

WARRAH

LIVING LEARNING GROWING



ANNUAL REPORT

2016/17

WARRAH

LIVING LEARNING GROWING



Our Mission

Warrah is a Rudolf Steiner organisation providing a range of engaging, responsive services for children & adults with intellectual disability that maximise each person's capacity for self-determination, creativity and contribution

Our Vision

Our Vision is for Warrah to be known for its unique approach, innovative delivery and outstanding results in the provision of support that serves the needs and aspirations of individuals with intellectual disability

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Board of Directors

Steve Mitchell	Chairman, Chair Property Committee, Member Finance Committee
James Brown	Chair Finance Committee, Member Property Committee
Anthony Molloy	Member Finance & Property Committees
Ross King	Member of Property Committee
Sue Walker	Member
Paul Power	Member
Hannah Semler	Member
Annabelle Quince	Member - Resigned 25/10/16
Annette Waterson	Member - Appointed 23/03/17
David Ghannoum	Member - Appointed 23/03/17

Executive Group

Georgina Michaelis	CEO, Company Secretary, Member Finance & Property Committees
Craig Gouws	Business Manager, Company Secretary, Member Finance & Property Committees
Jan Fowler	School Principal
Patricia Abraham	Chief Residential Officer
David Forfar	Senior Manager Community Support Services
Rebecca Beare	Community Development Manager

Anthroposophical Council

Georgina Michaelis
Patricia Abraham
Jan Fowler
Rosalind Pecover
Robert Greatholder
David Forfar

Andresakis & Associates	Solicitors
Holden & Bolster	Auditors

From the Chairman



Well, what a year it's been - a year of mixed emotions and a year that has in some ways felt like a roller coaster ride!

The rollout of the National Disability Insurance Scheme (NDIS) was much anticipated, if perhaps with a deal of trepidation. Much of the past year has been focussed on the implementation of the NDIS at Warrah, after many workshops and much planning on behalf of the Warrah Board, Executive, staff and of course our clients and families. This was work that stood us in good stead for the challenges that were to come.

The NDIS rollout began for us in the early part of the year and from Day 1 has provided both Warrah and our families with many challenges. The lack of detailed information (and people who were able to provide it) and the many areas of the NDIS that have proven less than robust have been some of the key things we have needed to manage.

Both the Executive team and also our frontline staff have done an excellent job in not only delivering the services that we needed to deliver, but also ensuring that we implemented the NDIS as required. We should also mention the brilliant job done by the Admin team, including some new members, who had the enormous task of ensuring that service billing was done correctly and that we collected our income - a very important role indeed!

There have been many important initiatives that have happened during the year which you will see throughout your Annual Report. However, I would like to mention two in particular.

You may be aware that Warrah purchased a parcel of land in Baulkham Hills in 2015/16. We will use this land to construct two new purpose built homes, replacing two existing homes. A great deal of time and effort has been spent this year finalising plans, gaining Hills Shire Council approval, tendering for construction and finalising the all important financing for construction. We will shortly commence construction with much anticipation.

One of our key objectives is to broaden Warrah's fundraising base with new events that not only provide a new revenue stream, but also broaden our reach into the community. With this in mind, last November, we held our inaugural *Dinner Under the Stars* in a marquee overlooking Warrah Farm. The night was a great success - a beautiful evening, great food, entertainment and lots of fun! Warrah Director Sue Walker and her team of volunteers worked tirelessly on this project and did a fantastic job, making it a very successful evening. We hope to make it an annual event and Sue and her team have kindly volunteered to organise it again this year. Many thanks to Sue and the team!

During the year we farewelled Board member Annabelle Quince. Many thanks to Annabelle for her years of great service to Warrah. We also welcomed two new Directors to the Board: Annette Waterson and David Ghannoum. They come to us with not only a great deal of experience in the private sector, but also with a great deal of enthusiasm to serve Warrah. We welcome them both warmly to the Board.

As always, there is much happening at Warrah. We have made great progress with the NDIS, although there is still much to do to fully implement. Over the past year, we have made many changes to meet the changing environment in which we are working as well as to ensure that we remain relevant to our stakeholders.

Warrah is very much a community - a community that grows and thrives through the efforts of many. I would therefore like to extend my thanks to our CEO, her Executive team and of course all of our wonderful staff. I would also like to extend my thanks to the Warrah Board of Directors who give freely of their time and provide great service to support Warrah.

Steve Mitchell
Chairman

Finance Report



The 2017 financial year produced a strong result, building upon the 2016 result, with an operating surplus of \$1,580,291 (compared to the 2016 operating surplus before revaluation of \$67,984). This performance was largely the outcome of transitioning from the previous State Government block funding to the new NDIS client/service orientated funding. Whilst the result looks starkly good it does not reflect the challenges or effort required to transition to the NDIS client service charge business model. The effort invested to ensure that Warrah was able to manage this transition without creating stress on its capital resources was admirable. Another consequence of the transition to the new business model has been the change in Warrah's working capital structure as highlighted with the significant increase in our debtors balance from historically low amounts (2016 \$91,346, 2017 \$618,256). The increased debtors balances will be a permanent feature of the balance sheet and a prime example of the capital impact of the NDIS scheme.

The financial outcome of the transition to NDIS has placed Warrah in a good position, however there is still further work to align Warrah's service delivery to its cost base. This will be an ongoing and evolutionary demand that is unlikely to ever cease. From a finance and information perspective this will be one of the areas of concentration during the 2018 financial year.

The operating result as noted was very pleasing, although it is unlikely to be consistently repeated in the future as the NDIS matures. That said one item that has been largely missing from the 2017 results has been the much publicized SDA (Specialist Disability Accommodation) allowance. At the time of writing this report the 2017 billings are still to be agreed and confirmed with NDIS. When this process is finally confirmed it will be brought to account. The SDA will provide Warrah from the 2018 Financial Year and onwards with some much needed capital that will be invested in the residential and supporting infrastructure of Warrah.

As noted in the 2016 report, plans were put in place to drive a higher contribution from Fund Raising in order to reduce reliance on government funding. It is pleasing to report that this investment in people and activities saw an increased contribution from \$101,463 (2016) to \$237,274 (2017), a 134% increase. The increase in fund raising occurred across the board and was assisted by new activities such the Dinner under the Stars.

The continuation of developing sustainable non government sources of funds extended to the Farm Enterprise, where in late 2017 the operations were expanded to include a weekly

market offering, a local fresh food service and an enhanced Harris Road shop offering. To date the results have been pleasing although there is more work to develop and position the market offering. The revenue from the Farm Enterprise grew by 30% to \$570,995, whilst the gross margin increased by 20% to \$217,190.

From a cost perspective personnel costs rose by \$636,000 (8%) to \$8,526,738 through a combination of award rate increases and greater resource requirements required to service clients and transition to NDIS. It is not expected that there will be any relief to personnel cost pressure in 2018 as we seek to provide the best service delivery within our means. The NDIS transition has led to a greater focus on how our personnel resources are allocated as we take on the challenge of matching the variable NDIS service income to the relatively inflexible/fixed cost of the personnel supporting that service delivery.

Office and administration increased by 21.8% to \$844,164 predominantly due to the demands being placed on administering the new regime. A significant investment both in time, outside resources and infrastructure occurred during the year evidenced by the increase in consulting and IT costs. Overall administration costs are not expected to diminish greatly in 2018 as our depreciation charge increases due to the rejuvenation of the asset base (both in housing as well as support assets such as motor vehicles).

As part of the assets rejuvenation program, some progress was made on the Jasper Road development with the contract to build the new homes settled and a \$2,1650,000 finance facility now activated. Whilst the forecast cost of the construction is likely to be slightly in excess of the negotiated finance facility, the strong cash resources accumulated by Warrah will be able to be accommodate the difference without issue.

The build up of the cash (FY2017 \$1,899,352, FY2016 \$976,997) is the outcome of the focus on cash flow management and an integral part of the capital management plan necessary to support Warrah's asset rejuvenation/development aims. The financial year 2018 will see a measured long term investment strategy taking shape and leveraging the base provided in 2017, with the Jasper Road development at the forefront of this strategy.

James Brown
Chair, Finance Committee

From the Chief Executive Officer



Revolution

There is no such thing as a 'quiet year' at Warrah. However, 2016/17 really pushed us all to our limits in taking on a whole new framework with the introduction of the National Disability Insurance Scheme. There is no doubt that the NDIS is a huge step forward in acknowledging the rights and citizenship of people with disability. However in its first year of transition, the scheme suffered from a lack of communication with service providers, and an unnecessary burden for all of administrative and systems complexities. We envisage that this is a temporary setback, and in years to come hope it will be forgotten in the face of its transformational change.

....followed by Evolution

One of the more exciting parts of the NDIS for Warrah is that it offers a level of freedom that we have not had before in how we develop our organisation and bring new vision to our task. Warrah will continue to evolve and grow over the coming years as a Centre for Community, taking its place, influencing and contributing to local and regional community life. People will be drawn by a philosophy that is visible in the relationships, the environment, the activities and the values of Warrah.

Housing & Specialist Disability Accommodation (SDA)

Warrah has provided housing for people with disability for many years, but we have not had access to capital funding for major maintenance, improvements, upgrades, or renovations, nor funds for new housing. With the advent of the NDIS, housing has become a separate stream of activity and Warrah became an approved provider of Specialist Disability Accommodation (SDA). Over the last year, our planning developed a new focus in adding new housing, and replacing or substantially improving some existing housing. We bring a values based, high quality approach to this work.

Residents now receive a SDA payment, the amount of which is dependent on a complex mix of factors. This is a modest payment for 'existing' housing, but will certainly contribute to maintenance and improvements of those houses. However, there are higher payments for new housing, and this is where we aim to expand Warrah's offering. A project to build two new five bedroom houses in Baulkham Hills was progressed through planning, design, and Council approvals. Improvements and additions to housing on the Harris Road campus are under consideration. As with many areas of the NDIS, this work



will progress more strongly as the regulatory environment becomes more certain.

Supported Independent Living (SIL)

With the change to individual funding for Supported Independent Living, residents now receive funding that directly addresses their support requirements. With the inclusion of funding for some 1:1 support for many, we will see some real improvements in staffing ratios with better outcomes, especially for residents with complex needs. 2016/17 saw an improvement in SIL revenue. However, we are now faced with the new challenge of vacancy management, a relatively foreign concept for Warrah! An existing Warrah house is being prepared for a new young group of residents in 12 months' time that will grow SIL services from 50 to 55 residents.

Community Support Services (CSS)

We wanted to create a change in thinking, and enthusiasm for a changing approach to our existing Day Services, and gave them the new name of Community Support Services. Planning commenced for diversifying CSS out of its current very centre-based model into one that can respond more flexibly to individual needs and can operate in a range of settings. This does not mean the end of centre-based services, but rather using them more as one of many settings. Simply put, this means establishing the best setting for a person's goal rather than the best goal for an existing setting.

We experienced significant new demand for CSS in 2016/17. *Discovery* grew, attracting new participants optimistic about their potential in the transition to adult life. Two CSS clients left us to take up services closer to where they live – something that is achievable now in the new NDIS world. Overall 12 new people took up CSS services in 2016/17. Funding for these services has had minimal improvement on a per capita basis, but overall income from CSS has increased due to growth. There are ongoing sector-wide concerns about the underfunding of community and social support.

Warrah's Community Courses delivered a strong offering throughout the year. 2017/18 will see them promoted more widely across the local and regional communities to inform and attract new people with disability who are interested in the high quality content that we deliver.



Ani and John Paul working with flowers

Warrah School

Despite its diminutive size, our precious School has shown stamina in another year of change. Our core challenge is to progress a contemporary approach to a Curative Education for our student group that is authentic and aspirational. Autism is a dominant feature of our student profile, and Warrah School offers something quite different to the widely used behaviourist approach.

It was a pleasure to see a fine group of 5 students graduate at the end of 2016, with 3 moving through to Warrah's *Discovery* group. Enrolment in 2017 sits at 16 students, including the first Kindergarten child to join us for some time.

New Services

Short Stay

Formerly known as 'Respite', this has not been something that Warrah has offered in the past. We have something to contribute to this service area as there is such a need for people with disability who live with their families to spend independent time without their families. The assets of our beautiful main Harris Road campus offer much in this arena, coupled with a creative approach to recreation for the mostly young adult cohort. Our challenge will be to further develop suitable accommodation which is currently unfunded. Sadly, demand for Warrah's Short Stay Services far outweighs our ability to supply them.

Critical to Short Stay Services is the recognition by the NDIS of the need for a capital contribution similar to the current SDA payment. In its absence, these essential services are rapidly disappearing across the sector.

In-Home

This is a small but growing area of service for Warrah, first established in 2016. It is predominantly sought by adults with disability living in the family home where either the family or the individual require support. As well as much needed services, it has brought people who are often isolated into the warmth of the Warrah community, particularly through festival celebrations and community courses.

Warrah Farm & Enterprises

The Farm had a tough year, with weather extremes of searing heat, torrential rain and hail wreaking havoc on the Farm and the Farmer! However, a small group of clients and staff commenced their work in the new Nursery and have started producing seedlings. Field to Fork courses were subscribed and enjoyed by 13 people and continue this year.

The development of enterprise as both a revenue stream and a source of training and employment for people with disability sits as a central objective for us. Farm Enterprises took a big step up as an opportunity presented itself. A local organics trader took on a role as Enterprise Manager and brought with him existing business streams including a customer base and markets. Warrah's DA for Saturday trading was also approved. This has seen an enlivening of our trading, with an increase in staff and potential for further development.



Matthew working at the Farm Shop

Community Development

A number of new events were initiated and others progressed in 2016/17 with both fundraising and friend-raising imperatives. The inaugural *Dinner Under the Stars* was an ambitious project to connect

Warrah to new local supporters. The event showcased Warrah Farm and was a great success – a credit to many, but particularly to Warrah Director Sue Walker's vision and energy. It will run again this year.

Warrah's first Summer Ball was held in February. Residents, staff and friends celebrated together with a beautiful meal, some games and a DJ and dancing. It was a memorable and very moving social occasion enjoyed by all.



Michael and Nicole at the Summer Ball

Community

What is "community" in the contemporary world? It is a question that Warrah Council has been grappling with. As a Rudolf Steiner organisation, it is imperative that we hold the spiritual impulse at the core of our community so that it can go out into the community and not be lost.

Warrah in community is enjoyed by so many stakeholders – not only those who use our services. Thank you to all those who enrich our community and uphold its values through your work, be it paid or voluntary. Thank you to all those new and old who give to the Warrah community so generously. Heartfelt thanks to our residents, clients and families who are the enduring members of the Warrah community, and without whom this community would not exist.

*Georgina Michaelis
Chief Executive Officer*

*The healthy social life is found
When in the mirror of each human soul
The whole community finds its reflection,
And when in the community
The virtue of each one is living.
Rudolf Steiner*

Supported Independent Living



This past year marks another incredible year for Supported Independent Living (SIL) – formerly known as Residential Services - with many highlights and much to be thankful for throughout the year.

Supported Independent Living continues to serve adults and young people across Sydney based on Warrah's unique approach and commitment to developing each person's capacity to maximise self-determination, creativity and contribution.

Warrah continues to excel in providing quality service to residents and others in varying life stages including shared living, 'short stays', in-home support, holidays, evenings and weekend community participation.

The transition to the National Disability Insurance Scheme (NDIS) has brought unprecedented change. The major focus of the year has been collaborating with residents and families providing practical NDIS assistance, resolving issues with NDIS plans, supporting families to navigate the NDIS world and implementing discussions and goals into outcomes and daily activities. During this period of change we have continued to strengthen our relationships with clients and their families supporting the individual during their life stage to reach aspirations and achieving personal goals through a truly person centred approach.



Jenni and Sarah shopping with staff member Jenny

Warrah's strategic plan has guided our work enabling us to evolve, develop and grow to deliver innovative, engaging and responsive services. We provided options to support independent living to over 65 people across Sydney who wanted flexible, portable support and the freedom to have it delivered at a number of different locations.

National Disability Insurance Scheme and Support Coordination

Our strong person centred approach and expertise in planning positioned us well to provide responsive coordination of supports empowering individuals to exercise choice and control to achieve great outcomes.

Over the year, we held a number of family forums and workshops and have held over 160 individual pre planning and support coordination meetings with clients and families/carers.

Support Coordination is a new area of service established as a support category under the NDIS framework. The role of the Support Coordinator is to empower and support individuals and families to coordinate NDIS supports enabling them to remain at the centre and in control of their plan.

Supported Independent Living: Group Homes

We are pleased to report that all residents have transitioned to the NDIS. We are thrilled that clients are achieving valuable outcomes some of which include:

- Higher levels of daily or weekly shared and individual staff support
- Increased individual social and community participation
- New work experience and volunteering opportunities
- Receiving services from allied health clinicians for assessment, recommendations and treatment.
- Receiving needed assistive technology including IPADS, hospital beds, hoists, pressure mattresses, customised wheelchairs, commodes and recliner chairs
- Spending more time with family members enabled through additional staff support

- A greater focus on health and fitness through joining gyms, dance classes and Brazilian ju jitsu
- Going on a supported holiday



Leanne, Susan and Caroline

Systems Improvements

IPLANIT

We undertook a transition from a paper based client management system to IPLANIT. IPLANIT is Warrah's client relationship management software application. Iplanit has been developed and customised to incorporate Warrah's person centred processes to support and track services delivered within the NDIS framework. We have provided training to over 50 families so they can also access progress reports and other information held in IPLANIT.

EMPLIVE

EMPLIVE Warrah's electronic rostering and payroll software application has delivered efficiencies in the rostering of staff through to preparing payroll processes which are critical functions of our core services. The transition from paper based rosters, and timesheets to EMPLIVE software application has been a vast improvement.

In-home Support Services

2016/17 was Warrah's first year delivering in-home support to a small number of clients in the North West of Sydney, who live alone or with their family. The staff providing in-home support assist clients to develop the skills needed to live as independently as possible. Referring to an individualised plan supports include transport to activities and appointments, assistance with daily living activities, domestic assistance, health and medical support, strengthening

recreational and friendship opportunities and involvement in the local community, supporting life-long learning and overall skill advancement. These clients were also supported to participate in Warrah's social and cultural activities.

Short-Stay Accommodation

Warrah arranged and delivered over twenty flexible and customised individual and group Short Stays. Warrah Short Stay is located in the refurbished Walumeda building on the Harris Road campus. Warrah Short Stays were very popular for individuals living with their families, with strong demand for this unique service. On offer were quality activities, entertainment, leisure and sightseeing, unique dining experiences, quality accommodation, and experienced friendly caring staff.

Holidays

As part of many clients' NDIS plans, assistance to experience a holiday has been a new area of service for Warrah. Over the past year, we have coordinated and arranged over six planned holidays with staff support. Holidays have ranged from local breaks to distant adventures varying from overseas holidays to Safari adventures at Western Plains Zoo. Individual, small group and holiday packages are inclusive of leisure and sightseeing, interesting dining experiences and quality accommodation. The NDIS funds the cost of Warrah's experienced and friendly support staff whilst the individual incurs the direct holiday costs of accommodation, food and activities.

House Improvements

Over the past year, we have continued to improve living standards through the replacement of flooring, acquiring new furniture and furnishings, replacing white goods, painting and landscaping.

Over the past year, we have been extremely fortunate through the generous in-kind donation from the Crown Group to see the completion of three kitchen renovations in Red Gum, Wattle Tree and Orana cottages. The planning, design, construction, quality appliances and finishes have delivered an extraordinary new kitchen to residents and staff incorporating inclusive design principles and improved accessibility, which maximised resident participation and enjoyment in the kitchen.

Macs Cottage had replacement of floor coverings throughout with engineered timber floating floor-

boards through the entire house. The flooring provides a practical, warm contemporary finish to the house.



New kitchen

Health and Wellbeing

Quality of life through optimum health and wellbeing is at the core of our work. The NDIS provided individuals with opportunities to access a broad range of allied health clinicians to undertake assessments, recommendations, prescriptions for assistive technology and therapies.

Warrah's Health and Wellbeing Clinic relocated to the Therapy Rooms gaining a warm, peaceful accessible and purpose designed space ideal for consultation and waiting rooms.

The past year we have connected clients with specialist-allied health including Occupational Therapy, Physiotherapy, Podiatry, Speech Pathology, Exercise Physiologist, Psychologist, Counsellors, Dietitian and medical practitioners.

University of Sydney Allied Health Partnerships

Warrah has a strong collaborative partnership with the University of Sydney faculty of Occupational Therapy and Physiotherapy. Students undertook separate projects to provide physical activity and capacity building suggestions for Support Workers to implement in a group or on an individual basis.

Occupational Therapy students engaged with staff through surveys and interviews to develop a booklet that detailed activities that provide opportunities for clients to build their capacities in daily life activities in the areas of self-care, meal preparation and leisure activities.

The Physiotherapy students interviewed staff and developed a booklet with comprehensive exercises and physical activities for all levels of ability. The aim is to provide Support Workers with tools to improve fitness and level of activities.

Staff Recruitment

Over the past year we ran a number of recruitment drives to attract new, quality staff. Recruitment of staff has involved participating in four TAFE job market days, partnering with various Universities and relevant not-for-profit agencies, job placement organisations and utilising social media recruitment campaigns. We screened and shortlisted over 100 resumes, carried out interviews, reference checks and probity checks followed by a thorough induction program.

Warrah's Supported Independent Living team has responded to and embraced change across a year of transition. We are fortunate to have a tremendous team and I gratefully acknowledge the enthusiasm, hard work and ongoing commitment of the SIL leadership team, Support Workers, and administrative staff. Thankyou for your dedication to delivering a service of excellence across a difficult year.

Patricia Abraham
Chief Residential Officer



Rebecca and support worker Susan

Community Support Services



At the end of the year, on reflection, what we achieve always amazes me! To begin with, we have had a change of name from Day Services to Community Support Services. This change was an important one to make as it reflects the work we do better and sets the tone for the diverse services that we deliver.

Growth and Development

We have seen a number of new clients join our services this year and I would like to welcome them and their families to Warrah. At the time of writing, we have just under 80 clients in our Community Support Services and a steady level of enquiry continuing.

This year saw the introduction of the NDIS for clients at Warrah and the year commenced with a significant commitment to supporting clients and their families through the transition process. At the end of the year, we have 100% of clients who are eligible for NDIS transitioned.

Early in the year, we relocated the *Discovery* group from Cherrybrook to the Harris Road campus and made some improvements to their accommodation. This was a result of our consultation with clients, families and carers and has been a positive move.

A great program this year was the transition program for senior students at Warrah School. Discovery staff and School staff worked closely to support the students to access time within Warrah's adult services. Various activities were undertaken, including access to community facilities and literacy/numeracy activities and proved highly successful.

Programs and Activities

We delivered a wide and diverse range of programs and activities to clients across the year and have had some very memorable moments. Shelby's Side Car tours was a favourite among clients and you only had to see the joy on everyone's faces as they rode down the road with the wind in their hair!

A Nursery skills group started and this was an important step in providing some new opportunities for

clients to engage with Warrah Farm. The group commenced with one day a week, spending a couple of hours preparing seedling trays and sowing seeds, which as they developed into seedlings were planted out on the Farm or sold through the Warrah Farm Shop.

The annual Access2Art Exhibition was held in November, with numerous high quality pieces being displayed. A collaborative piece by Rebecca Molloy, Trudy Peek and Adrian Lewis titled 'Ghost Roses' received the Rosemary Little Award.



Banksia Community Centre

A significant effort went into preparing for Warrah's Spring Fair, which was a wonderful opportunity to showcase some of our work. We had great staff engagement with the Fair, and are most appreciative of the time and effort volunteered to make the event such a success.

We've undertaken some great activities over the year, utilising both Warrah facilities and our fantastic local area and its facilities including:

- Accessing various recreational parks and utilising facilities. We have found great success recently with clients being enlivened through their interactions with animals at various locations. Bushwalking is a favourite during the cooler months.



Luke enjoying bushwalking

- Gardening in various forms, from potting plants to developing and maintaining some of the major garden beds around the Warrah campus.
- We continue with a local paper run, which has been enjoyed for a long time amongst our client group. Both young and not so young enjoy the various roles created by this program, from collecting the papers, distributing them to various areas for folding, through to folding and delivering.
- Several art and craft groups access a variety of creative outlets as well as supporting each person's inner development. Some sessions contain a sensory element that engages with individual's needs. Felt making remains a favourite, and produces practical and artistic results.
- Those who aren't able to attend Riding for the Disabled are able to have interaction with horses through grooming and feeding tasks. Clients enjoy the interaction with the horses and the sense of responsibility and achievement that comes along with it. This activity is enjoyed by a variety of clients, both younger and older.
- Music therapy provided a variety of outcomes, including social skill development.
- Engagement with the Farm continues with a group packing fresh produce for Warrah's group homes on a regular basis. This has expanded into some deliveries which we hope to increase in the coming year.
- Our partnership with the Dural Men's Shed continued, with clients producing a number of great projects, including letter boxes.
- A number of people have accessed travel training, both group and individually based, with positive results.

- Volunteering continued with Meals on Wheels and some individual placements such as helping in a local child care centre.
- A number of people engaged in work experience, including work at the local Bunnings store.
- Swimming has been a popular activity, especially in the warmer months where the Warrah Pool has been well utilised.
- A number of training opportunities for clients this year, including the 'Speak Up' training, complaints and understanding the Disability Service Standards.

Community Education Courses and Workshops

Our Courses & Workshops were well subscribed with a broad range of topics this year, with both 'in-house' skilled Warrah staff and experts from the broader community engaged to deliver them.

Courses this year included:

- Bothmer Gym
- Mosaic Work
- Middle Eastern Cooking
- Pickling & Fermenting
- Aqua Aerobics
- Field to Fork
- Jams & Preserves
- Portraiture Painting
- Drama & Theatre
- Seasonal Candle Making
- Asian Cooking

As we move forward, we will add more interesting, quality courses and workshops.



Bread making Workshop

A Client's Perspective

Staffing

This year saw an increased demand for casual staff, largely in response to the NDIS and an associated increase in demand for services, particularly 1:1 or 'staff only' services. Ongoing recruitment has been run throughout the year, along with regular attendance at job market forums and expos.

A higher ratio of casual to permanent staff was held across the year to enable us to adequately respond to increases in demand that the introduction of the NDIS would make. Towards the end of the year, we were able to convert a number of casual positions to permanent-part time.

We farewelled Diramu Coordinator Nick Chartorisky this year. He has not been replaced, and Coordinator Jacqui Taylor has taken on overseeing the care and development of Diramu clients.

Training

Staff have participated in a range of training throughout the year, both to fulfil preparation and implementation of the NDIS and to address the individual training needs of staff and Community Support Services as a whole.

Training and development included staff attending the NDS State Conference and the Arts Activated Conference. Administrative training for NDIS purposes was undertaken as well as essential training in Fire Safety Awareness and Medication. Enhanced training was introduced in Wheel Chair Awareness. Also addressed were:

- Colour
- The Temperaments
- Sexuality and Disability
- Social Role Valorisation

We have had a significantly busy year, but one which has been met with determination and willingness.

I take this opportunity to thank each and every one of our valued team, who show up each day with enthusiasm and carry out their task.

David Forfar
Senior Manager

Meet Mathew Grillo who joined as at Warrah in 2015 and has become a key member of our biodynamic farm team.

Mathew is employed at Warrah Farm two days a week and he also volunteers at the Farm Shop two days a week. He has an infectious enthusiasm and a great sense of belonging for the farm. He says that he enjoys different activities, but planting is his favourite thing to do. "This is a great Farm to work at".

Through his work at the Farm Shop and his interaction with customers, Mathew provides them with a better understanding of what we do at Warrah and what they are supporting by shopping with us.

Mathew was part of a Barista training program by the Hills Daily Grind through their Young and Skilled Up program. "I like making coffees. We sold more than 1,000 at the Spring Fair!"

Mathew also enjoys the Warrah Short Stay Service and is supported by Warrah staff to attend evening social groups and outings. "Warrah is supporting me to become more independent in my home life and I have exciting future plans ahead".



Mathew with his Barista certificate

Warrah Special School



Throughout the last school year Warrah School consolidated its focus and delivery of education by reviewing in depth the specific needs of all students and aligning them fully with the curriculum as well as building on the strengths within the team and the organisation. We continue with a commitment to delivering Curative Education as indicated by the work of Rudolf Steiner and visible in the delivery of the curriculum. We researched a variety of approaches, therapies and teaching methods to respond effectively to the times and student needs. We provided education and support to staff to deepen their understanding of this education in the modern world believing it is the most positive way we can work with our students to build a better future for them. Warrah Special School is the only Curative school remaining in Australia.

Experience shows us that students often respond positively and unexpectedly to the opportunity to work and play outdoors amongst trees, animals and a working biodynamic farm.



Max King playing outside

The last year has enabled us to focus on professional development through mentoring, visiting other special needs schools and attending in house and external training programs with the generous provision of a Schools Leading Learning Grant. This allowed staff to maintain a high standard of education and training

and also to support our ongoing commitment to ensuring we are providing excellence in Curative Education within BOSTES requirements and the Rudolf Steiner guidelines and principles. Our challenge has been to find a creative response to curriculum needs and meeting the individual optimising the unique opportunities our rural environment provides.

Curative Education Seminar

In April this year Warrah held a second very successful Curative Education Seminar with guest presenters Barbara Baldwin and Dr Lakshmi Prasanna. The conference was well attended and has been a building block for a network of educators and therapists striving to provide the best work possible to the students with special needs coming to our schools. Warrah offered attendees a residential opportunity which created a sense of community and fostered dialogue which will be the source of much of our ongoing learning and future study points. Parents were also invited to participate.

Staffing and Volunteers

The school maintains 3 teaching staff, one casual teacher and 5 part time assistants. There was some movement of staff across the year. Marissa Madigan joined the teaching staff at the start of 2017 bringing a calm, steady approach to her work. Ludwig Sevcek and Melissa Date continued to offer the students excellent individual learning programs and rich classroom activities. Warrah School has been enriched by the quality of classroom assistants also and in conjunction with the teaching staff and principal they have fostered individual programs and opportunities in and outside the classroom.

Throughout the year we have been fortunate to have volunteers at the school. Following the departure of Leon Bulow we gained the services of Jasmin Richter, a young student from Germany who brought many gifts to the school with her music, insight and commitment to the students. Jasmin returned home in May. During the year we also had several weeks of input from Birgid from Germany who was travelling around Australia. Birgid brought a lot of warmth and artistic activity using nature based materials into the school.

Ludwig Sevcek left the School at the end of Term 2 completing many years as a much loved teacher with his quiet yet very effective way of working with the students who particularly enjoyed his sense of humour and gentle ways. Peter Rathjen, an experienced Special Education and Steiner teacher from Melbourne took up where Ludwig left off.

A visit was made to two Hohepa organisations in New Zealand (Auckland and Hawkes Bay) with a view to strengthening our network and building relationships for sharing knowledge and learning opportunities. It was a very fruitful time and we returned inspired and nourished by the connections made and experiences shared.

Student Enrolments

With the graduation of 5 students in December, enrolments have been lower this year. We have taken time to understand the strong trend in enrolments from students with a range of special needs to a bias towards students with Autism. We currently have 16 students enrolled ranging in ages from 6 years old to 18 years old. Students come to Warrah from as far afield as Maroubra and Bondi, the Northern Suburbs, and locally. 90% of our students come to school with the support of the Assisted Transport program.

Warrah welcomed 3 new students this year and with a well planned transition program in place the students quickly settled and embraced their new school with considerable ease.

Student and School Activities, Curriculum and Programs

Throughout the year staff and students engaged in a wide range of activities designed to educate, build a sense of community, foster engagement in the local and wider community, widen students' life experience, develop skills and provide learning opportunities. Some highlights follow.

Apple picking – at the welcoming and beautiful Bilpin Orchards.

Onya bike – this excellent program designed and offered at no cost to the students has been run twice by this team. It allows all students, regardless of disability, the opportunity to experience riding a specially designed bike. It has been very popular and we are extremely appreciative of the enthusiasm and effort of the young men who work with the students.

Spring Fair – every year Warrah Society holds a fair

which not only showcases the work done across the organisation but which also brings the wider community and our services together. This year we were delighted to be able to offer a wide range of gifts and products made by and with the students. The school community was heartened by the participation of several families this year.

End of year concert – The end of year concert 2016 was a platform for graduating students to show their achievements particularly in the play and speech performances which were of a particularly high standard. Bothmer Gym displays and singing were also featured along with a Christmas play which provided all students the opportunity to participate.

Family and friends day – the introduction of a Family and Friends day was a gentle beginning to what is hoped will be an annual event.

Mini Olympics – following a school-wide program studying the Greeks we held a mini Olympics with the input and guidance of Louise Swanson our Bothmer Gym teacher. It was a lively, enjoyable and highly successful event with Long Jump, "Marathon", Tug of War, Archery, and Wrestling. We were impressed at the high level of engagement of the students and delighted in their pride in achieving medals.



Joshua participating at the Olympics

Men's Shed and work experience – students had the opportunity to participate in a range of work opportunities, including weekly woodworking sessions at the Dural Men's Shed. This has been very successful for the students. We have also continued to have students participate in work experience in the community, with Redfield College in particular and this provides our students with a wonderful opportunity



Some of the School Community

to learn and gain skills in a supportive respectful environment. This year for the first time we had a small group of students working on a weekly basis at Warrah Farm Shop weighing and packing fruit and vegetable boxes for Warrah's group homes.

Therapies

Therapies offered to Warrah Students on an individual or small group basis included:

- Nordoff-Robbins Music Therapy
- Hydrotherapy
- Speech Therapy
- Riding for the Disabled
- Therapeutic (Etheric) Massage
- Chirophonic Therapy
- Bothmer Gymnastics

In Summary

Overall the year was one of consolidation and first steps in forward planning in response to the increasing numbers of students with moderate to severe autism diagnoses.

The program delivery strengthened and our therapeutic approach improved steadily.

Refined Individual Learning Plans are of a high standard and an ongoing Plan/Do/Review approach is ensuring we improve through monitoring, reflection and study of all that is offered to the students.

Plans are underway for a farming program integrated into daily life and consciousness, becoming a core element of the curriculum. The focus of this development will be to provide opportunities for students to learn about the food cycle – from garden to table and to foster sensory development through activities and experiences in the playground and garden. The School received a very generous parent donation to support this development.

Warrah School offers students with special needs a unique learning opportunity and environment. With an increased focus on experiential learning through farming and gardening and the provision of a sensory playground it will continue to be an excellent, quality learning environment for the students it educates.

Jan Fowler
School Principal

Warrah Biodynamic Farm



Growing

Looking back on the last twelve months, the Farm had a tough year. We experienced a long, hot summer with record-breaking temperatures including 13 days over 40 degrees and many more over 35 compared to the usual half a dozen or so. On the back of that, we were on the receiving end of a particularly hard hailstorm, and to top it all off it rained from 25th February until the 24th March! The rain brought with it humidity with resulting problems with fungus and most importantly resulted in us not being able to get onto the ground to get our winter plantings in. We lost a number of plants during this spell both outside and then in the nursery as we waited for the ground to dry enough to continue with the cycle of planting and weeding. As a result, we do not have the quantity of produce in the ground that should have gone in throughout March and April.

The positive outcome from this was that the soil had a chance to rest and we were able to sow a fairly late green manure crop which will greatly benefit all of this coming year's produce, having increased the fertility and organic matter in the soil.

We have been looking forward to Spring for some time so that we can begin to get back on track with productivity and variety. With changes to the Farm Shop operations introduced in May, there has been a significant increase in demand for Farm produce, which will now supply only Warrah Farm Enterprises and no longer be wholesaled elsewhere. We plan to have a greater variety and consistency of produce available as the weather warms up. It is a pleasure to see the shop go from strength to strength.



Rob and his team getting ready for planting

Dinner Under the Stars

Although the year had its challenges there were also many rewards. One of the highlights was the *Dinner Under the Stars* event that saw Warrah host an amazing dinner cooked by celebrity chef Martin Boetz at the Farm. The dinner featured a dozen different crops picked fresh from the farm to compliment Hawkesbury prawns and local lamb. The event was a great fundraiser, and it was amazing to experience our farm produce used to create such delicious dishes right there in the paddock. It was great to have the work that we do on the farm elevated to such a degree and we look forward to the event becoming part of Warrah's annual social calendar.

A Hive of Activity

A small group of young adults has commenced as the Nursery team, getting into their stride every Tuesday to develop nursery skills and assist with propagation. This team is responsible for producing the seedlings for the Farm and for sale through the Farm Shop. As this year unfolds, we are really looking to improve and expand this area of our work.

Over the last twelve months, I have attended an evening course in Horticultural Therapy at TAFE. The course is the first of its kind in Australia and will enhance the framework for the range of activities, interactions and accessibility of the Farm. The course helped to connect Warrah Farm with others who are working in the field of providing therapeutic opportunities through horticultural activities.

The weekly fruit and vegetable box scheme for Warrah's group homes is now well into its second year. The boxes are packed and sorted by Warrah school students and adult clients. The work involves weighing, packing and distributing the weekly bounty between the houses and it continues to be a great way to weave the activities of the farm and shop with the school, and adult services.

The *Field to Fork* courses continued to offer a number of clients an opportunity to become involved on the farm. We ran two courses in 2016/17 of 8 weeks each. The courses provided a hands-on experience in growing food from propagation right through to harvesting and preparing meals that are shared.

The Farm Team

A year on the farm would not be the same without support and helping hands. As always, Chris has been his calm, dependable, humble, brilliant self and the Farm would struggle without his dedicated service. Mathew also worked two days per week on the Farm and made a valuable contribution as his skills develop.

A number of volunteers contributed over the year each of whom brought with them something unique to the

life of the farm. Finally, we welcome a new recruit, Simon Dunne. Simon has joined the farm team on a part time basis and will be a great asset as he builds skills and experience for the upcoming season.

Rob Greatholder
Farm Manager

Warrah Farm Enterprises



In May 2017, changes were implemented in the model and scope of enterprise that Warrah operates alongside Warrah Farm. Our activities were expanded to include a larger retail operation, a produce market stall and a co-op/restaurant supply. Enterprise Manager Borja Valls joined the Warrah team, and brought business and skills with him to Warrah with fruitful results.



Borja working on the fruit displays

Our aims for the expanded enterprise are:

- Growing a significant revenue stream, featuring Warrah's Biodynamic produce wherever possible
- Maintaining a biodynamic/organic only focus
- Developing more training, volunteering and employment opportunities for people with disability.
- Expanding Warrah's capacity as a Centre for Community.

Georgina Michaelis
Chief Executive Officer

Warrah Farm Shop provides a unique service. Like many others, we sell certified Biodynamic/Organic Fruit, Vegetables, Dairy and Groceries to service a growing demand. However, our real difference as a Warrah social enterprise is cultivating the feeling for beauty and art from Warrah Farm Fresh Produce and the best food that the natural world can offer. We've made some major improvements in the past year to continue sharing the breathtaking beauty of produce that sustains our 'joy in living and a love for all existence.'

The past year has seen the fruits of Warrah's endeavours to implement much needed improvements to the shop layout. A new, substantially larger cool room that is accessible to the Farm and shop, has been installed along with a more spacious shopper floor plan and enhanced wheel-chair accessibility. A new hand-made counter featuring recycled fence palings with two check-out registers offering responsive service has generated many compliments and adds to the improved ambience. New easy gliding shopping trolleys have been well received too. Our customers have also expressed their thanks for Warrah's efforts in obtaining the much anticipated Development Application approval for Saturday trading which has become one of our busiest trading days.

Peter Michaelis
For the Farm Shop team

***"Joy in living, a love for all existence - such are among the life-long results of cultivating the feeling for beauty and for art".
Rudolf Steiner***

Community Development



Over the 2016/2017 financial year, many new networks and partnerships were developed within Warrah's immediate and wider community. We installed many new systems and strategies throughout the financial year and as a result, both our fundraising goals and friend-raising targets were achieved. Fundraising results over the 2016/2017 financial year reached just over \$200,000 after expenses.

All this support has had an impact on the lives of people with disability who are supported by services that Warrah delivers.

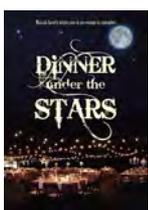
Urban Taskforce Property Person of The Year

Urban Taskforce's Property Person of the Year event has played a pivotal role in providing funds to maintain and improve the built environment in which Warrah's clients 'live, learn and grow.' Providing an environment that responds to the unique needs of individuals with disability is part of Warrah's charter and has been greatly supported by funds raised through the Property Person of the Year event and some very generous in-kind support. In 2016 \$20,017 was raised to support Warrah which targets improvements to our facilities.



Joe Khattar and Georgina Michaelis

Dinner Under the Stars 2016



On Saturday 12 November last year a variety of guests joined us at Warrah's Biodynamic Farm for a fabulous *Dinner Under the Stars* event catered by celebrated chef Martin Boetz.

The event was held to showcase our beautiful farm and the unique environment that houses, supports and educates children and adults with a disability. 100 guests helped us to light up the night



Dinner Under The Stars event

with live entertainment, dancing and a menu that featured biodynamic and organic produce grown on location at Warrah Biodynamic Farm.

The event was a huge success and a credit to Warrah Director Sue Walker raising approximately \$25,000 after expenses while making many new friends for Warrah Biodynamic Farm.

Warrah Spring Fair



We are delighted by the support we received for the Warrah Spring Fair held on Saturday 10 September 2016. This annual event is now established on the Spring calendar of Sydney's north west.

A key goal of the Fair was to connect with more people in our local community. We want to thank all of those who joined us on the day. It was so wonderful to see so many happy smiling faces! This Fair saw 76 volunteers, 23 boutique market stalls, 12 Warrah stalls and 5 performers and entertainment acts help make the day a great success. 25 local businesses provided a variety of donations towards our raffle and chocolate



Debbie, Leonie, Jan and Melissa at the Spring Fair

wheel prize pool. The event raised over \$10,000.

School Variety Club Sunshine Coach

The Variety – Sunshine Coach School Bus Grant funding program committed \$45,000 towards the cost of a new wheelchair accessible Toyota Commuter Bus for Warrah Special School.

This is a fantastic program and great news for our School community. In order for students to have good access to our local community they need good access to transport. With only one 12 seater bus available we were falling short of the mark! Our Annual Christmas Appeal raised \$13,550 in 2016 to support this project. This appeal combined with some further generous donations from Warrah Society families meant that this project could go ahead.



New Variety Club Sunshine Coach

Crown Group Kitchen Transformation

Over Summer we saw a total overhaul of the Redgum Group Home kitchen. The renovation is the first of a number of kitchen makeovers Crown Group and the team of tradespeople and subcontractors will undertake for Warrah. Completed in December just in time for Christmas celebrations, the new kitchen features stone bench tops, a glass splash back, a large pantry and stainless steel appliances including a large double-sided refrigerator.

Drawing on the expertise of award-winning Sydney property developer Crown Group, renovation works involved the removal of an old kitchen which had seen decades of use replaced with a modern state-of-the-art kitchen designed to meet the needs of residents living at Redgum.

To complete the works, Crown Group's property development team made a call out to Sydney's top tradespeople and suppliers and was pleasantly surprised by the number of companies willing to help including JAG Plumbing, G&S Maroun, Sydney Plaster, Stone Tech, Harvey Norman and Kitchen World. With additional supplies and funding provided by

Crown Group, the transformations are an example of the industry working together to help others.



Renovated kitchen at the Redgum Group Home

Warrah Society Summer Ball

The first Warrah Society Summer Ball was held on Saturday 18 February this year at the Madison Function Center in Dural. This inclusive event was open to all Warrah Society Residents, Clients, Students, Staff, Family and Friends. Attended by 80 guests all wearing happy faces and sporting super impressive dance moves, the event was such a great success.

2017 Tax Appeal: Warrah Pool Project Stage 2

In the most recent years Warrah has achieved some fantastic improvements to our facilities. Many of these projects would have been impossible to complete without the support of our very generous community through regular appeals and donations.

The 2017 Tax Appeal targeted Stage 2 of the Warrah Pool Project. In 2014/15 we completed Stage 1 where we heated and covered the Pool so that it could provide greater therapeutic benefit to Warrah clients and students. Accessibility to the Pool was also improved with the installation of a hoist. As a result we have seen a huge increase in use by both children and adults, including regular hydrotherapy programs, learning to swim programs, and lots of recreational use throughout the week and on weekends.

Warrah Pool Project Stage 2 will focus on improving facilities for social and recreational use of the Pool. This includes paving, landscaping and shade cover for the pool surrounds, and providing barbeques and outdoor furniture. It will improve the quality of recreational time at the pool for all those who love to spend time there. The Warrah 2017 Tax Appeal raised \$28,590 in total which will help to complete this project.

Rebecca Beare
(Outgoing) Community Development Manager

Warrah Donors & Supporters 2016/17

Our fundraising efforts are only successful because we have such dedicated support from so many people. The businesses listed below generously supported Warrah in 2016/17 with goods, services and donations.

Spring Fair 2016

Zacari
Little Miss Annie's Boutique
Darci Merelle
Essentially Shine
Candles By Di
Heavenly Inspired Designs
Keep It Short and Sweet
Girleewoo Jewellery
Sustainable Living
Pro Catering
Palladium Sale Tupperware
Tantric Turtle Café
Laura Gunn
Zac and Lexie
The Curiosity Cabinet
Peter Smilek Ltd
Bags By Cate
Shelby Side Car Tours
Golden Ridge Farm
Gelato
Ducks Cottage
Pixie Dolls
The Green Gallery
Fit Kidz
Flight Centre
Billabong Retreat
Wolfe and Co
Calmsley Hill City Farm
Glenorie RSL Club
Dural Christmas Tree Farm
Featherdale Wildlife Park
Koala Park Sanctuary
Coles Castle Hill
Power House Museum
AMF Bowling
Woolworths Castle Hill
In Season Wholefood Café
Warrah Biodynamic Farm
Bunnings Warehouse

Warrah Society Summer Ball 2017

Madison Function Centre, Dural
Entrata Restaurant & Bar, Glenhaven
Laura Jane Hair Blush Skin and Beauty Glenorie



Nicci and Natalie

Dinner Under The Stars

Quest for Life
Hornsby RSL
Opera House Kitchen
The Local Collective
Girleewoo Jewellery
Poshy Nails
Dural Thai Massage
Craig's Butchery
Goodies Bakery
My Inspired Style
Harry & Co
Galston Village Pharmacy
B-Coloured
Rodney
Deer Willow
Greenshades
Galston Deli
Shakespeare Hotel
Mona
Golden Door
Enrico Viscontini
Cooks Co-Op
Robert Oatleys Vinyard

Warrah Donors & Supporters 2016/17

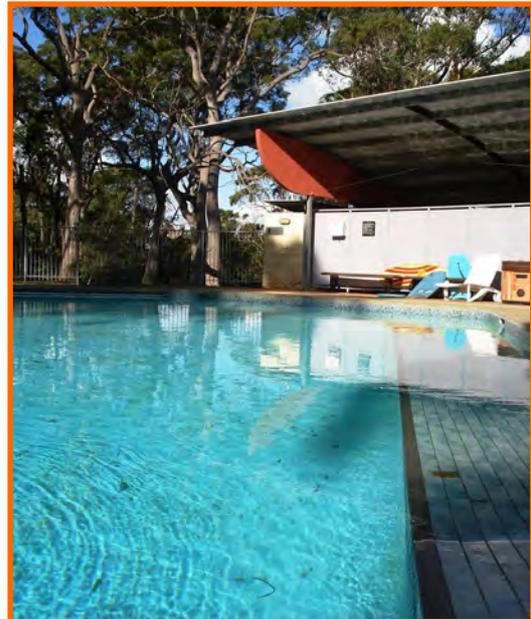
Thank you to all our 2016/17 donors. So many people continue to give so generously to our many projects.

Bryan Deane
Elsiha Lau
Hannah Semler
Lesley Watts
Alison Clark
David Hamilton
Ross & Marcelle King
Bob & Joan Stephens
Marie E Solar
M H Holt
Edward Wilson
Deidre Burke
Barbara Semler
Myra Cunanan
Coralie Power
Kate Hodgkinson
Anthony Molloy
Walter Magnussen
Mary Embery
NetCare
Paul Harris
Anne Owens
Micheline Lane
G.D Farrell
Micheline Lane
Christopher Boswell
Kate Hodgkinson
Rotary Club of Norwest Sunrise
Gary West
Anne Faussett
Rotary Club of Dural
Hannah Semler
James Brown
Max Miller
Margaret Hargreaves
Michael Ball
Lesley Ford
Elaine Thomson
Helen Holt
Will & Gwen Semler
Elaine McCartin
Judith Lewis
Christine Hardwick
Frank & Elaine Hanlon

VINVA FOUNDATION
VARIETY CLUB
URBAN TASKFORCE

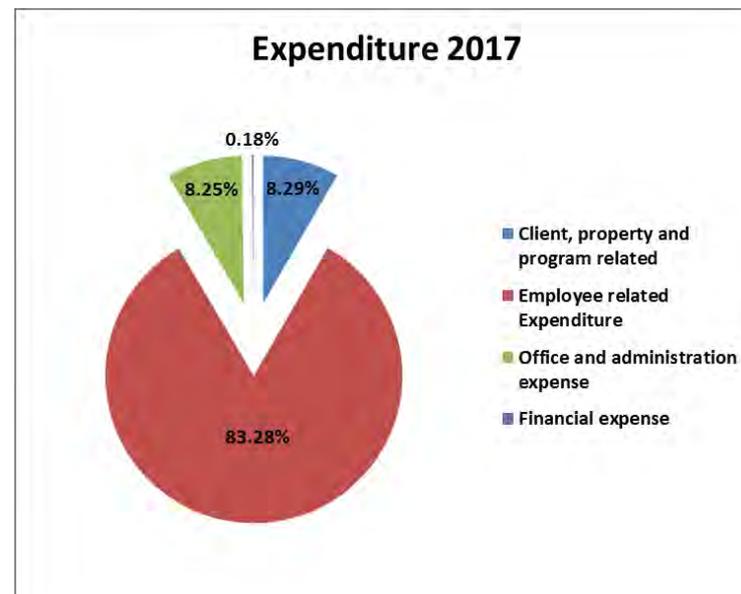
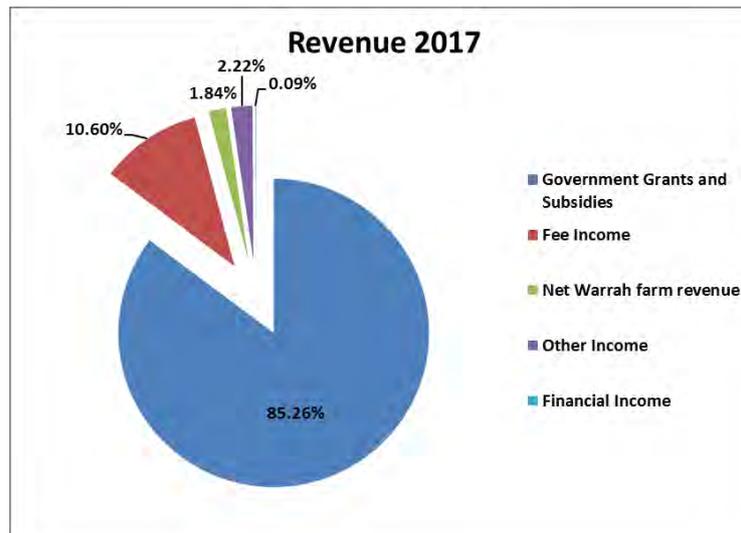
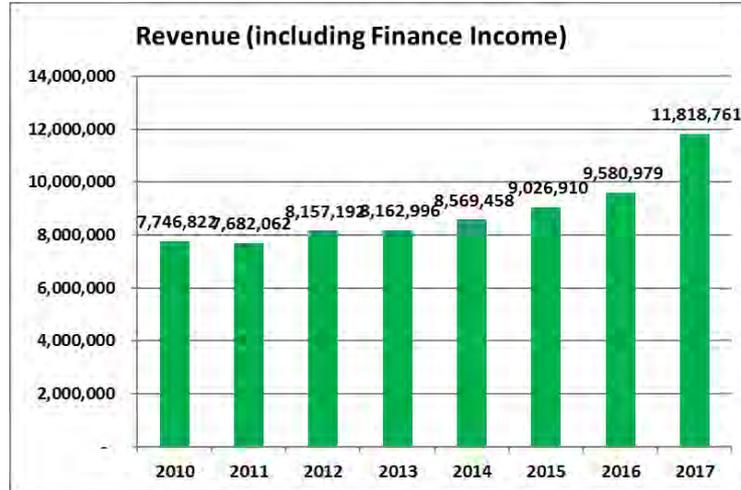
In- Kind Donations

Crown Group
JAG Plumbing
G&S Maroun
Sydney Plaster
Stone Tech
Harvey Norman
Kitchen World



Warrah Pool

Top Line Financials



Volunteering at Warrah

Volunteers make such a valued contribution in so many ways to Warrah's diverse services and activities. Volunteers enrich our community with their goodwill, skills and lots of hard work. Over the 2016/17 year Warrah's volunteering grew substantially in a number of areas.

Friends of Waldorf Education

This initiative, based in Germany, organises young adults, often for a 'gap' year, in volunteering programs internationally in Steiner-based organisations. This year Warrah has been so lucky to have these volunteers who come and stay with us for 6 – 12 months, volunteering across all areas of service on a full time basis. They are bright, energetic and hard-working, and make a fantastic contribution to Warrah.

Farm Volunteers

There is always too much to do on Warrah Farm! We have seen a number of volunteers come and assist on the farm this year. This has included people with and without disability, travellers (WWOOFer's), students and people wanting to learn more about biodynamics.

School Volunteers

A number of local people have volunteered in the School over this period. School volunteers are often keen to learn about the environment of our Special School, and acquire the skills needed to work effectively in education with students with disability. More hands add much to our work at the School!

Staff Volunteering

Over the last few years, many Warrah staff have given most generously of their time to ensure we have a successful Spring Fair. This event would not be possible without the generous support and goodwill of Warrah's extraordinary staff. This says so much about the dedication of our staff.

Fundraising Volunteers

With new events on our calendar, volunteers are a crucial part of their success. *Dinner Under the Stars* held in November 2016 saw a fantastic group of hardworking volunteers bring about a truly successful night. Warrah's Summer Ball also benefited from volunteers assisting both in the planning and on the night. This was a lovely event greatly enjoyed by clients and staff alike.

Thankyou to all those who volunteer for Warrah. You bring gifts of time, interest and energy to us in so many different ways.

Georgina Michaelis
Chief Executive Officer



Volunteer Jasmin Richter



Warrah Society
Disability Services based on the philosophy of Rudolf Steiner
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www.warrah.org