



wangarang

people with abilities

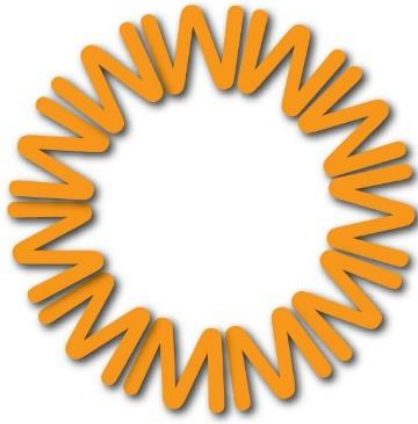


2022

Wangarang

**ANNUAL
REPORT**





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BOARD OF DIRECTORS



Gary Norton



Christine Hannus



Mark Blume



Tony Boland



Michael Seccombe



Ben Cleary



Susan Knight



The financial year of 2022 will be remembered as a period when Covid 19 had it's greatest impact upon Wangarang and the community of Orange as a whole. In the case of Wangarang, we did not operate for some 5 weeks in August & September 2021, which did have a major impact upon our financial performance. This impact resulted in our trading income being reduced by \$600,000 and our NDIS funding down by \$100,000, although we did receive \$120,000 in additional government wage support. This was a major factor in our overall income reducing by some \$520,000. We were during this period obligated to continue paying wages and as such we only saw a \$40,000 total wages saving during the period. I am pleased to report that our financial performance, whilst down, was still strong. During this very tough year, the toughest in many years, we had a very small loss, less than \$20,000. We weren't the only organisation to face these difficulties. I am very pleased to report that, as a result of the strong business and financial management of Kevin and the management team, we have been able to see off these difficulties and remain in a financially



CHAIRMAN

Gary Norton

secure position. By the first half of the calendar year 2022 we had moved back to some remnants of normality and as such our business and financial performance has bounced back strongly.

The year of 2022 finds us celebrating the 60th anniversary of Wangarang, with official celebrations occurring in late October. Whilst Wangarang may have started small we certainly have taken large steps over the years to become a well recognised provider of supported employment and social support services to well over 150 individuals. The board, management and staff are honoured to work for those that we support. Those that we support and their families are the

reason for Wangarang's existence.

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 financial sustainability. 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 management team in their tireless work for the wellbeing and growth of Wangarang.

Your board continues to develop business strategies in order to ensure the continued wellbeing 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. One of the most significant strategic decision taken by your board is our investment in establishing bulk Return & Earn facilities on our current site. This facility will be staffed by supported employees under the guidance of supervisory staff. The facility is expected to handle tens of millions of recyclable bottles and cans

each year. This facility is a \$1.5million investment by Wangarang. Whilst we have the capacity to fund the project ourselves, we are seeking government support where possible. When operational, expected well before the middle of 2023, this will be a strong business unit for Wangarang and as such is expected to deliver additional profits to assist us in continued development of increased services to those that we support. This is a truly exciting project for Wangarang.

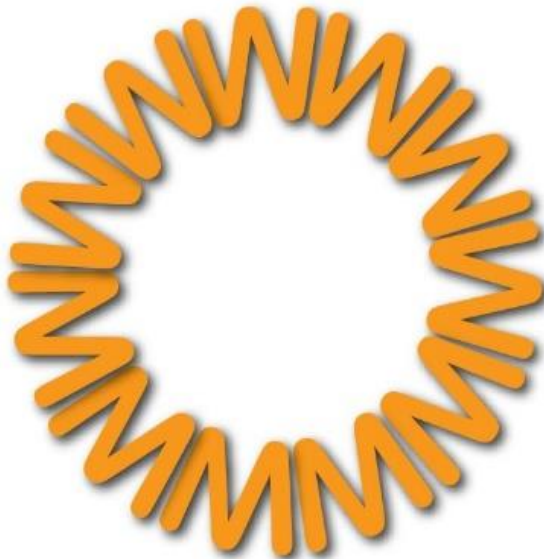
I take this opportunity to extend a heartfelt thank you to all of our supported employees, social services participants, day program participants and all of their families & carers. It has always been and will continue to be a fact that without you Wangarang would simply not exist. I secondly extend 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 our customers 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 would be 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 a special group of people for Wangarang's continued success. To Kevin and your management 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 management 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.





Chief Executive Officer

Kevin McGuire

What a year to put behind us.

Our 60th year of operation will be one to remember for many highs and lows.

Our Chair has outlined the challenges that COVID-19 presented during this period and whilst it has been detrimental, there have also been some positive takeaways from this pandemic, namely:

- The resilience of our supported employees and staff to cope with the many challenges that this pandemic presented

- The willingness of the people we support to accept and comply with the measures we put in place to combat this pandemic, i.e. masks, hand washing, social distancing
- An improved communication process to contact our staff and the people we support in a timely manner through Messaging and Email groups. As a result, we were able to contact all employee and staff personally to explain the situation as it developed.

We are also pleased to report that we were able to assist employees and staff during this trying time by ensuring that they had access to leave entitlements and for those who were entitled, we provided assistance to access Government support through the Disaster payment scheme.

For those who did not have leave entitlements or who were unable to access the Disaster payments, we provided leave in advance.

The Human Resource Manager undertook an extensive review of all staff wages which resulted in the majority of staff receiving a pay rise.

This review was part of the organisation's Strategic Plan, and the cost came in less than allowed for in the budget.

The review of the Supported Employment Service Award and subsequent roll out of a new wage assessment tool for our supported employees is still ongoing and has not been resolved at the time of writing this report.

The Disability Royal Commission continues and whilst Wangarung has not been directly involved with the Commission to date, there have been a number of areas that have been suggested that the Commission should focus on when considering their final findings and recommendations that may impact Wangarung in the future, namely:

Target and quotas

Whilst controversial, may be a way to accelerate change where other strategies have failed

Substantive equality

This recognises some people need support to have equal opportunity.

Stronger Legal Protections

Employers should be accountable when standards are not met.

People with disabilities have rights under Fair Work Act and the Disability Discriminations Act

Ableist attitudes

It is suggested that employer recruitment processes need to be evaluated for potential bias and indirect discrimination.

To be clear, these are only suggestions and do not reflect the actual findings or recommendations of the Commission.

Not being able to hold face to face meetings or attend any conferences due to COVID has seen the reliance upon technology increase dramatically during this period with "Zoom" and "Teams" meeting being the order of the day.

With this reliance on technology, comes an element of increased risk of cyber-attack.

We have not been isolated in this regard and on 21 January this year, we became victim of an attack.

We are pleased to report that the protections we have in place prevented the loss of any data and our systems and information were secure.

We are not complacent in this regard however, and we undertake a regular review of our systems with our service provider.

Our Chair and Auditor have covered our financial performance in detail in their reports, however, I cannot let this result pass without comment. Despite the fact that we are reporting a loss for the first time in my 10 year tenure, this is an exceptionally good result given the circumstances and I need to thank each and every one of our staff and employees for their contribution toward these results and thank the community generally for their continued support.

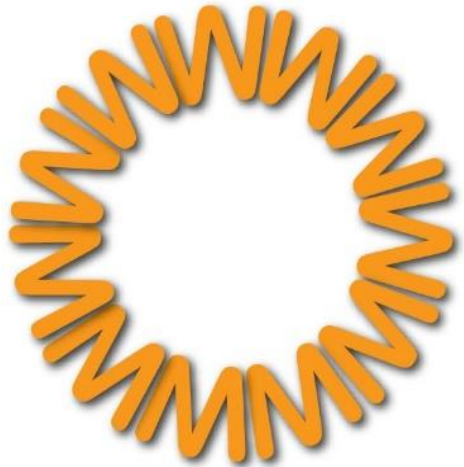
There are some very exciting times ahead of us as we see the Return and Earn building take shape at the rear of our Forest Road property and open up new opportunities for our supported employees to broaden their skills assisting in the operation of this facility.

As in previous years, there has been a number of staff come and go, however, we have been able to retain a number of long servicing staff at varying levels within the organisation who form the backbone of the organisation and provide stewardship to our newer people. These longer serving staff, at times, have covered two and three positions at the one time without complaint. Be assured each and every one of you are

invaluable and appreciated.

I thank the Board who support me and provide invaluable guidance and advice to the Executive.

I keep saying it, however, I truly believe that we are blessed to have such a strong and knowledgeable group of people, voluntarily guiding the organisation.





Human Resources Manager

Susan Williams

Supported Employment

At 30th June 2022 Wangarang was providing supported employment to 116 people with disabilities.

During the 2021-2022 financial year 16 supported employees commenced/recommenced employment at Wangarang.

Students from Anson St School and the Big Picture Academy at Canobolas Rural Technology High School attended Wangarang for work experience.

NDIS funding for supports in employment changed from

1 January 2022. The ratio of support provided was determined for each supported employee and new annexures to service agreements were signed. Some people needed to have their NDIS plans reviewed due to the change in funding required.

Positions vacant for supported employees to work in gardening, cleaning and packaging were advertised and supported employees were given the option to increase their hours of work.

Training and Development

Wangarang staff conducted on-the-job training with supported employees.

One supported employee completed forklift training and obtained a forklift licence.

A Certificate II Workplace Skills course that was being delivered on site at Wangarang by Vital Training Solutions was put on hold due to COVID-19.

Training attended by staff during the year included Cert III & Cert IV Individual Support, First Aid and Forklift.

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

At 30th June 2022 there were 42 people participating in the Life Skills and Recreation (Day) Program.

17,734 hours of Day Program support were provided during the 2021-2022 financial year.

At 30th June 2022 Wangarang were providing Social Support to 42 participants.

5,908 hours of Social Support were provided during the 2021-2022 financial year.

COVID-19

Wangarang continued to be impacted by the COVID-19 pandemic and closed for a period of 5 weeks. Essential supports continued to be provided during this time.

Thank you to all supported employees, NDIS participants and staff for their ongoing compliance with Wangarang's COVID Safe Plan and the restrictions that were put in place.

Staff Recruitment

Like many businesses, Wangarang has faced challenges in recruiting suitable staff. While we have been able to fill most positions, the process has taken longer and there have been reduced numbers of applicants. We began working with Skillset for staff recruitment. Thank you to the staff who have done additional duties to cover gaps in staffing levels.



Business Development Manager

Paul Rapley

Marketing

Our TV and Radio plan was in place and we were able to change our ads relative to our focus areas monthly.

Wangarang received very positive media exposure over the year through Local television, radio, and print media. Mainly covering, events, milestones, and social activities.

We have continued to improve and grow our online presence with the launch of an Instagram page.

Outdoor site signage has been finalised and has been attracting drive by attention.

Our website and social media platforms continue to attract good traffic to them, with more and more of our service enquiries coming from these sources.

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

Business Development

Wangarang is building a very positive name in the wine industry not only locally but starting to spread state-wide now.

While doing our ongoing work for Robert Oatley several other wineries in the Mudgee area and Murrumbateman area have heard we are the place to get your wine serviced.

Borrodell wines started using Wangarang for their bottle labelling and de-labelling and are now utilising us to clean their function centre, sky bar and restaurant on a regular basis.

Storco have increased our workload by adding additional jobs to our schedule.

Events

Attended several events throughout the year to showcase our services including, Ready Set Connect events and a Jobs Fair.

The 2022 Charity Golf Day raised much-needed funds which were used to upgrade the Recreation room and bathroom facilities for the participants in Support Services

Attend Anson St School leavers information session, to talk about and promote Supported Employment, Life Skills & Social Support and presented the Annual Work Experience Student of the Year Award at their annual awards day.

OPERATIONS

Packaging

Robert Oatley wine bottle de-labelling, Storco door kits, smokers' aprons, rope knots, oil sample kits and Vinnies aprons continue to keep packaging at high capacity throughout the year.

Gardening

This area has experienced issues with capacity due to the team being reduced to one active crew.

The equipment we have is well

maintained and adequate for our requirements.

Non-Government Cleaning

COVID affected staffing levels which lead to the need to reduce frequency of service and in some instances, cancel service over March, April, May.

Our customers, who were experiencing similar issues, were very understanding of our situation and remained loyal post COVID lockdowns.

Recovery Centre

Weighbridge continues to be very busy daily.

The recovery shop has seen a rise in patronage as people appear to be having a clean out over the COVID lockdowns resulting in an increase in goods suitable for re-sale.

Government Cleaning

Pandemic saw the number of staff attending the Department of Planning, Industry and Environment (DPIE) building reduced dramatically, however, the need to provide a COVID clean kept this team very busy over this period.

Monthly meetings with the client representative have been maintained and the Department are happy with the service we are providing.

There has been considerable overtime at the Orange Agricultural Institute due to the flood and mosquito emergency. The department covers the cost of these additional hours.

CAR Washing

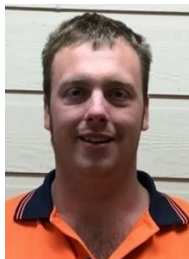
The DPIE car washing recommenced after Easter following a hiatus due to COVID.

Orange Education Office have their vehicles cleaned by our team during the school holiday periods.

Car washing continues weekly at the Orange Agricultural Institute.



DELEGATE'S REPORT



Joseph Martin



Richard Davis



Tiffany Cridland



Ben Carman



Aaron Pearson

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.

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

Covid-19 once again affected many activities the Delegates had planned. However, we were fortunate to have the Easter raffle and a visit from the Easter Bunny. The Footy Colours Day in September went ahead which was a bit of fun and supported by employees, NDIS participants and staff.

The delegate committee did a wonderful job organising the Christmas Party with everyone enjoying the celebration, especially after a very trying year.



2021/2022 FINANCIALS

WANGARANG INDUSTRIES LIMITED

A.B.N. 11 001 241 005

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2022

	2022	2021
TRADING ACCOUNT		
Sales	1,655,948	2,258,517
Less: Cost of Goods Sold		
Opening Stock	36,051	38,783
Consumable Expenses	72,496	78,713
Closing Stock	(35,689)	(36,051)
	<u>72,859</u>	<u>81,445</u>
Gross Profit from Trading	<u>1,583,090</u>	<u>2,177,072</u>
OTHER INCOME		
Interest Received	736	3,412
Rent	18,403	17,878
Miscellaneous Income	6,186	2,746
Golf Day Sponsorship & Tickets	21,790	27,139
Donations Received	35,979	20,360
Profit/(Loss) on Sale of Asset	17,837	15,905
Total Other Income	<u>100,931</u>	<u>87,440</u>
SUBSIDIES ALLOCATED (FUNDING)		
Recurrent Funding	31,437	35,603
NDIS Employment	1,348,544	1,451,211
NDIS Community Access	380,485	348,307
Workplace Modification	-	3,828
Boosting Cashflow Grant	-	50,000
Jobkeeper Payments	120,402	-
NDIS One-Off Provider Payment	54,947	-
Funding Received Day Programs	527,730	517,139
Total Subsidies Allocated (Funding)	<u>2,463,545</u>	<u>2,406,088</u>
Total Income Less cost of Goods Sold	<u>4,147,566</u>	<u>4,670,600</u>
SUPPORTED WAGES		
Supported Wages Paid	682,058	776,302
Annual Leave	74,064	78,009
Long Service Leave	15,006	10,871
Sick Leave Paid	39,718	27,863
Superannuation	109,367	97,620
Total Supported Wages	<u>920,213</u>	<u>990,664</u>

2021/2022 FINANCIALS

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

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2022

	2022	2021
DIRECT LABOUR		
Other Direct Labour Paid	1,967,541	2,034,461
Annual Leave	157,240	142,706
Long Service Leave	29,096	31,308
Sick Leave Paid	46,018	41,385
Superannuation	209,128	199,087
Total Direct Labour	<u>2,409,023</u>	<u>2,448,946</u>
OTHER EXPENSES		
Advertising	31,792	37,754
Audit Fees & Accounting	19,300	19,300
Amortisation	5,201	5,201
Bad Debts	270	-
Bank Charges	3,081	4,112
Building Repairs & Maintenance	13,730	5,017
Cleaning Materials	19,590	22,055
Consultant Fees	2,418	-
Day Program Consumables	4,343	4,288
Depreciation	156,092	149,403
Electricity & Gas	17,544	21,677
Equipment Repairs & Maintenance	87,200	73,894
Forklift Expense	2,342	1,352
Insurance - General	51,572	49,635
Insurance - Workers Compensation	118,010	86,432
Interest Paid	471	1,188
Legal Fees	1,255	1,500
Loose Tools & Software	27,447	47,405
Motor Vehicle Expenses	74,670	72,309
OCC Profit Share Expense	(3,167)	61,311
Postage	1,156	559
Printing & Stationery	7,940	10,943
Rates	8,600	5,546
Safety Equipment	26,591	25,319
Security	2,095	1,665
Staff Amenities	20,675	23,813
Staff Recruitment & Training	72,811	21,160
Subscriptions & Registrations	14,112	13,609
Telephone & Internet	31,665	31,247
Travel & Accommodation	230	523
Waste Removal	16,653	15,872
Total Operation Expenses	<u>835,689</u>	<u>814,069</u>

2021/2022 FINANCIALS

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

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2022

	2022	2021
TOTAL EXPENSES	<u>4,164,925</u>	<u>4,253,679</u>
NET PROFIT/(LOSS)	<u>(17,359)</u>	<u>416,921</u>
OTHER COMPREHENSIVE INCOME		
Transfer of Asset Revaluation Reserve to Retained Earnings	<u>-</u>	<u>-</u>
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD ATTRIBUTABLE TO MEMBERS	<u>(17,359)</u>	<u>416,921</u>

2021/2022 FINANCIALS

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

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2022

	2022	2021
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,497,922	2,298,559
Government funding received and bequests	2,499,524	2,426,448
Interest received	736	3,412
Payments to suppliers, divisions and employees	(4,150,603)	(4,281,637)
Net cash provided by operating activities	17 (152,421)	446,782
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from the sale of property, plant and equipment	20,727	39,562
Purchase of property, plant and equipment	(221,891)	(402,029)
Net cash provided by investing activities	(201,164)	(362,467)
CASH FLOWS FROM FINANCING ACTIVITIES		
Borrowings to purchase equipment	-	-
Repayment of borrowings	(5,301)	(26,376)
Net cash provided from financing activities	(5,301)	(26,376)
Net increase (decrease) in cash held	(358,886)	57,939
Cash at beginning of year	1,233,737	1,175,798
Cash at end of year	2 874,851	1,233,737

2021/2022 FINANCIALS

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

BALANCE SHEET AS AT 30 JUNE 2022

		2022	2021
CURRENT ASSETS			
Cash and cash equivalents	2	874,851	1,233,737
Trade and other receivables	3	608,821	404,686
Inventories	4	35,689	36,052
Other current assets	5	42,340	91,231
TOTAL CURRENT ASSETS		<u>1,561,701</u>	<u>1,765,707</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	3,445,437	3,382,528
Right of use assets	7	6,066	11,267
TOTAL NON-CURRENT ASSETS		<u>3,451,503</u>	<u>3,393,795</u>
TOTAL ASSETS		<u>5,013,204</u>	<u>5,159,502</u>
CURRENT LIABILITIES			
Trade and other payables	8	254,192	388,173
Financial liabilities	9	-	-
Lease liabilities	10	5,301	5,301
Provisions	11	586,600	550,003
TOTAL CURRENT LIABILITIES		<u>846,093</u>	<u>943,477</u>
NON-CURRENT LIABILITIES			
Financial liabilities	9	-	-
Lease liabilities	10	1,227	6,528
Provisions	11	28,898	55,152
TOTAL NON-CURRENT LIABILITIES		<u>30,125</u>	<u>61,680</u>
TOTAL LIABILITIES		<u>876,218</u>	<u>1,005,158</u>
NET ASSETS		<u>4,136,986</u>	<u>4,154,345</u>
EQUITY			
Retained earnings		4,136,986	4,154,345
TOTAL EQUITY		<u>4,136,986</u>	<u>4,154,345</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 carers, 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

Jeremy Jones - October 2021
Kerri Dillon - April 2022

20 Years

Matthew Harris - August 2021
Scott Collins – October 2021
Neil Morrissey – October 2021
Clare Watts – January 2022
Michael Heffernan – April 2022

30 Years

Damien Barrett – October 2021
Jeromie Zelukovic– January 2022
Fiona Fisher – January 2022



ABOUT US

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

Supported Employment

As 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, 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.

Manufacturing and assembly

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

Commercial and domestic cleaning

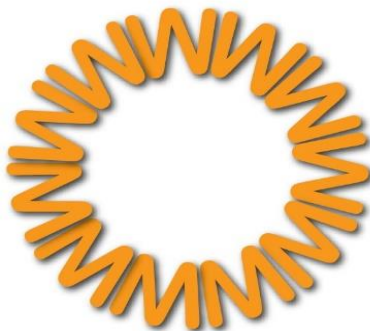
Offices, factories and workshops, home cleaning, window cleaning, post event clean-up, rubbish removal.

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**





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