



wangarang

people with abilities

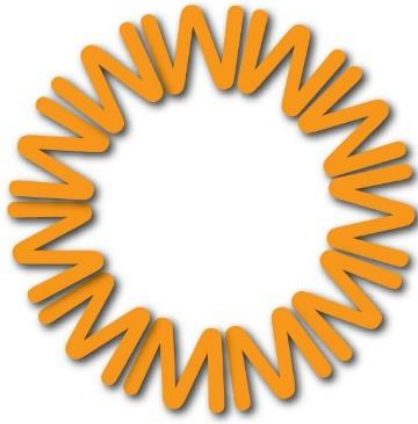


2021

Wangarang

**ANNUAL
REPORT**





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BOARD OF DIRECTORS



Gary Norton



Christine Hannus



Mark Blume



Tony Boland



Michael Seccombe



Ben Cleary



Susan Knight



Gerald Power



The year of 2021 will be remembered for being the most challenging in over a century, certainly as a business and as a nation, even more so than 2020. As a nation, in the past 12 months we have continued to be impacted by the Covid19 pandemic with restrictions to business and personal lives. A number of previously stable businesses have succumbed to these impacts 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 those stronger businesses and continues to build on it's strong foundations.



CHAIRMAN

Gary Norton

The resilience of Wangarang is as a result of the dedication of our staff & employees. Our people are our strength. 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 fear, however Wangarang was a shining light and has cemented it's position as a proactive and well managed business. Our performance during the Covid 19 crisis is the envy of many businesses.

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 enhancing these strategies over the coming months and years.

I take this opportunity to extend a heart felt 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.

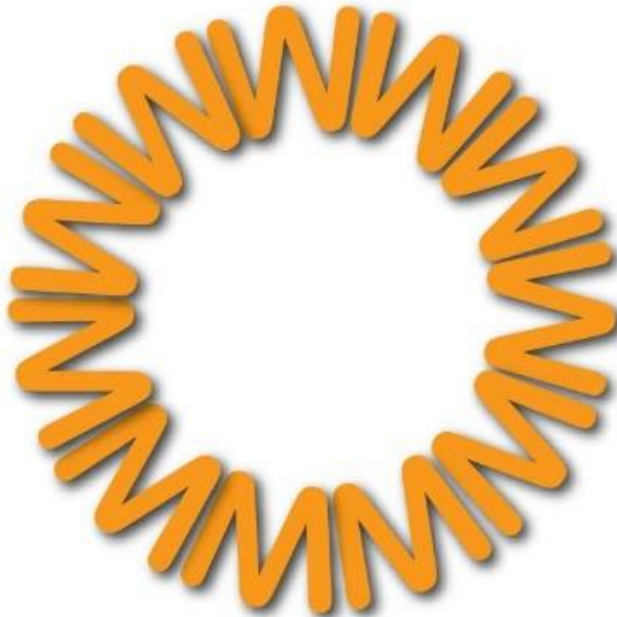
The importance of those doing business with Wangarang is enormous. The work that Wangarang does for you is respected and appreciated. These work activities are so important to our ability to deliver a working career to our supported employees as enjoyed by anyone in the community. We look forward to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

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.

In finishing my report I am excited to confirm that Wangarang will be celebrating 60 years of operation next year. That is 60 years of creating opportunities for people to work. 60 years of caring and respect to those that are and have been associated with Wangarang. This milestone is truly worthy of celebration and thus we will celebrate. Our celebrations will be a celebration of the people we engage with and will be a celebration to be seen by the community as a whole. Over the coming months we will plan the celebrations and invite everyone associated with Wangarang to participate in any way that they can. I look forward to seeing you all during our 60 years celebration.





Chief Executive Officer

Kevin McGuire

Again, as with the previous 12 months, life has thrown many challenges for our employees, staff and support services participants, none bigger than the continued spread of COVID-19 throughout our community.

COVID-19 our COVIDSafe Plan was put to the test in January when the first cases of COVID were detected in the Orange community.

During this very trying period, many employees and support services participants decided to remain at home, however, those that decided to attend work and supports demonstrated just how strong our COVIDSafe plan was by enabling us to continue to operate in safety by adhering rigidly to the Plan in place.

It is pleasing to report that we have been able to achieve 100% double dose vaccinations for all staff, employees and

support services participants who are still attending the Wangarang site or receiving community supports.

COVID-19 is going to be with us for a long time and we will all have to learn to adapt our lifestyle to cope with it, and I must say, I am very impressed with the manner in which our supported employees and support services participants have embraced the COVID restrictions. They deserve a very hearty “pat on the back”.

The Royal Commission has also been affected by COVID and as a result, the term of the commission has been extended 17 months to now finish in September 2023.

Whilst at the time of writing, Wangarang has not been involved in any dealing with the commission, we are aware that a number of larger organisations in Sydney have been issued with notices to explain their actions, the organisations were mostly involved in Group Home activities.

Coupled with the Royal Commission, AED Legal mounted a challenge, in the Federal Court, to the Fair Work Commission's ruling of the new wages framework and the assessment tools that were being proposed.

National Disability Services asked all member organisation for a contribution to a “Fighting Fund” to enable the engagement of lawyers to assist in the defence of the wage framework. Wangarang happily made a contribution to this fund.

The challenge in the Federal court was not successful, due in main to the fact that the Assessment Tools and Wage Framework were only trials. However, it is felt that it will not matter what Tools or Framework is

finally agreed upon, AED Legal will challenge it anyway.

During the year, there were a number of notable achievement and acquisitions, namely;

- Tomra Cleanaway approved our site to locate a Automated Deposit Machine, starting off with one machine but with the capacity to accommodate up to 4 machines if demand justifies. These machines allow customers to process bulk amounts of refundable containers by just tipping them onto a sorting machine rather than having to put them individually into a vending style of machine.
- The purchase of two wine de-labelling machines were a welcome addition to the tools we use in the shed. The teams have very little scraping of labels from bottles now, which has been much appreciated by all the employees
- We strengthened our association with Anson Street School by sponsoring an "Excellence in Work Experience" perpetual trophy that is presented at the School's Annual Awards Day. Many of the students undertake work experience at Wangarang, and have done over a number of years, as well as at other businesses in the city and this award recognises people who excel in this area

Despite the challenges faced during this year, Wangarang has come through, into the next year, which will see us celebrate 60 years of continuous operations in Orange, in a very strong position, both financially

and customer base.

We look forward to the challenges that 2021-22 place in our path, just so we can continue to show our commitment to the people we support and become a stronger organisation for the experience.

In a year that has seen a number of staff come and go, the staff we have continue to provide the commitment the organisation and the people we support, and I thank them sincerely.

I thank the Board who continue to provide invaluable guidance and advice to the Executive and I truly believe that we are blessed to have such a strong and knowledgeable group of people guiding the organisation.

Bring on the challenges of 2021-22 and into the future.



Human Resources Manager

Susan Williams

Supported Employment

At 30th June 2021 Wangarang was providing supported employment to 114 people with disabilities.

During the 2020-2021 financial year 10 supported employees commenced/recommended employment at Wangarang.

Students from local schools including Anson St and Canobolas Rural Technology High schools attended Wangarang for work experience.

Training and Development

Twenty supported employees commenced a Certificate II in Workplace Skills. This was delivered on site at Wangarang by Vital Training Solutions. Wangarang staff conducted on-the-job training

with supported employees.

Training commenced by staff during the year included Cert III & Cert IV Individual Support.

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

At 30th June 2021 there were 44 people participating in the Life Skills and Recreation (Day) Program.

18,634 hours of Day Program support were provided during the 2020-2021 financial year.

At 30th June 2020 Wangarang were providing Social Support to 37 participants.

5,389 hours of Social Support were provided during the 2020-2021 financial year.

Other

An agreement was made between Charles Sturt University and Wangarang for Medical Students to complete Student Placement at Wangarang. Students will attend Wangarang each year as part of their studies.

COVID-19

Wangarang continued to be impacted by the COVID-19 pandemic and some activities were restricted or not able to go ahead.

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

Over the past year Wangarang has received very positive media exposure. Local television, radio and print media coverage has been extensive covering events, milestones, and social activities.

Our website and social media platforms continue to attract good traffic to them, with more and more of our service enquiries coming through this medium.

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

Business Development

We have been able to secure several new clients with whom we have built great relationships, including: Orange Uniting

Church, additional work for Housing Plus, Tertini Wines, Robert Oatley Wines, Clever Cookie Academy, RIS Insurance, Godolphin Resources, Penmara Wines, Huntington Estate Wines, and many others. We are now doing work for many of these clients on a regular basis.

The introduction of our wine de-labelling machines has created an influx of de-labelling work, with wineries sending us product from all over the state.

Events

Events have been few and far between due to COVID. We have attended Zoom events to promote our services.

The 2021 Charity Golf Day raised much-needed funds (29k) which was put toward the purchase of a new wheelchair accessible vehicle. The 2021 event became another record-breaking event topping the 2020 event.

These funds, together with a sizable donation from the staff of Pigot, Miller Wilson Accountants and Advisors (PMW), enabled us to acquire this vehicle which will enable easier access for people with mobility issues to everyday activities that we all take for granted.

A very big "Thank You" to all our sponsors, players and supporters at the Golf Day and to the staff of PMW, because without you, we would not be able to acquire this much needed vehicle to service a growing number of people needing an accessible form of transport.



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.

This year saw David DeRooy, Allan Douglass and Shane Reed step down from their role as Delegates. We thank them for all their hard work and commitment during his time as a Delegate. Ben Carman & Aaron Pearson were elected as Delegates at the re-election in February, we thank them for taking on this duty.

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

2021 put quite a dampener on the events the Delegates would typically organise for Wangarung employees and staff to enjoy through the year, however they did still pull together Footy Colors Day which is always a huge hit. Unfortunately our 2020 Christmas party could not go ahead as planned, but we were able to have dinner. The Social Club also planned a Christmas in July function which had to be cancelled due to COVID.

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

2020/2021 FINANCIALS

WANGARANG INDUSTRIES LIMITED

A.B.N. 11 001 241 005

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2021

	2021	2020
TRADING ACCOUNT		
Sales	2,258,517	1,978,569
Less: Cost of Goods Sold		
Opening Stock	38,783	21,396
Consumable Expenses	78,713	77,682
Closing Stock	(36,051)	(38,783)
	<u>81,445</u>	<u>60,296</u>
Gross Profit from Trading	<u>2,177,072</u>	<u>1,918,274</u>
OTHER INCOME		
Interest Received	3,412	13,493
Rent	17,878	17,347
Miscellaneous Income	2,746	9,013
Golf Day Sponsorship & Tickets	27,139	25,277
Donations Received	20,360	9,218
Profit/(Loss) on Sale of Asset	<u>15,905</u>	<u>1,364</u>
Total Other Income	<u>87,440</u>	<u>75,712</u>
SUBSIDIES ALLOCATED (FUNDING)		
Recurrent Funding	35,603	62,419
NDIS Employment	1,451,211	1,467,210
NDIS Community Access	348,307	265,781
Workplace Modification	3,828	364
Boosting Cashflow Grant	50,000	50,000
Funding Received Day Programs	517,139	434,642
Other Grants	<u>-</u>	<u>2,500</u>
Total Subsidies Allocated (Funding)	<u>2,406,088</u>	<u>2,282,916</u>
Total Income Less cost of Goods Sold	<u>4,670,600</u>	<u>4,276,902</u>
SUPPORTED WAGES		
Supported Wages Paid	776,301	751,667
Annual Leave	78,009	79,245
Long Service Leave	10,871	15,913
Sick Leave Paid	27,863	29,680
Superannuation	<u>97,620</u>	<u>84,123</u>
Total Supported Wages	<u>990,664</u>	<u>960,628</u>

2020/2021 FINANCIALS

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

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2021

	2021	2020
DIRECT LABOUR		
Other Direct Labour Paid	2,034,461	1,964,338
Annual Leave	142,706	162,081
Long Service Leave	31,308	17,745
Sick Leave Paid	41,384	50,856
Superannuation	199,087	197,853
Total Direct Labour	<u>2,448,946</u>	<u>2,392,873</u>
OTHER EXPENSES		
Advertising	37,754	36,807
Audit Fees & Accounting	19,300	19,300
Amortisation	5,201	5,201
Bad Debts	-	841
Bank Charges	4,112	4,482
Building Repairs & Maintenance	5,017	4,884
Cleaning Materials	22,055	21,082
Consultant Fees	-	8,477
Day Program Consumables	4,288	7,334
Depreciation	149,403	121,790
Electricity & Gas	21,677	17,116
Equipment Repairs & Maintenance	73,894	68,566
Forklift Expense	1,352	3,574
Insurance - General	49,635	48,758
Insurance - Workers Compensation	86,432	73,624
Interest Paid	1,168	2,788
Legal Fees	1,500	-
Loose Tools & Software	47,405	33,611
Motor Vehicle Expenses	72,309	80,178
OCC Profit Share Expense	61,311	27,887
Postage	559	596
Printing & Stationery	10,943	9,922
Rates	5,546	4,931
Safety Equipment	25,319	20,907
Security	1,665	1,496
Staff Amenities	23,813	22,216
Staff Recruitment & Training	21,160	19,171
Subscriptions & Registrations	13,609	13,361
Telephone & Internet	31,247	25,992
Travel & Accommodation	523	4,683
Waste Removal	15,872	12,829
Total Operation Expenses	<u>814,069</u>	<u>722,404</u>

2020/2021 FINANCIALS

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

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2021

	2021	2020
TOTAL EXPENSES	<u>4,253,679</u>	<u>4,075,905</u>
NET PROFIT/(LOSS)	<u>416,921</u>	<u>200,997</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>416,921</u>	<u>200,997</u>

2020/2021 FINANCIALS

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

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2021

	2021	2020
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	2,298,559	2,042,556
Grants received and bequests	2,426,448	2,292,134
Interest received	3,412	13,493
Payments to suppliers, divisions and employees	(4,281,637)	(3,841,620)
Net cash provided by operating activities	18 446,782	506,563
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from the sale of property, plant and equipment	39,562	1,364
Purchase of property, plant and equipment	(402,029)	(255,000)
Net cash provided by investing activities	(362,467)	(253,636)
CASH FLOWS FROM FINANCING ACTIVITIES		
Borrowings to purchase equipment	-	41,669
Repayment of borrowings	(26,376)	(44,214)
Net cash provided from financing activities	(26,376)	(2,545)
Net increase (decrease) in cash held	57,939	250,382
Cash at beginning of year	1,175,798	925,416
Cash at end of year	2 1,233,737	1,175,798

2020/2021 FINANCIALS

WANGARANG INDUSTRIES LIMITED

A.B.N 11 001 241 005

BALANCE SHEET AS AT 30 JUNE 2021

		2021	2020
CURRENT ASSETS			
Cash and cash equivalents	2	1,233,737	1,175,798
Trade and other receivables	3	404,686	396,965
Inventories	4	36,052	38,783
Other current assets	5	91,232	34,602
TOTAL CURRENT ASSETS		<u>1,765,707</u>	<u>1,646,148</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	3,382,528	2,568,094
Right of use assets	7	11,267	16,468
TOTAL NON-CURRENT ASSETS		<u>3,393,795</u>	<u>2,584,562</u>
TOTAL ASSETS		<u>5,159,502</u>	<u>4,230,710</u>
CURRENT LIABILITIES			
Trade and other payables	8	388,173	445,746
Financial liabilities	9	-	21,333
Lease liabilities	10	5,301	5,043
Provisions	11	550,003	542,341
TOTAL CURRENT LIABILITIES		<u>943,477</u>	<u>1,014,464</u>
NON-CURRENT LIABILITIES			
Financial liabilities	9	-	-
Lease liabilities	10	6,528	11,829
Provisions	11	55,152	52,460
TOTAL NON-CURRENT LIABILITIES		<u>61,680</u>	<u>64,289</u>
TOTAL LIABILITIES		<u>1,005,157</u>	<u>1,078,753</u>
NET ASSETS		<u>4,154,345</u>	<u>3,151,957</u>
EQUITY			
Retained earnings		<u>4,154,345</u>	<u>3,151,958</u>
TOTAL EQUITY		<u>4,154,345</u>	<u>3,151,958</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 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.

INTEGRITY

EMPOWERMENT

RESPECT

EXCELLENCE



LIFETIME AWARDS

10 Years

Carolyn Peddie
Rodney Bell
Jill Vant-Sand
Kenneth Edwards
Judith Mitchell
Sandy Auld
Colin Jeffery
Bonny Moon
Joseph Martin
Lani Gouge
Scott Lindsay

20 Years

Hollie Hennessy

30 Years

Helen Randall
Glenda Brown

40 Years

Richard Thirkell



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

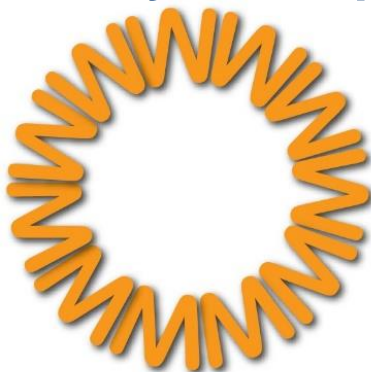
Offices, factories and workshops, home cleaning, window cleaning, post event clean-up, rubbish removal.

School visits, work experience & volunteer opportunities are available.



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

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





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