Schools Connect Program in Wagga Wagga based on the successful program we initiated in our Deniliquin and Finley services. This program helps build positive relationships with schools and teachers while creating possibilities and outcomes for school students with disability.

Continuous service and operational improvements continued to be an important focus of our efforts. Our Quality Assurance section organised and facilitated the many external quality assurance audits for our Commonwealth funded business services, our Environmental Management System (EMS) and the heat treatment process for our timber destined for overseas markets at Waratah Industries. This section also facilitated a number of service satisfaction forums,



Caleb McCann is pictured with Chef Patrick Sagigi at the International Hotel Wagga and seems they are both enjoying themselves. Caleb is undertaking a job placement as part of his Becoming a Worker program.



Liam Cull is pictured at Eurell's (Narrandera) getting to know more about what would be expected of him as an employee. This is part of his Becoming a Worker program.



Veronica Foley seems very happy as she prepares her lunch and enjoys being involved with running the household at Allambie supported accommodation in Leeton.



Angela Ryan, KEIS Occupational Therapist Supervisor, helping Axl Lamb develop his power mobility by practising his driving skills in a switch adapted toy car assisted by his mum Lenny.



Scott Lea is the picture of concentration as he works on his latest creation. Scott participates in the Riverina Community College art classes and his work is regularly featured in Art to Crow About exhibitions.



Cheryl Roberts is really enjoying this relaxing hand massage which Julie Watson is giving at Deniliquin's Lifestyle Day Service.

Change & Special Projects

- ▶ **Developed and launched P4P Online Learning**
- ▶ **This online learning is accessed 2,500 times per week**
- ▶ **Some organisations have made completion of modules part of their orientation requirements.**

maintained our web based policies and procedures and conducted Internal Quality Monitoring (IQM) assessments of our services across the organisation.

Our InterLink Older Parent Carer Program provided essential monitoring, support and assistance to ageing carers across the region who still have the care responsibility at home of their son/daughter or family member. This year an important aspect of InterLink's work has been engaging with families in relation to the impending NDIS. A great deal of time has been spent listening to our families and assisting them to think about what their future care needs may be, not only for their son or daughter with a disability that they are caring for, but also themselves. It is intended to formalise this process by extending our Disability Service Needs analysis project to these families.

During the year the training and resources of our award winning behaviour intervention training and support project 'People for People' (P4P) was converted to online training packages and learning modules. This project was developed internally at Kurrajong Waratah and as an online learning and resource tool is available to any staff member working for a not for profit disability services organisation. Currently we are recording around 2,500 accesses per week to our online learning platform. Some organisations have advised that they are making the completion of the online modules part of their orientation requirements. This is indicative of this excellent resource that we have made available to all disability services in the sector to access and use for their staff.

Our Early Childhood Intervention Service:

- ▶ **Currently provides support to 487 children and families**
- ▶ **Has centres situated in Griffith, Cootamundra, Tumut and Wagga Wagga**
- ▶ **Provides school aged therapy services to 73 children and their families**
- ▶ **and therapy services to 24 ADHC funded children and adolescents**

Kurrajong Early Childhood Intervention and School Aged Therapy Services

Our Early Childhood Intervention Services in the Riverina Murray region continued to provide vital early intervention services to over 500 babies and young children and school aged children less than 12 years of age.

This year we have invested to position ourselves as a 'one stop shop' with the appointment of a psychologist and contracting the services of a paediatrician. We can now accept self-referrals, community referrals and referrals from medical practitioners and specialists. Our School Aged Therapy service was further expanded to include other Local Government Areas. Our strong association with local schools continued with the establishment of a relationship with schools in Leeton and Tumbarumba in addition to continuing and strengthening our current relationship with schools in Cootamundra and Tumut.

The Teaching Pyramid project which increased inclusive practices in early childhood was completed during the year. This was a very successful project and became recognised as a training and mentoring tool in our area. A DVD was also produced to support the use of visuals with families and children in their homes and in the community.

During the year our early intervention services building in Wagga Wagga underwent a much needed extension and refurbishment. This building now provides a pleasant and modern building for our families and staff to enjoy.



Mark Loughnan has a love of music, both listening and being involved. He is pictured playing percussion instruments with Sharon Merritt at Marashel supported accommodation in West Wyalong.

Supported Accommodation Services

Our adult and children's supported accommodation services in Deniliquin, Leeton, Wagga Wagga and West Wyalong have continued to promote a person centred approach in the provision of our various services. In adult accommodation we currently have 12 group homes supporting 47 people with disability in a secure and comfortable environment. Our short term accommodation (respite care) service supported over 60 people. There were also almost 55 people supported through our various supported independent living programs.

During the year a review of our adult accommodation services was conducted by an external consultant to determine what changes or improvements were required to be NDIS ready. The results of this review have now been received and were overall very positive. The recommendations emanating from this review are forming part of our preparations for the NDIS.

Accommodation Services:

- ▶ **Provides a range of support to 146 children and adults**
- ▶ **Their ages range from 10 to 65**
- ▶ **Provides support in Temora, Griffith, Leeton, Deniliquin, Narrandera, West Wyalong and Wagga Wagga**



Kaye Brown, supervisor at Café Peckish West Wyalong, provides training and support to Andrew Schmidt as he prepares a delicious steak sandwich.



Extra-large motel bed linen is becoming more common but with the use of the folding device pictured at the Narrandera Laundry and Linen Service, Emma Ryan has the process down pat.



Reliable Catering operate the canteen at Deniliquin TAFE so it can be a very busy place. They also provide catering for businesses in town. Pictured putting the final touches to a fruit platter are Leonie Schack (l) and Catriona McFarlane.

Lifestyle Services

Our Lifestyle Services in Deniliquin, Leeton, Wagga Wagga and West Wyalong delivered an excellent range of lifestyle options to over 100 post school leavers and adults with a disability. The activities provided were many and varied reflecting the individual choices and needs that people had and really enjoyed. In Wagga Wagga we marked the 12 year milestone for our “Art to Crow About” annual art exhibition which is an excellent achievement. “Art to Crow About” has been very successful and our clients look forward to showcasing (and selling) their artworks to the wider community each year. The use of more technology and devices has continued to improve people’s skills and choices. Staff also received training in communication with hearing impaired and non-verbal clients, including learning sign language.

Lifestyle Services

- ▶ Are provided to over 120 adults
- ▶ Including Leeton, West Wyalong, Deniliquin and Wagga Wagga

Supported Employment (Social Enterprises)

The supported employment businesses that we operate in Deniliquin, Leeton, Narrandera, Wagga Wagga and West Wyalong again provided valuable employment and training opportunities to over 170 supported employees with a disability.

Waratah Industries recorded a well earned surplus achieved through a concentrated effort to reduce production and overhead costs and to ensure that all staff and employees were customer focused at all times. This was a very pleasing result against difficult economic and operating conditions. Safety in the workplace continued to be closely monitored with all staff and employees being involved in identifying and acting on identified risks that has resulted in the number of incidents being markedly reduced.

Waratah Industries

- ▶ **Processed 2,379,092 lineal meters of timber last year**
- ▶ **Safety in workplace continued to be a major focus of staff and employees**

Kurrajong Recyclers also recorded an operating surplus after adding back the cost of around \$300,000 to carry out necessary remedial work to underpin the eastern side of the main building. This work also involved extending the walkway along the MRF building to make it safer for all staff and employees to move between the two main recycling buildings. Recycled crushed glass sales have continued to improve as this new sand and small aggregate substitute product gains increased market recognition and use within the business community.

Recycling by the truckload

- ▶ **2,282 truckloads of mixed recycling from households was processed last year**
- ▶ **462 B-double truckloads of recycling left Kurrajong Recyclers in that period**
- ▶ **That equals 16,180 tonnes of materials**

Internally our Internal Maintenance Section continued its excellent service and support to the organisation. This section provides major assistance to all areas within the organisation through grounds and property maintenance in Wagga Wagga and surrounding towns and extensive and essential fleet management services to our fleet of vehicles.

Continuing to operate in a very competitive market Culinary Capers staff and our supported employees worked very hard this year. The rewards of this business are not always seen in the financial results but the feedback from the community and local businesses in



Many employees are multi skilled and can work in various areas of Kurrajong Recyclers. Michael Deece is pictured sorting plastic milk bottles.

Wagga Wagga about the high quality level of catering and diced chicken produced is always very encouraging.

Our Outreach supported employment services at Deniliquin, Narrandera, Leeton and West Wyalong continued to perform well in competitive markets and delivering everyone a sense of great personal outcomes and achievements. Yallambee in Deniliquin comprising Reliable Catering, Divine Foods, A Team and Meals on Wheels all enjoyed good support from the Deniliquin community during the year and strategies are currently underway to improve the overall financial performance of these small businesses. Cypress Recycling in Narrandera recycled 250 tonne of paper and cardboard and provided lawn mowing and gardening services to Narrandera residents. The Narrandera Laundry and Linen Service continued to increase their turnover with 19,000 kgs of linen washed and 846 baskets of ironing completed during the year. The Leeton Ironing Basket, in addition to providing small scale linen and clothes washing, ironed 1,485 baskets which is an excellent output. Spins Recycling in West Wyalong recycled 240 tonne of recyclable material per week and a major achievement this year was being awarded a roadside rubbish removal contract with Telstra for the West Wyalong and Temora areas.

Our Internal Maintenance team

- ▶ **maintain 130 vehicles in our fleet**
- ▶ **maintain the grounds and properties owned by Kurrajong Waratah**



Work safety is vital in operating machinery at Waratah Industries and Kristy Snowden is a competent operator of the 200 saw.

Busy year for Outreach Team:

- ▶ **Narrandera Laundry and Linen washed 19,000 kgs of linen for local motels**
- ▶ **Leeton Ironing Basket team completed 1,485 baskets of ironing**
- ▶ **Café Peckish maintained their excellent reputation among locals and travellers**



At e-Recycling employees dismantle electronic and electrical items. Morgan Maggs is pictured dismantling a circuit board from a computer.

Café Peckish in West Wyalong maintained its excellent reputation of providing quality meals and service to the local community and travelling public.

The Finance, Administration and Development Services departments are the least publicly seen of our operations, however, the level of service and assistance that these departments provide is never underestimated and always greatly appreciated.

Finally, I would like to thank our CEO, Steve Jaques, for his continued advice and support during the year. The longevity of our management team is indicative of the support, enthusiasm and direction they provide to their respective staff and employees and we are very fortunate to have capable staff and employees that contribute to the excellent reputation of Kurrajong Waratah.

Ray Carroll
Deputy Chief Executive Officer



Helping Michelle Hocking with her workout at Flex It Gym is Lifestyle Service support worker Dianne Phelps.

Deniliquin employment services:

- ▶ **5,157 meals and desserts were prepared for Meals on Wheels**
- ▶ **8,459 packets of their delicious biscuits were sold**
- ▶ **Maintained 1,240 private and commercial lawns**

Meegan masters *many skills*

Moving to Temora with her mother last year, Meegan Lenham has spared no time settling into life in the community.

Shortly after arriving in town from the South Coast of NSW to be closer to family, Meegan joined Kurrajong Waratah's Independent Living Support Initiative.

Since then, she has thrown herself into various activities including volunteering at local radio station TEM-FM, painting and large sewing projects.

As her sister Michelle explains, Meegan had a mastoid in her ear burst at the age of one, causing severe damage to the right side of her brain.

"She was in hospital for two months. When she was released the doctors said if she survives, she will be lucky to even sit up. Within two years she could walk.

"It was very hard for me and my older sister to watch our baby sister try to do things. All we wanted to do was do it for her but if we did, we wouldn't have our sister as she is today."

According to Meegan's mother, Marie, this same determination has seen Meegan master many skills in the short time she's been at Kurrajong Waratah.

"Since coming to Temora, Meegan does cooking and sewing and has made a quilt for her bed and one for a new baby in the family. She also does art and has sold two of her paintings and got first prize in the Temora Show. It's a great achievement.

"There isn't a service we haven't tried and the staff at Temora are by far the most caring and competent. The way they treat Meegan and see her real abilities is great.

"I couldn't say enough to tell you how very pleased I am that we moved here and are able to take advantage of Kurrajong Waratah's services."

Photo: Meegan has developed many new skills since she's been at ILSI Temora, including making quilts.

Michelle can see the benefits for both Meegan and their mum.

"Since mum and Meegan came to live with us, mum has let me do more for her and Meegan. I think it is a weight off her, to be able to have someone to lean on.

"All my life my mother has been there not only for us but for all the family and it's time for her to sit back and relax and enjoy her old age.

"The saying in the family is if Meegan is happy, mum is happy and that makes us all happy!"



Our successful community partners

Development Services Report

The results we have accomplished through our fundraising and community support efforts over the last 12 months are certainly not something we achieved alone.

Our community partners have significantly contributed to the results and for that we are very grateful.

The ways in which the results were achieved is as diverse as the people who were involved. Each have played an important part and each appreciated by us all.

There are many stories and references in this year's Kurrajong Waratah Annual Report which pay tribute to and recognise the generosity of our donors and supporters. They are a reflection of a community with a passion to be involved in our work.

This will stand us in good stead as we move towards the National Disability Insurance Scheme (NDIS) next year.

Our engagement with the community will be an essential part of people being able to lead a life of their choice.

Estate of the late Olive Parramore

Kurrajong Waratah received a bequest during the year which will allow great things to be achieved for people with a disability into the future.

When she passed away in 2005, aged 100 years, the late Mrs Olive Parramore left gifts to community organisations through her estate and Kurrajong Waratah was humbled to be among those she chose to support.

Earlier this year, a further distribution was made from her estate to three local organisations and again included Kurrajong Waratah, with each organisation receiving \$440,000.

Described by those who knew her 'as a very humble lady who loved people', Mrs Parramore made this final gift to people and organisations she cared about.

The timing of this wonderful gift will allow people with a disability and the community to benefit for decades to come. The Board of Kurrajong Waratah has made the decision to direct this generous bequest to our Hildasid Community Farm project.



Kurrajong Waratah Race Day Committee members pictured with a cheque for the \$152,590.56 they had raised are from left: Rob Balding, Michelle Weick, Georgina Robertson, Tammy Holzheimer, Susan Duffy, Cathie Smith, Nigel McKellar, Craig Barrett and Michael Douglas. Unable to be present were Andrea Bradley, Lindsay Garnock and Sophie Cheney.

The late Olive and Neville Parramore were country people who loved their rural lifestyle and it is fitting that her bequest will offer similar opportunities and choice to the people we support through the Hildasid project.

The kindness of a very modest lady, who reportedly lived frugally, will live on after her passing.

The land on which Hildasid will be developed was originally intended to be gifted to Kurrajong Waratah by Dick Nash in his Will.

However, Dick bought the decision forward and gifted the Gregadoo Road homestead from his property, Eurolie Downs, to Kurrajong Waratah while he was alive and could enjoy seeing us benefit by it.

It was wonderful having the opportunity to thank Dick and his wife Maisie and spend time with Dick on the property that meant so much to him. The name Hildasid was requested by Dick in memory of his parents, Hilda and Sid Nash, the original owners of the land.

OUR MAJOR SUPPORTERS

Kurrajong Waratah are fortunate to have the support of a number of committees, corporate supporters and groups who continue to commit to our work which directly benefits people with a disability and their families.

They include:

Kurrajong Waratah Race Day Committee

The efforts of our race day committee continue to be a major source of community support and will again benefit our Hildasid Community Farm project.

At the time of writing this report, the Federal Government announced a major grant towards this project under the National Stronger Regions Fund and our race day committee shared our delight in us receiving this grant given the commitment they have made to the project over several years.

This year our race day was rather different and we experienced our first 'horseless' race day.

With the safety of horses and jockeys at front of mind, the racing component of our day had to be cancelled by the Stewards and the Murrumbidgee Turf Club.

Not to be defeated, our committee rallied to make the day a great social success and a crowd of 3,500 attended.

Thanks to the generosity of our incredible sponsors and the commitment of our small but effective committee, a record \$152,590.56 was raised.

Congratulations to all our wonderful supporters of the day and our race day committee. Thank you for your continued contribution to helping people with a disability lead the life of their choice.

The Kurrajong Waratah Race Day Committee are: 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 Professional), Lindsay Garnock (Boyce Financial Services), Michelle Weick (Viatek), Nigel McKellar (Telstra Business Centre) and Sophie Cheney.

Wagga Wagga Christmas Spectacular

A very small committee again managed to successfully stage the Wagga Wagga Christmas Spectacular in 2015.

Our own Development Services team take responsibility for the event coordination and with the assistance of

Yvonne Braid, sponsorship for the event. Responsibility for the production, entertainment and music is managed by the Australian Army Band Kapooka.

Without the support of our sponsors and the band, this event would not be possible.

We thank everyone who contributed to the event in 2015 and with the recent arrival of Major Lindsay Mee to head the Australian Army Band Kapooka, together with his staff, we look forward to bigger and better things in 2016.

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.

CORPORATE SUPPORTERS

Thomas Bros

With a relationship spanning 38 years, Thomas Bros continue to be heavily involved in our three highest profile fundraising events: our race day, art union and Christmas Spectacular.

Life Member Allen Thomas and the Thomas Bros team continue to do whatever is required to support our endeavours and this is certainly a relationship the organisation values and appreciates.

Nothing is ever too much trouble for them - they are aware of the people who benefit by their support and genuinely want to be involved.

We look forward to furthering this partnership with Thomas Bros in 2017, our 60th Anniversary year.

Myer

Myer management and staff have continued to be very active supporters, co-ordinating and running their fundraising events for our benefit throughout the year.

In the 35 years we have received support through the Myer Community Fund and the efforts of local staff, we have received \$450,000 to directly benefit our programs and supports.

Every dollar we have received has benefited people with a disability directly.



Chris Boneham Myer Store Manager has just presented a cheque to Kurrajong Waratah's Director Michelle Fernon and Cathie Smith Development Services Manager.



For over 20 years South Wagga Lions Club members have been cooking for patrons at our race day. Pictured are (l to r) Daryl Maguire, Alex McDonald, Bruce McAlister, Richard Leonard, Andrew Cramp, Ollie Henderson, Bill Carroll and Peter Dolden.

Myer Wagga Manager Chris Boneham, Karen Raufers the Operations Manager and members of the fundraising team recently presented a donation of \$21,500 to Kurrajong Waratah and their joy (and ours) was obvious - this team genuinely wants to help.

We couldn't be more appreciative of their continued support and of the unique relationship which spans such a long period.

Thank you to each and every one of you.

Westpac

Today many corporations support and encourage their staff to commit to not for profit organisations and we are pleased to have such a relationship with Westpac.

We appreciate the Westpac staff who commit to regular donations through their payroll which are matched by Westpac. We are fortunate to have quite a band of Westpac volunteers who respond to Rob Balding's call for help with the Kurrajong Waratah Race Day, our Christmas Spectacular, Myer Gift Wrap and Kurrajong Waratah Art Union.

Thank you to everyone who responds to Rob's calls for help. We appreciate all you do.

Climate Technologies

The Celi family of Leeton has continued their longstanding support of our services in Narrandera, Griffith and Wagga Wagga.

In part, this is achieved through their golf days held in Narrandera and Griffith and from a promotion associated with their Climate Technologies air-conditioner sales during the year.

This year alone their support totalled an outstanding \$35,000 which will significantly benefit people with a disability through programs and equipment which might not otherwise have been possible.

Special thanks to Ted, Anne, Natalie and family for your generosity and commitment.

Anonymous support

We were extremely honoured to have received the continued support of a very generous yet anonymous supporter during the year. This support will again be directed to our Hildasid Community Farm project, something the supporter shares our passion for and looks forward to what will be possible through this exciting and much needed development.

Their support over the last six years has enabled much of the groundwork to be done which will significantly benefit the project when construction gets underway in earnest in 2017.

While we cannot thank you publicly, please know how much everyone at Kurrajong Waratah appreciates your generosity to our organisation.

South Wagga Lions Club

The relationship between South Wagga Lions Club and Kurrajong Waratah strengthened even further this year when we were able to respond to their urgent need for a temporary home and land where they could establish a permanent facility in the future.

The members of South Wagga Lions Club now have their 'digs' as they refer to them, on land being developed as our Hildasid Community Farm in Gregadoo Road. They took no time in moving from their rented premises to a temporary home at Hildasid. They now store all their catering equipment and prepare for functions from their 'digs'.

The club have been fortunate to have been allocated government funding for the construction of a new facility. Securing land was the biggest challenge and with that addressed, they look forward to having their first permanent home in the near future.

Our longstanding relationship with South Wagga Lions Club is a mutually beneficial arrangement and the members have continued to support our major events, race day and Christmas Spectacular, with their strong band of willing members.

We thank each of you and your families for your continued support throughout the year and we look forward to continuing to work with you for many years to come.

Rotary Club of South Wagga

Another enthusiastic and committed service club who are supportive of our work are the members of the Rotary Club of South Wagga.

This is a group where members make fundraising and community service FUN.

These spirited and fun loving people have so much to offer and cheerfully respond to our numerous requests, knowing they will help if they possibly can.

The club come with an organised catering team and a willing band of helpers. They made light work of their section of the Kurrajong Waratah Race Day and have helped with the Wagga Pro-Rodeo as well as providing generous financial support in their annual giving.

Wagga Pro-Rodeo

John and Margaret Gill and their family, together with Gil Mathew of Gil Mathew Steel held another successful Pro-Rodeo during the year and Kurrajong Waratah were part beneficiary.

We thank you all for your continued support and continuing to involve Kurrajong Waratah in this event as a beneficiary.

The Media

Throughout the entire Riverina Murray region the media plays a vital role in helping us promote our events and activities and publicise news stories whenever we request it.

Support for a number of fundraising events was forthcoming and some events would not be the success they were without the help of our local media.



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, John Gill who co-ordinates and runs the event and Jane Pottie, Office Manager, Development Services.

Regardless of whether it's Narrandera, Junee, Coolamon, West Wyalong, Leeton, Griffith, Deniliquin, Finley, Tumut or Wagga Wagga, we know we can always depend on you.

We look forward to working with you all in 2017 when the National Disability Insurance Scheme commences in our area and we celebrate our 60th Anniversary year.

The Kurrajong Waratah Team

We are grateful to the many Kurrajong Waratah staff who have helped in ways other than their usual role.

Thank you for your help with, or coordination of fundraising events in outreach areas or your response to our calls for help in Wagga Wagga.

There are many occasions when we simply could not manage without your help. So a very special thank you from the Development Services team.

So much of what goes on with all manner of fundraising and organisational events is done behind the scenes and I want to make special mention of my own team Jane, Sher, Kylee and Georgina for their commitment, flexibility and willingness throughout the year.

To the families behind the Development Services team I say a very sincere thank you for getting in and helping with events, accepting the long hours worked, or both.

Finally to our Executive, Steve Jaques our CEO, Ray Carroll our Deputy CEO, my thanks for your personal help and support during the year and as we plan for the future of our organisation in the world of the long anticipated National Disability Insurance Scheme.

Cathie Smith
Development Services Manager



Melissa was delighted to present the proceeds of WWT2 to KEIS Manager Susan Macgillycuddy



No more rehearsals – Deirdre Moulden (mentor) and Melissa McKinnon perform on stage in WWT2



Carmel Murphy with Melissa at the sheep sale which formed part of her fundraising



Melissa (r) with her willing helpers - Sophie Jakimyszyn and KEIS staff Debbie Young, Sarah Lilburne & Jeremy Wilson at Masters BBQ.

Melissa McKinnon takes out Miss Wagga Wagga title and Takes Two for *KEIS*

I had the pleasure of fundraising for Kurrajong Early Childhood Intervention Service (KEIS) as a “celebrity” in Wagga Wagga Takes 2 in 2016. When joining the Miss Wagga Wagga Quest as an entrant last year, I never anticipated that I would sing in WWT2 as the reigning Miss Wagga Wagga! I work as a Speech Pathologist at KEIS, so it seemed only fitting that my fundraising efforts would support this incredible service.

In the lead-up to WWT2, I organised multiple fundraisers including; a Masters BBQ, a Bunnings BBQ, a Charity Sheep Drive, Fitness in the Park, a dress-up week at KEIS, a bush dance and a Charity Golf Day. I am forever grateful to the generous people who volunteered their time, made donations and attended my fundraising events – I could not have done it without your support.

Singing in public has always been a fear of mine. To say that I was terrified to participate in WWT2 was an understatement. It was a huge leap out of my comfort zone - however it was worth it knowing that I was singing to raise money for such a worthy cause.

Overall WWT2 was hard, challenging yet incredible. I loved being part of such an amazing community fundraiser which raised over half a million dollars for local Wagga Wagga charities. As you can imagine, I was absolutely thrilled to present KEIS with a cheque for \$22,527.48 at the end of my WWT2 journey. I am very proud to say that this money is currently being used to purchase new resources, equipment and furniture to directly benefit the children in our service.

*Melissa McKinnon
Miss Wagga Wagga 2016*

Our Staff

At a time when Kurrajong Waratah is anticipating significant growth in our workforce under the National Disability Insurance Scheme (NDIS), we will undoubtedly continue to be a major employer in the Riverina Murray region.

We currently employ 243 full time and part time staff working across all our service areas (see service area map on page 17 of this report). We also employ 108 casuals which suits many of our staff who can balance their employment choice with study or family commitments. Many of our staff appreciate this flexibility.

Across the entire organisation our staff are focused on the people we support and delivering innovative and excellent services while continuing to look for ways to continually improve what they do.

Many of our staff come from a diverse array of often unrelated backgrounds and it is rewarding to see them transition to disability services and bring their life experiences to their teams and the people they support.

Over 93% of our staff work directly with the people we support and their families through our programs and supports. The remaining 7% are employed in administration and support roles.

25% of Kurrajong Waratah's permanent staff have been employed for longer than ten years and 10% for over fifteen years.

The retention of long-term staff and the recruitment of new staff will be crucial as we enter the new world of the NDIS where increased growth is anticipated.

STAFF WITH 10 YEARS OR MORE SERVICE

10 YEARS

Tracey Durnan
Martin Frechette
Margaret Loudon
Karen Salabert
Michelle Sandow
Tanya Van Wel

11 YEARS

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

12 YEARS

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

13 YEARS

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

14 YEARS

Cheryl Brown
Brendan Cowell
Kerryl Ryan
Julie Watson

15 YEARS

Cannon Banks
Dorothy McCaskie
Mareeka New

17 YEARS

Denise Imber

18 YEARS

Tracey Collins
Debby Donohoe
Sharon Merritt
Lyndal Ross
Ian Walker

19 YEARS

Crispin Lowe
Jane Pottie

20 YEARS

Marie Jolly
Ned Smith

21 YEARS

Dianne Byrne

23 YEARS

John Condron
Arthur Kelly
Lindy Maginness
Kaye Whittaker

24 YEARS

Janet Laws

25 YEARS

Ray Carroll
Neville McDonell

26 YEARS

Carolyn Eckersall

29 YEARS

Frances Ahern
Cathie Smith

32 YEARS

Steve Jaques

Kurrajong Waratah shapes *Michelle's life*



Michelle Sandow believes she wouldn't be the person she is today without Kurrajong Waratah.

When she started working at Café Peckish in West Wyalong 10 years ago, Michelle had no idea about the organisation.

Working as a casual each Thursday, it was only six months into her tenure at Café Peckish that her supervisor resigned, and Michelle was offered more hours.

This marked a significant turning point for Michelle.

"Taking on this position at Kurrajong Waratah gave me the opportunity to complete Certificate IV in Training and Assessment.

"I became the main supervisor for Café Peckish and soon after that applied to be the Vocational Training Officer (VTO). I now juggle a few different titles including VTO, café Supervisor, trainer for the Becoming a Worker program and I have assisted the organisation with a recent needs analysis in West Wyalong.

"During my time at Kurrajong Waratah, I have been given plenty of different training options such as NCI (Nonviolent Crisis Intervention) training, motivational interviewing, first aid and the list goes on.

"I was only 23 when I first started working at Café Peckish, and working with people with a disability from a young age has positively shaped the way I view life.

"The friendships I have built is something I will treasure. It has been a job with purpose and I wouldn't be the adult I am today if I hadn't worked for Kurrajong Waratah."

Michelle has much admiration for senior management who have been in their roles for long periods of time.

"It gives me a lot of confidence in the organisation and shows they really care. It's not just a job for them.

"I feel very blessed that I have been given the opportunity to receive employment through Kurrajong Waratah. Living in a smaller community there are limited employment options, especially employment options that build careers like I have been able to with Kurrajong Waratah."

**Working with people
with a disability from
a young age has
positively shaped the
way I view life.**



Support and choices wins Cathryn over

Cathryn Bryant changed from a career in banking to a richly rewarding career in disability services.

A passionate Community Support Worker with Kurrajong Waratah since 2013, Cathryn shares her Kurrajong Waratah highlights.

How did you become involved with disability services and Kurrajong Waratah?

It was while working in a bank that I first supported people with a disability. This gave me my first insight to this type of work and I found I could connect with the customers. Before long I was working in a disability service as a support worker on weekends.

Through the years I have worked in various NGO [Non-Government Organisation] and Government roles including Community Visitor. When I visited homes as the Community Visitor, I chatted with various Kurrajong Waratah staff and management and was impressed with their passion. I was drawn to Kurrajong Waratah's

adaptability through change and its commitment to giving all people great support and choices.

What has been your most memorable moment at Kurrajong Waratah or supporting people with a disability?

One memorable moment that sticks with me is taking James Kitney to Whitton Raceway to watch the V8 cars and seeing him in awe watching the cars and taking in the reality of how much noise and power the cars displayed.

What is the biggest challenge you face or have faced working in disability services?

Ensuring people have a voice and that they are heard and have their rights afforded to them like anyone else in the community.

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

- Working with the people I support.

- The opportunities that arise while working with the people I support, and the adaptability and the opportunities that Kurrajong Waratah provides to them (for example, taking clients on holidays and weekend outings).
- Kurrajong Waratah Accommodation are always looking for the best outcomes for individuals.

Where do you see yourself in three to five years?

I really hope to be here in this role at Kurrajong Waratah. I really enjoy my role as a support worker watching the people I support grow with life experiences.

This vocation has taught me and given me so much throughout my life. I hope I can now impart my 30 years of knowledge to other staff who will then pass it on to the next generation of support workers.

Photo: Cathryn and Grant seem to be unaware of anything else as they catch up.



Just like returning *home*

Over 30 years ago I joined Kurrajong Waratah at a very exciting period of its history. As one of the six House Managers employed to work with the children transitioning out of the Children's Hostel, I lived and worked in the Sunshine Avenue Children's Group Home. Kurrajong Waratah had a brand new CEO, a new team and a completely new way of doing things.

During this time I formed very close relationships with the children, their families and the support staff and many of those relationships remain some of the strongest in my life.

After a few years I had the opportunity to go back to my original vocation and manage child care centres across the Riverina and eventually this led to me operating my own business as a consultant. I worked with a variety of businesses and not for profit organisations to develop policy and procedures as well as assist them achieve accreditation or certification in their respective sectors.

In 2004 I was approached by Kurrajong Waratah to work on several projects. These projects included facilitating a large number of staff to achieve the Certificate IV in Disability, overhauling the Orientation system for staff and developing policies and procedures and systems that could be accessed online.

It felt to me like returning home after a long holiday.

Eventually this work led to the opportunity of fulfilling the new role of Quality Assurance

Coordinator at Kurrajong Waratah. This is a role that has afforded me many challenges that sees me working on many projects across the organisation. My greatest challenge has been encouraging staff to understand the reasons behind their great practice – that knowing why they do things leads them and the organisation to continual improvement which provides the best outcomes for the people we support.

I thought my best satisfaction came from every time Kurrajong Waratah smashed an audit! But recently I watched a video of some people we support – whom I have known for over 30 years – enjoying a holiday at the Gold Coast. That showed me what my true best satisfaction was. Seeing them try new things, practice new skills, actively participate in the community and engage in meaningful relationships with staff who were so obviously committed to helping them lead the life of their choice; that is why I choose to work in this sector. It refreshed my enthusiasm for the work we do.

I am so excited for the future. I look forward to the opportunities the NDIS will bring to the people we support, their families, our organisation, our staff and our community. It is exhilarating to be part of this monumental change in Australia's social policy and I feel proud that Kurrajong Waratah will be an important part of this.

*Sue Honey
Quality Assurance Coordinator*

Photo: While Sue spends a lot of time at her desk, the impact of her work is seen across the organisation.

Our Employees

Kurrajong Waratah has continued to provide supported employment opportunities and choice for our employees with a disability throughout the year.

Employees are provided the choice to move within the businesses Kurrajong Waratah owns and operates throughout the Riverina Murray region.

Kurrajong Waratah's current workforce consists of 164 adults working across a range of supported employment jobs in our Social Enterprises.

79 employees have more than 10 years employment with Kurrajong Waratah and 34 employees with over 20 years employment.

The businesses Kurrajong Waratah operates as Social Enterprises include:

- Kurrajong Recyclers – Wagga Wagga
- e-Recycling – Wagga Wagga
- Waratah Industries – Wagga Wagga
- Culinary Capers – Wagga Wagga
- Internal Maintenance – Wagga Wagga
- Narrandera Laundry and Linen Service – Narrandera
- Cypress Recyclers – Narrandera
- Leeton Ironing Basket – Leeton
- Café Peckish – West Wyalong
- Spins Recycling – West Wyalong
- A Team – Yallambee Deniliquin
- Divine Foods – Yallambee Deniliquin
- Reliable Catering – Yallambee Deniliquin

EMPLOYEES WITH 10 YEARS OR MORE EMPLOYMENT

10 YEARS

Hilary Crane
Philip James
Chloe Lidden
Sabrina McDonald
Phillip Pampa
Simon Russell
Daniel Weathers

11 YEARS

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

12 YEARS

Shane Gall
Barbara Grigg
Gillian Judd
Jason Post
Leila Sly

13 YEARS

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

14 YEARS

Nat Klein
Leonie McLean
Jeanette Miller
James Payne

15 YEARS

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

16 YEARS

David Chalmers
Alistair McLean

17 YEARS

Roger Baker
Veronica Foley
Veronica Keogh

18 YEARS

Jennifer Howe

19 YEARS

Narelle Ross
Michelle Thornton
Darryl White

20 YEARS

Peter Hardie

21 YEARS

Kane Meyers

22 YEARS

Leonie Schack
Ronald Salan

23 YEARS

Megan Everitt
Sally Haw
Daniel Smith

24 YEARS

Craig McWhinnie

26 YEARS

Jason Harrison
Chris Loneragan
Scott Weeden

27 YEARS

John Howitt
Adrian Long

29 YEARS

Andrew Perkins
Wendy Umback

30 YEARS

Stephen Gould
Lisa Rae

31 YEARS

James Kitney
Peter Smith
Dean Stapleton
Stephanie Warren
Arthur Webster
Phillip Wishart

32 YEARS

Geoff Pitman

33 YEARS

Lesley Daniels
Mary Heffernan
Steven Hull
David Perkins

35 YEARS

Paul Duck

38 YEARS

Tony Arrowsmith
Robert Wiencke

39 YEARS

Wayne Emerson

40 YEARS

Nicholas Fletcher

45 YEARS

Kevin Ritzau

Jennifer a *team player*

**"We can
always rely
on Jennifer
to work
consistently
to get the
job done, no
matter what."**

'Fun to be around' and 'kind to other people' are just some of the ways workmates describe Jennifer Howe.

Since 1998, Jennifer has been employed as an ironer at the Leeton Ironing Basket and for the past few years she has also been employed at the Narrandera Laundry and Linen Service.

Jennifer enjoys working with different people and is a team player: courteous, respectful and never hesitates to help her supervisors, workmates or customers in any way she can.

As her manager Nicole Prior said, Jennifer enjoys performing a variety of tasks.

"We can always rely on Jennifer to work consistently to get the job done, no matter what.

"It is always a pleasure to walk into a room Jen is in and be greeted by her friendly smile and welcoming personality. You know that a cheeky remark is never too far away!"

When not at work, Jennifer loves sewing, patchwork, playing cards and spending time with her husband, Vince.



Photo: Just two of Jennifer's many loves, relaxing and working at Leeton Ironing Basket and Narrandera Laundry and Linen Service.



Nick celebrates *40 years*

Nicholas (Nick) Fletcher has worked for Kurrajong Waratah for 40 years, starting his working career at Waratah Industries in 1977.

From his first role making sand cores for the iron foundry to the present day working in a timber processing operation, Nick has seen many changes.

He has been heavily involved in the many operations of Waratah industries – he has made pallets, produced broom handles, assembled bread boxes and strapped packs.

As Manager Jim Seymour explains, Nick has very high work standards and will not allow a product to leave the site unless it's perfectly strapped and recorded.

"Even when Nick is going on leave he will take the person who is replacing him and train that employee to his standard."

Strong on team work, Nick is always helping out his workmates and offering encouragement. This made him a natural choice for the 2015 John Reid Memorial Award, which is presented each year to an employee who is respected for the care they show their fellow workers.

"We all value Nick's knowledge and work ethic and are always very happy to listen to and try any suggestions he puts forward around production and safety.

"Nick has an enduring quality that few people have about their work. He enjoys it so much that on the rare occasion Nick misses the bus and we go and pick him up, his first question is, 'Who is doing my job?'"

"He is truly a gentleman's gentleman and as the manager of the site, I could not ask for a more polite and dedicated person to work with."

Family pride

All parents want the best for their children.

Our parents, Margaret and Ken, were no different.

They realised early in Nick's life that they would not be around to care for him forever, so they formulated a learning plan.

We all know that education sets us free to live the lives of our choosing. Nick needed skills that most of us take for granted: living skills, functional literacy and numeracy.

He was lucky that both parents were dedicated educators who believed that Nick could learn to read and write, which went against most mainstream thinking of the time.

Nick developed a love for books, history, music and animals. After moving from Old Junee to Wagga Wagga, he first attended Wagga Public School, and then went to the new Kurrajong Park Education Department School.

After finishing his schooling at Wagga High, Nick had the opportunity to work for Waratah Industries and has been there for all his adult working life, 40 years.

What a fantastic achievement. His family is so proud of him.

Simon Fletcher, Nick's twin brother

Photo: Nicholas is only the third person to reach the 40 year employment milestone

Encouraging the *next generation of* *volunteers*



It has been incredibly rewarding to see two local schools, Koorringal High School and The Riverina Anglican College (TRAC), continue to actively encourage their students to support Kurrajong Waratah.

Both schools actively promote our need for volunteers and support students to assist with our race day by providing a large contingent of willing helpers.

Events of this nature would be decidedly more difficult without their help.

These events require student's help outside of regular school hours and we appreciate the families who support their sons and daughters by providing transport and encouragement.

In this way the schools and families are not only helping Kurrajong Waratah, but are helping shape and build tomorrow's adults who will be used to volunteering and supporting their community.

Over the years we have seen students from these schools become helpers for other Kurrajong Waratah events following their school days and in most cases, assistance is initiated by the young adults themselves.

Another group which has played an active part in our race day and Christmas Spectacular is the 1st Koorringal Scout Group.

Photos on this page:

Top: It's wonderful to see children become involved in volunteering with their parents. Ben and Katherine helped with race day preparations with their children. Pictured are Angus Smith aged 10, Eden Smith aged 7 and Imogen Smith aged 9. They are pictured having a break from making 1,000 marshmallow cones with their 'grandma', Cathie Smith Development Services Manager and other volunteers. Leftovers after race day nil.

Bottom left: Dawn Luhrs and her grand-daughter, Toni Smith aged 8, knew we were short of helpers and came along to help Kylee Smith, Administration and Events Officer. They are pictured taking a quick break from the production line packing over a thousand bags of lollies ready for the Kurrajong Waratah Race Day. Leftovers, also nil.

Bottom right: Cooking and serving hundreds of sausage sandwiches at the Kurrajong Waratah Race Day were TRAC students Joshua Anderson (Yr. 9), Maria George (Yr. 8) and Brooklyn Cashen (Yr. 9).





When committees and volunteers are exhausted at the end of these events, the enthusiasm and energy of the Scouts and their parents who assist with the pack up or clean-up is warmly welcomed and appreciated.

The help given by the families and friends of our committee and staff cannot be underestimated.

We really appreciate the extra hands and it's wonderful to see quite young children playing an active role in fundraising and helping their community.

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

Photos on this page:

Top: Freya Cole, PRIME7 Newsreader (2nd r) was so impressed by our student volunteers she dropped by to meet them - much to their delight. Some of the Koorringal High School students who volunteered their time to work in the Children's Hospitality area at the Kurrajong Waratah Race Day were (l to r) Helena van Asperen, Ashley Watt, Zach Taylor and Annastasia Chapman.

Bottom: Grace and Angus Barrett were encouraged to help their parents, Craig and Janine, with the Kurrajong Waratah Race Day at a very young age. This practice has continued and they are a great asset to us. We really appreciate the entire family's help.



Thank you to all our volunteers

Our wonderful volunteers have and will continue to play a vital role in our services and enrich the lives of people with a disability into the future.

Volunteers can choose to be directly involved in programs for the people we support, be involved in fundraising, part of our Hildasid Community Farm or other projects.

The inside back cover highlights areas where your help could be of enormous benefit to us.

For their ongoing help over the last twelve months we thank:

Lifestyle Services Wagga: Bill Prest, Geoff Amos, Joy Byng and Norm Byng

Lifestyle Services West Wyalong: Margaret Smith

Deniliquin Services: Maureen Shalders, John Chattaway and David Hessel

Hildasid Community Farm: Bill Harris, John Lane and Ray Beer

Employee Satisfaction Focus Group Facilitators: Noelene Hogan, Ellen Brasier and Ruth Barber

Narrandera: Lorraine Osmond

Fundraising and Community Engagement

We are fortunate to have amazing volunteers willing to provide assistance by serving on fundraising committees, providing man power and assistance for events and selling tickets in our art union on a regular or occasional basis.

We could not have achieved much of what is outlined in this report without the help of volunteers.

A very special thank you is extended to each of you personally – your help really does make a difference.

**The greatest gift you
can give is your time.**

THANK YOU

Donations and support received from
1 July 2015 - 30 June 2016

We are incredibly grateful for the support we have received in so many ways during this reporting period.

We recognise that much of what has been achieved this year would not have been possible without the help of our supporters, including the many individuals, corporations, groups and community fundraisers who share our vision for people with a disability to lead a life of their choice.

Choices for people with a disability will be greatly enhanced through the National Disability Insurance Scheme (NDIS) which commences in the Riverina Murray region from 1st July 2017. This will be an exciting time for them.

Our need to engage with the community will however not stop with the commencement of the NDIS.

The support of the community will be as great as ever and we look forward to maintaining relationships with our existing supporters and engaging with the wider community.

Just as people with a disability and their families will have the opportunity to be creative in developing choices for their future, so too will Kurrajong Waratah need to be creative.

The options for helping are endless. The potential for engaging with the community is exciting.

Donations, sponsorship & support \$80,000 +	\$2,000 – \$4,999	\$2,000 – \$4,999
Anonymous (\$80,000)	Avis Riverina	Town & Country Children's Centre
Estate of the late Olive Parramore (\$440,000)	Bee Dee Bags	Viatek Wagga
\$20,000 +	Commings Hendriks Solicitors	Wagga RSL Club
Myer Stores Community Fund	Coolamon Steelworks	Wagga Wagga Early Years Learning Centre
\$10,000 – \$19,999	Count Charitable Foundation - Trust	Walsh & Blair
Anonymous	D & M Electrical Communication	WDF Professional
Climate Technologies	David Milne Roofing	Westpac Retail & Business Banking
\$7,500 – \$9,999	Dr Matthew Howard Orthopaedics	\$1,000 – \$1,999
Cameron Williams Endowment	Easdowns Business Specialists	Adams Kenneally White Pty Ltd
Combined Development Group Pty Ltd	Employers Mutual Limited	Arthur J. Gallagher
Pirtek (Wagga Wagga) Pty Ltd	Forum 6 Cinemas	Bendigo Bank
Thomas Bros Toyota	Gill, Mr & Mrs John	Bidgee Pumps & Irrigation Pty Ltd
Wagga Endoscopy Centre	Glenrock Country Practice	Boyce Financial Services
Wagga Plumbing Service	Graeme Hull Smash Repairs	Bush & Campbell Pty Ltd
\$5,000 – \$7,499	Greg & Fiona Hindmarsh Transport	Central Wagga Wagga Child Care Centre
Austbrokers ABS	Hansen Yuncken Pty Ltd	Chamberlain's SBR Chartered Accountants
Dennis Trading Pty Ltd	Hume Bank	Chambers Whyte Design & Print
Gundagai Meat Processors	Hunters 1866	Condron Constructions
Lions Club of South Wagga Wagga	Kitson Property	Coolamon Foodworks
Mamo, Dr Vinny	Knight Frank	D & A Murphy Concreting
Mueller, Mr & Mrs John	Microtech DPS	Damasa Pty Ltd
Riverina Livestock Agent	Payne-O'Brien, Mrs Vida	Davis, Mr & Mrs A
Riverina Plaster Works Pty Ltd	South West Slopes Law Society	Denniston & Day Lawyers
Rotary Club of South Wagga	Telstra Business Centre Riverina	
	The Law Society of NSW	

THANK YOU

Donations and support received from
1 July 2015 - 30 June 2016

\$1,000 – \$1,999	\$1,000 – \$1,999	\$500 – \$749
Fitzpatricks Real Estate	Smith, Mr & Mrs N	Hartwigs
Gasweld Tool Centre	Southern Plumbing Plus	Interior Constructions Pty Ltd
GJ Buchanan Transport	Sturt Mall	John Mooney Real Estate
Great Southern Electrical	Subway Wagga Wagga	Mac's Trailers & Towbars
GTES	Sydney Sleep Services	Mount Austin High School 1967-72 Reunion
Healy Farming Company	Synergy Healthworks	McCready, Dr & Mrs M
Hull AM, Mrs Kay	Trail Street Medical Centre	Moon, Therese
Hutcheon & Pearce	Twomeys	Nash, Mr & Mrs M
Inspirations Paint	Viewco Glass	OSO Centre
Jaques, Mr & Mrs S	Wagga Air Centre	PoolWerx Wagga Wagga
Jaques & Co Pty Ltd	Wagga District Cricket Association	Quota International of Temora Inc
John Bance & Son Funeral Home	Watson, Mr & Mrs J	Riverina Chemical Supplies
Joss Group	Xeros Piccolo Consulting Engineers	Riverina Safes & Locks
Karcher Center LTS equipment	Zambrero	Riverina Sports Injury and Rehabilitation
Kim's Clean and Tidy Cleaning Service	\$750 – \$999	Rotary Club of Wagga Wagga
Koorinal Stud	Deniliquin RSL Club	Rotary Club of Wagga - Sunrise
Kotzur Kanvas	Noel Thomson Architecture	Rotary Club of Wollundry
Krause Building Pty Ltd	\$500 – \$749	Roy, Mr Philip
Lodges Bus Service Lodge	Andrews, Ms Maree	Wagga Car Radio & Hi-Fi Pty Ltd
Long, Mr Chris	Arlington Park Racing	Wagga Electrical
Long, Mr Warwick	ASB & Associates Chartered Accountants	Wagga Mobile Cranes
McKenzie, Mr K A	Auswild & Broad Pty Ltd	Wagga Wagga Veterinary Hospital
Moorong Veterinary Clinic	Belmore Thoroughbreds	Wotherspoon, Dr Mark
Passion Hair & Beauty Art	Bertoldi, Messrs E & E	Yenda Producers Co-Operative Society Ltd
Paul Ryan Electrical	Beyond Bank	\$250 – \$499
PRD Nationwide Wagga Wagga	Blue Wren Stitchers	Adams & Associates Financial Planners Pty Ltd
ProWay Livestock Equipment Pty Ltd	Canberra Implant & Periodontal Centre	Allen, Mr & Mrs J
QBE Insurance (Australia)	Care Mechanical Services	Allens Coaches
Riverina Cardiology	Carroll, Mr & Mrs R	C & M Coote Painting & Decorating
Riverina Oral & Maxillofacial Surgery Specialist	Col Blake - Painting and Decorating	Campbell, Mrs Annette
Riverina Paediatrics	Country Finance Solutions	Carter Holt Harvey Tumut Sawmill
Riverina Scooters and Mobility	Cummins, Dr & Mrs J	Commings, Mrs Leeann
Ron Crouch Transport	Gardner Brown Chartered Accountants	Crago, Mr Richard
RSM Australia	Gavin Fairman Homes	
Selby Watson & Co	Graham Wild Dental Surgery	

THANK YOU

Donations and support received from
1 July 2015 - 30 June 2016

\$250 – \$499
Crozier, Dr P
D M McMahon Pty Ltd
David Coates Dental Surgery
Des Damme Fencing Pty Ltd
Dohl, Mrs Sarah
Duffy, Mr Brian
Eldridge Crawford Business & Accounting
Estate of late Mr T Davies
Evergreen Lawn & Gardening
Extend Physiotherapy
Forest Hill Public School
G & Y Booth Pty Ltd
Goher, Dr F
Graffen, Dr & Mrs M
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Halley, Mrs June
Healy, Mr B
Hepburn, Mr J
Insurance Brokers of Central Wagga Pty Ltd
Iribiz
Jumping Beans Castle Hire
Kennedy Bros Earthmoving
Kildare Catholic College
Kincaid Medical & Dental Centre
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Lowe, Mr & Mrs C
Maginness, Mr & Mrs G
Maslin Homes Pty Ltd
Masthead Advisory
McCaig, Mrs C
McKinnon, Mr Colin
Menzies, Mrs Lorraine
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Northside Pharmacy
Opteon (Southern Inland NSW)
Orthodontics Wagga Wagga
Paisley Robertson Accountants
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Polka Dot Pancakes
PRD Nationwide Junee
Saggers, Dr Gordon
Samuelson & Giacca
Slater, Dr Mary-Anne
South Wagga Public School
Stoll, Mr & Mrs N
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T J Hinchcliffe & Associates Pty Ltd
Trevor Ion Financial Services Pty Ltd
Vickers, Mr Doug
Wagga Bricks and Roofing Pty Ltd
Wagga Selling Agents Association
Wagga Systems Pty Ltd
Wagga Windscreen Doctor
Walker, Mr Michael
Yenda Pioneer Butchery
Zacharia & Naumann Optometry
\$100 – \$249
A & C Construction
Active Foot Clinic Podiatry
Advanced Communications
Allen C Thompson Pty Ltd
Barnes, Dr C
Batkin & Damme Smash Repairs
Begent, Ms J M
Blue Ribbon Financial Services
Brobynah Pastoral Company
Buswell, Mrs P A
Chaplin, Mr & Mrs B

\$100 – \$249
Charles Sturt Hotel Narrandera
Clark, Mr & Mrs A
Coddington, Mrs Enid
Cowley, Mr & Mrs H
Craig Glasson Smash Repairs
Davies, Mr John
Davies, Mr R
De Jersey, Miss Phyllis
Dewar, Mr & Mrs J
Edwards, Mr & Mrs A M
Elyard, Mr & Mrs G
Emerson, Mr J
Evans, Mrs May
Farrell Lusher Solicitors
Fernon, Mr & Mrs P
Fletcher, Miss Charmaine
Fletcher, Mr & Mrs S
Forde, Mr & Mrs G
Gill, Mr Peter
Gillett, Mr Garry
Girling, Mrs Julie
Countrywide Engineering
Guy, Mr & Mrs R
Hanrahan, Mr & Mrs J
Harbour, Mr Colin
Hardinge, Mr & Mrs L D
Harris, Mr & Mrs B
Hatty, Mr & Mrs S
Hutchings, Mr & Mrs T
Collin Cramp Ice Cream and Coffee
Ireland, Mr & Mrs N
Irons, Mr & Mrs John
J P Pallister & Associates
Jackson, Mr & Mrs I
Johnson, Mr Matthew

THANK YOU

Donations and support received from
1 July 2015 - 30 June 2016

\$100 – \$249

Johnson, Ms Michelle
Jupiter Motors
Kendell, Mrs Eilish
Koorungal Dental Surgery
Lane, Mr & Mrs John
Lawrence, Ms Marcelle
Libby Jones Podiatry
Lidden, Mr & Mrs M
Lockhart Women's Bowling Club
Long, Mrs H
Magee Holdings
McCurdy, Mrs Margaret
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Measday, Ms Amanda
Mick Cave Good Seeds Garden Service
M K & J Limbrick Pty Ltd
Moses & Son
Ness, Mr & Mrs Terry
New, Mrs Mareeka
Newell, Mrs J
Nixon, Ms Jenny
Nixons Engineering
Osborne, Mrs B
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Perey, Mrs Karlene
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\$100 – \$249

Rabobank
Rigby, Miss Joan
Riordan, Mr & Mrs K
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Sinclair, Mr & Mrs I
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Stephen Lawrence Construction Pty Ltd
Stoll, Mrs Sue
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Wagga Physiotherapy & Sports Injury Centre
Wagga Trucks Hino
Wagga Wagga Base Hospital
White, Mr M
Wiencke, Mr & Mrs P

\$50 – \$99

Ahern, Mrs Frances
Bateman, Mrs Jean
BN Proud & Co
Browne, Mrs Vema
Charles, Mrs Beverley
Cox, Mrs Lynne
Dunford, Mrs Mary
Elliott, Mr & Mrs B
Grass Mower Centre
Gulliford, Mrs Jodie
Heffernan, Mr & Mrs C
Henderson, Ms Sandra
Henty Foods
Howe, Mrs Aileen
Howitt, Mr W OAM & Mrs Howitt
Hunt, Ms Geni
Izzard, Mr & Mrs D
Judd, Mrs Jan
Keogh, Mrs Genevieve
Matthews, Mrs V
McKinley, Mr David
Miller, Mrs Lesley
Molineaux, Mr & Mrs G J
My Shed
Riverina Engineering Wagga
West, Mr & Mrs Bill

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 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 Social Services (DSS)
- Centrelink
- All local shire councils in the Riverina Murray region
- Riverina Eastern Regional Organisation of Councils (REROC)
- Riverina and Murray Regional Organisation of Councils (RAMROC)

THROUGH THE LENS



1 Taking advantage of a dry spot are Diamond Sponsor Denise Hart (Pirtek Wagga Wagga) pictured with Lani Hudson holding Rosie.

2. He must like us. Bruce the Balloonman has been coming to our functions for almost 30 years and the children love his creative balloon sculptures.

3 (l to r) Steven & Lorraine O'Hara, Jennifer West and Annette Letson didn't let the cold day deter them from making the trip from Temora for race day.

4. A new amusement for children this year came from Mother Nature and this young child got right into puddle splashing. What fun!

5. With threatening skies on race morning the committee quickly saw the brighter side of things and recognised the giant worm as a place to shelter should it rain.



Photo courtesy of The Daily Advertiser



6. Inspecting conditions at the Murrumbidgee Turf Club (MTC) are (l to r) Georgina Robertson, Scott Sanbrook, CEO MTC, Rob Balding and Cathie Smith. As part of the race day committee Georgina, Rob and Cathie hoped for a fine day. It was not to be.

A Race Day First

In the 28 year history of the Kurrajong Waratah Race Day, this year we experienced a first – a race day with NO HORSES.

In the past we have experienced freezing cold, wet, windy conditions but the rain has never before resulted in the abandonment of races. The safety of jockeys and horses was front of mind for the racing officials and the Murrumbidgee Turf Club (MTC) CEO and Directors when cancelling the actual races.

The cancellation of races was announced early in the morning as a result of persistent wet days with an overnight soaking the final blow. Despite this, the 'horseless' race day went ahead with the media spreading the word that the social day would continue much to the relief of the hardworking committee.

It was wonderful to watch the committee, staff and volunteers kick into gear and do what was needed despite the threatening skies and cold miserable day.

A new amusement came without cost as the children jumped from puddle to puddle and showed their obvious delight. Families obviously accepted the inevitable.

Traditional race day attire was abandoned or complimented with gumboots and our race day Chairman Rob Balding led the way with wet weather fashions.

Attendance was still remarkable with over 3,500 patrons, sponsors were incredibly supportive and understanding of our situation and appetites and thirsts were not unduly affected by the changed conditions. The added marquees, heaters and comforts were appreciated and utilised.

In September, the Race Day Committee and sponsors joined with the MTC representatives and Kurrajong Waratah Directors in celebrating the commitment of everyone associated with this longstanding and highly successful day. Obviously the horseless race day was mentioned once or twice.

Records were broken and celebrated with a fabulous \$152,590.56 raised to support Kurrajong Waratah's Community Farm which will be developed on land donated by the late Dick Nash and his wife Maisie in Gregadoo Road. This project will provide exciting new opportunities and choices for people with a disability and the wider community.

We look forward to the 29th Annual Kurrajong Waratah Race Day which will be celebrated in Kurrajong Waratah's 60th Anniversary year.

7. Susan Duffy, race day committee member, is pictured with Diamond sponsor, Graham Walker, Estella Rise at the post-race day celebration.

8. Jenny Lang is pictured with her parents Allan and Nell Davis at the Race Day. Allan and Nell are both Life Members of Kurrajong Waratah.



9. Pictured at the races are (l to r) Tammy Holzheimer race day committee member with Stuart Lamont, MTC Chairman and his wife Penny.

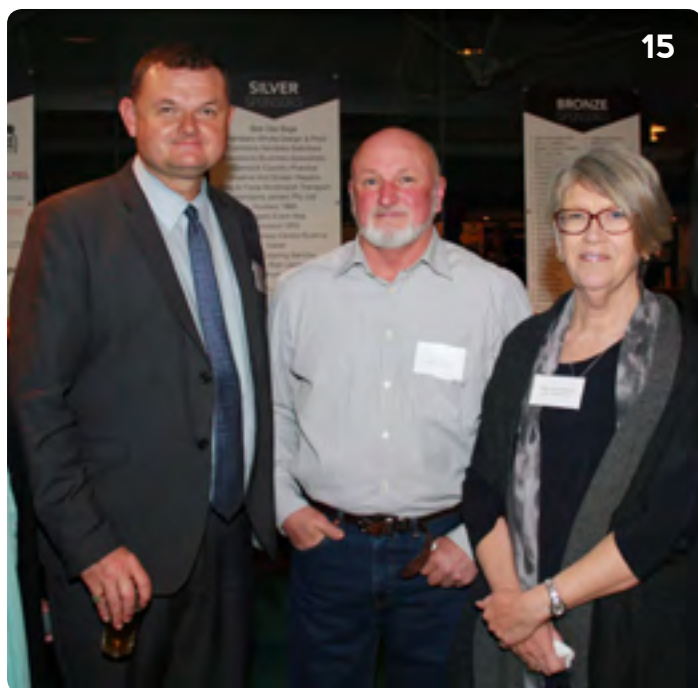
10. Post-race day celebrations created an opportunity for Rob Balding race day committee Chairman, Stuart Lamont, MTC Chairman, Brett Hull, Graeme Hull Smash Repairs, Elizabeth Parsons and Rodney Parsons MTC Director to catch up.

11. PRIME7 have been a major sponsor of all 28 Kurrajong Waratah Race Days and despite the wet conditions this year PRIME Possum still made an appearance and children were quick to surround him. His feet did get a little wet!

12. Gloria Pascoe and Heather McAlister of South Wagga Lions Club must have been counting cocktail sausages in their sleep after feeding thousands of hungry race day patrons.

13. The weather didn't stop the Superior Foods team from having a great day. Pictured during the day are (l to r) Peter Barnes, Ruth Nugent, Tim Bradley, Mick Landrigan, Manager, Peter Nugent and Sam Jackson (sitting). Superior donate a significant amount of the food served on the day.

14. Some creative faces were seen on race day, Tania was certainly in demand.



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15. Post-race day celebrations provided Scott Sanbrook MTC CEO and Diamond Sponsors Francis & Maryann Mullins, Wagga Plumbing Service a relaxed moment to catch up.

16. Children were well catered for with an abundance of food and entertainment including creating their own cup-cakes thanks to volunteer Janine Barrett who organises the activity.

17. Dennis Trading are a major sponsor of our race day. Family members pictured at the race day are (l to r) Rod, Michelle, Ben and Katie Dennis.

18. Pictured at post-race day celebrations are committee member Michelle Weick, Fiona Jaques and Kerri Reberger, MTC Director.

19. Discussing proceedings on race day were major sponsor Dr Matthew Howard, Rob Balding Kurrajong Waratah Race Day Chairman and Dr Mark Wotherspoon co-ordinator of support from local dentists.

20. Caption see next page



20



20. We called for helpers to prepare for race day and Westpac staff responded en mass as this picture shows.

21. Pictured enjoying a relaxed moment at post-race day celebrations are Steve Jaques, CEO Kurrajong Waratah, Craig Barrett, committee member, Brett Weick and Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah.

22. The animal nursery was a huge drawcard for the young and the young at heart on race day.

23. Not deterred by the weather conditions Freya Cole of PRIME7 didn't have race presentations to announce but still enjoyed the day with Henry Belot and Tom Mayor.

24. A sensible group all rugged up and enjoying the day were Michelle Weick, race day committee member, Charles Donebus, Sponsor Daniel Donebus with Dr Michelle Fernon, Vice Chairperson, Kurrajong Waratah.

25. Pictured following the draw of the TASCO Petroleum lucky gate prize are Nigel Wilson, Depot Manager, TASCO Petroleum (left back) with Cathie Smith, Kurrajong Waratah, Freya Cole PRIME7, and committee members Sophie Cheney, Tammy Holzheimer, Susan Duffy and Rob Balding.

Our Annual General Meeting

There was a real air of anticipation and celebration when a record crowd gathered at the RSL Club for Kurrajong Waratah's Annual General Meeting in October.

With Director Pam Green standing in for Chairman Michael Kennedy OAM while he recovered from knee surgery, the business side of the meeting was conducted including the appointment of Patrons and Directors.

After many years involvement in various roles including Chairman, followed by Patron for 20 years, but always as a parent, Mr Allan Davis, Life Member of Kurrajong Waratah announced he felt it was time for the organisation to offer the appointment of Patron to another person. He did comment that being in his 90's had something to do with his decision. Allan's commitment was acknowledged by a standing ovation from those present.

Longstanding Life Member and retired Treasurer of Kurrajong Waratah, Peter Perkins was elected as Patron of Kurrajong Waratah. Peter was obviously humbled by the nomination which was warmly endorsed by those in attendance. Peter has been associated with the organisation since 1982 including 20 years as Treasurer overseeing the organisation's finances.

The evening moved onto presentations and various awards for years of service and employment.

35 awards recognising from 10 years employment were presented to employees and staff who had reached 10, 15, 20 and above years in five year multiples.

Currently 58 staff have had between 10 and 32 years of service and 92 employees have between 10 and 45 years employment with Kurrajong Waratah.

The final award of the night was the John Reid Memorial Award which was announced by Peter Perkins and presented by him on behalf of the Reid Family who were unable to be present.

The winner, Nicholas Fletcher is respected for the care he shows for his fellow workers and is always willing to lend a hand to benefit the workplace, the criteria for the John Reid Memorial Award.

In presenting the award Mr Perkins noted that the late John Reid and Nicholas were not only fellow workers, but best friends.



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26. Winner of the 2015 John Reid Memorial Award was John's long-time friend Nicholas Fletcher pictured with Patron and Life Member Peter Perkins on left and his brother Simon Fletcher.

27. Celebrating 15 years employment with Kurrajong Waratah is David Chalmers. He is seen here sharing the evening with Director, Pam Green and his parents, Bruce and Chris Chalmers.

28. Sharing Kane Meyer's proud moment after being recognised for 20 years employment is his wife Jacqui.



29. Director Geoff Breust is pictured following the presentation of 10 year certificates to Florence Edwards, Brenton Howard, Justin Keane and David Pitman.

30. Geoff Breust, Director, had pleasure in presenting service awards to longstanding staff members Caz Eckersall, for 25 years and Di Byrne for 20 years.

31. Sharing a special moment with Carmel Halloran was her sister, Anne Perkins. Carmel was recognised for 30 years employment with Kurrajong Waratah.

32. For her 30 years employment with Kurrajong Waratah, Stephanie Warren (front r) was presented with a plaque and \$300 Myer voucher. Here she is pictured with her family – parents Stan & Yvonne Warren (l) then (l to r) Ken Eves, Olive Eves, Richard Warren and Geoff Jones.



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33. Both sharing the joy of the moment are Kane Meyers who was presented with a plaque and watch to commemorate his 20 years employment by Kurrajong Waratah Director, Louise Lotz.

34. Pictured are 11 delighted employees proudly showing plaques they received for 30 years employment together with a \$300 Myer voucher. They are Robbie Hardinge, Carmel Halloran, Phillip Wishart, Stephanie Warren, Cathy Gain, Stephen Holmes, Lorraine Pitman, Barbara Ceeney, Arthur Webster, Peter Smith and James Kitney. Directors and presenters of these awards are Peter Perkins Patron and Life Member and Bill Howitt OAM, Director, both in back row (l to r).

35. Pictured following the presentation of 25 year employment awards were (l to r) Patron and Life Member Peter Perkins, recipients Chris Loneragan and Scott Weeden and newly elected Treasurer Hamish Cullenward. Both recipients received commemorative plaques and a \$250 Myer voucher.

36. Not sure which surprised him more, receiving a plaque and Myer voucher for 30 years employment, or having his parents make a surprise visit to share the special occasion with him. Either way it looks like a very happy moment for Lawrence and Cynthia Hardinge from Kiama pictured with son Robbie in centre.

37. Hildasid Community Farm volunteer Bill and his wife Heather always enjoy the Annual General Meeting and catching up with everyone. Pictured are Jane Pottie with Bill Harris (back row), with Heather Harris and Cathie Smith (seated).



37



38. Chris Loneragan proudly shows off his plaque for 25 years employment to his parents Fred and Rae. Chris knew exactly what he wanted to do with the \$250 Myer voucher which accompanied the plaque.

39. Patron and Life Member Peter Perkins congratulates David Chalmers on receiving a plaque recognising 15 years employment. David was justifiably proud of this achievement.

40. Four staff members received certificates for 10 years service to Kurrajong Waratah at the 2015 AGM. Pictured following the presentation were (l to r) Nicole Prior, Col Neyland, Sharyn Atherton and Fernando Whittaker Roa. Presenters of the awards were Bill Howitt, OAM (2nd l) and Patron and Life Member Peter Perkins (2nd r).

41. 30 year award recipient Dean Stapleton was unable to attend the AGM, but Manager of Waratah Industries, Jim Seymour, ensured Dean was recognised with his fellow employees and staff there to share this special occasion.

42. Col Neyland brought his wife Christine along to the AGM to help him celebrate his 10 years of service to Kurrajong Waratah.

43. A night of mixed emotions with long standing Treasurer Peter Perkins retiring from the Board. The announcement by Chairman Michael Kennedy OAM that Peter, who is also Life Member, would also be the organisation's new Patron was warmly welcomed by everyone in attendance. Pictured with the Perkins family (l to r): David, Peter, Beryl and Andrew is Steve Jaques CEO who has worked closely with Peter for over 30 years.

Outreach AGM Updates and Presentation Evenings

Following the Kurrajong Waratah Annual General Meeting (AGM) in Wagga Wagga, Annual Meeting Updates and Presentation Evenings are held in Narrandera, West Wyalong and Deniliquin.

These evenings are extremely well attended and provide employees, staff families, staff and community representatives the opportunity to meet each other and representatives from the Kurrajong Waratah Board of Directors and the Management team.

The evening provides a valuable way of sharing information and for people who do not have regular opportunities to do so.

Like the Wagga Wagga AGM, the Years of Service Awards and Achievement Awards are a popular part of the evening as you will see by the accompanying photographs.



Photo courtesy of The West Wyalong Advocate 44

44. Ray Smith, General Manager, Bland Shire Council presented Achievement Awards to Andrew Schmidt, Joanne Teagle and Scott McClintock at the organisation's AGM Update and Presentation Evening. Steve Jaques, Chief Executive Officer was on hand to congratulate all employees for their achievements during the year.

45. Ray Smith, General Manager, Bland Shire Council on right presented Years of Service and Employment Awards to Dorothy McCaskie and Michael Anderson, both 10 years. Steve Jaques, Chief Executive Officer, Kurrajong Waratah is pictured on left with recipients.



Photo courtesy of The West Wyalong Advocate

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46 Photo courtesy of The Narrandera Argus



47 Photo courtesy of The Narrandera Argus



Photo courtesy of The Narrandera Argus

46. Hamish Cullenward, Treasurer, experienced his first AGM Update and Presentation Evening in Narrandera. He presented Achievement Awards to Jessica Mohr, Liam Cull, Tim Wood, Jeanette Miller and Jennifer Howe (seated).

47. Hamish Cullenward, Treasurer, presented 10 Years of Service certificates to Nicole Prior, Christopher Davies, Tracy Evans, Tim Wright and Kylie Anderson.

48. Treasurer Hamish Cullenward also had the pleasure of presenting an award to Jason Harrison for 25 years employment with Kurrajong Waratah. Jason received a \$250 Myer voucher with his commemorative plaque.

49. A delighted Alistair McLean is pictured, proudly displaying his 15 year plaque and Achievement Award, with his mother Denise McLean.



50. Director Bill Howitt OAM made a number of very special presentations at the Deniliquin AGM Update and Presentation Evening. They included recognition of Zena Wahanui, Manager Yallambee Deniliquin for 10 years service and Di Byrne, Team Leader, Yallambee Deniliquin for 20 years service. Di received a plaque and gold watch for reaching this milestone, Zena a certificate.

51. Pictured at Deniliquin's AGM Update and Presentation Evening are Director Bill Howitt OAM and Zena Wahanui, Manager, Yallambee Deniliquin with Sheree Hardie who received an Achievement Award.

52. Pictured at Deniliquin's AGM Update and Presentation Evening are (l to r) Des Bilske now General Manager, Edward River Council, Steve Jaques, Chief Executive Officer, Kurrajong Waratah and Jeff Shand now a member of the Edward River Council Local Advisory Committee.

53. Sharing a happy moment at the Deniliquin AGM Update and Presentation Evening are David Keck and Joanne Howman, Supervisor at Divine Foods.

End of Year Get Together

Operating services across the entire Riverina Murray region presents some challenges relating to distance but the End of Year Get Together has become a popular event for employees, clients, families, volunteers, staff and directors and their families to renew acquaintances or meet new people.

Over 400 people attended last year's event in the picturesque grounds of the Murrumbidgee Turf Club with some travelling from Deniliquin, West Wyalong, Leeton and Narrandera to attend.

For many people the date is entered onto calendars and diaries at the start of the year and other events have to fit around it such is the level of enjoyment associated with this event.

The relaxed environment allows people to sit back and enjoy time together before the hectic Christmas season begins.

The enjoyment was obvious and certainly shows on these happy faces.



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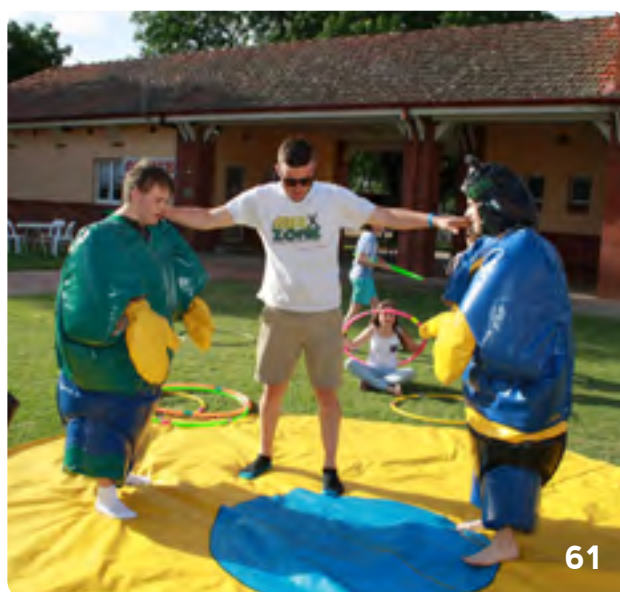
57



56

54. Friends Mary Heffernan, Anita Manning and Chloe Lidden enjoyed spending time together at the End of Year Get Together.

55. Maria Flaskas and her son Peter enjoyed the restful grounds at the MTC for the End of Year Get Together.



56. There is always a strong contingent of our Narrandera employees, staff and families who travel to Wagga for the End of Year Get Together. Pictured are (l to r): Gary Flanigan, Jeanette Miller, Ryan McDonald, Tim Wright and front (l to r) are: Tracy Evans, Anne Flanigan and Tracey Durnan.

57. Not sure if Cooper and Jack were trying to frighten their 'grandma' Frances Ahern, or the photographer, but they certainly had the right sounds to go with their painted faces.

58. Nat Klein (in blue shirt) loves to bring his family along to the End of Year Get Together. He is pictured with (l to r) Josh, Tyler Klein and Linda Dennis.

59. Friends David Pitman and Mary Heffernan pictured relaxing at the End of Year Get Together.

60. Veronica Keogh likes to bring her family to the End of Year Get Together. Pictured with her (centre) are Anne and her mother Genevieve.



61. About to commence a sumo wrestle are (l to r) Alex Watters and Caleb Salabert – think this round was a draw and lots of fun.

62. Seems a trip from Deniliquin to Wagga for the End of Year Get Together is set on the calendar. Staff and employees from our Deniliquin services made the long trip and stayed overnight to make the most of the time with friends. Pictured are back row (l to r): Matthew Johnson, Zena Wahanui, Faye Jones, Peter Chivers, Di Byrne and Hilary Crain. Front row (l to r): Julie Smith and David Keck.



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63. Kane and Jacqui Meyers (seated) enjoyed catching up with their mums (l to r) Joy Grinter and Heather Allen at the End of Year Get Together.

64. Barbara Doherty and Wendy Forde have been involved with Kurrajong Waratah for many years and always love to catch up for a chat and hear each others latest news.

65. While Barbara and Wendy catch up, the 'men' Bryan Doherty and Garry Forde settle back and relax. The grin on Garry's face says it all.

66. Pictured catching up at the End of Year Get Together are Geoff Pitman, Janet Laws and Barbara Ceeney.



66



Journey Forward Workshop

The third in a series of Annual Journey Forward Workshops was held at the Wagga RSL Club in June with all Kurrajong Waratah locations and services being well represented.

Participants agreed wholeheartedly the relevance and knowledge of the speakers made the day well worth the travel and involvement. They identified the importance of hearing from others who are already experiencing the National Disability Insurance Scheme (NDIS) was essential given the commencement of the NDIS in the Riverina Murray region from 1st July 2017.



67. Guest speaker at the Kurrajong Waratah 2016 Journey Forward Workshop, Deb Szdanoff, NDIS National Adviser, National Disability Services offered to answer participant's questions over lunch and Col Neyland took the opportunity to catch up with Deb.

68. Nadine Stephen, Executive Director of Operations, Koomarri Canberra, also a guest speaker (centre), is pictured with Annie Bodel and Martin Frechette from Skills Lifestyle Services Wagga during the morning tea break.

69. Pictured (l to r) at the Journey Forward Workshop are KEIS staff members Alissa Frilay and Fran Trench with Ruby Wright, Manager for Connect's Children Services & Manager of the NSW Blue Mountains NDIS and KEIS staff Janine Tout. Staff found all speakers relative and informative.

70. Nikki Davis, Kurrajong Waratah Director Pam Green and Caz Eckersall, Manager Skills Lifestyle Service were pictured in the lunch break during the Journey Forward Workshop.

71. Miranda Garnett, CEO Koomarri, Steve Jaques, Chief Executive Officer, Kurrajong Waratah and Nadine Stephen, Executive Director of Operations, Koomarri caught up before the ladies had to leave. Steve acknowledged the value of and thanked all speakers during the 2016 Journey Forward Workshop.





Art Union winners are gridders

The organisation's longest running fundraising venture, the Kurrajong Waratah Art Union has not only enabled many hundreds of thousands of dollars to benefit people with a disability in its 35 year history, but organisers have seen people react differently when told of their windfall.

Winner of the 2015-16 Art Union, Gerry O'Grady of Wagga Wagga was unable to drive herself to Thomas Bros to be part of the celebration after learning of her win and graciously accepted a chauffeur who ensured she arrived safely.

Despite Gerry's unsuccessful attempts to ditch her walker to perform a Toyota leap, she was clearly ecstatic.

Her first thought was for her long term friend and neighbour Enid Scobie, a Life Member and tireless worker for Kurrajong Waratah who first invited Gerry to support the organisation's work.

Kurrajong Waratah volunteer Bill Harris had the pleasure of drawing the lucky winners under the watchful eye of Wagga Police representatives.

Representatives of Thomas Bros and Myer, both longstanding supporters of the Art Union, were in attendance at the draw surrounded by many supporters hopeful of sharing in \$58,000 worth of prizes.





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School Leavers Expo

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

Kurrajong Disability Solutions (KDS) team support school leavers with a disability and their families to explore the many and varied options available, whether it is a Transition to Work (TTW) or Community Participation (CP) program, or one of the other supports and programs Kurrajong has to offer.

As part of their support the KDS team have a strong presence at the Annual School Leavers Expo to enable families and school leavers to meet and chat with staff about the options available to them.

Our staff are passionate about assisting school leavers achieve their goals and dreams.



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72. Giving the tickets one last mix before the Kurrajong Waratah Art Union is drawn is long-time volunteer Bill Harris. Bill said he had acquired five new friends after the draw.

73. Too excited to drive, winner of the Art Union Gerry O'Grady had Thomas Bros chauffeur her to the show room where the task of selecting her prize began. She is pictured attempting the famous Toyota leap while Steven Wait (l) and Colin McGill from Thomas Bros look on.

74. These four ladies alone have collectively sold hundreds of thousands of tickets in Kurrajong Waratah Art Unions over many years. They are Kim Warren-McCarthy, Deb Hocking, Jane Pottie, Office Manager Kurrajong Waratah and volunteer seller and Yvonne Benton who retired after nine years. They caught up at our volunteers morning tea.

75. Nellie Wallace (West Wyalong), Margaret Baker, Joan Skews and Margaret Pickles, all art union volunteers, enjoyed a lovely morning tea and time together following the Art Union.

76. 'Many hands make light work' is certainly very true in this case. Jenny Hulm (back) and Mary Dunford join some 40 other volunteers who cut and folded art union tickets in readiness for the draw.

77. Janet Laws, Change and Special Projects Manager, Kurrajong Waratah chats to Annmarie and Wayne Webb at the School Leavers Expo about options for school leavers.



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78. Staff members from Kurrajong Disability Solutions, Janet Laws, Manager of Change and Special Projects, Sophie Grigg, Support Worker, Karen Lamotte, Office Administrator, Jamie Way (then Case Worker) and Norm Corcoran, Business Development Co-ordinator are pictured at the commencement of the School Leavers Expo.

79. Norm Corcoran (r), Business Development Co-ordinator, Kurrajong Disability Solutions presents a Samsung tablet to School Leavers Expo lucky door prize winner Emily Watt watched on by her father, Darren.



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80. Looking absolutely delighted following announcement of the winner of the 'Leadership in NDIS Readiness' category of the NSW Disability Innovation Awards at NSW Parliament House are Kurrajong Waratah representatives (l to r) Janet Laws, Change and Special Projects Manager, The Hon. John Ajaka, NSW Minister for Disability Services presenter of the prestigious award, Louise Lotz, Director and Ray Carroll, Deputy Chief Executive Officer.

81. The long awaited construction of the Narrandera Supported Accommodation Project took a major step forward with the appointment of the builder to the project. Pictured are back row: Cathie Smith, Development Services Manager (who will oversee the project), Ray Carroll, Deputy Chief Executive Officer, Vic Campbell, Milbrae Quarry and local plumber Chris Walsh. Front row (seated) are Bill Howitt OAM, Kurrajong Waratah Director and Geoff Condon of Condon Constructions.

NSW Disability Innovation Awards

Kurrajong Waratah continued to lead the way in NSW providing innovative and quality services with the announcement of the fourth consecutive success in the prestigious NSW Disability Industry Innovation Awards.

Kurrajong Waratah is the only organisation in NSW to have reached finalist or winner status each year since the awards were introduced in 2012 including outright award category winner twice.

At a ceremony held at NSW Parliament House in December 2015, Kurrajong Waratah was announced as the winner of the 2015 Award category "Excellence in Leadership in NDIS Readiness".

Being recognised for "Leadership in NDIS Readiness" is a credit to everyone associated with the organisation for their commitment and efforts in preparing for the National Disability Insurance Scheme which commences in the Riverina Murray region from 1st July 2017.

Narrandera Supported Accommodation Project

Despite unexpected delays in the planning and preparation stages of the Narrandera Supported Accommodation project, it was a busy year with the turning of the first sod of soil through to the appointment of a builder to the project.

The Narrandera Supported Accommodation project comprises four two bedroom, two bathroom units to be built on land purchased for the project by Kurrajong Waratah at 4 Elwin Street Narrandera.

Capital funding of \$800,000 towards the building project was provided by the NSW Department of Family and Community Services through their Ageing, Disability and Home Care section with Kurrajong Waratah meeting the balance.

The project has been supported by the Friends of Cypress Centre and the local community who have lobbied hard and fundraised for a considerable period of time to help furnish and equip the units for supported accommodation.

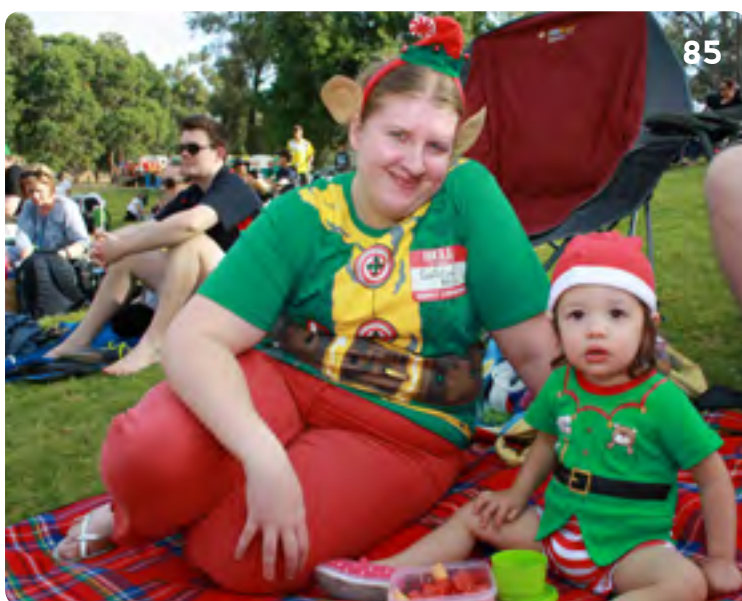
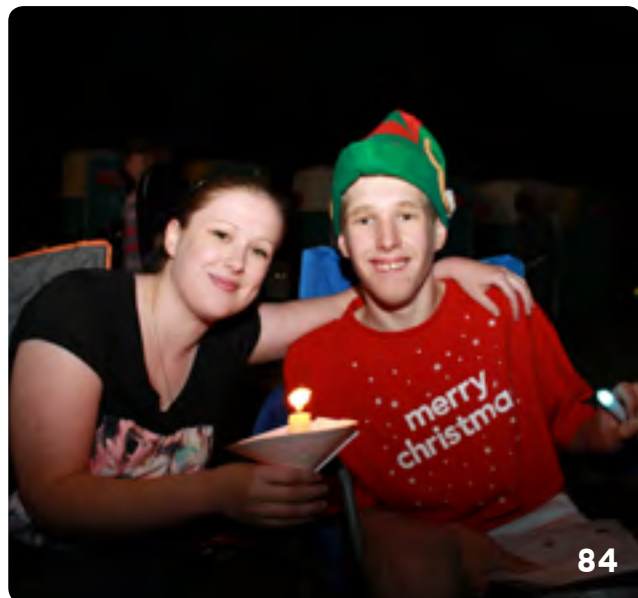
The project is expected to be completed by mid-2017.



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Wagga Wagga Christmas Spectacular

Parents who were taken to enjoy the Wagga Wagga Christmas Spectacular as children are now continuing the tradition adding a new generation who enjoy the wonderful sights and sounds of this annual event.

Set in the picturesque grounds of Wagga Wagga City Council's Music Bowl, it's a wonderful sight as the candles glow and people sit back to enjoy an evening of entertainment provided by the Australian Army Band Kapooka, local vocalists, choirs and dancers. The night would never be complete without a visit from Santa.

With perfect weather for the 2015 event, the bowl filled to capacity with an estimated 7,000 people in attendance.

The spectacular would not be possible without the assistance and support of sponsors and other supporters. These are highlighted in greater detail in the Community Partnerships section of this report.

82. On hand to witness the signing of the contract for the Narrandera Supported Accommodation project are (back row) Bill Howitt OAM, John Primrose, Ray Carroll, Cathie Smith and Geoff Condon. Front row: Marj Anslow OAM and Bev Hughes. Bill, John, Marj and Bev are part of the Friends of Cypress Centre who have actively supported and lobbied for this development for over 10 years.

83. Settling in for a family night at the Christmas Spectacular are Melinda and Adam Drummond with their daughter Poppy.

84. Lauren Harmer and brother Tom are ready to enjoy the Christmas carols presented by the Australian Army Band Kapooka and great local artists.

85. Many people got into the spirit of Christmas dressing up in season costumes including Nadine and little Shaphiere Bowman.

86. The South Wagga Lions Club members provide the 'Lion power' to pack candle bags and provide catering at the Christmas Spectacular. Among the 'packers' were (l to r) Bob Smith, Brenda Shone and Chris Leonard.





87. Ready to commence selling candle bags at the Christmas Spectacular are members of the South Wagga Lions Club, (l to r) Kevin Cameron, Russell Baird, Brenda Shone and Alex McDonald.

88. Attending the launch of the Christmas Spectacular at the Wagga Wagga Civic Theatre are representatives of sponsor Thomas Bros, Steven Wait and Colin McGill.

89. Florence Edwards has her position all set up – now all that's needed is the music but it was worth waiting for.

90. Brenton Curtis, Mathew Davidson and Adrian Buck from the Fire and Rescue who provide additional resources given the warm weather and large crowd.

91. This Kapooka Band saxophonist plays a solo during the Christmas Spectacular.



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92. Let the band begin – the sound of the entire Australian Army Band Kapooka brought the Music Bowl alive at the Christmas Spectacular.

93. Bill Carroll is always one of the first to volunteer when requests are made of South Wagga Lions Club.

94. Alf Dudley, Jean Bateman, Marie Edwards (front row) and Harold and Dossie Corben (back row), residents of Kurrajong Waratah's owned and operated Rosebank Retirement Village prepared for another great night of carols and musical enjoyment.

95. Sponsors Steve Kitson of Kitson Property Pty Ltd and Michael Martin of Hansen Yuncken are pictured at the launch of the Christmas Spectacular.

96. Mark Whittaker and James Jones, members of the Wagga Wagga Rescue Club pictured on the job at the Christmas Spectacular.

Art to Crow About

Exhibitors and their mentors had every reason to crow about the work being exhibited in this year's Art to Crow About when it opened to the public in the magnificent surrounds of the Wagga Wagga Art Gallery.

It equalled any opening night in any art gallery.

The talent and enthusiasm of artists was obvious as they showed their family, friends and the public around the exhibition.

They had every reason to be proud as their work was quickly sold.

The exhibition included drawing, painting, printmaking, sculpture and garden art by artists with a disability from Kurrajong Waratah Wagga Wagga and Temora and the RCC Inclusive Community Educations Program.

Now in its 12th year, opening night included a Butoh performance "Stations" by The Twilight Dance Troupe which was supported by the Conservatorium of Music and accompanied by Claire Brassil.

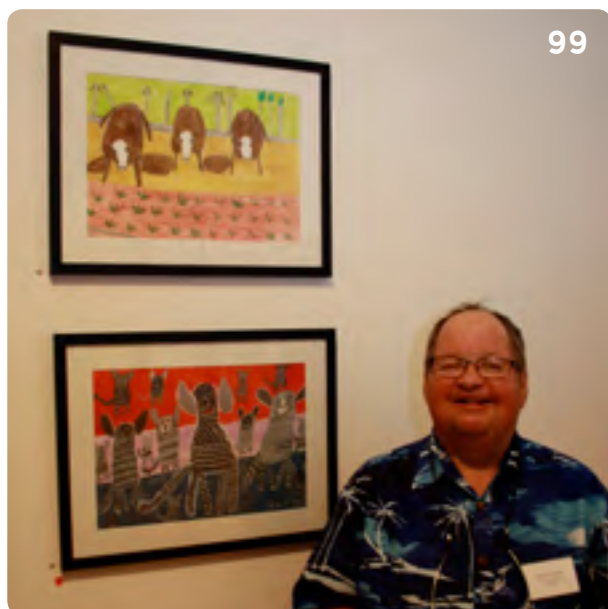
Butoh is a form of Japanese dance that includes a diverse range of activities, techniques and movement. Dancers normally paint their faces white for the performance.



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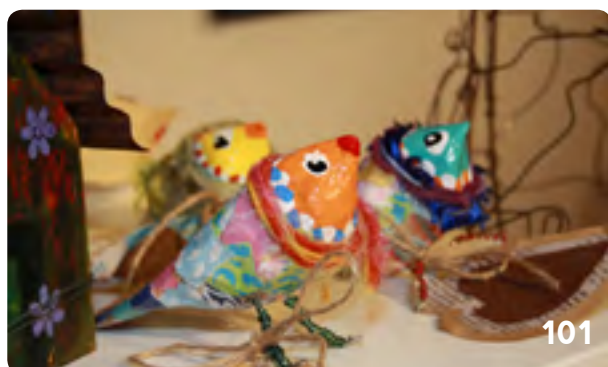
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97. It's always interesting to see the reaction of artists when they see their pieces framed and hung in the Art to Crow About exhibition. Wendy Cowley is obviously proud of her use of colour.

98. Tracey Kelly received these beautiful flowers at the Art to Crow About exhibition. She obviously loves flowers and has included them in the painting she is pictured with.



99. Another artist proud of their work was Wayne Emerson. Wayne has been exhibiting his paintings in the Art to Crow About exhibition since its inception.

100. Catching up at the Art to Crow About exhibition were (l to r) Michael Kennedy OAM, Chairman and Life Member of Kurrajong Waratah, Rob Balding Agribusiness Banking Manager, Westpac and Craig Barrett, Opteon (Southern Inland NSW).

101. The imagination and use of colour in these creations has to be admired and attracts people of all ages.

102. Attending the Art to Crow About exhibition are (l to r) Wendy Forde, Kurrajong Waratah Director Pam Green and Garry Forde. They are being served by a delightful volunteer, Grace Russell.

103. Beth Davis is another frequent exhibitor in the Art to Crow About exhibition. The painting she is admiring was chosen to be used for all publicity relating to the exhibition in August.

104. A frequent participant in the Art to Crow About exhibition, Lorraine O'Hara is pictured with her latest painting.



105. Joel Wetherbee, Alison Williams and Christopher Clarke are pictured performing in a Butoh piece 'Stations' at the exhibition. Butoh is a form of Japanese dance.

106. Diane Kearins (r) travelled from West Wyalong for the opening of the Art to Crow About exhibition and to catch up with artist daughter Nicole who was exhibiting.



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Another busy year for Myer staff

In addition to their role as Myer employees, Wagga Wagga Managers and staff continued to support our work holding several activities and events for the benefit of Kurrajong Waratah during the year.

Their support continues a tradition spanning more than 30 years and has seen \$450,000 raised to benefit the organisation's programs and supports for people with a disability.

The staff's efforts are supported by the Myer Corporation who matches the staff's efforts. This provides a clear message that they value what their staff does and are also willing to also support the community in which they operate.

Myer were among the first corporations awarded Corporate Life Membership of Kurrajong Waratah in 2007 in recognition of their longstanding and valued support.

The relationship between Myer and Kurrajong Waratah also extended to the additional support they provide to people with a disability, their families and our staff and supporters as customers.



107. The Macgillycuddy family, Evelyn, Susan & Tim enjoy an evening together at the Myer Trivia Night.

108. Good friends (l to r) Kaylene Amos, Josette Staples and Therese Moon joined forces as they worked on questions at Myer's Trivia Night.

109. Pictured are the hardworking Myer Trivia Night team (l to r, back row) Marilyn Hartley, Anne James, Karen Raufers, Operations Manager and Chris Boneham. Store Manager. Front row are (l to r) Managers Meg Roache and June O'Connor.

110. Tables are quickly sold but getting in early to ensure a spot were ladies from Kurrajong's Early Intervention Service (l to r) Lindy Maginness, Sarah Stirton and Debbie Young.

111. Myer staff are always keen to raise money for Kurrajong Waratah. Myer Managers June O'Connor (l) and Meg Roache gave their time to sell tickets in a popular cosmetic basket just before Mother's Day.

112. Continuing their support of Kurrajong Waratah are Peter James and Chris Boneham, Myer Store Manager (r) who enticed supporters of the staff's second hand book stall with their sausage sizzle.

113. Celebrating the remarkable support of Myer and the Myer Wagga staff's combined donation to Kurrajong Waratah, which this year amounted to \$20, 554.93, are: (l to r) Kurrajong Waratah fundraising staff Sher de Castro, Kylee Smith, Cathie Smith Development Services Manager and Jane Pottie, (back row) Myer staff Anne James, (middle row) Marilyn Hartley, Managers Meg Roache & Carol Viski, Karen Raufers, Operations Manager, June O'Connor, Manager and Chris Boneham Store Manager.



114. A team effort, Peter and Beryl Perkins wrapped gifts at the Myer Gift Wrap in the store at Christmas time.

115. In addition to her administrative role at Kurrajong Waratah, Karen Fox (r) and daughter Chantelle Hitchener volunteered to wrap gifts at Myer as part of raising funds before Christmas.

116. Demonstrating to Felicity Moloney that he's 'served his apprenticeship' in previous years and 'knows exactly how to wrap Christmas gifts', is Jon Daley. Both Felicity and Jon are Westpac staff members who volunteer to man the Myer Gift Wrap for Kurrajong Waratah.

117. Friends Emmalie Sanders and Helena van Asperen were a great asset to Kurrajong Waratah's Myer Gift Wrap team.



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118. Ianto Williams was part of the group from our Temora service delighted to visit the Temora Aeroplane Company and look over the various planes Nick Willis has in his hangar.

119. Lorraine O'Hara and Ianto Williams attended the Quota International Changeover Dinner in Temora where they were presented with a donation of \$500 to benefit Kurrajong Waratah's Temora services. Lorraine thanked the members for their support.

120. Pictured at the opening of the new wheelchair accessible section of ErinEarth at Kildare Catholic College are (l to r) Michael Dowd, Culinary Capers team members Nicole Smith, Melissa Crain, and Kristy Burdett with Marg McKinley, Manager of ErinEarth.

121. Jennifer West took the visit to the Temora Aeroplane Company one step further and got into the cockpit with owner and instructor Nick Willis. It will be interesting to see if she goes the next step in the future. She certainly enjoyed the experience.



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122. Taking a well-earned break from Art Union draw preparations are (l to r) Dawn Luhrs, Marie Brady and Edith Gennings.

123. Stephen Holmes found a very special friend in Hank when he visited a local dairy owned by Syd and Patricia Clarke.

124. Heading off to their Soroptimist meeting in Narrandera is Jeanette Miller (centre) with Veronica Barry (l) and Bev Hughes (r). Veronica and Bev supported Jeanette until she became confident attending meetings on her own. Now they catch up there.

125. Pictured at the launch of P4P Online Learning are Glynis Ingram, District Director for Murrumbidgee and Western, Department of Family and Community Services (FACS) with Tim Evans, Acting Director Housing and Communities, Murrumbidgee District, FACS and Janet Laws, Change and Special Projects Manager, Kurrajong Waratah. Funding for P4P Online Learning was provided by FACS.

126. Pictured discussing the results of the scoping study for Kurrajong Waratah as part of the organisation's new network and client management system, are Consultant Geoff Clarke and Crispin Lowe, IT Projects Manager, Kurrajong Waratah.

127. In their retirement former Kurrajong Waratah staff members (l to r) Sandra Rootes and Noelene Hogan, volunteer their time to support our work along with friend Jeanette Reynolds. They all attended the morning tea for art union sellers and volunteers.



128. Daniel Johns, Editor of the Daily Advertiser and Cathie Smith, Development Services Manager are pictured at the MTC. The Daily Advertiser (DA) nominated Kurrajong Waratah to benefit to the tune of \$5,000 if local horses Mitchell Road or Steakandbearnaise won the NSW Country Championships Final (1400m) at Royal Randwick. Unfortunately neither horse won but we were pleased the DA thought of us.

129. Pictured at the conclusion of the annual surveillance audit conducted by BSI Australia are Ray Carroll, Deputy CEO, auditors Sean Rixon and Peter Burton with Quality Assurance Co-ordinator Sue Honey. The audit measures our business services against the National Standards for Disability Services. The auditors commented that the Board and Management of Kurrajong Waratah should be commended for their commitment to continuous improvement and the plans that have been developed to prepare for the NDIS.



130. Representatives from Wagga Wagga City Council had the opportunity to visit Kurrajong Recyclers facilities in Chaston Street during the year. They all agreed they knew a great deal more about waste management and recycling as a result of their visit with Toni Drummond, Office Manager taking them on a tour of operations.

131. Taking a break from catering for a large crowd at the Kurrajong Waratah Race Day are members of the Rotary Club of South Wagga (l to r): Bill Booth, Brian Roy, Steve Biggin, Bruce Duffy, Jock Hamilton (back), Richard Sleeman, Mick Lucke and David Carroll.

132. The Celi family, Climate Technologies held a golf day in Griffith as part of their support for Kurrajong's Griffith Early Intervention Service in May. Proceeds of their air-conditioning promotion were also included. The proceeds - \$14,760 were presented to Susan Macgillycuddy of Kurrajong Early Intervention Service by Ted and Anne Celi's grandson, Brenton Turner at the conclusion of the golf day. Such an outstanding result.

133. Climate Technologies air-conditioning promotion in Wagga Wagga resulted in \$5,600 being donated to Kurrajong Waratah. Pictured are Steve Jaques, CEO and Cathie Smith, Development Services Manager (r) with Natalie Celi, Leeton Site Manager, Celi Group of Companies (centre).

134. Twomeys held their Annual Golf Day and nominated Kurrajong Early Intervention Service (KEIS) as one of the beneficiaries. Long standing supporter Michael Douglas from Twomeys is pictured presenting \$2,000 to Susan Macgillycuddy, Manager of KEIS on behalf of Count Charitable Foundation.

135. Members from Kurrajong Waratah's fundraising team, Kylee Smith and Cathie Smith accept a cheque for \$6,400 from Andrew Cramp, President of the South Wagga Lions Club. These proceeds were the results of their sale of candle bags and catering at the Wagga Wagga Christmas Spectacular.



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136. The Rotary Club of South Wagga are great supporters of Kurrajong Waratah. Pictured at their annual changeover dinner are outgoing President Bill Roache and Jane Pottie of Kurrajong Waratah. Jane received the club's donation of \$5,000 towards our work and thanked the members for their continued support.

Making a difference is easier than you think

Making a difference starts today with your interest and contact.

Talk to us about it – we'd really like that.

Volunteer as a Companion

An hour of your time a week or fortnight could help a person with a disability achieve something that wouldn't otherwise be possible.

It could be as simple as enjoying a cup of coffee, take a look at Bill and Beth on the inside cover of this report, it's the highlight of their week.

We have people who know exactly what they would like to do – it could be visiting someone with a cat or dog which they are not able to have, visiting the library, going for a walk or having coffee at a local coffee shop.

Perhaps you'd like to be another pair of hands in one of our support programs, cooking, creative art or timber work. Even a small commitment on your part will make a real difference.

Assist with our Art Union (no selling involved)

We are always looking for volunteers who can spare even a couple of hours on a weekly, fortnightly or monthly basis to man our Art Union ticket sites between October and February, in Wagga Wagga or perhaps our outer areas.

We never expect our volunteers to ask people to purchase a ticket,

the signage and vehicle are self-explanatory, our volunteers simply write tickets, collect money and say thank you.

If you are interested, have a friend who could volunteer with you, or perhaps you belong to a service or community group who could help, we'd love you to give our Development Services team a call on 6932 6010.

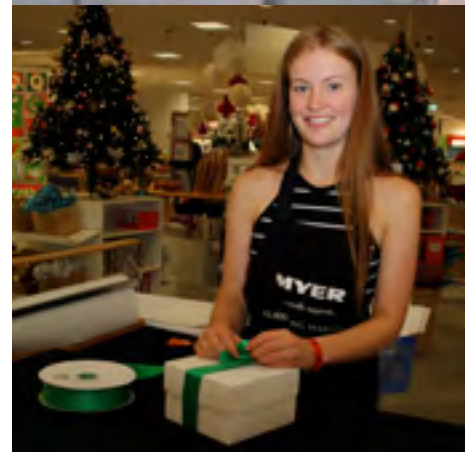
Helping in a physical way: Farm maintenance, handyman tasks or gardening

If volunteering on a regular or casual basis at our Hildasid Community Farm on Gregadoo Road with other retired men, doing a few hours gardening in a group home or if you are a retired builder or handyman who could undertake some minor maintenance in our group homes, you are just the person we need.

Donations and Event Sponsorships

Your financial support either as a donation or sponsorship of an event will be welcome and put to work immediately doing just what you want – to make a difference.

We have opportunities for you to make a donation in whatever way suits you, monthly, annually or in response to a specific request for help.



TOP: Westpac Corporation encourages staff to support Kurrajong Waratah and on this occasion an element of 'dressing up' was needed as Kylie Thompson and Rob Balding sold novelties at the Christmas Spectacular.

MIDDLE: Matilda Balding became a volunteer while a student at The Riverina Anglican College (TRAC) and through family involvement but has continued to volunteer as her university commitments allow. She is pictured operating the Myer Gift Wrap prior to Christmas.

BOTTOM: Always willing and able to support Kurrajong Waratah events are members of the South Wagga Lions Club including Phil Hoey (l) and Bob Gnezdiloff (r) who are pictured selling candle bags at the Christmas Spectacular.



TOP: It's not unusual to see Kurrajong Waratah staff members' families volunteering at events. Alan Pottie is a regular face manning art union selling outlets on weekends, but always does so with a welcoming smile.

MIDDLE: Helen Whittaker is not only a member of the South Wagga Lions Club but also volunteers with other Kurrajong Waratah projects. She is pictured packing candle bags for the Christmas Spectacular.

BOTTOM: Helping prepare for race day are Judy Dennis (l) and Therese Moon (r).

The options for helping are endless – all it takes is that first conversation.

There are opportunities to enter into a mutually beneficial sponsorship arrangement through the Kurrajong Waratah Race Day, Christmas Spectacular or events we may hold in 2017 as we celebrate our 60th Anniversary.

Financial assistance towards our programs and supports will be more important than ever under the National Disability Insurance Scheme which commences in our area from 1st July 2017.

Leaving a Bequest

By including Kurrajong Waratah in your Will, your gift will have lasting benefits for decades to come. We are extremely grateful to the people who have made this important decision in the past, or plan to in the future. 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 us to secure people's futures. Cathie can be contacted on 0438 219 487 anytime.

Workplace Donations

Making a 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 the tax deductibility. 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 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, 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 and the membership fees are \$5 per individual and \$20 for corporations.

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.

How beautiful a day
can be when kindness
touches it!

George Elliston

