



Annual Report 2019/2020

A public company limited by guarantee

ABN 95 572 025 945

ACN 000 705 644



WARRAH

LIVING LEARNING GROWING

Our Mission

Warrah is a Rudolf Steiner organisation providing a range of engaging, responsive services for children and adults with 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 disability.

Contents

Warrah at a Glance	2
From the Board	3
Executive Report	5
Finance Report	7
Warrah Specialist School	9
Property and Housing	12
Warrah Disability Services	13
Robert's Story	19
Warrah Farm	21
Warrah Farm Enterprises	23
Community Development	25
Volunteering at Warrah	28
Donors and Supporters	30
Our People	31

Warrah at a Glance: 2019/2020



20,755 Individual Service Transactions with NDIS



2,142 hours of In-Home Support delivered



46 days of Short Stays delivered



136 enrolments for Warrah's Community Education Courses



200 people employed at Warrah



35 different languages spoken at home by staff



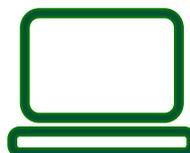
285 hours of therapy services delivered



3,944 hours from international volunteers



1,060 average Farm Shop customer visits per month



928 subscribers to Warrah Farm Shop's E-news



750kg of salad greens harvested from Warrah Biodynamic Farm



7 businesses donated goods to Warrah

From the Board



Opening of Banksia Leisure and Learning Facility

Our annual report, while providing a summary of the key highlights for the year, also allows us to acknowledge the extraordinary circumstances we faced in 2019/20.

From the summer bushfires that ravaged the country to the COVID-19 pandemic, the past financial year has called for resilience, adaptability, understanding and flexibility.

It is therefore extremely satisfying to report that the Warrah community has shown all the attributes required to not just tread water, but in many respects, make progress – this is something of which we should all be proud.

Financial

Financial stability is one of the pillars upon which all our social and educational activities can be supported into the future. It is therefore imperative that as a board, we ensure the robustness of the organisation's financial position.

I am delighted that this was another solid year for Warrah financially. We provided around \$14m of services to our clients and residents and, thanks to careful management, we were able to achieve this result with a headline net surplus of close to \$400k at year-end.

While this is an excellent result under any circumstances, it is particularly significant given the recent challenges and the imperative

to adapt quickly to changing circumstances. All our areas have contributed to our financial stability. Despite the significant disruption caused by COVID-19 to our Community Support Services (CSS) programs, being adaptable in our rostering meant the service remained on a financially sound footing. This resilience was also evident across the school and supported living services, as well as on our farm and in our retail activities.

Audit and Compliance

This year we undertook our Quality and Safeguarding Audit, which is integral to our NDIS provider registration renewal process. We are yet to receive final confirmation but are pleased to report that our auditor did not identify any areas of non-conformance.

We have also undertaken our registration renewal for the school and expect to hear from the Minister for Education regarding approval in July 2020.

Services and Infrastructure

Our programs continue to evolve. The expansion of our school's outdoor learning curriculum, together with the development of our therapeutic gardening programs, continue to move us closer to a more integrated organisational approach that has outdoor learning, gardening and growing, arts and traditional crafts at its centre.

There is still plenty to do, but there is now a definite clarity around direction.

In terms of our infrastructure, we continue with our fix-what-we-have agenda. This will be the case in the year ahead, with one important exception. Site development of the old Walumeda building has started, and we hope that by early 2021 we will have completed the fully accessible facility.

The new building will form the base for the Discovery program, our Community Support Service for young adults, and will include two new activity spaces. By night, it will be used to provide a much-needed, short-term respite option for families, and will consist of four bedrooms as well as a fully accessible kitchen and bathroom.

None of this would be possible without the immense contribution from the property development team at Holdmark and the incredible generosity of their CEO Sarkis Nassif and the Nassif family. Through the John Paul (Nassif) Foundation, they will be underwriting the bulk of the project with a donation to Warrah of nearly \$600,000 – one of the most significant donations we have ever received.

When possible, we look forward to inviting the Warrah community to join with us in thanking Sarkis and the Nassif family for their generous donation.

Strategic Goals

Alongside our services and infrastructure, we have continued to make steady improvements in some of the strategic goals we set out in our last annual general meeting. Organisational profile-raising is one area where we are beginning to see the impact of our investment in the form of three new comprehensive and informative websites.

We have also progressed with our community-building goals, and the opening of the Banksia Leisure and Learning Facility was significant. The spring picnic and eurythmy performance,

our annual carols and the school play were also memorable occasions. Despite the need to curtail activities, we hope we will have an opportunity to bring the community together again soon.

We also continue to build relationships with new organisations and foster our existing relationships.

Glenhaven Rotary Club and the Urban Taskforce both remain extremely important, and we are optimistic that gala dinners and fundraising trivia nights will be back on the agenda before long.

Special Thanks

Changes to our board in 2019/2020 saw us welcome John Williams and Annet van Kesteren, and we have already benefited from their skills and experience. I would like to thank them, and indeed all our board members, for their ongoing contribution.

I would also like to thank our stakeholders and stress that your feedback, guidance and suggestions are highly valued. Whether it's through a formal mechanism such as the Warrah Family and Stakeholder Survey (thanks to those who took part), or via a staff or board member, maintaining an open dialogue helps us improve.

We can reflect on last year as one of success under challenging circumstances and pay tribute to the efforts of families, members, volunteers, donors, partners and others who have all contributed.

The year ahead will no doubt have its challenges, but we will continue to make steady progress. Of course, we couldn't do any of this without the dedication of our executive, the management team and our support staff. Their diligence, enthusiasm and commitment are reflected in the best way possible – through the ongoing achievements of our residents, participants and students.

Steve Malin
Chairperson

Executive Report



Even with our experience in supporting young and old with life's hopes and trials, the year 2019/20 brought significant challenges. The bushfire season tested us all. Warrah had to evacuate once, and while we remained on high alert for some time, we were well supported by the local Fire Brigade and the commitment of our staff body.

Warrah takes a precautionary approach, and all homes and staff are well equipped to respond effectively. We have also completed a comprehensive survey and audit of our fire safety responses and site preparation. As a result, we can confirm that we have what is needed in place to ensure our people are in a safe and caring environment.

So too, we have responded promptly and calmly to COVID-19, ensuring that all requests are met while providing a level of excellence in our practice as well as kindness to our people in the face of uncertainty and a reduction in services.

Warrah staff have been exceptional in delivering alternative programs within changing constraints and supporting residents in their homes.

Despite postponing a range of services for adults, In-Home Support continued, and in all possible ways, we were able to support our adult community. The school brought forward the Term 1 holidays, returning a week earlier than planned, and offered remote learning and face-to-face teaching.

The Farm Shop saw increased activity during the pandemic as did many other retailers. Shoppers seeking a safer environment than large supermarkets or customers seeking home deliveries drove much of the increase in trade. The Farm Shop team have done an exceptional job in altering how business is conducted to ensure that demand has been met while maintaining a safe environment for everyone.

Disability Services

Community Courses continue to offer a wide range of programs and activities for our participants and community-based clients. We are beginning to offer a broader range of programs with the input of Rob Greatholder, who has been establishing the horticulture therapy garden as part of the existing spiral garden.

In partnership with TAFE NSW, Warrah participants and students are actively involved in the construction of the garden. We hope it won't be long before we can host an opening of this new space.

By providing quality short-term accommodation for people with disabilities, they can enjoy a break from their usual home environment during the week or more typically over the weekend. Short-term accommodation is currently on hold due to the constraints imposed by the pandemic, but we are confident this service will be popular and continue to grow when we can reopen.

Outdoor Classroom Curriculum

We are encouraged by the implementation and reception of the outdoor classroom curriculum at Warrah Specialist School.

It is with great satisfaction and a determination to continue that we now have a school filled with active and curious students who are more aware than ever of the richness of the world in which they live.

School Registration and Disability Services Audit

We were delighted to welcome Kerrie Boorer to Warrah as Quality Manager. This role works more broadly across the organisation and Kerrie has been busy working on School Registration and preparing the Disability Services for the Quality and Safeguarding Audit, which is required this year to retain our registration under the NDIS.

Training and Development

Herbert Wolpert from Mira Companions for Development facilitated a lively and thought-provoking leadership workshop with the board, executive and senior management.

Outdoor learning specialist and craftsman John Lawry has continued to run training sessions, face-to-face initially and more recently via Zoom, primarily for school staff. This work has translated into a strategic plan for all of Warrah, and his work will be offered to the wider staff body.

The training sessions have enlivened both our approach and our programming. It also builds on engaging the interest and current capacities of our people and their connection with the environment. We are enthusiastic about the direction this is taking and are confident the fruits of this work – both in interest and product – will be seen soon.

Community Connection

The traditional Spring Fair was replaced with a joyful community picnic and performance by the Light Eurythmy group from Switzerland. The event was filled with conversation, music and connections, leaving everyone feeling they had celebrated spring and Warrah's 50th anniversary.

We were delighted to have finally cut the red ribbon on the Banksia Leisure and Learning Facility and wholeheartedly thank everyone who contributed and brought this project to life.

The Banksia Leisure and Learning Facility is a beautiful outdoor space that will be a centre of great activity and one where cups of tea and friendships will be shared for years to come.

The calendar year closed with our traditional Carols Night, attended by our local community. Smoke in the air did limit numbers, but we were able to celebrate this family event with the voices and music of the St Pauls Group Ensemble and our German volunteers.

Marketing and Promotions

Visibility continues to be one of Warrah's biggest challenges. This financial year, raising our profile by improving our online presence was a priority. The Warrah website was separated into three discrete new websites, each focusing on our key areas: Adult Disability Services, Warrah Specialist School and the Warrah Farm Shop.

We also started the rebranding process, involving new logos and collateral including display banners, brochures and a school enrolment pack, all of which are consistent with the look and feel of the new websites. With this visual refresh, we look forward to increased recognition and awareness.

The executive would like to extend a heartfelt thank you to all those who have continued to provide services and opportunities in difficult times with true dedication and kindness.

David Forfar, Jan Fowler and Craig Gouws
Executive Members

Finance Report



The company continued the trend of producing strong financial results, and I'm pleased to report that the finances of the Warrah Society remain very healthy. An operating surplus of \$384,884 is reported, compared to the 2019 operating surplus of \$429,735. This performance was achieved despite the adverse conditions of the pandemic.

Warrah staff have demonstrated grit and faced these difficult times with resilience.

Despite the disruption of services due to COVID-19, the financial effect was not of such significance that the company was eligible for JobKeeper support, and for this, we are grateful. Warrah has endeavoured to ensure that all staff, casual and permanent, have retained employment during the disruption.

The temporary cash flow boost of \$50,000 from the Australian Tax Office to provide support during the economic downturn associated with COVID-19 was gratefully received. An advance service payment from the NDIS of approximately one month's NDIS claims value was received from the scheme to support participants and providers during the pandemic. This advance payment will be refunded during the 2020/21 financial year.

The NDIS has continued to settle invoices promptly; however, it is unfortunate that the residents of Jacaranda at 24 Jasper Road Baulkham Hills are yet to be funded for Specialist Disability Funding (SDA). If awarded and claimed, this funding, which dates back to November 2018, will have a significant financial benefit to Warrah.

Plans to drive higher contribution from fundraising and reduce our reliance on government funding have been disrupted by COVID-19. Several events that would have contributed to fundraising income were cancelled.

The extension of the Walumeda building, a significant project that commenced construction in 2020, has also been affected. Works include creating an accessible bedroom and bathroom plus new work areas to better cater to the young adult program Discovery and our Short Stay services. The Holdmark Group is generously doing this work, valued at \$583,000, on a charitable basis. We continue to remain thankful to Holdmark and all our donors.

Personnel costs rose by \$861,348 (7.7%) to \$11,981,114 through a combination of award rate increases; NDIS administration enhancements, resulting in the appointment of a Quality Manager; staff training; and greater resources required to service existing and new NDIS-funded clients.

As reported previously, the construction of the houses in Jasper Road, Baulkham Hills, was primarily funded through a Bendigo and Adelaide Bank loan facility. The facility to finance the construction of the houses was utilised to the full extent, and free cash has been used to overpay the loan repayments, reducing the balance and the related interest expense while maintaining liquidity. As of 30 June 2020, the loan balance was \$3,016. (Note: in 2019 it was \$90,325.)

The focus on improving Warrah's properties continued with significant repairs undertaken at Orana to improve safety and upgrade the living areas. New decks have been fitted, an external staircase from the upper deck has been constructed and the kitchen refurbished. Additional major works carried out include replacing the Kaltenbach Cottage roof, replacing the school door locks and lighting across all sites. LED globes will assist in reducing electricity costs going forward. The

accumulation of cash has continued.

It is, however, noted that the advance payment from the NDIS contributes approximately \$1m of the current cash balance. This advance will be repaid to the NDIS during the 2020/21 financial year. The healthy cash position supports Warrah's asset rejuvenation and development aims. Warrah's contribution to the Walumeda refurbishment is \$232,000.

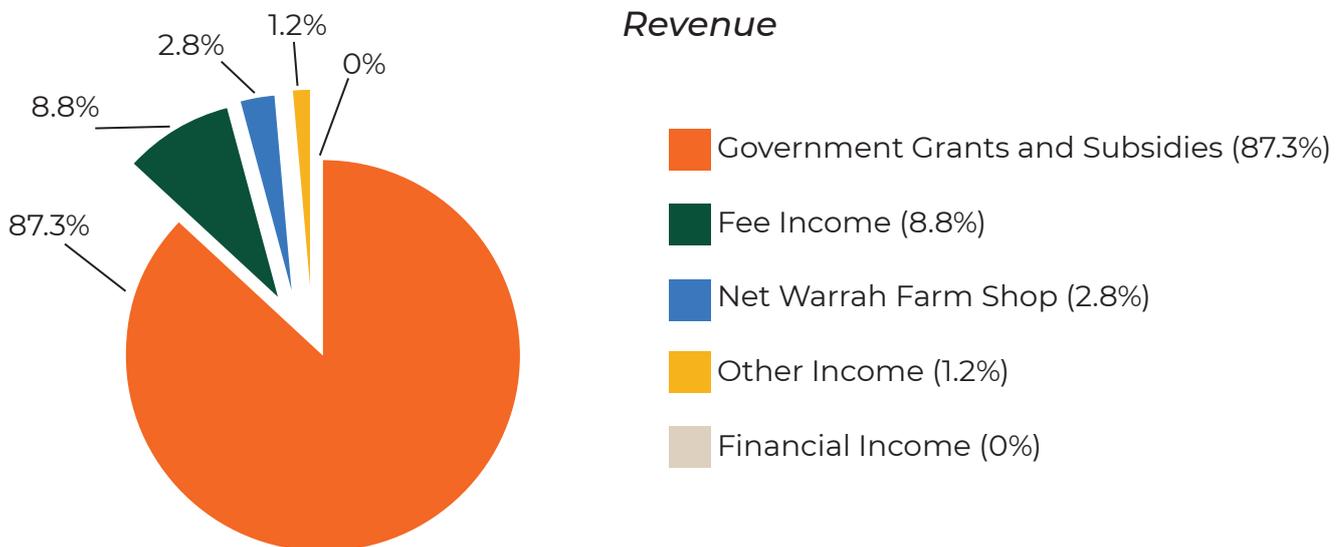
The company continues to be in a stable financial position, allowing the directors to focus on improving services and infrastructure for the benefit of all Warrah's participants.

Once again, many thanks to all the Warrah staff for their assistance during another very successful year.

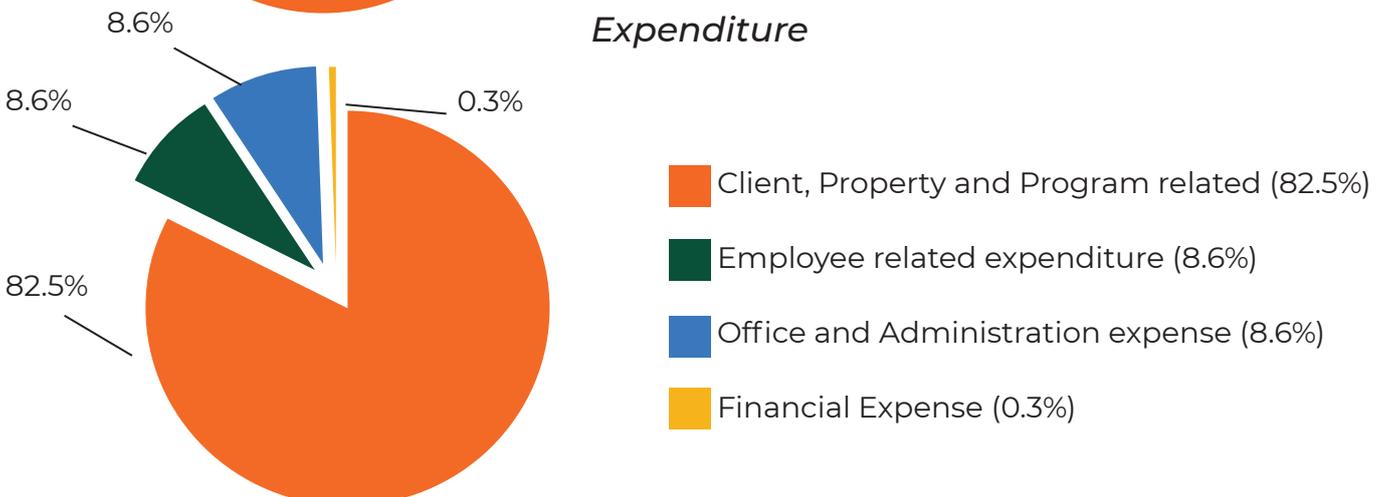
Craig Gouws
Business Manager

Top Line Financials

Revenue



Expenditure



Warrah Specialist School



Last year we implemented significant changes to curriculum delivery. The key focus was in ensuring that all students were provided with learning opportunities through a range of outdoor activities and practical skill development, and were engaged with all areas in our environment.

The outdoor classroom curriculum has created a vibrant atmosphere of confidence and interest.

This curriculum has confirmed for us that a connection to the natural world, the participation in authentic, purposeful activity and strong staff and student relationships all foster curiosity and therefore learning for our students. As time progresses, we will continue our curriculum development and hone our skills so that all work is a direct response to the observation of the students and their learning as well as their physical and life needs.

We ended 2019 with an enthusiastic concert inclusive of all students and celebrated the graduation of two students. It is becoming a tradition to end the year proud and in wonder of how these young people step up to the

challenge and courage needed to perform a play, make speeches and provide presentations of their work; this year was no different.



School graduate Zac, with Principal, Jan Fowler

Staffing has been consistent during 2019/2020 with the addition of a new teacher to the team, Yong Kwang Tang. We appreciate the skills she brings, which add to our ability to provide strong programs. Yong Kwang has training in the outdoor classroom approach and much enthusiasm for this integral part of our offering.

The school also submitted all required documentation and compliance requirements to the National Education Standards Authority (NES) in early 2020, with registration approval due in July 2020.

COVID-19

Faced with the challenge of delivering our educational programs within the constraints of protecting everyone from the pandemic, we chose to bring the holidays in Term 1 forward a week and sent home activity boxes for families. We then opened for Term 2 a week early and began a term of remote learning support and face-to-face teaching.

Despite the obstacles we encountered and the need to deliver work that was accessible and manageable in a home environment, it is fair to say that overall we succeeded. For those staff and students who returned to school, our outdoor classroom curriculum proved to be a vital factor in the term's success.

Such times, difficult as they are, provide excellent opportunities for improving practices, teaching students, and reminding us all of the importance of health, wellbeing and conscious hygiene.

Students and Curriculum

Our students have begun to show us through their actions and engagement the crafts and skills they enjoy most, often surprising us with their choices. While all students experience all crafts and activities, we build on their strengths and interest to create success. It is a great joy to see how many love the rendering process on the mud-brick shed while others prefer the colours and detail of weaving or the pleasure of seeing the garden flourish with good care.

Our weaving program was put on hold for some time due to COVID-19, but we managed to maintain some work on smaller looms and also used wild grasses to weave. It is with great excitement and pride that the mud-brick building is now complete – a wealth of learning and effort was involved in this work.

We have since progressed this work with Rob Greatholder to make mud bricks for the horticulture therapy garden, which will include building a pizza oven. Gardening and assisting with nursery and farming tasks have

gained momentum due to Rob Greatholder's influence and increased input.



Rafi watering the vegetable garden with Rob Greatholder

Our long-term goal is to be growing the food we eat. While we have made good progress and have a thriving garden, there are yet more possibilities that can be developed.

Once again, we have competed with the foxes for our chickens and numbers reduced to four for some time. With extra effort, we are managing to keep them safe. This year, we hope to increase our numbers. It is proving to be an excellent forum for care and work to keep them healthy, with eggs used in our lunch preparation.

Providing lunch for everyone each day has been an important change in our work. It has offered students the chance to work with food from garden to table and experience a wide range of flavours, which moves everyone closer to eating a healthy, balanced diet while learning some simple food-preparation skills.

Our thanks go to the German volunteers who worked hard throughout Term 2 to prepare the lunches and support the students who were assisting them.

Volunteers

Once again, we were privileged to have four young students from Germany join us in August 2019. They began working in the school promptly and showed the integrity and commitment we have come to experience with them. Unfortunately, volunteers from

Germany will not be joining us this year due to the borders being closed.

Professional Development

We have been committed to the ongoing training and professional development of staff, with a range of training and workshops offered throughout the year. In addition to mandatory training (medication, manual handling, epilepsy), other training included the following:

- Auslan
- Weaving
- The work of Rudolf Steiner (study)
- Painting and artistic workshop
- Child protection
- Positive behaviour support in the classroom
- The wisdom of fairy tales
- Intensives in the outdoor classroom curriculum
- Managing the sensory needs of students with autism in the classroom.



Main lesson in the classroom

Community Relationships

Once again, we were thrilled to work closely with Redfield College and Glenaeon Rudolf Steiner School with community service days. Redfield students have also traditionally assisted us on our visits to Vision Valley for outdoor experience days. These days involve challenges as well as the opportunity for our students to overcome fears, build confidence and experience success through activities such as rock climbing, bike riding, abseiling and canoeing. We learned with sadness that Vision Valley closed in early 2020.

Camps

Last year we responded to a request from two Steiner schools to host their Year 9 camps for a week each at Warrah, which was a first for us. It was challenging and intensive, but both camps were some of the best experiences we have had at Warrah Specialist School.

Students from Cape Byron Rudolf Steiner School were the first; they camped on the grounds, prepared their food and joined us in project-based learning over the week.

As well as a stunning mosaic, a mural, new gardens, a stable for our Christmas play and some woodwork projects, the students gained respect and compassion, self-awareness and empathy, and most importantly, how to befriend and accompany our students in their learning.



Cape Byron students at Warrah

Students from Central Coast Steiner School followed when their camp was cancelled as a result of bushfires. They too worked on projects, brought music to each day and worked alongside our students in friendship and kindness, leaving behind a remarkable footprint and much goodwill.

We have needed the courage to step into new things and trust that the decisions made, the study undertaken, and the curriculum developed will bring quality into our work for the students.

All indications are that we are on track and the students are thriving. We are grateful for the work and wisdom of John Lawry, outdoor classroom specialist from New Zealand. We know that with his guidance and our passion for bringing this new and innovative approach to learning for students with special needs, we will grow in strength and quality.

Jan Fowler
Principal



Property and Housing

The Warrah Maintenance Team has once again had a busy year. In addition to providing the necessary site support during times of increased bushfire risk and supporting services during the COVID-19 pandemic, they have undertaken several significant property projects. The Orana decks and kitchen were replaced and improved, and the house now offers an alternative exit for the upstairs flatlet to increase safety.

The increased fire risk late in 2019 highlighted the need for an alternative exit route from 20 Harris Road if the site is under threat of bushfire. An alternative route has therefore been planned from the Orana car park, past Kaltenbach cottage, behind the school, behind the farm shed with an exit onto Harris Road between our neighbour and the farm block. A significant amount of work was undertaken to clear the route, including removing bamboo around Kaltenbach Cottage. These changes make for much safer access.

Efforts to rid our site of invasive plant species such as lantana and bamboo have continued, with further clearing occurring south of Banksia with the assistance of an environmental community grant. We are mindful of the limited staff car parking spaces on the Harris Road campus. Therefore, a new car parking area is being developed south of Macs Cottage; we hope this will offer relief going forward.

All lighting across the Warrah buildings has been upgraded to LED during the year, providing immediate energy savings. We also entered into an electrical demand response agreement with our electricity provider. Under this program, electricity consumption is reduced for short periods when demand is particularly high by using electricity from the Warrah generator. Warrah is now playing a role in assisting the stabilisation of the NSW electrical grid.

Over the last year, electrical supply disruption on campus has been significant. The existing generator has provided a back-up supply to the administration building, the school, Banksia and residences while the remainder of the site is not supported. The cost of outages includes disrupted Community Support Service programs, damaged Farm Shop stock and sewer system failures. During the year, a plinth was built next to Yandina. A new generator will be installed here to reduce disruption to the currently unsupported parts of the site going forward.

The Walumeda extension and refurbishment project works progressed during the year, and the Construction Certificate was issued. Warrah will pay for the refurbishment of the existing building while the Holdmark Group will generously gift the building extension works, which are valued at almost \$600,000. Holdmark will commence construction works in July 2020. It is hoped that the works will be substantially completed by the end of the year.

Craig Gouws
Business Manager

Warrah Disability Services



By far, this has been one of the more challenging years at Warrah. In November, we saw some horrific bushfires and were on high alert and several days of extreme weather conditions saw us undertake site closures for safety reasons.

From there, we moved straight into a pandemic and had to make some changes to the delivery of the services we provide. These changes impacted our Community Support Services (CSS), the After-Hours School Program and our Short Stay Accommodation Services in particular.

Navigating our way through the pandemic has been challenging. We needed to make many tough decisions that we know has had a significant impact on our participants, families and the broader Warrah community. Still, our concern for the health and safety of our participants and staff is our highest priority and the Disability Services leadership team delivered on the development of both a COVID-19 road map and plans.

The impact of COVID-19 on the broader disability sector was and continues to be significant, with many services providing reduced services, restricted hours, or choosing to close temporarily.

I am proud that Warrah Community Support Services were able to continue delivery of alternative programs to Warrah residents in their homes as well as providing services to those residents whose workplaces closed. I am also appreciative of the help from colleagues in the sector, particularly from Inala, who were forthcoming in their support, advice, and in sharing their plans during this time.

We are grateful to work with a skilled finance team in being able to negotiate changes to the National Disability Insurance Scheme (NDIS) plans and billing quickly.

Our greatest asset when managing COVID-19 has been our frontline staff – they are to be commended on their adaptability in the implementation of some onerous infection control protocols.

This year saw us make some structural changes to our staffing. Following the resignation of Senior Coordinator Michelle McKenna, our After-School Hours Programs, Short-

Stay Accommodation, Saturday Program and several Supported Independent Living Houses (Greenway, Emily, Mac's, Torrs) were successfully overseen by Sandra Quisumbing and Alida Pruys as an interim strategy. Helen MaCaskill also took on some additional duties in supporting our residential services.

Starting in the new financial year, I am pleased to report that our structure will comprise the following staff members:

- Alida Pruys, Community Services Manager – responsible for Community Support Services.
- Sandra Quisumbing, Accommodation Services Manager – responsible for Supported Independent Living and In-Home Support.
- Helen MaCaskill, Senior Coordinator – responsible for health and wellbeing matters in addition to the coordination of Tallowood.
- Erin Bateman, Program Coordinator – responsible for Saturday Connect, Short-Stay Accommodation, After-School-Hours Programs and Vacation Care.

I am confident that the new structure will provide a comprehensive and responsive service to participants and families and would like to extend a special welcome to Erin Bateman, who joins us after several years at Warrah Specialist School.

We also welcomed Saara Fernando into the role of Administration Officer, supporting the entire Disability Services team. Loretta Roberts joined us as Coordinator of Red Gum and Orana houses, and Nicci Gilmour joined us as Coordinator of Waratah Cottage. We are thrilled to have them as part of the Leadership Team.

Robert Greatholder transitioned to the role of Senior Coordinator – Therapeutic Gardening, which he has taken on with enthusiasm. Rob is encouraging our participants to get involved in all things gardening and taking the lead in developing several projects around Warrah, including the development of the horticulture therapy garden.

We also welcomed Kerrie Boorer to Warrah in the role of Quality Manager. Kerrie helps keep us focused on continuous quality improvement and ensures that we meet our reporting obligations with the Quality and Safeguarding Commissioner.

Late last year, we were excited to introduce a new client management system called CTARS. The introduction of CTARS has streamlined a number of our reporting and billing processes and how we store our client information. Like all systems, it is always evolving, and we continue to refine the system to meet our changing needs. A huge thank you to the Disability Services team who introduced the system with such enthusiasm.

I want to thank our families for their ongoing support and encouragement, which makes a world of difference to us. And a huge congratulations and thanks to our frontline staff, without whom we couldn't do what we do. Finally, I would like to thank my direct team, without whom I couldn't do my role.

David Forfar

Executive Manager Disability Services

Supported Independent Living

Residents and staff celebrated the first anniversary of our beautiful new Supported Independent Living (SIL) homes Jacaranda and Tallowood in Jasper Road, Baulkham Hills.

It is great to see residents still enjoying their new homes after a year.

We also welcomed three new residents. Jacqueline and Amanda relocated from other Supported Independent Living (SIL) providers to be closer to family. They have been warmly welcomed by the group at Waratah Cottage and bring a lovely new dynamic to the house. We also welcomed Ben to the Torrs Street house. Ben has been a Community Support Services participant for several years and is familiar with Warrah. He decided to move into Torrs Street with his friends on discovering there was a vacancy. We are excited for him to join our young adult residents where he will fit in well.



Amanda and Jacqueline enjoying their new home

The usual busyness of our residents including attending activities and courses, going on regular outings and holidays, was significantly interrupted by the pandemic. Instead, activities have been delivered at homes or in house groups at Warrah to maintain social distancing and ensure continuity of support for our residents. This has provided new opportunities such as watercolour painting sessions, time for more gardening, baking or craft and walks to keep active.



Fawwaz painting a watercolour landscape scene

We have also had to celebrate our seasonal festivals a little differently than in previous years. Easter and Christmas in July were celebrated in each home instead of coming together as a community, but positively, the sense of home and family was strengthened.

It has been a roller-coaster ride, but it has been rewarding to see all staff rise to the challenges. Frontline staff, in particular, have displayed their dedication by ensuring all our residents are safe and still living a fulfilled and enjoyable life even through a pandemic.

Sandra Quisumbing
Accommodation Services Manager

Community Support Services

Unprecedented is a term that has been exhausted in recent months, but it is nonetheless appropriate when reflecting on the last financial year. I would like to acknowledge the extraordinary efforts and incredible adaptability shown by both staff and clients of Community Support Services (CSS) during this time. Special mention must go to the Leadership Team who have tirelessly ensured that we continue to meet individual needs and goals, and the activities offered are engaging and meaningful.

The challenges brought by both the summer bushfires, which resulted in CSS needing to close with short notice on several occasions, as well as the heavily scaled-back services in our response to COVID-19, have proven that we can all adapt when needed. Still, we all long for normal operations to recommence so we can return to the regular program and rhythm of CSS.

Looking back on the year, we have had some outstanding achievements across the services.

In November, we opened the Banksia Learning and Leisure Facility, a large outdoor decked area connected to the Banksia Community Centre, which allows for activities to occur under the canopy of the gum trees.

We participated in the Arcadian Artists trail, where a large number of artworks by participants was exhibited and sold in the mainstream exhibition. We also continue to have CSS art displayed and on sale in the Warrah Farm Shop.

In February, the continuous improvement of systems and processes across Warrah saw the roll-out of CTARS, a cloud-based client management system.

In CSS, this has shifted our paper-based systems to online documentation and allowed for more streamlined processes for goal tracking, incident management, report writing and billing requirements of the NDIS.



Sarah and Rebecca with an artwork for the Arcadian Artists Trail

We also engaged in opportunities to give back to the local community in meaningful and valued ways, participating in National Tree Day; the Anglicare winter Pantry Appeal; Jersey Day; RSPCA Cupcake Day; Australia's Biggest Morning Tea; the Philippines Gift Box Project; and Meals on Wheels.

We actively acknowledged and celebrated International Day of People with Disability, marked by a Photography Exhibition by one of our participants; World Down Syndrome Day; Epilepsy Awareness Day; and World Autism Awareness Day.

We opened the chicken coop, which was built by the Friday TAFE NSW Work Skills Group. We also installed raised vegetable beds outside Kinta so we can now offer horticulture activities to people with additional mobility support needs and those in our community who are ageing.

Diramu got a much-needed face lift with new paint and furniture, which means the space can now be adapted for a range of activities.

We have also seen some changes to CSS services across the past financial year:

- The Walumeda renovations have commenced and the Discovery group has taken up residence in the Diramu building.
- We have set up a weaving activity space in Kinta and now offer weaving as a regular CSS activity.
- We have appointed a music facilitator to ensure everyone has access to music as part of their weekly activity offering.

Throughout the pandemic, we have introduced a range of Zoom sessions so those who choose to stay safe at home can still participate in a variety of social and engaging sessions such as music, cooking classes and exercise.

Unfortunately, a number of our regular offerings have been impacted as we respond to the pandemic to ensure we maintain everyone's health and safety.

Affected activities include Warrah's Community Course and workshops, attending the Dural Men's Shed, drama at the Riverside Theatre, Riding for the Disabled (RDA), Meals on Wheels and all other community volunteering and work experience.

Alida Pruys

Community Services Manager

Social Therapeutic Horticulture

The farm, gardens and surrounding bushland at Warrah have provided comfort and an opportunity for connection throughout the past year, particularly when the number of community outings and activities were reduced.

Ongoing farm and gardening tasks have increased, including regular care and maintenance of our citrus trees, field crops and outside spaces attached to Community Support Service units.

The nursery has continued to engage our participants in the process of growing plants for the farm and for use on campus.

The work throughout the year has been rewarding and enriching.

Developing gardens and increasing our interaction and relationship with our local surrounds is of great benefit to our students and adult participants, providing real opportunities for connection, involvement in the beautification of the space, and observations of the natural world.



Students preparing seedlings in the nursery

Our partnership with TAFE in providing training in work skills has seen the construction of a chicken run and a hen house. The training offers a fantastic framework and opportunity for participants to experience tertiary education in a unique and familiar context.



Chickens enjoying the new chicken run

I hope that we can expand this work over the coming year, providing even more opportunities and training for the Warrah and broader community.

Our next project will focus on the continued development of a fully wheelchair-accessible therapeutic garden with opportunities for learning about landscaping, horticulture, construction, earth building and architecture.

Social rewards such as building friendships, sharing ideas, listening, modelling, mentoring and many other nuanced benefits are valuable to both our participants and our staff who support their growth.

Robert Greatholder

Senior Coordinator – Therapeutic Gardening

Quality Management

When I joined Warrah as Quality Manager in September 2019, I was impressed by the genuine enthusiasm, dedication and passion shown in delivering high-quality services and promoting safety. Our staff work closely with our participants, their families, carers and other key stakeholders to build their capacity to make informed decisions about these services and supports.

Quality and Compliance

We have recently undertaken NDIS Provider Registration renewal. This involved engaging an NDIS-approved quality auditor to conduct an external audit of policies, procedures and systems, ensuring they meet the compliance requirements against the NDIS Practice Standards and Quality Indicators.

While we are still waiting on the final report, I'm pleased to advise that the auditor has not identified any non-conformances and will be making a recommendation to the NDIS Quality and Safeguards Commission for our registration to be renewed.

Warrah Specialist School has also started the registration renewal process. We expect to hear in July 2020 on the approval of the new registration.

Family and Stakeholder Survey

As part of our commitment to creating an environment that encourages feedback, Warrah recently engaged an independent consultant, David Pul, to conduct a family and stakeholder survey for all services. I would like to take the opportunity to thank all those who have contributed.

Your feedback enables us to understand what is important to our participants, their families and other key stakeholders.

This allows us to look at opportunities for continuous improvement in the quality of services and supports we deliver.

Professional Development

With a strong commitment to the professional development of our employees, Warrah provides learning opportunities to build skills, competence and confidence so staff can be

successful in their roles. Training opportunities over the last financial year include:

- Epilepsy management, including emergency medication
- Management of medication
- Tube feeding
- Feedback and complaints handling
- Human rights
- Restrictive practices
- Incident management and documentation
- Violence, abuse, neglect, exploitation and discrimination
- Manual handling
- Fire training
- WHS committee training
- PART (Predict Assess & Respond training).



Rohan enjoying his time at home

It has been a pleasure working with the Board, the executive team, the senior management team, staff and of course our participants and their families. I would like to take this opportunity to thank you all for your support and dedication to Warrah.

Kerrie- Maree Boorer
Quality Manager

Support Coordination

By providing unique, tailored NDIS Support Coordination services, we are dedicated to making the NDIS journey as simple as possible for our participants, their families and carers.

This year we have successfully managed to streamline the support coordination process despite the challenges of COVID-19 by:

- Applying the use of NDIS tools in the planning implementation process

- Developing a new NDIS-funded support budget template
- Establishing a robust plan-monitoring approach
- Expanding networks with providers and allied health services
- Maintaining ongoing interaction with participants, families and carers.



Adrian doing his strength exercises

Due to the unique challenges of COVID-19 it was necessary to request early plan reviews for a significant number of participants. This ensured that NDIS plans had adequate funds accessible for the day-to-day supports – as well as sufficient funds available – to support participants in working on their goals under social-distancing restrictions.

There were some scheduled plan reviews where some participants elected to accept the NDIA's offer of extending the current plan by 12 months, while others chose to go ahead with their annual plan review meeting, which took place over the phone this year.

During these unusual times, our participants adapted well. Some developed new hobbies, while others relished in new experiences such as using telehealth video links to participate in their allied health services.

The pandemic has been an interesting experience and an inspiring one as our participants have delighted us with their tremendous resilience while navigating all the changes.

Alina Cassin
Support Coordinator



Robert's Story

Robert attends Warrah's Community Support Services and has done so for many years. His NDIS plan funds a one-on-one support staff member to assist him throughout his weekly schedule. During his time at Warrah, he has participated in a variety of activities, mainly in the broader community. His week regularly includes volunteering at Warrah Farm Shop to deliver orders, personal banking, swimming, travel on Sydney's train and ferry networks and bushwalking. Robert loves to grab a coffee while he is out and about and is known within his local community.

In March, as we all learned to navigate life in a pandemic, the world slowed to focus on keeping everyone safe. At Warrah, we implemented changes in the way we deliver our programs and services. While Robert was unable to access his regular activities in the community, he chose to continue attending Warrah during this time, enthusiastically filling his week with a range of activities. Many were new to him, and he learned different skills and developed new-found interests within the safety of Warrah's campus.

Robert has been propagating succulents with his support person, Ani, and has created some spectacular displays using a variety of containers, pots, soils and coloured pebbles. Together, they had so many potted succulents that he was able to run a Mother's Day Stall at Warrah's campus (with social-distancing measures in place).

Building on his love of nature, Robert has undertaken several flower-arranging sessions, using flowers and greenery that our beautiful campus has to offer. Guided by Ani, he has created lovely arrangements. Robert has also undertaken many horticulture-based tasks with enthusiasm over the past few months, helping to tidy garden beds, chop down bamboo and plant native seedlings at the Banksia Learning and Leisure Facility.

Robert has shown an interest in our weekly facilitated watercolour sessions and has discovered a natural talent for painting beautiful scenes. He also now participates in facilitated music sessions and mosaic making.

Robert takes a quiet pride in what he is doing; his focus and concentration are reflected in his work.

He was involved in Australia's Biggest Morning Tea and baked for Warrah's Maintenance Team, and also planted trees on campus for National Tree Day. Robert loves to keep busy and is currently working on building bee hotels using Warrah's vast supply of bamboo. Warrah recognises that the transition to onsite activities during the pandemic has created space for people to shine in different ways, to try new experiences and develop new interests. We are so proud of Robert for embracing this change and embracing new experiences.

Warrah Farm



When I first started as Warrah Farm Manager twelve months ago, it was said to me how interesting it would be to look back on how the coming year would unfold.

We have experienced some harsh and challenging conditions over this time, as have many other producers in the region. The drought caused soil moisture levels to get as low as 15%, increasing how much the farm needed to irrigate.



Our farmers have been resilient in facing all weather conditions this financial year

Following that, in the first three months of this year, we received some much-needed rain, which totalled more than 500mm – almost 300mm of which fell over four days in the second week of February. Then there was the smoke during the bush fires, where on some mornings, visibility was very low.

We were pleased to have no serious damage

from the severe storms in February. The Farm Shop was briefly ‘flushed out’ with rain water and we lost power along with the rest of the street. However, we managed to bounce back quickly, and, with the help of a generator, our regular routine of shop sales, packing house boxes and deliveries to collection hubs around Sydney and to Billabong Retreat continued uninterrupted.

We are incredibly grateful to all of those who, through a lot of effort, have helped on the farm in the past year.

Despite these difficult challenges, the farm has managed to produce a reasonable amount of food. Steve has harvested just over 750kg of salad mix almost entirely on his own and students from Warrah Specialist School helped pick and pack over 800 punnets of strawberries – that’s about 200kg!

The farm has also bunched over 8,000 items and harvested 3.5 tonnes of food, nearly a tonne of which was citrus picked by Chris Rolnik. The farm harvests twice a week, most weeks of the year, and we hope all who purchase and consume the farm’s produce feel the effort and care taken to deliver these results.



Steve harvesting beetroot for the Farm Shop

But farming isn't just about what we get at the end of it; there is a lot that goes into the journey. Warrah Farm presents a unique experience, with challenges and opportunities that will make us better farmers and people.

This year cultivated a great amount of team work amongst the farm team, our amazing volunteers, and with the hard working shop crew.

This year there was less activity in Warrah's nursery as I took some time to find the rhythm already set by the efforts of Warrah's previous Farm Manager, who continues to be involved at Warrah and can provide input when needed.

Even though they weren't all Warrah seedlings, the farm team has also planted more than 80,000 seedlings by hand. There are around 30 different varieties of fruit, annual vegetables and herbs, and cut flowers that when grown, will be prepared by some of Warrah's adult participants for sale.



Salad greens grown and harvested at Warrah Biodynamic Farm

In March, the crew from Biodynamic Sydney visited us for their annual mission to prepare Horn Manure (500). This preparation is

produced during the cooler months of the year to use in spring as a fertilising spray.

Fresh biodynamic cow manure is pushed into old cow horns and buried in rich topsoil for 4-6 months. In spring, the horns were dug up and this beautifully fermented, nutrient dense compost is collected and used to enhance and rejuvenate the soil.



Biodynamic soil activator produced using cow horns

We also tried to limit our use of the tractor this year, replacing it with farming techniques that rely increasingly on hand tools and other methods that have a low impact on the soil. It is estimated that in the past four decades, more than a third of the world's food-producing soils have been lost at a rate that far outpaces the ability of the natural system to recover.

By working at Warrah, I have the opportunity to work with nature in a way that benefits our wider community, and help support Warrah's participants.

I am constantly reminded at Warrah, that what we do on the farm is more than simply producing biodynamic produce - we generate an unquantifiable energy that extends to the rest of the organisation. There is no better feeling than seeing Warrah's participants interacting with the Farm in all kinds of ways, and this is what makes Warrah a great place to work.

At Warrah Farm, we hope to continue building soil, the foundation of a happy and healthy life.

Cameron Quilty
Warrah Farm Manager

Warrah Farm Enterprises



During 2018/19, the Australian organic industry experienced a slump. Things changed radically this year with the impact of COVID-19 as consumers pushed to buy good-quality food to prepare at home, support local businesses, and avoid supermarkets.

Being in the business of feeding families and boosting immunity is a blessing at this point in history. The timing of the shop's expansion during the last financial year and the launch of the new Farm Shop website in January 2020 meant we were in a position to make the most of these changes.

Warrah Farm Enterprises was perfectly poised – in both the digital and the physical world – to warmly welcome old and new consumers looking for a peaceful, well-stocked, safe and wholesome shopping destination.

We briefly accommodated local customers in lockdown by doing home deliveries and

experimented with new hubs in the city. This change temporarily filled the gap that appeared when our regular weekly delivery to Billabong Yoga Retreat had to be suspended.

While we have sorely missed our regular interactions with Warrah Society participants working around us, the current situation has resulted in an increase in turnover – all of which goes back into supporting Warrah's programs and projects.

Our grocery range has continued to evolve to keep up with customer demand. Every Tuesday we deliver produce to the Eastern suburbs, returning with fresh bread from Iggy's Bakery in Bondi. On Thursdays, we offer a very different selection from La Tartine Bakery on the Central Coast. This regular supply is resulting in a captive local market for fresh organic sourdough bread.

Our team has remained relatively constant throughout the year. In September we farewelled the last of the German volunteers from Friends of Waldorf Education to work with us in the Warrah Farm Shop; Fiona especially had become an integral part of our small team.

Without the usual school term and holiday cycles, the continually changing retail landscape has tested our ability to be flexible while keeping us busy. In February, we very quickly had to evolve and ramp up our ordering and in-store health and safety procedures.

We have been making home deliveries to hub customers in certain suburbs, in addition to continuing the service to those hubs that have remained operational. In the absence of our Community Support Services participants due to COVID-19, coupled with the increased workload in store, this necessitated employing Sascha as a casual driver and Alyssa in the shop. Meanwhile, Cheryl, whose warm smile has been welcoming customers for several years, has moved on to new opportunities. Stephanie, who has been working as a casual team member, has been appointed to a permanent position.



Matthew packing the van with home deliveries

It is already impossible to imagine the space outside the Farm Shop without the presence of our beautiful flock of hens.

They have settled well into the home built for them last year by Warrah participants in the TAFE NSW Work Skills course and provide so much joy.

Increased marketing efforts have been focused on our new website with its regular blog posts; Facebook marketing; increased activity on our Instagram account; and regular contributions to the Galston, Glenorie & Hills Rural Community News. The results so far have been positive.

Our immediate focus is to strengthen the loyalty of customers we have attracted through our improved marketing. We would also like to explore new enterprise avenues that will complement our current offering.



Organic vegetable seedlings available at the Farm Shop

We have already designed and marketed a series of Backyard Veg Gardening Workshops that will commence in October 2020. Nutrition, baking and fermentation events are future initiatives that will be conducted in partnership with Billabong Retreat, Black Cockatoo Bakery and the authors of the *Life-Changing Food* cookbook, by Jo Whitton and Fouad Kassab. While hosting events is proving challenging at this time, we remain optimistic about their future potential.

Another initiative we are progressing is transforming the old farm kitchen into a bakery that will provide opportunities for participants to get involved in a social enterprise as well as baked bread for retail at the Farm Shop.

The team at Black Cockatoo Bakery has been incredibly generous in sharing their time and knowledge, training our Enterprise Manager Borja on the basics of managing a bakery. We are also grateful to Darren Steinberg and his associates for assisting us in fitting out the bakery with equipment. We are looking forward to having the bakery operational.

Borja Valls
Enterprise Manager

Community Development



We had a positive start to 2019/2020, but it soon became a challenging period for fundraising when events were cancelled due to restrictions. Regardless of these changes, we continued to recognise 50 years of Warrah's extraordinary community, which remains focused on its founding ethos.

We made progress in the area of marketing and promotions, raising our profile with the launch of three new websites. We also came together as a community for our special spring celebration, the opening of the Banksia Leisure and Learning Facility, and our annual carols evening.

Thank you to everyone who enriches and upholds our wonderful community. The ongoing support we receive from our families, local businesses and other organisations who donate so generously enable us to support our community in living, learning and growing.



Kevin celebrating his first photography exhibition with his sister for International Day of People with Disability

Fundraising Appeals

Warrah's annual Christmas Appeal and Tax Appeal continue to provide a significant source of funding. The 2019 Christmas appeal raised funds to purchase a portable sound system for events and festivals, which can be used indoors and outdoors around the campus. The remaining funds, along with a generous donation from the Glenhaven Rotary Club, also enabled Warrah to install a new PA system for the school hall.

The 2020 Tax Appeal raised \$37,484 for the expansion of Warrah's Outdoor Crafts and Skills Program. Having the opportunity to pursue engaging and practical skills is an integral part of our unique approach at Warrah, and we are

looking forward to introducing blacksmithing forge work, clay and pottery making and leatherwork. These new practical crafts will provide further learning opportunities with therapeutic benefits for Warrah's students and adult participants.

Urban Taskforce Property Person of the Year

Over the years, the Urban Taskforce Property Person of the Year (PPOY) event has played a significant role in providing monetary funds and generous in-kind support to improve Warrah's facilities.

In 2019, Darren Steinberg of Dexu received the PPOY for his contribution over many years in astute property and funds management.

In the lead-up to this event, Darren visited the Warrah campus with staff from the Urban Taskforce. It was an excellent opportunity to give him an insight into what Warrah does and how we make a real difference in the lives of people with disability.



Steve Malin with Darren Steinberg, 2019 Property Person of the Year

Grants

Over the financial year, Warrah was successful in receiving the following grants:

- Stronger Communities federal government grant – for further weed removal works on the Harris Road campus. Julian Leeser MP, Federal Member for Berowra, provided the grant and visited Warrah to look at the areas where the work will take place.
- Local Schools Community Fund grant – to

purchase new climbing equipment for the school playground. The funding supports the Australian Government's commitment to education by contributing to small-scale projects. The equipment is beneficial for improving coordination, physical strength, social play and confidence.

- Stockland CARE grant – to initiate a therapeutic gardening initiative with residents at Jacaranda and Tallowood.
- Rotary Club of Glenhaven grant through the Rotary Foundation – for new personal care equipment at the Banksia Community Centre.
- Club Grant from the Galston Club – for a portable hoist that will be used in the Walumeda building.



Julian Leeser MP viewing location of weed removal works

Fundraising Initiatives

Warrah again took part in the City2Surf in August 2019. A total of \$10,592 was raised for Warrah Specialist School. The team included board members Ross King and Steve Malin, as well as family members and other supporters of the school, including Multiplex.

Spring Picnic and Eurythmy Performance

In late September, we held a community picnic and eurythmy performance by the Light Eurythmy group from Dornach, Switzerland. The event was well attended, and everyone was pleased to connect in the new season of spring, celebrating Warrah's milestone of 50 years as a community.

The following day, the group performed Peter and the Wolf for Warrah school students and visitors from the Lorien Novalis Preschool.



'The Song of the Earth' Eurythmy performance

Opening of the Banksia Leisure and Learning Facility

A highlight in early November was the opening of the Banksia Leisure and Learning Facility, which was funded by the 2018 Tax Appeal.

The extensive project involved establishing a wheelchair-accessible boardwalk, a large timber deck with seating, soft and hard landscaping, and garden beds with scented native shrubs and plants. The opening was well attended by Warrah parents, friends of Warrah, councillors from Hornsby and Hills Shire Councils, Warrah staff and participants.

We are delighted to see our participants using the Banksia Leisure and Learning Facility for a range of social and recreational purposes.



Banksia Leisure and Learning Facility

Carols

Our special carols event was held outside for the third year in a marquee set up for the event. Due to heavy smoke from the bushfires around Sydney, attendance was impacted.

Still, we were delighted to have the St Pauls Ensemble Group join us for the first time to lead the singing and introduce some new carols to the Warrah community.

Once again, the Glenhaven Rotary Club generously provided and served a beautiful supper on the night. We are thankful for the local support and good will shown to Warrah by those who volunteer their time and energy.



Celebrating Carols at Warrah

Rotary Trivia Night

In February 2020, Glenhaven Rotary Club held the inaugural Trivia Night to raise funds for Warrah and drought relief. It was a big turnout, with over 27 tables competing to win. Warrah was well represented by staff, board members and friends.



Warrah staff at Rotary Trivia Night

We are looking forward to consolidating the gains the Community Development team has made over the last year and recommencing events and fundraising within the Warrah and broader community when restrictions are lifted.

Cindy Cunningham

Community Development Manager

Volunteering at Warrah



It has been a year like no other for staff and volunteers, and yet Warrah has still benefited from many helping hands. We have been restricted in accepting volunteers since March due to safety protocols introduced to manage the pandemic. It has, however, been reassuring to see that people are still willing to volunteer their time and help in all areas of our work.

It is reassuring to see that people are still willing to volunteer their time to help in all our areas of work.

Friends of Waldorf Education

The six 2018/19 German volunteers from Friends of Waldorf Education left in August 2019, with the new intake of four German volunteers starting that September. We have been very impressed with how well Laurenz, Maren, Nele and Freya have adapted to life in Australia, and how they have responded to the many challenges of COVID-19.

This year, the volunteers were based mainly at Warrah Specialist School, helping out in the classrooms and with school events and activities. They went to great effort to contribute during their time here – from studying together to learn Auslan and taking on individual projects with students to sharing perceptive and sensitive observations of students; they gave their all.

With international borders closing in March,

Freya decided to return to Germany. Laurenz, Maren and Nele chose to stay in Australia and will be returning to Germany at the end of July. Unfortunately, this international program will not be able to run in 2020/21 as Australia's border remains closed to overseas visitors. This change makes us appreciate just how valuable a resource these volunteers have been over recent years, and we look forward to when the exchange program can resume.

With Australia's border closed to overseas visitors, it makes us appreciate just how valuable a resource these volunteers have been over recent years, and we look forward to when the exchange program can resume.



German Volunteers

Corporate Volunteering

Warrah hosted two very productive groups from Deloitte and the Australian Catholic University (ACU) for their community volunteering days in November 2019. There

were about 28 volunteers over two days when the Sydney air had just begun to get smoky with the local bushfires.



Corporate volunteers from ACU at Warrah

The groups did bush regeneration work, cleaning up at Waaia, and also planting at the farm. In appreciation, the team at Waaia baked scones for morning tea, and Community Support Services presented each group with a piece of artwork created by Warrah participants.

Corporate volunteering with a not-for-profit organisation is an excellent opportunity for employees from external organisations to give back to the community while team-building at the same time.

Work-Experience Students

Warrah Specialist School facilitated Jess Youell on a work placement this year from the University of Notre Dame. Once again, COVID-19 has impacted our ability to accept students on placements..

Community Support

Eileen Pruys retired from her role as Support Worker from Warrah in October 2019, but her heart has never really left us.

She now comes in voluntarily to provide company to adult participants at Waaia, who look forward to seeing her familiar, friendly face.

The Dural Men's Shed continues to provide valuable volunteer support, sharing their skills and experience with our senior students and adult participants. Unfortunately, the Men's Shed has decided to close their service for the

remainder of 2020 due to COVID-19.

Warrah's carols evening was supported by the St Pauls Ensemble Group, who volunteered to lead the singing. We were also delighted to have the Glenhaven Rotary Club attend, providing and serving a beautiful supper that was enjoyed by everyone.

Moits Civil returned to Warrah to volunteer their time and equipment for the Banksia Leisure and Learning Facility project. They undertook earthworks preparations to get the project underway, which greatly assisted Warrah's Maintenance team.

Marianne Haylan, an experienced weaver with the Australian Weavers Guild, started volunteering two days a week to run a new weaving program with school students and adult participants. The program has recently recommenced after being put on hold due to COVID-19.



Danny developing his weaving skills with Marianne's guidance

Farm Volunteers

The farm has received help from many volunteers, including Yohai Tadmor from Israel at the start of the year. He worked over the summer and came with six years of experience in organic farming systems. Other volunteers on the farm have included Phoebe Ashley-Turner, Cameron Borg, Oskar Loftus and Elisa Wright. Elisa is now employed in Community Support Services.

Warrah is fortunate to have so many volunteers across all areas of the organisation willing to give their time and energy, enabling us to achieve so much more as an organisation.

Evelyn Bush

Human Resources Officer and Volunteer Coordinator

Supporters and Donors

So many people continue to give generously to support our services and projects. We extend our heartfelt thanks to our 2019/2020 donors and supporters.

Warrah Appeals and Donations

Md Asaduzzman	Mary Embery	Marcelle & Ross King	Anne Owens
Phillip Azize	Stephenie Fischer	Micheline Lane	Eileen Pruys
Anne Ball	Shuan Ghaidan	Judy Lau	Jodie Saric
Elena Barnes	Linda Grosz	Fona Lee	Hannah Semler
Alison Clark	David Hamilton	Anelah Leighton	Barbara Stannard
Michael Cole	Elaine & Frank Hanlon	Stella Madden	Joan & Bob Stephens
Commonwealth Bank	Mary Ann Hamilton	Mary & Walter Magnussen	Steve Tucker
Dural	Christine Hardwick	Tina & Steve Malin	Annet van Kesteren
Katrina & Charles Cordina	Margaret & John	Manor Real Estate	Michael Wang
Bryan Deane	Hargreaves	Gordon Marshall	Jeanette Weston
June Deane	Rosemary Hegner	David McCallister	John Williams
Peter Deane	Avril Heitia	Don McLeay	Susan & James Wishart
Kirsten Depta	Helen Holt	Max Miller	
Alan Eisenberg	Joanne & Robert Kerr	Sandy Oatley	
Kirsten Embery	Graham King	Hugh Outhred	

Clubs, Trusts & Foundations

PPOY

Support In-Kind

Local Businesses

Flight Centre Foundation	Stephen Coakley	Arcadian Artists	Beauty at Victoria's
Glenhaven Rotary Club	Ross Du Vernet	Dural Christmas Tree Farm	Billabong Retreat
Norwest Sunrise Rotary Club	Thomas Forrest	Dural Men's Shed	Bunnings Dural
Rotary Club of Dural	Stanley Roth	Hills Shire Council	Choice Pharmacy
Vinva Foundation	Jon Gidney	Holdmark Group	Kellyville
	David Ryan	Hornsby Council	Para Mobility
	Urban Taskforce	Community Nursery	Simply Health and Wellness
		Moits Pty Ltd	The Hills Lodge
		Multiplex	
		St Pauls Castle Hill	

Our People

Board of Directors

Steve Malin	Chairperson Chairperson Finance Committee
David Ghannoum	Member, Finance and Property Committees
Ross King	Chairperson of Property Committee
Paul Power	Member
Andrew Rogers	Member Member Property Committee
Hannah Semler	Member
Annet van Kestren	Member – appointed 25/09/19
Annette Waterson	Member Finance Committee
John Williams	Member – appointed 4/12/19

Executive Group

David Forfar	Executive Manager Disability Services
Jan Fowler	School Principal
Craig Gouws	Business Manager, Company Secretary, Member Finance and Property Committees

Auditors

Nexia





WARRAH

LIVING LEARNING GROWING

Warrah Society

Enriching the lives of people with disability

20 Harris Road, Dural, NSW 2158
PO Box 357, Round Corner, NSW 2158
P 02 9651 2411 E warrah@warrah.org.au

www.warrah.org.au
www.warrahspecialistschool.nsw.edu.au
www.warrahfarmshop.org.au