



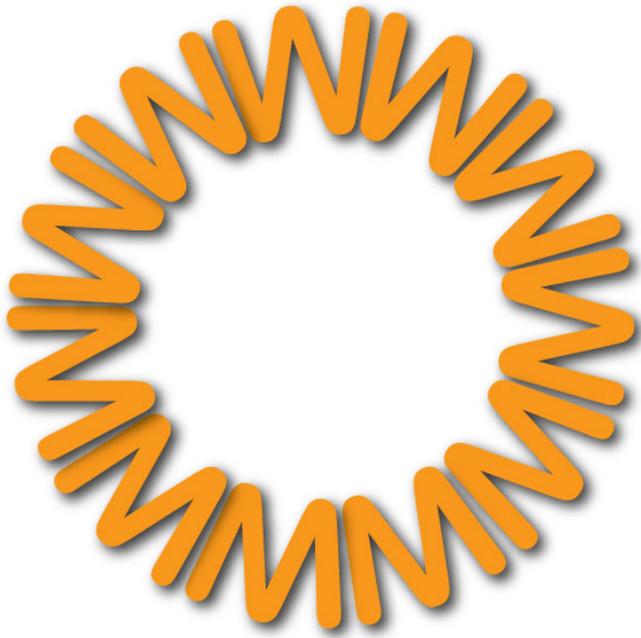
2016

Wangarang

ANNUAL  
REPORT



# CONTENTS



- 4 Board of Directors
- 5 Chairman
- 6 General Manager
- 7 Human Resources
- 8 Business Development
- 9 Operations
- 11 Marketing
- 12 Work Health & Safety
- 13 Delegates
- 15 Finance
- 19 Vision & Values Statement
- 20 Lifetime Awards
- 21 About Us



# BOARD OF DIRECTORS



Mike Crowley



Donna Galvin



Christine Hannus



Mark Blume



Gary Norton



Tony Boland



Michael Seccombe



Sue Bentley



Michael Whiteley

It is my pleasure, once again, to report that the service undertakings and commitment by Wangarang to people with a disability, their parents/carers and families continues to remain very strong. It is very pleasing to report that Wangarang has improved its financial position for the fifth year running with an operating profit in the 2015/16 financial year of \$404,381 compared with an operating profit of \$161,762 in 2014/15.

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

We have been talking about the NDIS for 2 or 3 years now. By way of background years of study and discussion about the inadequacy of the Australian disability support system culminated in a major report released by the Productivity Commission on 10 August 2011. Based on the report, a decision was made in the same year by the Council of Australian Governments (COAG) to establish a new disability scheme. The National Disability Insurance Agency was created in 2013 when the National Disability Insurance Scheme Act 2013 (NDIS Act) came into force. The Agency (NDIA) was charged with the task of implementing the new Scheme. Most disability support in Australia was previously based on a system where services were funded to a fixed dollar value per person and paid directly to a service provider such as Wangarang.

The National Disability Insurance Scheme offers a new system, where funding is determined by an assessment of an individual's needs, support choices and actual circumstances to achieve outcomes. Significant challenges lie ahead for Wangarang particularly around the introduction of the NDIS, namely:

1. Planning for the 1 July 2017 introduction of the National Disability Insurance Scheme (NDIS). The scheme has been rolled out in other parts of NSW and from what we've seen will take some time to bed down. According to NDIA, "The primary mission underpinning the Scheme is to increase the choice and control that participants have over the supports and services they use". NDIA state that there has been significant work over 2015-16 to refine the planning process for participants. Once the full Scheme is rolled out, a participant's journey will involve five stages:

- i). Accessing the Scheme
- ii). Creating a participant plan
- iii). Plan approval by the NDIS
- iv). Implementation and monitoring the plan
- v). Reviewing the plan

2. The potential impact on Revenue of the NDIS on Wangarang. Under the current Commonwealth Funding model 1/3 of our income is generated from government



**CHAIRMAN**  
Mike Crowley

funding the other 2/3 is generated from our existing customers in the community. We still don't know what revenue will be received under the NDIS from the Commonwealth Government. Wangarang will compete with an array of other disability and mainstream providers.

3. Possible alliances with other disability service providers.

We need to adapt to this new playing field, be ready for and at the forefront of these changes, necessary to ensure our continued viability and service delivery. We can learn from other countries who have moved from the old disability service models to individual and customer-centric design models. This will be key in transforming our organisation, by understanding and leveraging this to our advantage. We need to realign our organisation to provide greater service; as people living with a disability vote with their wallets. The quicker organisations like Wangarang adapt the sooner they can reinvest in product & service individualisation.

Whilst the ongoing financial viability of Wangarang is imperative, we can never lose sight of the reason for existence, that being the provision of services to people with disabilities in a caring environment.

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



## GENERAL MANAGER

Kevin McGuire

Another year has come and gone.

September 2016 will see the completion of my fourth year as General Manager of Wangarang Industries Ltd. How quickly that time has gone.

As Mike Crowley has mentioned in his report, the organisation continues to perform very strongly.

Outcomes for our supported employees continue to be a highlight of Wangarang's operations with a strong focus continuing on providing accredited training to increase the employee's skill levels. We have also been offering a variety of job options, both within the factory and in the community.

During the year, we faced many challenges and had many highlights.

The NDIS still remains a mystery in relation to how supported employment will eventually be funded and this is despite the roll out of the NDIS along the eastern seaboard and the New England region. Arrangements that are currently in place in these areas are "interim" only.

Another piece of work that is being undertaken by Government and the sector is the Disability Employment Framework. The delay in finalisation of this framework may possibly be the reason for the delays in finalising the NDIS supported employment payments.

The Business Service Wage Assessment Tool (BSWAT) saga has been almost resolved with the BSWAT Payment Scheme finally passing through Parliament. However, we still await the final decision by the courts to lay this matter to rest.

Electrolux closed in April this year and we hosted a morning tea for some of the Electrolux staff with whom

we have had a long standing relationship. Whilst we had ample warning about the closure, the replacement of the work we did for Electrolux over a period from 1962 to 2016 is going to be difficult to achieve.

We have been successful with a number of grant applications during the year, one was for additions to our newest project, the Orange Women's Shed.

The Women's Shed came about through the foresight of two Council staff who identified that there was a need for women to gain some basic home maintenance skills, such things as changing a light bulb, fixing fly screens, replace a tap washer and the use of basic power tools to name a few.

The ladies needed a permanent home, so we stepped up and offered the use of the sheds at the rear of our Forest Road site. These sheds do need plenty of work to be undertaken before they can be fully functional, however, we are working on it.

Being on site has also meant that Wangarang took on the responsibility for the operations for this group, including insurance cover. We are pleased that the Orange Women's Shed is now a Wangarang project.





**“I would like to thank the employees, staff and the Executive team for their continued dedication to the work they do and their commitment to Wangarang”**

To the Board, who provide invaluable direction for the organisation and their support of me, I thank them.

I have said it before, however, I truly believe that we are very fortunate to have such a diverse and knowledgeable group of people who give up their valuable time to ensure that Wangarang continues to grow and stay a viable, outcome based organisation.



## HUMAN RESOURCES

Susan Williams

We welcomed 14 new supported employees to Wangarang during the 2015-2016 financial year.

We continue to host school students from Anson St and Canobolas High schools for work experience and hosted students who were studying disability work.

Our Quality Assurance audit was conducted by external certifying body, BSI, in June. Wangarang's quality management system was audited against the requirements of the National Standards for Disability Services. We received an excellent result and feedback advising that we are operating well above the standards required.

The Department of Social Services completed an Australian Disability Enterprise (ADE) compliance audit in January. The focus of this audit was to determine Wangarang's compliance with our Funding Agreement, Case Based Funding and Financial Online Funding Management System (FOFMS) processing. It supplements the Quality Assurance certification against the National Standards for Disability Services. The audit considered four audit activities and we were assessed as conforming with all four items.

We were successful in applying for workplace modifications and equipment through the Employment Assistance Fund for several employees.

We participated in the Get Healthy at Work Program. Fifty-three people had a Brief Health Check as part of this program.

Our Day Program had eight funded clients and nine unfunded supported employees participating at the end of June.



We have one volunteer still assisting with our woodwork program and have been fortunate enough to welcome another volunteer who commenced a pencil drawing program.

## **“Orange City Council named Wangarang’s Day Program as Volunteer of the Month for their contribution to Meals on Wheels”**

Other activities the group have participated in include:

- Community Drum Project where we hire the drums from the Orange City Library
- Dream Project run by Arts OutWest
- Fifty-six wooden cars and twelve jewellery boxes were made for the Samaritan’s Purse charity
- Australian National Field Days
- Sheep Dog Trials at Molong and Yeoval Show with Ruckus



The day program room received a makeover with new paint and curtains provided by Bunnings as part of their Community Project, a new kitchen thanks to a previous donation from Cadia Valley Operations Community Partnership Program and the golf challenge proceeds provided new flooring.

A wheelchair accessible bus was purchased which will make community access much easier for everyone.

Training and Development of supported employees and staff remain a major focus with TAFE delivering training to some of our supported employees in Certificate I Access to Work and Training and Horticulture training.

DIAS provided ten supported employees with Self-Advocacy training.

On the job and group training continues to be delivered to the supported employees by Wangarang staff.

The Safety Committee attended WHS training.

One of Wangarang’s delegates attended the Rotary Youth Leadership Awards Program.

Staff attended various training during the year including:

- Behaviour Support
- Certificate IV in Disability
- Certificate IV Training and Assessment
- Chemical training
- Forklift training
- Leadership and Management
- Training in the National Disability Insurance Scheme (NDIS)



## BUSINESS DEVELOPMENT

Xanthie Thomas

The areas targeted during the year have been State Government Departments  
Local Councils of Orange, Blayney and Cabonne, Factories, Industrial Companies, Processing Mills, Orchards, Wineries, Distribution Companies, Pet Food Manufacturers, Tourism Groups like Taste Orange; Food Week, Wine Week

Some of the more significant customer sales over the past 12 months include; All Mould Plastics, Australian National Field Days, Caernarvon Cherry, Central West Auto Auctions, Sisters Rock Wines, Racing Orange, Sealink Blayney, PCYC, St Vincent De Paul & Vossloh

Our relationship with Common Cents Fund (CCF) saw over \$1000 donated towards the cost of the tickets for the supported employees to attend the Christmas Party.

Also, CCF and Pigot Miller Wilson developed a salary sacrifice program where donations from staff and businesses will be provided to Wangarang and Premi-Babies. Over \$8000 has been raised to date.

Bunnings carried out improvements to the Day Program Room with internal painting and curtains for the windows and doors to the value of \$15,000 as well as the outside lunch area where tables, chairs, painting and planter boxes were provided.

Despite the loss of the Electrolux business, we have continued to focus on seeking work that will provide jobs for the supported employees.

The Orange community continues to support Wangarang, which, without this support, we would not be able to provide jobs for people with disabilities in the Orange community.





## OPERATIONS

Lisa Murphy

### *Packaging/Assembly*

Despite the Electrolux closure, we have continued to remain very busy in the new shed.

**“The services we provide to the wine industry, locally and further afield has been increasing. We suspect this is because we provide a rather unique, cost effective and efficient re-labelling service to our clients.”**

We have been able to negotiate a number of jobs that enable the teams to remain busy during, what has been in the past, downtime.



### *Cleaning - Dept. of Trade & Investment*

During the year we added the Agricultural Site on Forest Rd to our cleaning roster for the Department. This continues to provide opportunities for our supported employees to work in the community and demonstrate their cleaning skills.

### *Resource Recovery Centre*

Council have been successful in the grant to build the Community Recycling Centre and this will provide a wider range of work opportunities on site when completed.

We highly value the partnership we have with Council to operate this site.

### *Mobile Crews*

During the year saw one of the laundries close at Cadia, therefore, we now only operate 2 laundries on their site, however, the closure of the Cadia 1 laundry has not eventuated as at the date of this report.

Our advertising campaign has been successful with additional cleaning work coming in on a regular basis with the cleaning crews now almost fully utilised.





### **Textiles**

The return of much of the linen repair work that had been previously lost to HealthShare's Parramatta site has seen the activity in textiles increase. Not only has this provided additional repair and condemning work, but has revitalised our supply of quality rag for processing and resale.

### **Gardening**

We were fortunate to be successful with the tender for the Housing NSW properties through the Joss Group. We had

previously held this contract directly with Housing, however, lost this contract when the contract went State wide.

The work associated in complying with this contract has placed increasing demands on the gardening teams, however, we believe that we will get on top of the requirements of the contract relatively quickly.

Demand for gardening services during the spring and summer months continue to outweigh our ability to supply. We will address this next year.





## MARKETING

### Tamara Pearson

It was a huge year for marketing with the continuation of our TV and Radio contract, a newly designed website, our largest golf day yet and a new venture into the world of Social media.

The Brandworks TV and Radio advertising contract through Southern Cross Austereo has been very successful in gaining some great brand recognition and promotion of our business and services each and every day across the Central West and the wider community. Radio commercials are broadcast on Radio 2GZ and Star FM, and 15 second TV commercials, which are now on Nine, Go and Gem. These commercial opportunities have allowed us to promote our Golf Challenge event, positions vacant and push our cleaning crew services.

We attended the 2015 Australian National Field Days. Thank you to the ANFD committee who supported Wangarang by approving our request to waive the site fees. Apart from our presence onsite at our stall, we also held the parcel pick up contact for the 2015 event. We thank those from Wangarang, our Board of Directors and the Women's Shed who volunteered their time across the event to make it a success.

The 2016 Banjo Business awards, governed by the Orange Business Chamber, recognised the great work we do at Wangarang and the work of our employees within the community. We were proud finalists in the category of Excellence in Community Services.



The annual golf challenge saw our largest event yet, held the 5th of February 2016. This was our 5th annual golf day, although for the first time we made a decision to move it forward a month – well this certainly paid off, with a full course of golfers on the day and a short waiting list who we were unable to cater for due to the outstanding community support.

The day of golf, along with sponsorships, donations, auctions and raffles, saw over \$ 8,000 raised.

These funds together with those raised from the 2015 golf day, enabled us to upgrading the employee's lunchroom and kitchen facilities. During May 2016, we had a brand new floor installed into the dining area, along with a new pie warmer & coffee and sugar dispensers. The kitchen looks fantastic and our employees are enjoying its new look.

We would like to thank everyone who supported our event: West Orange Motors, Orange City Council, Electrolux, Angullong Wines, Pigot Miller Wilson, Whittaker Contracting, Bendigo Bank, Anittel, Emjay Insurance, Printhe Wines, Orange Credit Union, Crowe Horwath, Southern Cross Austereo, ANZ, Pattinson Financial Services, Odeon 5 Cinemas, Officeworks, D'Aquinos Group, Country Fruit Distributors, Fresh Fodder, Orange Aboriginal Medical Service, Austbrokers RIS Pty Ltd, Pybar Mining Solutions, Anula Healing, Cromfords Film, Radio 2EL, Coles Orange, Bunnings Orange, Woolworths Orange, Willoughbys Model Cars and Football, Sportspower & Autotune Orange.



Our website has had a well deserved facelift. It is now brighter and more accessible, especially to those with hearing and vision impairments.

We have stepped into the world of social media. In March 2016 a Facebook page was set up to promote our services, activities, events and showcase the many things we do. While it's still early days for the Facebook page, we are getting great statistics in likes, post engagements and feedback from the site.

Search Wangarang on Facebook and like us to follow what we are up to.



## WORK HEALTH & SAFETY

Tamara Pearson

Fire Warden protective equipment has been purchased.

Colour-coded safety vests and helmets, based on the wardens roles, have been distributed to our warden staff.

Personal Protective Equipment is now being kept onsite and readily available for those who need it, especially hats, gloves and safety glasses.

Lockers have been installed in our garden area, specifically for the safe keeping of all PPE for our garden staff and employees.

Standard Operation Procedures (SOP) and Safe Work Method Statements (SWMS) are written for staff and employees for each new job we take on, whether it be onsite or off.

WHS Manual containing all WHS policies and procedures, is nearing completion. We are looking at having the manual completed by the end of 2016.

Annually, Wangarang takes part in the National Disability Service WHS Benchmarking activity which is open for all Disability services across Australia to complete for national statistical information. The 2015/16 year report revealed that our lost time injury frequency rate is lower than

that of all responding organisations, as well as our duration of lost time, being considerably lower than the National average of all responding organisations and lower than our own figures the previous year.

The Women's Shed is now occupying our shed facilities on Forest Rd. To provide a safe workspace for participants, all members are required to complete an Interim site safety induction and sign in on site each week. A WHS plan has been introduced with accessible Incident, Hazard and emergency evacuation information on hand for all women. Orange City Council have donated a First Aid kit for the site and all the wearing of closed shoes and designated Pink HI Vis vests are compulsory when working on site.

A chemical register has been completed and tool & machinery register is currently being completed not only to stocktake equipment, but to unify all tool tagging procedures.



# DELEGATE'S REPORT

Wangarang's delegates represent their fellow employees at meetings with the General Manager and Human Resources Manager. At these monthly meetings they report on their work area, discuss Work Health and Safety issues, review hazard and incident reports as well as discuss employee issues and concerns in the workplace.

The delegates also form the Wangarang Social Club with an elected staff representative. This year was a very busy year for our employees, with plenty to discuss and organize.

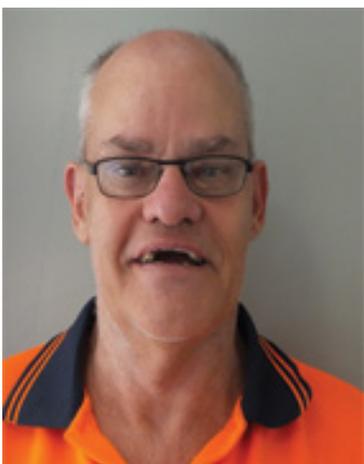
The 2015 Wangarang Christmas party celebrated the year with a bang! It was heavily attended with our venue, the Orange Ex-service Club, Coral Sea Room almost booked out. The room looked merry with thanks to Wangarang's Day Program and Sandy and Emma Hatswell organising all of the decorations. We had a special guest in Andrew Gee MP, who enjoyed the festivities. Local musician Gabe Middleton and her band entertained on the night. The Social Club would like to thank Gabe for performing at their Christmas party as a gift to Wangarang – it was just a fun & fantastic performance.

Wangarang held their annual Australia's Biggest Morning Tea on Wednesday the 25th May 2016. We had fantastic numbers with 129 people attending our event. This included employees, staff and their friends and family, members of the Women's Shed and we even had Mr Andrew Gee MP join us for a cuppa!

It was such a great atmosphere, especially around all the homemade goodies and coffee. Thank you to everyone who brought a plate of food and your support.

The delegates were proud to raise over \$450 for the Cancer Council.

Unfortunately this year the social club didn't hold the annual Employees Vs Staff ten pin bowling event due to



Peter Kent



Joseph Martin



David DeRooy



Georgina Brogden



low numbers in event registrations. We are planning to reschedule this event in 2017.

Our footy colours "mufti day" was another great day in the office! Over half of our staff and employees participated in our Footy day by dressing in their favourite team's colours. We even had an actual inflatable shark suit worn by dedicated Sharks fan and fellow delegate Peter Kent. There were plenty of prizes for anyone who dressed up on the day and they were won by random selection as they were all too great to pick from. Thank you to Janet & Eric Gordon for their donation of prizes & to Wangarang who supplied the rest.

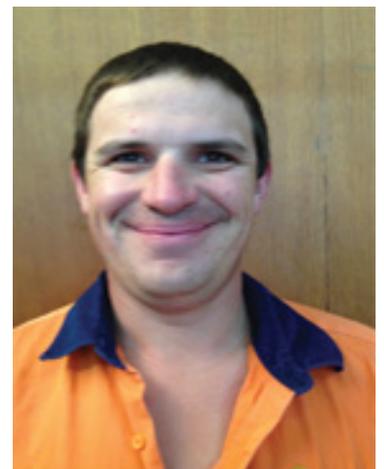
The delegates were part of a working project to purchase a new drink machine. This drink machine is installed in the kitchen for cans of soft drink. All profits out of this machine go to the social club. Restocking supplies, refilling the machine and float management is being undertaken by the delegates. We would like to thank Kevin and Susan for their assistance in purchasing this machine. It will be a great asset to fundraising.



Marie Robinson



Richard Davis



Matt Harris

# 2015/16 FINANCIALS

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2016

	2016	2015
<b>TRADING ACCOUNT</b>		
Sales	2,222,740	2,002,206
<b>Less: Cost of Goods Sold</b>		
Opening Stock	38,269	40,371
Consumable Expenses	209,376	86,290
Freight & Cartage	733	1,241
Closing Stock	(22,633)	(38,269)
	<u>225,745</u>	<u>89,633</u>
<b>Gross Profit from Trading</b>	<u>1,996,995</u>	<u>1,912,573</u>
<b>OTHER INCOME</b>		
Interest Received	6,720	7,027
Rent	15,413	6,106
Miscellaneous Income	10,996	3,759
Golf Day Sponsorship & Tickets	13,093	13,190
Women's Shed Sponsorship	15,954	-
Donations Received	13,858	8,168
Profit/(Loss) on Sale of Asset	(301)	(2,524)
<b>Total Other Income</b>	<u>75,733</u>	<u>35,726</u>
<b>SUBSIDIES ALLOCATED (FUNDING)</b>		
Recurrent Funding	1,539,210	1,524,226
Workplace Modification	25,220	5,439
BSWAT Grant	119,327	-
Funding Received Day Programs	162,751	134,796
Other Grants	5,000	2,500
<b>Total Subsidies Allocated (Funding)</b>	<u>1,851,508</u>	<u>1,666,961</u>
<b>Total Income Less cost of Goods Sold</b>	<u>3,924,236</u>	<u>3,615,260</u>
<b>SUPPORTED WAGES</b>		
Supported Wages Paid	783,717	794,323
Annual Leave	72,108	75,547
Long Service Leave	19,248	9,880
Sick Leave Paid	29,729	26,102
Superannuation	87,409	88,521
<b>Total Supported Wages</b>	<u>992,211</u>	<u>994,373</u>

# 2015/16 FINANCIALS

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2016

	2016	2015
<b>DIRECT LABOUR</b>		
Other Direct Labour Paid	1,585,849	1,516,368
Annual Leave	133,669	128,006
Long Service Leave	33,366	13,899
Sick Leave Paid	34,829	36,331
Superannuation	157,092	149,084
<b>Total Direct Labour</b>	<u>1,944,805</u>	<u>1,843,688</u>
<b>OTHER EXPENSES</b>		
Advertising	42,098	40,741
Audit Fees & Accounting	19,960	19,200
Bad Debts	1,728	260
Bank Charges	3,846	3,340
Building Repairs & Maintenance	8,485	4,715
Cleaning Materials	15,555	11,398
Consultant Fees	6,814	9,824
Depreciation	100,537	108,710
Donations	-	243
Electricity & Gas	16,179	27,007
Equipment Hire	5,244	4,807
Equipment Repairs & Maintenance	60,593	54,587
Forklift Expense	996	1,254
General Expenses	-	-
Insurance - General	32,568	30,878
Insurance - Workers Compensation	33,445	56,792
Interest Paid	12,473	17,158
Legal Fees	700	246
Loose Tools & Software	17,381	15,479
Motor Vehicle Expenses	67,501	87,851
OCC Profit Share Expense	15,429	(1,976)
Postage	3,918	2,750
Printing & Stationery	14,097	13,015
Rates	3,205	3,501
Rent	-	-
Safety Equipment	15,336	20,275
Security	1,444	1,338
Staff Amenities	22,168	20,501
Staff Recruitment & Training	14,483	15,358
Subscriptions & Registrations	8,951	8,732
Telephone	19,524	18,467

# 2015/16 FINANCIALS

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2016

	2016	2015
<b>OTHER EXPENSES (CONT'D)</b>		
Travel & Accommodation	8,047	10,609
Waste Removal	10,134	8,377
<b>Total Operation Expenses</b>	<u>582,839</u>	<u>615,437</u>
<b>TOTAL EXPENSES</b>	<u>3,519,855</u>	<u>3,453,498</u>
<b>NET PROFIT/(LOSS)</b>	<u>404,381</u>	<u>161,762</u>
 <b>OTHER COMPREHENSIVE INCOME</b>		
Transfer of Asset Revaluation Reserve to Retained Earnings	(94,843)	(33,545)
<b>TOTAL COMPREHENSIVE INCOME FOR THE PERIOD ATTRIBUTABLE TO MEMBERS</b>	<u>309,538</u>	<u>128,217</u>

## CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2016

	2016	2015
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from customers	2,219,044	2,052,026
Grants received and bequests	1,865,366	1,675,129
Interest received	6,720	7,027
Payments to suppliers, divisions and employees	(3,570,353)	(3,376,032)
<b>Net cash provided by operating activities</b>	<u>16 520,777</u>	<u>358,150</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds from the sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	(161,298)	(152,715)
<b>Net cash provided by investing activities</b>	<u>(161,298)</u>	<u>(152,715)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Borrowings to purchase equipment	-	-
Repayment of borrowings	(47,738)	(69,781)
<b>Net cash provided from financing activities</b>	<u>(47,738)</u>	<u>(69,781)</u>
Net increase (decrease) in cash held	311,741	135,654
Cash at beginning of year	442,491	306,837
<b>Cash at end of year</b>	<u>2 754,232</u>	<u>442,491</u>

# 2015/16 FINANCIALS

## BALANCE SHEET AS AT 30 JUNE 2016

		2016	2015
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	2	754,232	442,491
Trade and other receivables	3	355,525	298,101
Inventories	4	22,632	38,268
Other current assets	5	45,718	16,987
<b>TOTAL CURRENT ASSETS</b>		<u>1,178,107</u>	<u>795,847</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	6	1,999,747	2,034,130
<b>TOTAL NON-CURRENT ASSETS</b>		<u>1,999,747</u>	<u>2,034,130</u>
<b>TOTAL ASSETS</b>		<u>3,177,854</u>	<u>2,829,977</u>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	7	335,778	256,927
Financial liabilities	8	35,895	47,837
Provisions	9	478,824	498,494
<b>TOTAL CURRENT LIABILITIES</b>		<u>850,497</u>	<u>803,258</u>
<b>NON-CURRENT LIABILITIES</b>			
Financial liabilities	8	134,336	170,132
Provisions	9	54,195	27,299
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>188,531</u>	<u>197,431</u>
<b>TOTAL LIABILITIES</b>		<u>1,039,028</u>	<u>1,000,689</u>
<b>NET ASSETS</b>		<u>2,138,826</u>	<u>1,829,288</u>
<b>EQUITY</b>			
Retained earnings		<u>2,138,826</u>	<u>1,829,288</u>
<b>TOTAL EQUITY</b>		<u>2,138,826</u>	<u>1,829,288</u>



## VISION

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

## MISSION

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

## VALUES

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

Ray Kable



## 15 Years

Angela Kilotat & Hollie Hennessey



## 20 Years

Allan Roberts & Michael Dunsworth



## 25 Years

Helen Randall & Glenda Brown  
(No picture supplied)



## 30 Years

Anthony Banks



## 35 Years

Richard Thirkell & Jennifer Oxley



# ABOUT US

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

Wangarang has been operating in the local community of Orange NSW for over fifty (50) years, having been established by a group of dedicated local residents in 1962.

Over the years Wangarang has diversified to offer a wide range of job opportunities to our supported employees, and a wide range of business services to the community in general.

# LIFE CHOICES & ACTIVE AGEING PROGRAMS

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

# SUPPORTED EMPLOYMENT

Working at Wangarang Industries means being part of an organisation with warmth and community spirit that strives to bring something truly special to the lives of people living with disabilities.

Wangarang employ approximately one hundred and twenty five (125) supported employees and thirty five (35) highly skilled staff who have dedicated their careers to improving the lives of people with a disability.

Wangarang offers a supportive and caring environment where the needs of each individual are respected and their goals and aspirations are encouraged and fostered.

People working at Wangarang enjoy varied, interesting and rewarding careers in a flexible and caring workplace along with opportunities for education and professional development.

# 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 lodgement, binding, de-labelling and labelling.

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

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

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

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

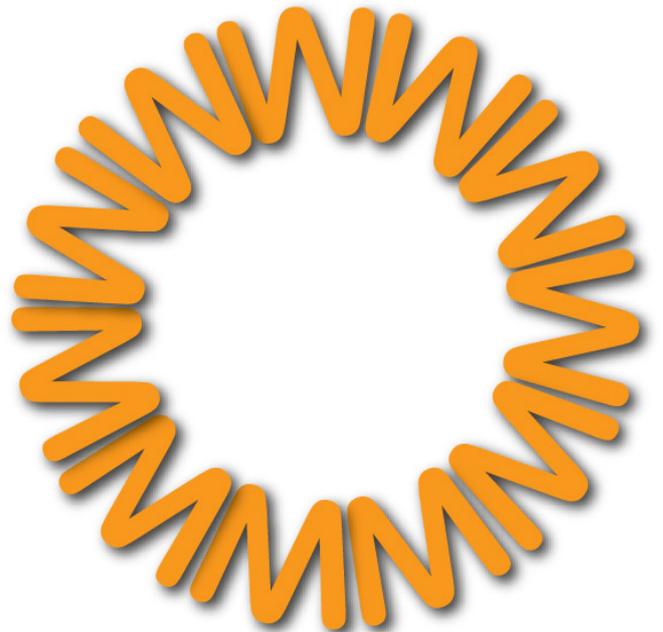
## ***Manufacturing and assembly***

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

## ***Commercial cleaning***

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

School visits, work experience & volunteer opportunities are available.







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