



# WANGARANG INDUSTRIES ANNUAL REPORT



2015

# TABLE OF CONTENTS

Chairperson's Report.....	Page 3
General Manager's Report .....	Page 4
- Human Resources .....	Page 5
- Operations.....	Page 6
- Business Development .....	Page 8
- Marketing.....	Page 9
- Work Health and Safety .....	Page 11
Delegates Report.....	Page 13
Wangarang Financials.....	Page 14
Board of Directors .....	Page 19

## VISION

To make a sustainable difference and enrich the lives of people with disabilities in our communities

## MISSION

We are a community business creating opportunities and actively supporting people to make the most of their abilities.

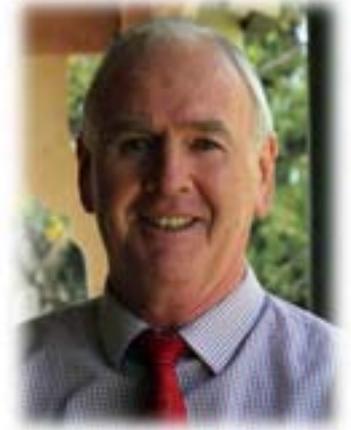
## VALUES

**Integrity ~ Respect ~ Empowerment ~ Excellence**

Our four values reflect our commitment to the way we approach all our interactions with the people we support and their families and carers, the work we undertake and the relationship we aspire to have with our external stakeholders and local communities.

# CHAIRPERSON'S REPORT

*Michael Crowley*



It is my pleasure, once again, to report that the service undertakings and commitment by Wangarang to people with a disability, their parents/carers and families continues to remain very strong. It is very pleasing to report that Wangarang has improved its financial position for the fourth year running with an operating profit in the 2014/15 financial year of \$161,762 compared with a profit of \$124,235 in 2013/14.

Wangarang continues to provide meaningful jobs and training opportunities for people living with a disability throughout Orange and the Central West after more than 50 years of operation.

Whilst we are generally busy at our operations in our modern building at Forest Road supported by our gardening, cleaning and laundry contracts, we are always on the lookout for additional work particularly with the closure of long-time supporter Electrolux edging closer.

Two significant challenges lie ahead for Wangarang, namely:

- Planning for the 1 July 2017 introduction of the National Disability Insurance Scheme (NDIS)
- Advocacy groups have recently lodged challenges with the Fair Work Commission against two industry skills-based wage assessment tools. These challenges are a continuing concern as we currently use a similar skills-based wage assessment tool to gain appropriate funding from the Federal Government for our supported employees. Our General Manager Kevin McGuire has been closely involved in providing data to support the continued use of skill-based assessment tools .

Under the current Commonwealth Funding model,  $\frac{1}{3}$  of our income is generated from government funding and the other  $\frac{2}{3}$  is generated from our existing customers in the community.

With the introduction of the NDIS in July 2017 funding will be case-based. In other words, our current funding model will be quite different. Under NDIS, funding will be much more individualised aimed directly to individuals where they get to choose the services they wish to access. Wangarang will compete with an array of other disability and mainstream providers. We are moving towards a more competitive and market driven environment for funding of disability services. We need to adapt to this new playing field, be ready for and be at the forefront of these changes necessary to ensure our continued viability and service delivery.

There is much to be done to position Wangarang as a leading provider of disability services, in particular employment services, to ensure Wangarang continues as a vibrant and viable enterprise. Whilst the ongoing financial viability of Wangarang is imperative, we can never lose sight of the reason for existence, that being the provision of services to people with disabilities in a caring environment.

I would like to thank Kevin McGuire and his team for their continued strong commitment and contribution to Wangarang. On behalf of my fellow Directors and all associated with and benefiting from Wangarang's services and operations, a sincere thanks to our dedicated employees, supporters, parents and carers for their commitment to Wangarang, a wonderfully important organisation to our community. We thank our regular customers for their continued support and we encourage any local organisations to "Think Wangarang" when it comes to the services we provide.

# GENERAL MANAGER'S REPORT

*Kevin McGuire*



It is with genuine pleasure that I present my annual report to the members.

Again, despite many challenges, our Supported employees and staff have been able to achieve some very good results, both financially and outcomes for our supported employees.

As Mike Crowley, our Chair has pre-empted in his report, we have a significant challenge ahead of us in the coming months and Mike has covered off on the NDIS.

The wage assessment tools that are currently used in Australian Disability Enterprises (ADE) to assess the wages that are paid to our supported employees are currently under attack on a number of fronts from advocacy groups like AED Legal and People with Disabilities Australia (PWDA).

It commenced with the Business Services Wage Assessment Tool (BSWAT) when it was deemed unfair and the Australian Human Rights Commission (AHRC) ruled that it was not to be used for assessments any longer.

The Sector sought a 3-year exception from the relevant section of the Disability Discrimination Act to enable sufficient time to develop another tool that would be acceptable to all parties, however, the AHRC only granted a 12 month extension. This meant that ADEs currently using the BSWAT tool, had to move to another approved tool by 29 April 2015 or run the risk of operating illegally.

Wangarang chose one of the two most widely used tools (other than the BSWAT), SkillsMaster as the tool that we would use. The other tool was the Greenacre's tool.

All of our supported employees were assessed using the SkillMaster tool BEFORE the exemption expired to ensure we were not operating illegally.

Now, these advocacy groups are also challenging both the Greenacre's tool and SkillsMaster.

ADE's across Australia are under threat due to the advocacy groups wanting to impose a way of assessing the wages of people with disabilities who work in ADEs that would see Wangarang have to close its doors if forced to assess wages is way.

Rather than pay wages based on the tasks and capabilities of the person with a disability, they want us to pay the person simply on how fast they can work with no other considerations.

These groups believe that if Wangarang (and other ADEs) cannot operate commercially to pay the higher wages imposed by an unrealistic wage assessment system, then we should close down and the person with a disability be placed in a day program or stay at home.

You can be assured that we are fighting this situation strenuously and we will need your support to win this war.

You will hear more on this matter in the next few months.

However, please do not let this detract from the positive attitude that our employees have, the great results we are achieving, the great outcomes for our supported employees and most importantly, meaningful jobs of people with disabilities.

## HUMAN RESOURCES

One huge piece of work completed this year was Wangarang's policies and procedures, these have been fully reviewed and discussed with all staff.

We welcomed eight new supported employees to Wangarang during the 2014-2015 financial year and we continue to host school students from Anson St and Canobolas High schools for work experience.

From January 2015, we moved to the six new National Standards for Disability Services that replaced the twelve Disability Services Standards.



**Susan Williams**  
HR Manager

BSI conducted a recertification audit in June of Wangarang's quality management system against the requirements of the National Standards for Disability Services. This was Wangarang's first audit under the new Standards. We received an excellent result and positive feedback

As mentioned by the General Manager, we commenced using the SkillsMaster wage assessment tool. All required wage assessments were completed prior to the expiry of the Australian Human Rights Commission exemption on 29 April. This was a big task and both staff and employees are commended for their efforts in getting these assessment completed.

Wage assessments will be done annually, just prior to the employees' Employment Assistance Plan (EAP) meeting and will highlight where training is required.

It is very pleasing to report that the Department of Social Services (DSS) Activity Performance Indicators show that Wangarang's average weekly wage and average hourly rate for supported employees exceeds the state and national averages.

Several employees were provided with workplace modifications and equipment through the Employment Assistance Fund.

The NSW Skills Board visited Wangarang in September during their first visit to Orange.

### Day Programs

At the end of June there were eight funded clients participating. There were nine of our supported employees participating in day program unfunded.

Participants took part in a program run by Arts Out West. The program was called Beyond the Square and consisted of two, forty-five minute workshops. They really enjoyed the involvement.

Brian Keighran and Ted Moon continued volunteering and assisting with a woodwork program with occasional assistance from John Hawkey. Participants again made wooden toy cars for Operation Christmas Child, a project of Samaritan's purse.

Sewing, Orange City Library and Disability Sport a Month were added to the program this year and participants visited Australian National Field Days and Yeoval Show



**Brian working with Robert in the woodwork program**

### Training and Development

TAFE delivered the following training to our supported employees:

- Giving and Responding to Common Instructions (a unit from Certificate I Access to Work and Training).  
We have not been able to access this training in 2015 due to changes to funding under the Smart and Skilled reforms
- Certificate II Cleaning
- Certificate II Horticulture



**Wangarang's Certificate II Cleaning participants**

Eight supported employees attended a Bike Education session, run by Orange Police and organised by the Orange/Cabonne Road Safety Officer as part of Bike Week.

On the job and group training continues with supported employees by Wangarang staff and is part of the day to day operations.

Wangarang staff have attended various training during the year including:

- Certificate IV in Disability
- Certificate IV in Work Health and Safety
- Diploma of Human Resources Management
- Emergency Response Warden; Fire Extinguisher & Small Portables and site Evacuation training
- Training in the National Disability Insurance Scheme (NDIS)

## **OPERATIONS**

### Assembly

This unit was the best performing unit financially for the year. It is expected that the work being undertaken for Electrolux will decline further until the closure planned for 15 April 2016.

We were able to supplement some of the work by completing structural steel cleaning for ILB and we completed one off site cleaning project for PJJ Orange

### Packaging:

This unit was the second best performer, financially, this year. Additional work with the wineries from the Orange region and further afield was completed during the year for:

- |                         |  |
|-------------------------|--|
| ○ Angullong             | ○ Bantry Grove                           |
| ○ Phillip Shaw          | ○ Houlaghan's Valley Wines (Junee Reefs) |
| ○ See Saw Wines         | ○ Long Gully Wines (Murrumbateman)       |
| ○ Define Wine Marketing |  |
| ○ Mayfield              |  |
| ○ Ross Hill             |  |



**Jeff Pawsey  
Operations Manager**

We further expanded our document destruction by purchasing 50 new bins. We have placed twenty at Trade & Investment returning \$7k p.a. Cadia Valley Operations will come on board in the next financial year.

We continue to have a strong relationship with 'Food Week', packing 1000 bags for Forage. We also labelled 40,000 items for Fresh Fodder and we have commencing working for Allmould Plastics, bagging builder's spacers. This is good work for the majority of our employees.

#### Cleaning DTI:

We continue to maintain a strong relationship with the Department of Trade and Investment, continually exceeding expectations for current work and extra activities

#### Recovery Shop:

Council applied for a \$250K grant to build a Community Recycling Centre, which will provide a more professional infrastructure at the Recovery Centre and we have agreed to operate this facility, in partnership with Council, should it proceed.

We also became an accredited Drum Muster agent for the site. This provides another service to council and provides a small revenue stream.

#### Mobile Crews:

Cadia Valley Operations are in a planned downsizing phase, resulting in fewer employees & contractors on site. Seismic Activity has resulted in an extension to the life of our Ridgeway & Cadia 1 laundries.

Additional reinforcement is required during construction to prevent a repeat of the structural failure, resulting in a longer construction cycle. The Ridgeway site was planned to close Oct 2015, but now planned for Jan-Mar 2016, whilst the Cadia 1 site was originally planned for closure March 2016, now June 2016. When these close, laundry equipment will be consolidated.

We have had a stronger emphasis on picking up more commercial cleaning crew work.

We have commenced a cleaning trial at Sea-Link Blayney.

We submitted quotes for the Soil Conservation & Crown Lands building and these contacts will commence early in the new financial year.

Department of Trade and Investment car cleaning has commenced and represents an average of \$300 a week in sales income.

#### Textiles:

Healthshare slide sheets work has re-commenced with a total order 15,000 units; we supplied 2500 of these by 30.06.2015 as there was some delays in obtaining enough material to meet high customer demand. We plan to train more employees to assist with this program to ensure that these orders are filled in a timely manner.

Cadia Valley Operations ordered \$7k worth of laundry wash bags during the period also.



**Dave DeRooy, Claire Watts and Supervisor Phil Peters at T&I**



## Gardening

NSW Lands contract is to end in October 2015. There may be an extension, given the level of uncertainty at NSW Lands, due to no contractor having been appointed at this time and NSW Lands are introducing a new computer system at the same time.

Gardening was restructured in March 2015 and the Operations Manager has taken over the work scheduling, resulting in all scheduled jobs now being completed.

Private work is being taken on and is scheduled from spring through to summer.

An increase in the council leaf collection rate was negotiated and we have completed some one-off projects with success for Department of Trade & Investment & NSW Lands.

We were successful in retaining Essential Energy contracts for Blayney & Orange.

## **BUSINESS DEVELOPMENT**

Current services Wangarang provides are:

- Document scanning and shredding
- Bulk mailing and packaging
- Gardening and lawn maintenance
- Textile production and repairs
- Manufacturing and assembly
- Commercial cleaning

The target during the year has been to approach external individuals, Government departments and businesses (new and past customers) sourcing new jobs. There has been a 5.2% increase in sales compared to 2014.

A program of consistent identification of new business prospects and follow up is continuing to generate jobs and sales for Wangarang.

There has been a continuous and consistent approach to promote Wangarang via advertising, trade events, field days, tourism events, conferences, functions and marketing material which has resulted in building rapport to increase opportunities and leverage for Wangarang with Government, community groups, tourism entities and local businesses.

Business targets over the past year have been:

- Mine Sites in NSW – oil testing kits
- Government Departments – NSW Trade and Investment
- Government – Local councils – Orange, Blayney and Cabonne
- Factories
- Processing Mills
- Orchards
- Wineries
- Distribution Companies
- Pet Food Manufacturers
- Building Companies – residential and commercial
- Tourism Groups – Taste Orange; Food Week, Wine Week
- Local Schools



**Xanthie Thomas**  
**Business Development**  
**Manager**

During the year, we became a member of Taste Orange who has a data base consisting of 350 members and we approached local schools for ground maintenance, cleaning and selling Plop Mops & Wipes (for fundraising) which generated new jobs.

We applied for Tenders with – Australian National Field Days (parcel pick up service), Orange Agricultural Institute (cleaning service), and commenced car washing service – NSW Trade & Investment

We approached a Crowd funding entity to assist with raising funds for products/equipment for Wangarang. We have pursued expanded job opportunities with Cadia mine – in addition to the laundry service; we provide mesh laundry bags, gardening service and soon to be bin hire and confidential shredding and, potentially a recycling program.

We continue to gain strong support from the local community.

As Electrolux and Cadia work moderates, intense efforts to generate new business and expand current business opportunities will continue resulting in further job opportunities for our supported employees.

## MARKETING

This year saw Wangarang take a big step into the world of TV and Radio advertising by joining Southern Cross Austereo Brandworks program. This fantastic advertising contract allows us to promote our business and services everyday across the Central West and the wider community.

Over 12 months, this airtime was used to creatively inform the community about who we are and what we do with the theme of “Help people with abilities by letting Wangarang help you”. The ads promoted our services, informed our position vacant opportunities and of course the promotion of our annual Golf day event. We are extremely happy with the outcomes and feedback from this advertising campaign and will we continuing in the next financial year.



**Tamara Pearson**  
Marketing & WHS  
Coordinator

Wangarang attended the 2014 Australian National Field Days. Thank you to the ANFD committee who supported Wangarang by approving our request to waive the site fees. Apart from our presence onsite at our stall our Garden and cleaning crews did a great job working at the event venue.

During August, we held a fiercely contested Staff vs Employees Bowling Challenge event. This event was supported by the staff of Crowe Horwarth, who donated a brand new bowling trophy, which was awarded to the employees.

November saw a Central West Disability expo in which Tamara represented Wangarang on the Expo's organising committee along with other disability service representatives from Orange City Council, The Cerebral Palsy Alliance, CareWest Ability Links, Department of Education and Communities, Ageing Disability and Home Care and supported by The National Disability Coordination Officer Program.



The expo was held on Thursday the 27<sup>th</sup> November at the Orange Function Centre and was attended by over 250 people. This event was an excellent opportunity for us to showcase Wangarang's Services to the local community as well as families and carers of people with a disability.

The same organising committee joined forces with Orange City Council to assist in the running of Orange's 2014 International Day of People with Disabilities event. This was held on Wednesday the 3<sup>rd</sup> of December 2014 at Oranges PCYC with over 175 people with disabilities, their families and carers attending the day.



Wangarang took ten randomly selected employees to enjoy the event. They thought that the wheelchair basketball was the highlight with everyone trying out their skills on the court.

The General Manager attended the NSW Premier's Awards function in Sydney on behalf of Wangarang as a finalist for the Premier's Partnership Award.

Wangarang along with the NDS and Trade and Investment were recognised for promoting sustainable procurement opportunities for the Australian Disability Enterprise sector in NSW.

This recognition came from successfully obtaining a long-term government cleaning contract at Trade and Investment in Orange.

We were finalists in the 2015 Banjo Business awards in the categories of Excellence in Community Services, Employer of Choice and People's Choice for Best Business. Whilst we were unsuccessful in winning any category, we are very proud to be finalists.

The annual Golf challenge had another fantastic year. Held on a sunny Friday, the 27<sup>th</sup> of March, we had a few less players this year with approx. 90 golfers on the course. We were inundated with support on the day towards our raffles. We were able to auction a Westinghouse Fridge, donated by Electrolux Orange. We raised approx. \$ 7,335 towards making upgrades to Wangarang's employee's lunchroom and kitchen facilities.

Thank you to everyone who supported our event, especially all of the golfers and businesses, who without their sponsorship and donations, our event would not be possible:

West Orange Motors, Orange City Council, Electrolux, Angullong Wines, Pigot Miller Wilson, Whittaker Contracting, Bendigo Bank, Chemart Pharmacy, Anittel, Emjay Insurance, Matrium Financial Services, Printhe Wines, Commonwealth Bank, Orange Credit Union, Chamberlains SBR Chartered Accountants, Crowe Horwath, Southern Cross Austereo, Heifer Station, ANZ, Suncorp Bank, Pattinson Financial Services, Thompsons Garden Centre, Odeon 5 Cinemas, Blowes Clothing, Officeworks.



**Team Zelukovic on the 18<sup>th</sup>**

## WORK, HEALTH & SAFETY

The proceeds of the 2014 Golf day made it possible to supply High Visibility clothing as the official uniform for all employees and supervisory Staff along with steel cap boots and sun hats for all outdoor crew members and safety vests for all office staff. This has been a huge step forward in safety on our new site.

Hazard notification forms were implemented to assist in minimising risk in the workplace. These are used by all staff and employees to identify and report any hazards they may see, at any time.

We investigated the possibilities of a risk assessment phone app for working off-site. We consulted with each work area by completing brainstorming and planning think tanks with staff, employees and management to generate a plan for the app. Unfortunately, the design, generation and implementation of this app was just too costly for us to implement, however, with the information we received from the consultation with staff and employees we were able to create new paper based risk assessment forms for any activities and work offsite for Cleaning, Gardening and Day Programs.

Thanks to Orange Police, we held a Bike Safety training session onsite with all employees who ride bicycles to and from work. Eight employees voluntarily participated in this session on road rules, correct signals and safety on the road.

We had 10 staff complete Emergency Response and Fire Warden Training with Rescue 1. This training included fire safety, evacuations and fire extinguisher training. Part of this package included the creation and implementation of an Emergency Procedure Manual.



**Fire extinguisher training**

We have upgraded our First Aid supplies and all crews and onsite employees and staff now have ready access to kits and regular stocktakes and restocks are now taking place.

Work has begun on reviewing and updating Wangarang WHS Manual and we are looking at having the manual completed by early 2016.

Wangarang applied for a Westfund “Here for Hearts” Community Project Grant. This project was run through the Defibshop and supports businesses, sporting clubs and not for profit organisation by covering part of the cost of an Automated External Defibrillator or AED, which is an electronic device used in the case of cardiac arrest.

Our application was successful for half the cost of the equipment and Len and Jean Bailey donated the balance of the cost of the AED. The unit was positioned in a central location and all our first aid officers have received instructions and demonstrations of the device. Westfund will provide further training at a later date.



## IN CONCLUSION

I would like to take this opportunity to again thank all our Board. They have vindicated my belief that Wangarang is so fortunate to have such a diverse, knowledgeable and professional board and we would be the envy of many Not for Profit organisations. Their support and guidance has been invaluable.

To our staff, it is said that a chain is only as strong as the weakest link and you are as good as the people that surround you. That being the case, we are very strong and getting better all the time.

To our supporters, including; parents, carers, volunteers, donors, sponsors, local businesses and members of the local media who have helped us throughout the past year, without you, it would be almost impossible to create opportunities and actively support people to make the most of their abilities.



## YEARS OF SERVICE AWARDS

**35 Years** – Mark Farrington

**20 Years** – Louise Hawkey

**30 Years** – William Curtis; Ray  
White

**15 Years** – Georgina Brogden;  
Max McCarthy

**25 Years** – John Cameron

**10 Years** – Rose Masters; Ben  
Carman

## DELEGATE'S REPORT

Delegates hold monthly meetings with the General Manager and Human Resources Manager to report on their respective work areas and discuss workplace issues and employee concerns.

On behalf of all employees, the delegates actively participated in discussions and made suggestions on social activities, the design of outside eating areas, types of chairs for the employee kitchen and uniform items. They then assist in relaying the outcomes of the discussion to all employees and staff during our monthly information sessions and the Weekly Wave.

The delegates are also members of the Work Health and Safety committee with management and executive staff members. WHS committee meetings are held bi-monthly and review incidents, report hazards and discuss WHS issues and ideas.

Employee delegate elections were held in February 2015. New employee delegates are:

- Forest Rd: Peter Kent and Marie Robinson
- Crews: Richard Davis and Dave DeRooy
- Gardening: Matthew Harris
- Textiles: Georgina Brogden
- Resource Recovery Centre: Joseph Martin

Thank you to past employee delegates Ben Carmen and Carol Walker for their participation and efforts.

Delegates oversee the activities of the social club with the help of employees within the admin area. These activities include footy colours day, the staff vs employee bowling challenge and a very successful Easter raffle.

The Wangarang Christmas party was another fantastic event organised by the delegates and social club. Planning has already begun for December 2015

The delegates are all enjoying their roles and are proud to represent their fellow employees. They are finding there is a lot of support from management and staff members to help them actively participate as delegates.



**Dave DeRooy**



**Joseph Martin**



**Georgina Brogden**



**Richard Davis**



**Matthew Harris**



**Peter Kent**



**Marie Robinson**

# WANGARANG'S FINANCIALS

WANGARANG INDUSTRIES LIMITED  
A.B.N. 11 001 241 005

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2015

	2015	2014
<b>TRADING ACCOUNT</b>		
Sales	2,002,206	1,902,398
<b>Less: Cost of Goods Sold</b>		
Opening Stock	40,371	37,260
Consumable Expenses	86,290	82,309
Freight & Cartage	1,241	333
Closing Stock	(38,269)	(40,371)
	<u>89,633</u>	<u>79,531</u>
<b>Gross Profit from Trading</b>	<u>1,912,573</u>	<u>1,822,867</u>
<b>OTHER INCOME</b>		
Interest Received	7,027	11,705
Rent	6,106	-
Miscellaneous Income	3,759	15,291
Golf Day Sponsorship & Tickets	13,190	14,987
Donations Received	8,168	11,724
Profit/(Loss) on Sale of Asset	(2,524)	8,431
<b>Total Other Income</b>	<u>35,726</u>	<u>62,138</u>
<b>SUBSIDIES ALLOCATED (FUNDING)</b>		
Recurrent Funding	1,524,226	1,437,155
Workplace Modification	5,439	7,535
Funding Received Day Programs	134,796	124,314
JobCover Placement Program Incentive	-	27,400
Other Grants	2,500	5,000
<b>Total Subsidies Allocated (Funding)</b>	<u>1,666,961</u>	<u>1,601,404</u>
<b>Total Income Less cost of Goods Sold</b>	<u>3,615,260</u>	<u>3,486,409</u>
<b>SUPPORTED WAGES</b>		
Supported Wages Paid	794,323	790,690
Annual Leave Accrual	75,547	75,006
Long Service Leave Accrual	9,880	10,180
Sick Leave Paid	26,102	24,030
Superannuation	88,521	83,566
<b>Total Supported Wages</b>	<u>994,373</u>	<u>983,472</u>

**WANGARANG INDUSTRIES LIMITED**  
A.B.N. 11 001 241 005

**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2015**

	2015	2014
<b>DIRECT LABOUR</b>		
Other Direct Labour Paid	1,516,368	1,406,587
Annual Leave Accrual	128,006	130,391
Long Service Leave Accrual	13,899	17,334
Sick Leave Paid	36,331	38,335
Superannuation	149,084	130,524
<b>Total Direct Labour</b>	<u>1,843,688</u>	<u>1,723,171</u>
<b>OTHER EXPENSES</b>		
Advertising	40,741	18,001
Audit Fees & Accounting	19,200	19,311
Bad Debts	260	-
Bank Charges	3,340	4,231
Building Repairs & Maintenance	4,715	11,221
Cleaning Materials	11,398	5,993
Consultant Fees	9,824	9,089
Depreciation	108,710	106,576
Donations	243	-
Electricity & Gas	27,007	37,067
Equipment Hire	4,807	2,873
Equipment Repairs & Maintenance	54,587	52,158
Forklift Expense	1,254	2,411
Insurance - General	30,878	30,974
Insurance - Workers Compensation	56,792	52,555
Interest Paid	17,158	18,080
Legal Fees	246	1,170
Loose Tools	15,479	21,875
Motor Vehicle Expenses	87,851	95,967
OCC Profit Share Expense	(843)	(1,468)
Postage	2,750	5,327
Printing & Stationery	13,015	14,774
Rates	3,501	3,855
Rent	-	35,146
Safety Equipment	20,275	24,296
Security	1,338	1,966
Staff Amenities	20,501	19,491
Staff Recruitment & Training	14,225	20,090
Subscriptions & Registrations	8,732	6,154
Telephone	18,467	20,795

**WANGARANG INDUSTRIES LIMITED**  
**A.B.N. 11 001 241 005**

**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2015**

	<b>2015</b>	<b>2014</b>
<b>OTHER EXPENSES (CONT.)</b>		
Travel & Accommodation	10,609	8,511
Waste Removal	8,377	6,332
<b>Total Operation Expenses</b>	615,437	654,821
<b>TOTAL EXPENSES</b>	3,453,498	3,361,464
<b>NET PROFIT/(LOSS)</b>	161,762	124,945
 <b>OTHER COMPREHENSIVE INCOME</b>		
Transfer of Asset Revaluation Reserve to Retained Earnings	(33,545)	(7,844)
Transfer of Retained Earnings to Asset Revaluation Reserve		-
<b>TOTAL COMPREHENSIVE INCOME FOR THE PERIOD ATTRIBUTABLE TO MEMBERS</b>	128,217	117,101

**WANGARANG INDUSTRIES LIMITED**  
A.B.N 11 001 241 005

**BALANCE SHEET**  
AS AT 30 JUNE 2015

		2015	2014
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	2	442,491	306,837
Trade and other receivables	3	298,101	325,125
Inventories	4	38,268	40,371
Other current assets	5	16,987	18,322
<b>TOTAL CURRENT ASSETS</b>		<u>795,847</u>	<u>690,655</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	6	<u>2,034,130</u>	<u>2,026,190</u>
<b>TOTAL NON-CURRENT ASSETS</b>		<u>2,034,130</u>	<u>2,026,190</u>
<b>TOTAL ASSETS</b>		<u>2,829,977</u>	<u>2,716,845</u>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	7	256,927	228,040
Financial liabilities	8	47,837	69,636
Provisions	9	498,494	474,624
<b>TOTAL CURRENT LIABILITIES</b>		<u>803,258</u>	<u>772,300</u>
<b>NON-CURRENT LIABILITIES</b>			
Financial liabilities	8	170,132	218,110
Provisions	9	27,299	25,364
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>197,431</u>	<u>243,474</u>
<b>TOTAL LIABILITIES</b>		<u>1,000,689</u>	<u>1,015,774</u>
<b>NET ASSETS</b>		<u>1,829,288</u>	<u>1,701,071</u>
<b>EQUITY</b>			
Retained earnings		<u>1,829,288</u>	<u>1,701,071</u>
<b>TOTAL EQUITY</b>		<u>1,829,288</u>	<u>1,701,071</u>

**WANGARANG INDUSTRIES LIMITED**  
A.B.N. 11 001 241 005

**STATEMENT OF CHANGES IN EQUITY**  
FOR THE YEAR ENDED 30 JUNE 2015

	Asset Revaluation Reserve	Retained Earnings	Total
<b>Balance at 1 July 2013</b>	610,679	973,291	1,583,970
<b>Comprehensive Income</b>			
Surplus / (Deficit) for the year	(7,844)	124,945	117,101
<b>Balance as at 30 June 2014</b>	<u>602,835</u>	<u>1,098,236</u>	<u>1,701,071</u>
<b>Comprehensive Income</b>			
Surplus / (Deficit) for the year	(33,545)	161,762	128,217
<b>Balance at 30 June 2015</b>	<u>569,290</u>	<u>1,259,998</u>	<u>1,829,288</u>

**WANGARANG INDUSTRIES**  
A.B.N. 11 001 241 005

**CASH FLOW STATEMENT**  
FOR THE YEAR ENDED 30 JUNE 2015

	2015	2014
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from customers	2,052,026	1,926,606
Grants received and bequests	1,675,129	1,585,728
Interest received	7,027	11,705
Payments to suppliers, divisions and employees	(3,376,032)	(3,315,336)
<b>Net cash provided by operating activities</b>	<b>16</b> <u>358,150</u>	<u>208,703</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds from the sale of property, plant and equipment	-	19,470
Purchase of property, plant and equipment	(152,715)	(677,981)
<b>Net cash provided by investing activities</b>	<u>(152,715)</u>	<u>(658,511)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Borrowings to purchase equipment	-	61,794
Repayment of borrowings	(69,781)	(48,385)
<b>Net cash provided from financing activities</b>	<u>(69,781)</u>	<u>13,409</u>
Net increase (decrease) in cash held	135,654	(436,399)
Cash at beginning of year	306,837	743,236
<b>Cash at end of year</b>	<b>2</b> <u>442,491</u>	<u>306,837</u>

# WANGARANG'S BOARD OF DIRECTORS



**Mike Crowley**



**Gary Norton**



**Christine Hannus**



**Michael Seccombe**



**Tony Boland**



**Donna Galvin**



**Michael Whiteley**



**Sue Bentley**



**Mark Blume**

### **About Wangarang**

Wangarang Industries is a not-for-profit Australian Disability Enterprise (ADE), established to provide a range of job and training for people with disabilities.

Wangarang has been operating in the local community of Orange NSW for over fifty (50) years, having been established by a group of dedicated local residents in 1962. Over the years Wangarang has diversified to offer a wide range of job opportunities to our supported employees, and a wide range of business services to the community in general.

### **Life Choices and Active Ageing**

These programs aim to develop and maintain the participants' ability to take part in community life and meaningful activities, enhance independence, provide opportunities for ongoing learning and development as well as developing and sustaining social interactions.

### **Wangarang's Services**

#### **Document scanning and shredding**

Conversion and indexing, file deconstruction, OCR character referencing, secure shredding, recycling, storage, pickup and delivery.

#### **Bulk mailing and packaging**

Small and large volume print runs, collation and insertion, heat sealing products and packages, mail-outs, bulk mail processing and lodgement, binding, de-labelling and labelling.

#### **Gardening and lawn maintenance**

Major clean-ups, slashing, mowing, tree/shrub pruning, leaf removal, weeding, spraying, planting and landscaping.

#### **Textile production and repairs**

Linen repairs, production of special purpose and promotional bags, one-off custom jobs, industrial rag products (towelling, blanket, sheeting)., sewing alterations and repairs

#### **Manufacturing and assembly**

Contract assembly, component assembly, customised production, in-factory assembly lines and mobile crews.

#### **Commercial cleaning**

Offices, factories and workshops, window cleaning, post event clean-up, rubbish removal.

**School visits, work experience & volunteer opportunities are available.**

### **Contact Us**

**1635 Forest Rd, ORANGE NSW 2800 ~ PO Box 8133, ORANGE NSW 2800**

**02 6365 6500**

**www.wangarang.com.au ~ [admin@wangarang.com.au](mailto:admin@wangarang.com.au)**