



wangarang

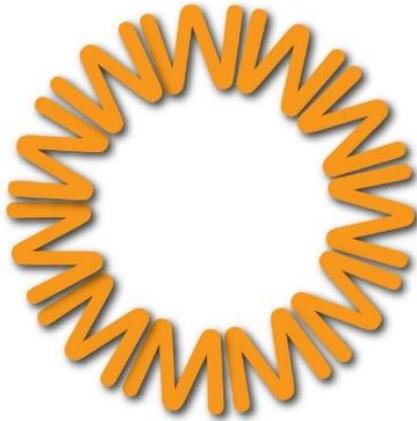
*people with abilities*



**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**



**Gerald Power**



The year of 2020 will be remembered for being the most challenging in over a century. As a nation, in the past 12 months we have been impacted by the devastating effects of drought, bush fire and Covid19. During this time, most particularly with Covid 19, all businesses throughout Australia have been impacted in varying ways. A number of previously stable businesses have succumbed to these effects and closed their doors for the last time. Some other businesses have become stronger during this period. I am very pleased to report that Wangarang is one of these stronger businesses and continues to build on it's strong foundations.

The performance of Wangarang during the past 12 months has been made possible by 2 things. The first being government support & initiatives, which had a positive effect on our profitability. The second important factor to our performance & survival is our staff & employees. I wish to particularly point out the strong management of Kevin and our executive team in implementing a well constructed Covid plan. This plan ensured the continued safety of all staff & employees as well as security in the retention of our business partners. The past 12 months were uncertain and created an amount of



## **CHAIRMAN** **Gary Norton**

fear, however Wangarang was a shining light and has cemented it's position as a proactive and well managed business.

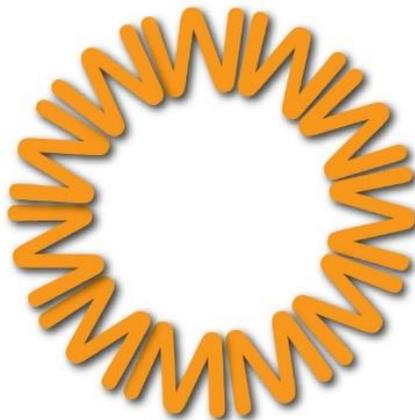
Your board continues to develop business strategies in order to ensure the continued growth of Wangarang. An important basis of these strategies is to continually develop opportunities to deliver the best support to those who engage with Wangarang and for those wishing to engage with Wangarang. We look forward to delivering these strategies over the coming months and years.

I take this opportunity to extend a heartfelt thank you to all of our supported employees, social support services participants, day program participants and all of their families & carer's. It has always been and will continue to be a fact that without you Wangarang would simply not exist. I secondly extend our sincere thanks to our staff. The importance of the work that you do cannot be understated. You are a strong, dedicated and compassionate team, so be proud of the job that you do. You impact so many people in such great ways.

The importance of those doing business with Wangarang is enormous. The work that Wangarang does for you is respected and appreciated. These work activities are so important to our ability to deliver a working career to our supported employees as enjoyed by anyone in the community. We look forward to continuing these relationships and working with you for many years to come.

Lastly, I would like to thank 2 groups of people for Wangarang's continued success. Firstly, to Kevin and the executive team, take a bow. The commitment that you show to Wangarang and all those associated with Wangarang is second to none. Without you, Wangarang would not be in the position that it is. You have led Wangarang's stability & growth. Thank you, thank you, thank you.

And finally, to the members of the Wangarang board. Your experience and guidance to the executive team is invaluable. You don't just turn up to fill a seat, each and every one of you take a strong interest and involvement in the future of Wangarang. You are the glue that keeps Wangarang solid, for that I thank you upon behalf of all those associated with Wangarang in any way.





## Chief Executive Officer

**Kevin McGuire**

Well, what a year full of challenges.

As the Chair has said, drought, fires and COVID-19, however also the are facing Disability Royal Commission and changes to the Supports in Employment under the NDIS

Whilst the bush fires did not have any direct effect on us, we all felt for the individuals that lost so much during these horrific times and you would not be human if they did not affect you in some way.

**COVID-19** –the Human Resources Manager was instrumental in putting the COVIDSafe Plan together and it is covered more in their report, however, I must say that each and every person took responsibility for their action

during this pandemic and stuck rigidly to our COVIDSafe Plan, which included, but is not limited to:

- Handwashing upon arrival at the site, before and after meal breaks and before leaving the site
- Social distancing requiring the team to break into 3 separate meal breaks to comply with the 4m2 rule
- Each room was labelled with the maximum number of people allowed within it
- Access to the site was through one point of entry with other entry points locked
- Strict entry procedures implemented for visitors to site
- Face masks worn in company vehicles with more than one occupant and when doing close contact support and personal care

**The Royal Commission** could have long reaching impacts on organisations like Wangarang and the sector generally, however, to date the Commission has been focusing on Education and in-home care. The COVID pandemic has slowed the commission's progress and it now getting back into full swing with employment having hearings planned for September 2021.

Whilst we believe that Wangarang

may not come under the scrutiny, we have taken positive steps to ensure we are prepared in the event of being called before the commission.

One such action has been to form a Sub-committee made up of Board members and staff to review all aspects of our operation in line with the Human Rights conventions.

Changes to the way **employment supports** are funded will place additional administrative burden on the organisation due to funding being linked to the actual hours of support being provided which is defined by the intensity and frequency of the support. This will require that each person has an employment support plan and this will have to be developed over time to identify typical patterns of support to which the funding levels will be aligned.

There have been a number of changes and improvements implemented to the **building** over the past 12 months, namely:

- The shed has been airconditioned
- The open dock area at the rear of the new shed has been enclosed to provide more storage and a more secure holding area for stock
- The textile area has been moved into the main shed

- The old textile area is being used to accommodate our growing Support Services Department who have outgrown their current accommodation
- From the first weekend in January, the site is now locked up from Friday afternoon until Monday morning and the public are no longer able to use the site as a quasi public car park. There was starting to be substantial property damage and our driveways were being blocked so our weekend staff could not access vehicles. This problem has now been eliminated.

Finally, thank you to the Board for their direction and guidance, the staff for their commitment to Wangarang and the people we support and to our supported employees and NDIS participants who are the reason we exist and for all their efforts during this year.

With committed people around us, our continued success is assured.



# Human Resources Manager

**Susan Williams**

## **Supported Employment**

At 30<sup>th</sup> June 2020 Wangarang was providing supported employment to 114 people with disabilities.

During the 2019-2020 financial year 18 supported employees commenced/recommended employment at Wangarang.

Recruitment was put on hold during April and May due to COVID-19.

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 Rural Technology and Blayney High schools.

## **Training and Development**

TAFE delivered training to some of our supported employees in Certificate II Cleaning.

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

Training attended by staff during the year included First Aid and Certificate II Cleaning.

## **Support Services (Life Skills and Recreation Program and Social Support)**

This area continued to grow, particularly until March when things slowed down due to COVID-19.

At 30<sup>th</sup> June 2020 there were 35 people participating in the Life Skills and Recreation (Day) Program.

The number of Life Skills and Recreation Program participants peaked at 43 in March (prior to COVID-19).

15,960 hours of Day Program support were provided during the 2019-2020 financial year.

At 30<sup>th</sup> June 2020 Wangarang were providing Social Support to 28 participants.

The number of Social Support participants peaked at 32 in March (prior to COVID-19).

3,845 hours of Social Support were provided during the 2019-2020 financial year.

The number of participants and hours of support provided for Social Support was almost double the previous financial year.

## Quality Assurance

A Certification Audit to confirm that Wangarang's management system conforms to all the requirements of the NDIS Practice Standards and is effectively implemented was completed in March by Q-Audit. We received positive feedback and there were no nonconformities.

A Surveillance Audit of Wangarang's quality management system against the requirements of the National Standards for Disability Services was conducted by BSI in October. We received good results and there were no nonconformities.

## COVID-19

Like most organisations, Wangarang was impacted by the COVID-19 pandemic, however we were very fortunate to be able to remain open.

Many of our supported employees and Support Services participants chose not to attend due to concerns about COVID-19 and many activities were restricted.

All staff, supported employees and NDIS participants are to be commended on their willingness to comply with Wangarang's COVIDSafe Plan and the restrictions that were put in place.





# Business Development Manager

**Paul Rapley**

## **Marketing.**

We have continued our relationship with Southern Cross Austerio and our 2019/2020 TV and Radio advertising plan is in place and running. We change our ads relative to our focus areas on a monthly basis.

Our new brochures have been in circulation for the majority of the financial year and are a big improvement on previous productions.

We have been running the new Social Services Ads for the majority of the year.

We have continued to improve and grow our online presence with regular update of the website and posts on social media

## **Business Development.**

A number of new clients have grown our relationship whereby they could be classed as Strategic Customers and these include Housing Plus and Robert Oatley Wines. We are now servicing the grounds for 31 properties for Housing Plus and we have a wine de-labelling job from Robert Oatley Wines of 130,000 bottles.

After a slower than normal start to this year due to Drought and some minor impact of the bush fires, we have had a great back end on the year with all departments running at high capacity.

Despite the impact of COVID-19, our business has continued to grow with additional cleaning work being sought in an attempt to mitigate this virus.

## **Events**

Attended Anson St School leavers information session to talk about and promote Supported Employment, Life Skills & Social Support.

The 2020 Golf day held on the 7<sup>th</sup> Feb. was our most successful fundraising event to date, raising over 20k this year with Orange Ex-Services Club being the naming and major sponsor

All events from the end of February 2020 were cancelled due to COVID-19.

## **Grants/Tenders.**

Applied for several grants throughout the year including:

- Westpac
- Essential energy

- Cadia
- Orange City Council

We were successful winning the Cadia grant (\$2,500) and the OCC grant of \$10,000 for the Northern Distributor Road clean up project.

Tenders were prepared and submitted for several projects throughout the year including:

- Scanning for Orange City Council
- Scanning for Inland Digital.
- Cleaning for Orange campus of Sydney university.



# DELEGATE'S REPORT



*Allan Douglass*



*Richard Davis*



*Tiffany Cridland*



*Ben Carman*



*Joseph Martin*



*David DeRooy*

The Delegate Committee are a group of supported employees elected by their peers to represent them at meetings with the Chief Executive Officer and Human Resources Manager.

This year saw Shane Reed step down from his role as Delegate, we thank him for his hard work and commitment during his time as a delegate. Ben Carman is the reserve in line to represent the Gardening department, he will file the role until the next election.

The Delegates are also the Wangarong Social Club committee, joined by an elected staff representative.

2020 put quite a dampener on the events the Delegates would typically organize for Wangarong employees and staff to enjoy through the year.

They did however still pull together Footy Colors Day which is always a huge hit, and Melbourne Cup Day gave everyone a chance to get out their hats and have some fun.

On behalf of the employees, the Delegates requested the heating/cooling be installed in the lunchroom, this has been completed and is working effectively to maintain a comfortable temperature in the lunchroom.

The Delegates have done a wonderful job assisting the upholding of the COVID procedures during this unprecedented event.

# 2019/2020 FINANCIALS

WANGARANG INDUSTRIES LIMITED

A.B.N. 11 001 241 005

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
<b>TRADING ACCOUNT</b>		
Sales	1,978,569	1,920,161
<b>Less: Cost of Goods Sold</b>		
Opening Stock	21,396	24,050
Consumable Expenses	77,682	128,200
Closing Stock	<u>(38,783)</u>	<u>(21,396)</u>
	60,296	130,855
<b>Gross Profit from Trading</b>	<u>1,918,274</u>	<u>1,789,307</u>
<b>OTHER INCOME</b>		
Interest Received	13,493	8,633
Rent	17,347	16,842
Miscellaneous Income	9,013	19,166
Golf Day Sponsorship & Tickets	25,277	21,692
Donations Received	9,218	7,388
Profit/(Loss) on Sale of Asset	<u>1,364</u>	<u>1,217</u>
<b>Total Other Income</b>	<u>75,712</u>	<u>74,938</u>
<b>SUBSIDIES ALLOCATED (FUNDING)</b>		
Recurrent Funding	62,419	145,673
NDIS Employment	1,467,210	1,449,773
NDIS Community Access	265,781	117,560
Workplace Modification	364	12,756
Boosting Cashflow Grant	50,000	-
Funding Received Day Programs	434,642	332,563
Other Grants	<u>2,500</u>	<u>-</u>
<b>Total Subsidies Allocated (Funding)</b>	<u>2,282,916</u>	<u>2,058,326</u>
<b>Total Income Less cost of Goods Sold</b>	<u>4,276,902</u>	<u>3,922,570</u>
<b>SUPPORTED WAGES</b>		
Supported Wages Paid	751,667	763,687
Annual Leave	79,245	80,573
Long Service Leave	15,913	16,015
Sick Leave Paid	29,680	28,998
Superannuation	<u>84,123</u>	<u>84,736</u>
<b>Total Supported Wages</b>	<u>960,628</u>	<u>974,009</u>

# 2019/2020 FINANCIALS

WANGARANG INDUSTRIES LIMITED

A.B.N. 11 001 241 005

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
<b>DIRECT LABOUR</b>		
Other Direct Labour Paid	1,964,338	1,734,412
Annual Leave	162,081	141,093
Long Service Leave	17,745	15,284
Sick Leave Paid	50,856	48,275
Superannuation	197,853	171,572
<b>Total Direct Labour</b>	<u>2,392,873</u>	<u>2,110,636</u>
<b>OTHER EXPENSES</b>		
Advertising	36,807	33,615
Audit Fees & Accounting	19,300	19,991
Amortisation	5,201	-
Bad Debts	841	286
Bank Charges	4,482	4,686
Building Repairs & Maintenance	4,884	10,467
Cleaning Materials	21,082	19,399
Consultant Fees	8,477	16,155
Day Program Consumables	7,334	9,775
Depreciation	121,790	104,859
Electricity & Gas	17,116	18,438
Equipment Hire	-	6,544
Equipment Repairs & Maintenance	68,566	67,762
Forklift Expense	3,574	647
Insurance - General	48,758	43,348
Insurance - Workers Compensation	73,624	45,133
Interest Paid	2,788	2,651
Legal Fees	-	202
Loose Tools & Software	33,611	20,719
Motor Vehicle Expenses	80,178	65,997
OCC Profit Share Expense	27,887	21,340
Postage	596	1,075
Printing & Stationery	9,922	12,440
Rates	4,931	5,504
Safety Equipment	20,907	14,498
Security	1,496	1,725
Staff Amenities	22,216	19,625
Staff Recruitment & Training	19,171	16,194
Subscriptions & Registrations	13,361	12,830
Telephone & Internet	25,992	25,124
Travel & Accommodation	4,683	5,001
Waste Removal	12,829	9,221
<b>Total Operation Expenses</b>	<u>722,404</u>	<u>635,249</u>

# 2019/2020 FINANCIALS

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

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
TOTAL EXPENSES	<u>4,075,905</u>	<u>3,719,894</u>
NET PROFIT/(LOSS)	<u>200,997</u>	<u>202,676</u>
<b>OTHER COMPREHENSIVE INCOME</b>		
Transfer of Asset Revaluation Reserve to Retained Earnings	-	-
<b>TOTAL COMPREHENSIVE INCOME FOR THE PERIOD ATTRIBUTABLE TO MEMBERS</b>	<u>200,997</u>	<u>202,676</u>

# 2019/2020 FINANCIALS

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

## CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from customers	2,042,556	1,867,704
Grants received and bequests	2,292,134	2,065,714
Interest received	13,493	8,633
Payments to suppliers, divisions and employees	<u>(3,841,620)</u>	<u>(3,766,225)</u>
<b>Net cash provided by operating activities</b>	<b>18</b> <u>506,563</u>	<u>175,826</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds from the sale of property, plant and equipment	1,364	2,091
Purchase of property, plant and equipment	<u>(255,000)</u>	<u>(89,337)</u>
<b>Net cash provided by investing activities</b>	<u>(253,636)</u>	<u>(87,246)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Borrowings to purchase equipment	41,669	1,072
Repayment of borrowings	<u>(44,214)</u>	<u>(19,653)</u>
<b>Net cash provided from financing activities</b>	<u>(2,545)</u>	<u>(18,581)</u>
Net increase (decrease) in cash held	250,382	69,999
Cash at beginning of year	<u>925,416</u>	<u>855,417</u>
<b>Cash at end of year</b>	<b>2</b> <u>1,175,798</u>	<u>925,416</u>

# 2019/2020 FINANCIALS

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

BALANCE SHEET  
AS AT 30 JUNE 2019

		2020	2019
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	2	1,175,798	925,416
Trade and other receivables	3	396,965	410,156
Inventories	4	38,783	21,396
Other current assets	5	34,602	32,139
<b>TOTAL CURRENT ASSETS</b>		<u>1,646,148</u>	<u>1,389,106</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	6	2,568,094	2,456,554
Right of use assets	7	16,468	-
<b>TOTAL NON-CURRENT ASSETS</b>		<u>2,584,562</u>	<u>2,456,554</u>
<b>TOTAL ASSETS</b>		<u>4,230,710</u>	<u>3,845,660</u>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	8	445,746	258,295
Financial liabilities	9	21,333	26,121
Lease liabilities	10	5,043	-
Provisions	11	542,341	513,073
<b>TOTAL CURRENT LIABILITIES</b>		<u>1,014,463</u>	<u>797,489</u>
<b>NON-CURRENT LIABILITIES</b>			
Financial liabilities	9	-	14,630
Lease liabilities	10	11,829	-
Provisions	11	52,460	82,580
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>64,289</u>	<u>97,210</u>
<b>TOTAL LIABILITIES</b>		<u>1,078,752</u>	<u>894,699</u>
<b>NET ASSETS</b>		<u>3,151,958</u>	<u>2,950,961</u>
<b>EQUITY</b>			
Retained earnings		<u>3,151,958</u>	<u>2,950,961</u>
<b>TOTAL EQUITY</b>		<u>3,151,958</u>	<u>2,950,961</u>

## VISION

To provide work and life enrichment for people with a disability

## MISSION

To facilitate opportunities and actively support people to enhance their abilities and fulfill their goals and aspirations

## VALUES

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

**INTEGRITY**

**EMPOWERMENT**

**RESPECT**

**EXCELLENCE**



# LIFETIME AWARDS

## 10 Years

Jason Roberts  
Emma Butcherine  
Nicole Gordon  
Rachel Sorrenson  
Carolyn Peddie  
Rodney Bell

## 15 Years

Ben Carman

## 20 Years

Philip Peters

## 25 Years

Louise Hawkey  
Allan Roberts  
Michael Dunworth

## 30 Years

John Cameron

## 40 Years

Mark Farrington

*Congratulations!*



# ABOUT US

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

## Supported Employment

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, 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*

**02 6365 6500**

**[enquires@wangarang.com.au](mailto:enquires@wangarang.com.au)**

**[www.wangarang.com.au](http://www.wangarang.com.au)**

**1635 Forest Road  
Orange, NSW 2800**

