



wangarang

people with abilities



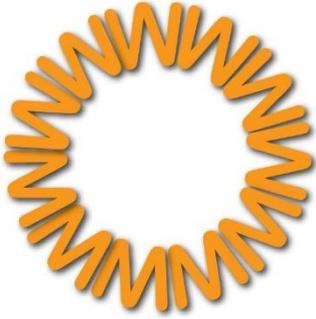
2019

Wangarang

ANNUAL
REPORT



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BOARD OF DIRECTORS



Chris Doucas



Gary Norton



Christine Hannus



Mark Blume



Tony Boland



Michael Seccombe



Ben Cleary



Susan Knight



*Stevie Morphett-Jones,
Garry Mathews, David Lawler
and Scott Kitching
working on Return and Earn*



*Stevie Morphett-Jones cooking
in Day Program*



Shed Crew

It is with pleasure that I submit my 2019 Chairman's report for your consideration. When completing my report it gives me opportunity to reflect upon the activities and results of Wangarang and it's impact upon our staff and the community as a whole. I am very pleased and proud of the results achieved by Wangarang and staff in the past year.

This past year has been one of continued consolidation and controlled expansion. Our expansion has been by way of further diversification of the type of work being undertaken, most particularly in our shed, and by increasing participation within our day programs. It is extremely important that any expansion by Wangarang is controlled and well considered. In undertaking these considerations we are always mindful of expanding work activities for our employees that are enjoyable and with varying degrees of challenge or complication. We strive to see our employees have satisfaction in their work activities and not don't deliver a feeling of achievement. We look forward to continuing with our controlled expansion of work activities, involvement in day programs and expansion of activities being available to our employees.

It is vitally important for Wangarang, like any business, to be profitable and thus viable. To this end your Board has adopted the following overall business objective.



CHAIRMAN
Gary Norton

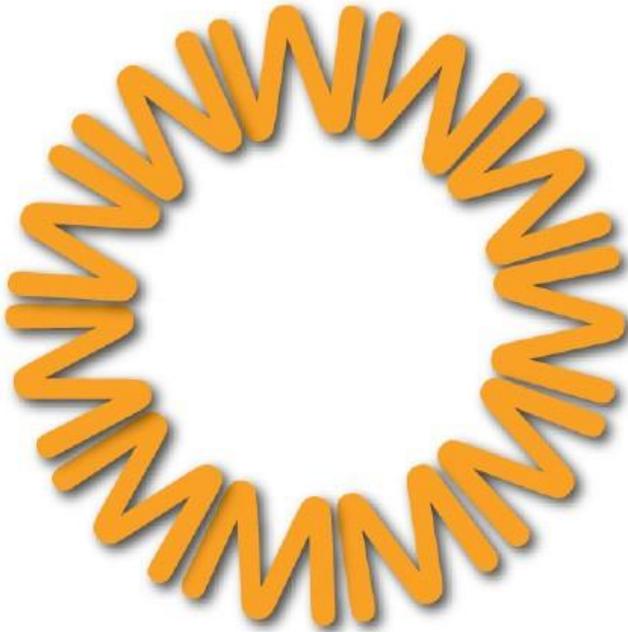
“To provide our services sustainably Wangarang recognise the importance of responsible financial management and appropriate provisioning of future and contingent liabilities. One of our measures of financial responsibility is the budgeting of an annual profit after interest and depreciation in the order of 2% - 5% of gross revenue.”

This business objective sits along side our reason to be in business, which is to deliver employment and social wellbeing for our supported employees. We are proud of our employees and the work that they do.

We look forward to increasing the availability of our services to even more potential employees and businesses. At Wangarang we are like a family and would like to see our family grow. We would welcome everyone associated with Wangarang to recommend Wangarang to other prospective employees or day program participants as a great place to be.

I would also like to take this opportunity to thank all of our employees for a great year and look forward to a continuation of the fine

work and activities being undertaken by everyone. Upon behalf of all associated with Wangarang, particularly the Board of Directors, I express our appreciation and gratitude to our CEO Kevin McGuire and his executive team. This team has worked tirelessly in continuing to shape Wangarang to keep Wangarang a vibrant and enjoyable organisation. Lastly, but not least, I extend a sincere thank you to your Board of Directors, their experience and passion for Wangarang is what gives the organisation it's grounding.





Chief Executive Officer

Kevin McGuire

The year has had its challenges, however, despite these challenges, we have been able to achieve some excellent results, yet again.

These achievements include but not limited to:

- Growth in our Community Services area, that is, Day programs and Social Supports.
- Offering accredited training opportunities for our supported and unsupported employees
- Outstanding results in our National Standards audit
- Reintroduction of the Work Health and Safety committee
- Broadening of our business customer base

- Continued profitable trading in our Business operation
- Best ever result from our Annual Charity Golf Day
- Grand Opening of the Women's shed and guidance toward incorporation so they can self-govern

Many of these achievements are covered in more details in the respective Executive reports later in this booklet.

The National Disability Insurance Scheme (NDIS) continues to be a major challenge that confronts us, however, our staff have worked tirelessly to ensure that we are compliant with the relevant Practise Standards and that our financial exposure is limited to manageable levels.

We have heard some real horror stories of organisations who are owed in excess of \$1M by the scheme. We are certainly not in that situation in any way, shape or form, however, this result is not without concerted efforts from our administration team.

We have been innovative in our approach to providing various supports that participants require, and our staff have been very obliging to ensure that each person has the choice and control over their lives, as best they are able.

We have had a steady flow of work through the various business operations of the organisation and the type and number of supports that we are offering through the NDIS is growing month on month.

We have been looking to form relationship with other organisations so we are able to offer a full suite of supports that are funded under the NDIS as we recognise that you cannot be everything to everyone.

I would like to thank the senior team for all their efforts during the year, particularly while I was convalescing after knee replacement surgery in September and the board for their support, not only during this period, but the whole year.

We are truly fortunate to have a board of committed professional who give freely of their time to provide strong strategic leadership and direction to Wangarang.

This year, staff have had to deal with a number of changes to personnel and at times cover more than one position, however, each person has stepped into any void to ensure that our employees are supported adequately, and our customers are serviced.

Our supported employee continue to shine in their respective areas and their thirst to learn and gain new skills is unquenchable.

I am truly honoured to be the CEO of such a great organisation and I am a better person, week on week as a result of my interaction with our supported employee and NDIS participants.

The year ahead already has thrown some more major challenges; however, I am very confident that we are up to the task and continued success is assured.



Golf Day



HUMAN RESOURCES

Susan Williams

Supported Employment Programs

As of 30 June 2019 Wangarang was providing supported employment to 114 people with disabilities. Despite the notion that the NDIS was to provide more employment opportunities for people with disabilities and their families, this has just not been the case in practices.

We experienced delays in being able to commence employment for some new supported employees due to the need for them to have their NDIS plan reviewed to include the required funding for supported employment.

Despite these challenges, we were still able to commence/recommence 10 supported employees into employment at Wangarang.

We were successful in obtaining funding for workplace modifications and equipment for some of our supported employees through the Employment Assistance Fund.

We continue to host students from local schools for work experience including Anson St, Canobolas High and Blayney High schools. We also provided work placement for a student studying disability work at TAFE and were pleased to be able to offer this person employment.

BSI conducted a Recertification Audit of Wangarang's quality management system against the requirements of the National Standards for Disability Services in July. We received excellent results.

Training and Development

TAFE delivered training to some of our supported employees in:

- Certificate II Cleaning
- Certificate II Horticulture
- Learner Support

Wangarang staff also conduct on the job and group training with supported employees.

Wangarang staff have attended various training during the year including:

- Certificate III and IV in Individual Support
- Certificate II Cleaning
- Professional Boundaries
- First Aid
- Forklift Licence

Life Skills and Recreation (Day) Program and Community Services

This area has continued to grow during the 2018-2019 financial year.

At 30 June 2019 there were 37 clients participating in Day Program, up from 25 at the same time last year.

Day Program began operating five days per week in January 2019, due to the increasing demand for our services and 13,920 hours of Day Program support were provided during this financial year.

At 30 June 2019 Wangarang were providing Social Support to 15 clients, up from 8 last year and this number has continued to grow into this year and 1929 hours of Social Support were provided during the year.



Louise Hawkey and Zac Murrell in Day Program Lunch out

History of Wangarang Project

Wangarang engaged Macquarie University to assist us in collecting information on the history of Wangarang. Two students from the university worked on the project with one student working on site at Wangarang for two weeks during September. She spoke to some of our current and past supported employees, staff, board members, parents/carers and customers about their association with Wangarang. Thank you to those people who participated in this. Archive files and newspaper clippings were also reviewed. Current staff were invited to answer some questions about themselves and their work at Wangarang with a view to creating biographies of the staff. There is still some work to be done in finalising this project.

Work Health and Safety Committee

After consultation with employees, Wangarang changed from having a Health and Safety Representative to a Work Health and Safety Committee during the year. The committee includes supported employees, staff and management.



BUSINESS DEVELOPMENT

Paul Rapley

Marketing

Over the past twelve months we have received an abundance of very positive media exposure. Local television, radio and print media coverage has been extensive covering events, milestones and social activities.

The Website was update late August 18, removing old content and adding current information with the new services we are providing and NDIS tabs.

A new strategy has been implemented, changing our traditional marketing streams (Radio, TV) on a monthly basis to target lower performing areas of the business.

Our Facebook page was relaunched with regular content updated each week to grow our followers.

Our brochure have been refreshed with four new brochures for

- Supported Employment
- Our Services
- Social Support
- Life Skills and Recreation.

A number advertisements and editorial were produced over the year which appeared in the Central Western Daily, promoting services, programs & employment.

New and existing clients.

We have been able to secure a number of new clients with whom we have built great relationships, including: Spinifex Recruiting, Wine not the brand, Space logic, Storco, Downer Group, EMS group, CSR Bradford, Hamcon Civil, Tranex Solar, Mojo events, EMU's Ruby club, Ophir Hotel, Zylem, DPI Dubbo, Stockman's Ridge Wines, and many others. We are now doing work for many of these clients on a regular basis.

We are in constant contact with our existing client base to make sure they are satisfied with our service and to offer our other services if they need it. This keeps us front of mind if a job comes up.

We have been targeting new business when they open with a visit, call or flyer drop, offering our help with all the services we offer.

We have been bringing on new clients to our return and earn program which has increased our revenue in this area.

Clients such as – The Ophir Hotel, Orange health Service, Dalton St Tafe Campus.

Business targets over the year include:

- Government Departments
- NSW Trade and Investment
- Local councils
- Manufacturing industry
- Wineries
- Processing Mills
- Residential and commercial Tourism Groups
- Mining
- Real -Estate Agencies'
- General business offices (Mail outs, Shredding, Cleaning, Gardening)
- Pub, Clubs, restaurants (return & earn)

Events

We attended or hosted several events during the year in an effort to engage with and educate the local community on the services we provide including:

- Orange Jobs Expo
- Central West Disability Expo
- Naidoc week events.
- Anson St School year 12 leavers info sessions.
- Woman's Shed grand Opening
- Australia's Biggest Morning tea
- 2019 Wangarang OESC (Orange Ex-Service Club) Charity Golf Day.
-

2019 Wangarang OESC Charity Golf Day.

As the new name suggests, we have a new naming sponsor for our 9th Charity Golf day. The OESC has come on board and provided \$3K as our major sponsor along with a huge array of prizes for our raffles and auction and use of the Country Club's golf carts on the day.

This new partnership has made the year's event the most successful Golf day, financially, we have had to date, raising just over 20k for Wangarang, which has enabled us to install air- conditioning into our shed.



Golf Day



NAIDOC Week

DELEGATE'S REPORT



Allan Douglass



Richard Davis



Tiffany Cridland



Shane Reed



Joseph Martin



David DeRooy



Nicholas Baragry and Greg Dean at the 2018 Christmas Party



Philip Donato MP attends Biggest Morning Tea

Every second year, employees nominate and vote for their employee delegates. In February, all employees had the opportunity to elect their peers to represent them at meetings with the Chief Executive Officer and Human Resources Manager.

This year saw a new member join the delegates committee, Joseph Martin. Thank you to Darren Walters for his hard work and commitment during his time as a delegate. The delegates are also the Wangarang Social Club committee, joined by an elected Staff representative.

The 2018 Christmas party was a wonderful success, with lots of festive fun. The delegates also coordinated a Bowling challenge day on the 3rd November 2018, which saw the staff take on the employees. The staff won.

Wangarang held their annual Australia's Biggest Morning Tea on the 23rd May 2019 raising \$480 for the Cancer Council. A few of the major recommendations the delegates have helped implement this year as the voice of their fellow employees have been:

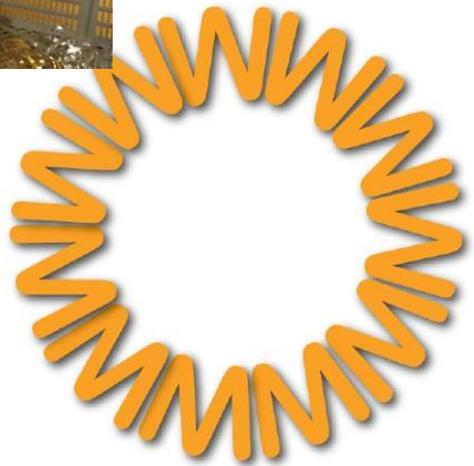
- A new lunch provider which a larger variety
- Election of deputy delegate members
- Emergency training for offsite crew employees



Visit from Canobolas High School



*Ann Kingham and Alison Bailey
wrapping Christmas presents*



2018/2019 FINANCIALS

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

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
TRADING ACCOUNT		
Sales	1,920,161	1,881,636
Less: Cost of Goods Sold		
Opening Stock	24,050	26,147
Consumable Expenses	128,200	131,344
Closing Stock	(21,396)	(24,050)
	<u>130,854</u>	<u>133,441</u>
Gross Profit from Trading	<u>1,789,307</u>	<u>1,748,195</u>
OTHER INCOME		
Interest Received	8,633	7,939
Rent	16,842	16,351
Miscellaneous Income	19,168	9,787
Golf Day Sponsorship & Tickets	21,692	16,366
Donations Received	7,388	1,698
Profit/(Loss) on Sale of Asset	1,217	2,694
Total Other Income	<u>74,938</u>	<u>54,836</u>
SUBSIDIES ALLOCATED (FUNDING)		
Recurrent Funding	145,673	920,154
NDIS Employment	1,449,773	734,428
NDIS Community Access	117,560	9,562
Workplace Modification	12,758	-
Funding Received Day Programs	332,583	184,519
Total Subsidies Allocated (Funding)	<u>2,058,325</u>	<u>1,848,662</u>
Total Income Less cost of Goods Sold	<u>3,922,570</u>	<u>3,651,694</u>
SUPPORTED WAGES		
Supported Wages Paid	783,687	798,718
Annual Leave	80,573	85,862
Long Service Leave	16,015	23,097
Sick Leave Paid	28,998	31,589
Superannuation	84,736	88,361
Total Supported Wages	<u>974,009</u>	<u>1,027,627</u>

2018/2019 FINANCIALS

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

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
DIRECT LABOUR		
Other Direct Labour Paid	1,734,412	1,578,541
Annual Leave	141,093	137,510
Long Service Leave	15,284	31,787
Sick Leave Paid	48,275	45,699
Superannuation	171,572	157,091
Total Direct Labour	<u>2,110,636</u>	<u>1,950,627</u>
OTHER EXPENSES		
Advertising	33,615	39,104
Audit Fees & Accounting	19,991	19,200
Bad Debts	286	-
Bank Charges	4,686	4,938
Building Repairs & Maintenance	10,467	6,002
Cleaning Materials	19,399	9,713
Consultant Fees	16,155	1,982
Day Program Consumables	9,775	-
Depreciation	104,859	96,186
Electricity & Gas	18,438	18,591
Equipment Hire	6,544	5,244
Equipment Repairs & Maintenance	67,762	63,704
Forklift Expense	647	1,360
Insurance - General	43,348	36,886
Insurance - Workers Compensation	45,133	39,085
Interest Paid	2,651	3,683
Legal Fees	202	-
Loose Tools & Software	20,717	22,050
NDIS Transition	-	4,591
Motor Vehicle Expenses	65,997	72,515
OCC Profit Share Expense	21,340	10,316
Postage	1,075	1,925
Printing & Stationery	12,440	13,711
Rates	5,504	5,011
Safety Equipment	14,498	14,627
Security	1,725	1,258
Staff Amenities	19,625	22,764
Staff Recruitment & Training	16,194	19,598
Subscriptions & Registrations	12,830	10,437
Telephone & Internet	25,124	26,542
Travel & Accommodation	5,001	10,060
Waste Removal	9,221	11,416
Total Operation Expenses	<u>635,249</u>	<u>592,498</u>

2018/2019 FINANCIALS

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

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
TOTAL EXPENSES	<u>3,719,894</u>	<u>3,570,753</u>
NET PROFIT/(LOSS)	<u>202,676</u>	<u>80,941</u>
OTHER COMPREHENSIVE INCOME		
Transfer of Asset Revaluation Reserve to Retained Earnings	-	-
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD ATTRIBUTABLE TO MEMBERS	<u>202,676</u>	<u>80,941</u>

CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,867,704	1,852,380
Grants received and bequests	2,065,714	1,850,360
Interest received	8,633	7,939
Payments to suppliers, divisions and employees	<u>(3,766,225)</u>	<u>(3,591,867)</u>
Net cash provided by operating activities	16 <u>175,826</u>	<u>118,812</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from the sale of property, plant and equipment	2,091	4,836
Purchase of property, plant and equipment	<u>(89,337)</u>	<u>(210,239)</u>
Net cash provided by investing activities	<u>(87,246)</u>	<u>(205,403)</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Borrowings to purchase equipment	1,072	69,700
Repayment of borrowings	<u>(19,653)</u>	<u>(143,684)</u>
Net cash provided from financing activities	<u>(18,581)</u>	<u>(73,984)</u>
Net increase (decrease) in cash held	69,999	(160,575)
Cash at beginning of year	<u>855,417</u>	<u>1,015,992</u>
Cash at end of year	2 <u>925,416</u>	<u>855,417</u>

2018/2019 FINANCIALS

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

BALANCE SHEET
AS AT 30 JUNE 2019

		2019	2018
CURRENT ASSETS			
Cash and cash equivalents	2	925,416	852,417
Trade and other receivables	3	410,156	299,999
Inventories	4	21,395	24,051
Other current assets	5	32,139	23,814
TOTAL CURRENT ASSETS		<u>1,389,106</u>	<u>1,203,281</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	2,456,555	2,472,949
TOTAL NON-CURRENT ASSETS		<u>2,456,555</u>	<u>2,472,949</u>
TOTAL ASSETS		<u>3,845,661</u>	<u>3,676,231</u>
CURRENT LIABILITIES			
Trade and other payables	7	258,296	269,442
Financial liabilities	8	26,121	24,150
Provisions	9	513,073	518,057
TOTAL CURRENT LIABILITIES		<u>797,490</u>	<u>811,650</u>
NON-CURRENT LIABILITIES			
Financial liabilities	8	14,630	35,181
Provisions	9	82,580	81,115
TOTAL NON-CURRENT LIABILITIES		<u>97,210</u>	<u>116,296</u>
TOTAL LIABILITIES		<u>894,700</u>	<u>927,946</u>
NET ASSETS		<u>2,950,961</u>	<u>2,748,285</u>
EQUITY			
Retained earnings		2,950,961	2,748,285
TOTAL EQUITY		<u>2,950,961</u>	<u>2,748,285</u>

VISION

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

MISSION

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

VALUES

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

INTEGRITY

EMPOWERMENT

RESPECT

EXCELLENCE



Day program building a billy cart

LIFETIME AWARDS

10 Years

David Herbert
Tiffany Cridland
Renee MacPherson
Mark Dawson

15 Years

Darren Walters
Mark Harris
Emma Hatswell
Philippa Jackson
Donna Holland
Scott Kitching
Glen MacKenzie

20 Years

David DeRooy
Anthony Wan Lum

35 Years

Robert Fowler



Congratulations!

ABOUT US

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

As an Australian Disability Enterprise, a registered NDIS service provider and a leader in disability employment in Orange NSW, Wangarang is enriching the lives of people with disability by creating jobs in a supported environment, where the individual's needs are respected.

Wangarang not only provide jobs for people with disabilities, but also provide them with a sense of purpose and belonging in our community. Their "jobs" are real work services. From maintaining your lawn, to cleaning your office all the way to hemming up your pants, employees pride themselves in their abilities to provide quality services to a range of stakeholders.

Social Support & Life Skills & Recreation

Wangarang provides Social, Support and Life Skills and Recreational activities. These activities aim to develop and maintain the participants' ability to take part in community life, enhance independence, and provide ongoing learning, development and social interaction.

OUR 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 lodgment, 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 (toweling, 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.



**Feel empowered!
Choose Wangarong to
reach the goals in your
NDIS Plan.**

**Work
Life Skills Training and
Learning Social Activities
Community Participation**





wangarang

people with abilities

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