



2023-2024

Annual  
REPORT



**Our vision is to create open, accessible and inclusive communities for all people.**



#### Traditional Custodians

We acknowledge the Traditional Custodians of the land where we work and pay our respects to their Elders, past, present and future.

Kurrajong\* Lord Baden Powell Drive Wagga Wagga NSW 2650 Phone (02) 6932 6000 [www.kurrajong.com.au](http://www.kurrajong.com.au) ACN 002 407 294 ABN 55 002 407 294

Fundraising Authority CFN 10754 © Kurrajong 2020 Certified Disability Service Provider NSDS:2014 Certificate No. NSDS 641 582

Certified Environmental Management System ISO 14001:2015 Certificate No. EMS 569444 Certified Quality Management System ISO 9001:2015

Certificate No. FS 674308 Certified E-Waste Scheme AS/NZS 5377:2013 Certificate No. 617084 Third Party Verification against the Department of Family and

Community Services Funding Agreement 2015 - 2018 Certificate No. TPVNS 682570

Registered NDIS Provider No. 405 000 8171

Front Cover : Ann Flannigan, Sabrina McDonald, Natasha Didden and Caitlin Andracchio at Kurrajong Griffith Laundry.

Image Above : Trudy Patterson with Jodie Stephens at Kurrajong Wagga Lifestyle Choices.

All images photographed by Jackie Cooper.

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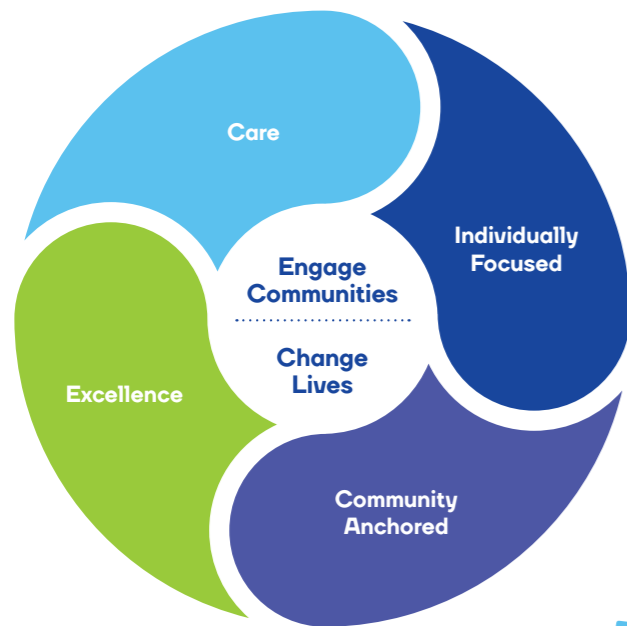
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# Our COMMUNITIES

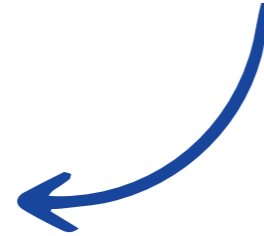
At Kurrajong, we have worked for over 67 years helping people with disability achieve their goals and live a life of their choice in open, accessible and inclusive communities in the Riverina Murray region.

Our staff are located across the Riverina Murray region and work with people with disabilities and their families and carers to help them understand and implement their NDIS plans.

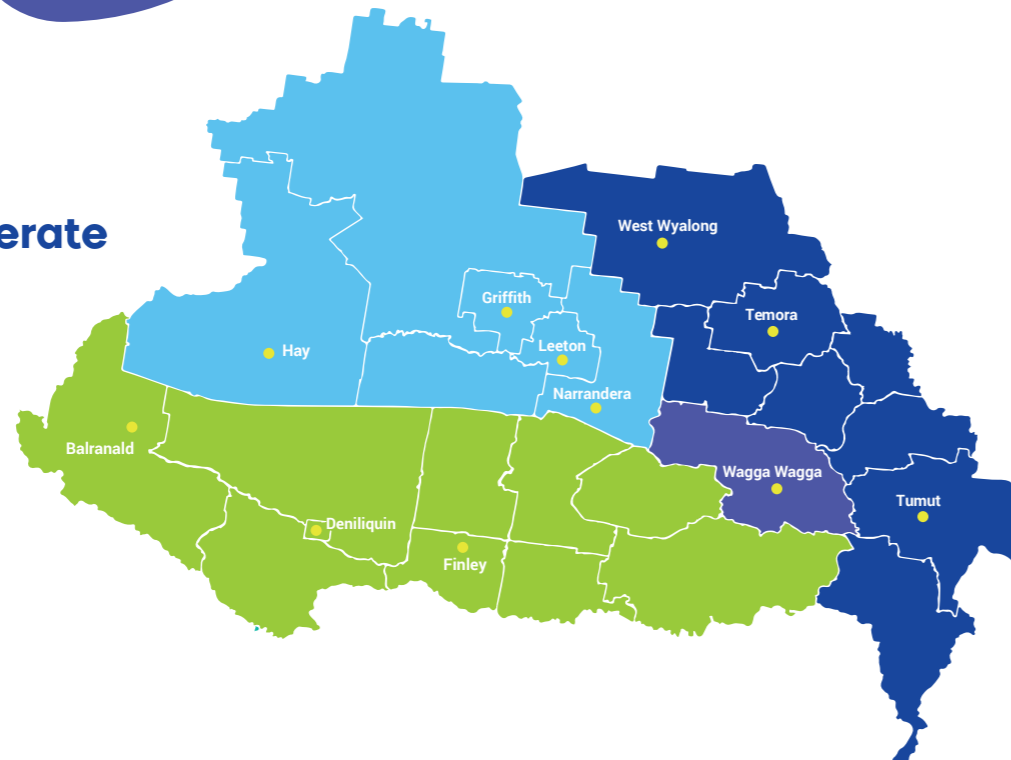
For us, it's all about the individual. Their independence, their confidence, their control and living in communities where their choices are acknowledged and respected.



## Our Service Essence



## Where We Operate



  
kurrajong  
first contact

Our First Contact staff are located across the Riverina Murray region and work one-on-one with people with disability and their families and carers to help them understand and implement their NDIS plans.

  
kurrajong  
therapy plus

Kurrajong Therapy Plus is a unique multidisciplinary team of speech pathologists, occupational therapists, physiotherapists, educators, allied health assistants and educator aides.

  
kurrajong  
supported living

Kurrajong Supported Living provides accommodation and support services for children, adolescents and adults with disability to live safely and independently in their community.

  
kurrajong  
employment  
preparation

Kurrajong Employment Preparation supports people with disability to transition from school to work, helping students develop the skills they need to find suitable employment.

  
kurrajong  
lifestyle choices

Kurrajong Lifestyle Choices supports people with disability to develop the skills they need to work towards their goals, increase their independence, and participate as active members of their community.

  
kurrajong  
commercial  
enterprises

Kurrajong's Commercial Enterprises are located throughout the Riverina Murray region and help employees learn and develop employment skills across a range of areas.



**OUR PATRONS**



**Sir William Deane**  
Patron in Chief



**Mr Michael Kennedy OAM**  
Life Member and Patron



**Mr Peter Perkins**  
Life Member and Patron

About **KURRAJONG**

**OUR LIFE MEMBERS:**

- Mrs Marjorie Anslow OAM
- Mr John Cosier
- Mrs Marcia Fife
- Mr Garry Forde
- Mr Bill Howitt OAM
- Mr Michael Kennedy OAM
- Mr Tony Kew
- Mr Malcolm Nixon
- Mr Peter Perkins
- Mrs Joyce Reynolds
- Mr Allen Thomas

**OUR DECEASED LIFE MEMBERS:**

- Mrs Audrey Cowley (passed away 2004)
- Mr Herb Cowley (passed away 2016)
- Mr Allan Davis (passed away 2020)
- Mrs Nell Davis (passed away 2022)
- Mrs Rita Deaner (passed away 1996)
- Mr Wal Fife (passed away 2017)
- Mrs Sybil Haw (passed away 2017)
- Mr William Hurd (passed away 1995)
- Mrs Lettie McDonald (passed away 1997)
- Mr Ken Reynolds (passed away 2022)
- Mr Cedric Robertson (passed away 2017)
- Mrs Ada Robinson (passed away 1993)
- Mrs Enid Scobie (passed away 2017)
- Mr Wal Scobie (passed away 1992)

**OUR CORPORATE LIFE MEMBERS:**

- Myer, Wagga Wagga
- Wagga Daily Advertiser
- 7 Network
- Southern Cross Austereo (SCA)

Board **OF DIRECTORS**



**Patrick Dawson**  
Chairman



**Danielle Pokoney**  
Vice Chairperson



**Jen Spain**  
Treasurer



**Susan Huntly**  
Secretary



**Ben Smith**  
Director



**Chris Egan**  
Director



**Trudy Standley**  
Director



**Ray Carroll**  
Executive Officer / CEO

# Chairman's REPORT



**I am delighted to share my Chairman's report for 2024.**

Reflecting on my first year as Chairman, I can honestly say it's been both enjoyable and rewarding. It's been a privilege to witness the many accomplishments and successes of Kurrajong as we continue our objective to provide top-quality services to our clients and their families.

As you know, the Board carries a significant responsibility in overseeing the governance, management and strategic direction of our organisation. We are here to ensure that Kurrajong not only meets but exceeds its goals and objectives. This responsibility isn't something we take lightly.

I'm pleased to say that our Board is made up of individuals with diverse skill sets, working closely with our CEO to steer the organisation toward achieving its strategic goals. We have also kept a close oversight on the operational and financial health of Kurrajong, making sure we uphold a strong ethical foundation in all our activities and decisions with our stakeholders' best interests always in mind. One of our key roles has been to identify the main risks facing our organisation and ensure that we have effective control and monitoring systems in place to manage and mitigate those risks.

Our NDIS re-registration audit was conducted in March by external consultants. The results of the audit were very pleasing with no findings of major or minor non-conformities. In fact, 33 quality indicators rated as Best Practice which was an excellent outcome clearly indicating that the auditor believed these quality indicators to be new and innovative approaches. Best Practice is demonstrated through innovative, responsive service delivery underpinned by the principles of continuous improvements of Kurrajong's systems.

Our commitment to continuous improvement is unwavering. We have remained focused on maintaining quality management and safety across all our services and businesses while advancing our Strategic Workforce Plan, Technology Roadmap and Marketing and Communication strategies.

One of the tougher decisions we made this year was to discontinue the annual Kurrajong Race Day after 34 years. While it wasn't an easy decision we believe it was the right decision. We are now in a position to promote Hildasid Farm as a community accessible destination. We felt it was the ideal time for our donors, sponsors and supporters to redirect their support to Hildasid Farm to ensure ongoing improvements for the benefit and enjoyment of the community and remain a place of enjoyment for all.

In terms of support of Kurrajong, I would like to express our sincere gratitude to our tremendous donors and sponsors. Their ongoing commitment over many years to Kurrajong's services and now more specifically toward Hildasid Farm has been invaluable and we truly appreciate everything you do for Kurrajong – thank you.

Despite the challenges posed by continued inadequate annual NDIS price increases amidst rising costs, Kurrajong's financial health remains very strong with income of \$66.06M and a surplus of \$2.06M for the year. Net assets increased from \$47.1 million to \$49.1M.

While our client numbers saw a slight decrease from 1,211 in June 2023 to 1,165 in June 2024, mainly due to recruitment challenges in Therapy Plus, the number of services delivered per client has remained steady which is a positive outcome.

We've continued to make significant progress on our 2022-2025 Strategic Plan particularly focusing on our three key strategies.

These strategies are vital for Kurrajong's growth and continued excellence ensuring we remain an organisation that our clients, families, staff and external stakeholders can be proud of.

● **Enhancing Service Delivery**

● **Building a Workforce for Now & the Future**

● **Growing for Future Generations**

The Board has also ensured that all statutory compliance requirements, systems and processes are in place to monitor and control the organisation's activities. We have an excellent Board and every Director contributed significantly throughout the year with their advice and support. Your dedication and commitment to Kurrajong is greatly appreciated.

I also want to acknowledge the ongoing contributions of our various Subcommittees. Every Director plays a part in one or sometimes two Subcommittees and I'd like to thank everyone involved particularly our independent volunteer members for their valuable time and expertise.

Finally, I'd like to extend my thanks and appreciation to my fellow Directors and our CEO, Ray Carroll for their support, especially during my first year as Chairman. I also want to express my appreciation to our outstanding General Managers, Managers and staff for their excellent work throughout the year.

*Patrick Dawson*  
**Chairman**

“**We are here to ensure that Kurrajong not only meets, but exceeds its goals and objectives.**”

# Treasurer's REPORT



It is my privilege to present the Treasurer's report for Kurrajong, highlighting yet another year of significant achievement.

Despite continual cost pressures, Kurrajong has reported a solid net surplus of \$2.056M for the year.

Our total income increased by 13% from the previous year, reaching \$66.060M. This growth was primarily driven by increased income from the National Disability Insurance Scheme (NDIS), but also profit from selling Gralee School and other assets, unit sales at Rosebank Retirement Village, and higher interest income.

*Jen Spain*  
Treasurer

The majority of our revenue continues to be derived from the NDIS to support our core business, accounting for 79% of total revenue. Commercial enterprises performed solidly and contributed 14%, with interest income continuing to be strong as interest rates remained at higher levels.

Our expenditures increased by 11% to \$64M, due to higher staff expenses, which rose 10.5%. Rising costs across all areas of the business have become an anticipated challenge. In response, the company has maintained a strong focus on cost management, driving efficiencies, and optimising value in its commercial arrangements.

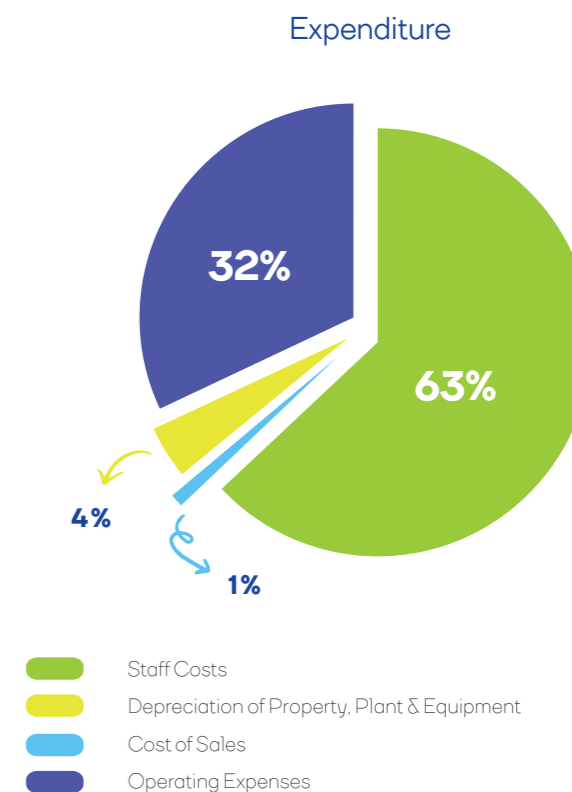
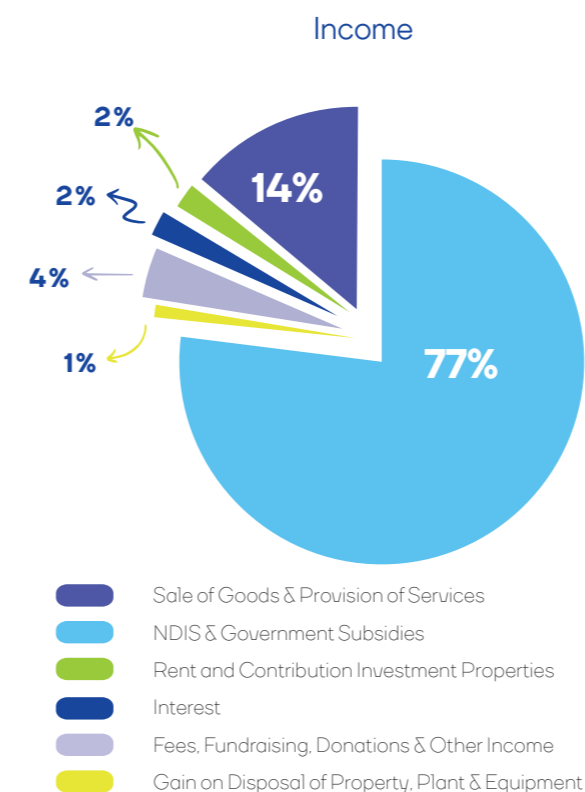
The recent NDIS Annual Pricing review announced a 3.19% increase in pricing for some, but not all, of Kurrajong's services. Key areas, such as Support Co-ordination, Plan Management, and our Therapy Services, continue to be denied any increase. While appreciative of the increase we did receive, it fails to recognise the 3.75% increase in the National Wage decision or reflect the growth in other operational costs such as insurance, rent, and utilities. This continual cost squeeze is of great concern to the disability industry. However, Kurrajong's diversified business model positions the company to navigate these challenging operating conditions.

The next twelve months will see Kurrajong focus on completing its strategic plan and continued investments in technology, facilities, and plant and equipment to improve efficiency and cost savings further. It is expected that most of the Deniliquin subdivision blocks will be sold over the next 12 months. Significant capital expenditure planned for 2025 includes facility improvements at Lord Baden Powell Drive, the completion of 3 x 3 bedroom units in Inglis St, Wagga Wagga, and the re-establishment of the Narrandera laundry.

Thank you to our Finance and administration teams' dedication, particularly to our Finance and Administration Manager, Sharyn Atherton. They have consistently delivered top-tier financial, accounting, and payroll services to all our business and service units. Although this can be a thankless task, it is reassuring to know that we have experienced and capable staff ready to manage this business-critical function.

Thank you.

# Financial RESULTS



## Income Statement

WHAT WE EARNED	\$,000
Sale of Goods & Provision of Services	9,070
NDIS & Government Subsidies	50,969
Rent and Contribution Investment Properties	1,347
Interest	1,155
Fees, Fundraising, Donations & Other Income	2,483
Gain on Disposal of Property, Plant & Equipment	1,036
<b>TOTAL REVENUE</b>	<b>66,060</b>
WHAT WE SPENT	\$,000
Staff Costs	40,521
Depreciation of Property, Plant & Equipment	2,334
Cost of Sales	912
Operating Expenses	20,237
<b>TOTAL COSTS</b>	<b>64,004</b>
<b>SURPLUS FOR YEAR</b>	<b>\$2,056</b>

## Balance Sheet

WHAT WE OWN	\$,000
Property, Plant & Equipment	27,653
Investment Properties	2,111
Cash & Cash Equivalents	29,427
Debtors	4,615
Stock on Hand	751
Other	3,086
<b>TOTAL ASSETS</b>	<b>67,643</b>
WHAT WE OWE	\$,000
Creditors	6,706
Rosebank Occupancy Deposits	5,719
Provisions	5,571
Borrowings	526
<b>TOTAL LIABILITIES</b>	<b>18,522</b>
<b>EQUITY</b>	<b>\$49,121</b>

# Chief Executive Officer's REPORT



As we reflect on the 2024 financial year, I am proud to share the progress and achievements across the various services in the Riverina and Murray regions of NSW. Each service has made significant strides in enhancing the quality of life for the people we support.

This report highlights the key developments and successes that have shaped our journey over the past year, demonstrating our continued commitment to providing exceptional care and support to 1,165 people with disabilities and their families and carers.

*Ray Carroll*  
Chief Executive Officer

Lifestyle Choices in Wagga Wagga has seen a vibrant and diverse range of activities. We've strengthened our connection with Disability Sports Australia incorporating sports sessions like cricket, netball and soccer at the Equex Centre. Our clients were also given the opportunity to attend the In-Motion contemporary dance performance at the Civic Theatre and they enjoyed several bike riding outings with Cycling Without Age. In celebration of five wonderful years at our Hildasid Farm location we hosted a lively dance party. Additionally, we supported our clients on an exciting trip to Questacon, enriching their experiences with new and stimulating activities.

In Griffith, Lifestyle Choices underwent a significant transformation with the relocation of our Middleton Street service to 123 Banna Avenue. This move has centralised all our services making them more accessible and convenient for our clients.

Narrandera was a hub of creativity this year as our clients from Leeton, Narrandera and Griffith took to the stage in the drama performance "When Juliet met Johnny," held at the Plaza Theatre. The production, spread over two nights, was a fantastic success and we eagerly anticipate what they will bring to the stage next.

Meanwhile, in West Wyalong, our programs continued to thrive offering clients a range of engaging activities such as morning tea outings, sports, shopping trips, art and craft sessions, puzzles, karaoke and music.

In Deniliquin, we began transforming an unused outdoor area at Napier Street into an accessible and welcoming space. The addition of fencing and artificial turf has already made a significant impact and we are currently working on further landscaping and installing accessible equipment.

## Supported Living

Supported Living has been marked by growth and development across several areas. This year, we purchased two new group homes—one in Strickland Drive in Wagga Wagga and another in Elwin Street in Narrandera.

In Wagga Wagga, we received approval for the Development Application to refurbish the old Skills Options building at our Lord Baden Powell Drive site which will soon provide new office space for our operations. Additionally, we made progress on the Inglis Street, Lake Albert development which will result in three, three-bedroom purpose-built units for people with disability.

The introduction of a new Client Care Coordinator position in Wagga Wagga has been incredibly beneficial allowing us to better support participants in managing their diverse needs. Our Supported Independent Living, Short-term Accommodation (STA), Social Connections and Drop-in Support services continued to deliver high-quality care across Wagga Wagga, Leeton, Narrandera, Deniliquin and West Wyalong.

In Deniliquin, we received a generous donation of over \$15,000 from the Rotary Club of Deniliquin - Truck Show and Deniliquin & District Wall of Fame. This funding enabled us to purchase and install a much-needed ceiling hoist at the Napier Street Centre dramatically improving comfort and safety for both clients and staff.

Finally, the Kurrajong Estate subdivision in Deniliquin is nearing completion whereby 27 residential blocks will be sold and two blocks kept by Kurrajong for future development of supported accommodation houses and units.

## First Contact

First Contact has experienced significant growth this year. Our team now consists of 45 dedicated staff

members including First Contact Representatives, NDIS Plan Administrators, Support Coordinators, Plan Managers and Employment Preparation staff all working together to support clients across the Riverina and Murray regions and beyond. We are also proud to employ four supported staff members – three in Wagga Wagga and one in Griffith.

Throughout the 2024 financial year we successfully implementing approximately 2,100 NDIS Plans and amendments ensuring our clients receive the support they need.

Our Support Coordination team has expanded to 11 staff who now provide support to 371 clients across 44 locations in NSW, VIC, QLD and NT including one coordinator who works remotely in Western Australia. In total, the team delivered almost 16,000 hours of support making a significant impact on the lives of our clients.

Plan Management also saw steady growth with four full-time staff members now managing plans for 533 clients. Both the Support Coordination and Plan Management teams have fully transitioned to our new Client Management System with the Employment Preparation function also in the process of transitioning.

The Employment Preparation team has had an outstanding year expanding to support 59 clients in Wagga Wagga and 19 in Griffith. Over the past 12 months 13 clients successfully gained employment with two more continuing to receive support in their ongoing roles. These outcomes are particularly impressive with 34% of clients in Wagga Wagga and 21% in Griffith achieving their employment goals. We also collaborated with 26 local businesses to arrange employment opportunities and work placements and we are incredibly grateful for their partnership in making a difference in so many lives.

“

"The introduction of a new Client Care Coordinator position in Wagga Wagga has been incredibly beneficial allowing us to better support participants in managing their diverse needs."



## Therapy Plus

Therapy Plus has continued to evolve this year with a strong focus on refining our processes and implementing clearer service pathways to better support clients and families on their NDIS journey. Our school preparation and social learning groups have grown with weekly sessions in Wagga Wagga that provide children with foundational skills for school success. These tailored groups have been instrumental in building confidence and encouraging participation with our Educators working closely with local schools and families during the transition process.

We have also developed strong relationships with several external service providers enabling us to offer more comprehensive support to families navigating the NDIS process. The sharing of knowledge and building of connections has been very beneficial for both our staff and clients.

Therapy Plus continues to serve outreach communities like Hay and Tumbarumba, with fortnightly visits supporting children, families, Early Learning Services and schools.

“Relocating from Yenda to Griffith has reduced travel time and costs for families and clients, improving access to our services.”

This year, our staff have also had the opportunity to become trauma-informed which has been beneficial for both the children we support and our team members. Additional wellbeing training has further equipped our staff to be at their best when supporting families ensuring that we continue to deliver high-quality care and support.

## Kurrajong Commercial Enterprises

Kurrajong Commercial Enterprises has had a dynamic year marked by both challenges and achievements. Our team's dedication to improving our businesses and providing meaningful employment for our clients remains unwavering. It's heartening to see the enthusiasm our staff bring to their roles and the positive atmosphere across our locations. While we've faced some obstacles, we've made significant progress and look forward to further improvement across all businesses.

Kurrajong Timber has made notable improvements this year investing in new equipment to enhance safety, efficiency and employee comfort. We have upgraded our office, lunchroom and staff amenities with new heating and cooling systems as part of our broader modernisation efforts. Additionally, new fencing and electric gates have been installed to bolster site security and aesthetics.

We have also acquired a new peg pointer saw which improves our ability to produce pegs and stakes efficiently and purchased a new kindling splitter to meet growing demand for our popular kindling products.

Business conditions have been mixed. While the government contract sector remains strong with our materials contributing to major Riverina projects we have observed a slowdown in the private sector and home construction. Despite this, we're optimistic that market conditions will improve in 2025.

Following the retirement of several long-term employees we are looking to expand our team to be well-prepared for future opportunities. Our people continue to uphold high standards of quality and their contributions are central to our success.

Kurrajong Recycling has seen considerable change including management appointments with a new Recycling Manager and a Senior Supervisor in the MRF commencing – I am pleased to say that both are doing an excellent job.

This year has seen a renewed focus on staff recruitment, performance and retention leading to a more cohesive and stable team. Our commitment to supporting and nurturing our Supported Employees has strengthened creating a more positive work environment.

Recycling volumes from the six council areas we service have continued to grow and we have developed new business relationships to ensure a steady market for recyclables. Our MRF processed an additional 2,366 tonnes of product from Bega Shire Council contributing positively to our financial results for 2024.

“

Our team's dedication to improving our businesses and providing meaningful employment remains unwavering.”

Property Services Wagga Wagga has maintained numerous Kurrajong sites carrying out lawn mowing, maintenance tasks, cleaning services and managing our extensive vehicle fleet.

Catering Wagga Wagga has continued to grow and are looking forward to the renovation of their building within the next year. We currently produce approximately 1,000 biscuits and over 700 sandwiches per month plus our catering services are in high demand. Our website now features our product and price lists making it easier for customers to place orders.

Positive feedback in our Employee Satisfaction Focus Group Responses 2023 reflects our ongoing efforts to support our staff. The monthly barbecue and Employee of the Month award remain highlights for our team providing opportunities to show our appreciation and celebrate their hard work.

## Outreach Commercial Enterprises

Narrandera Laundry faced a significant setback with a fire on 30th May this year which destroyed the facility. The cause appeared to be an electrical fault and we have now demolished the damaged building. Despite this setback our staff's dedication ensured minimal customer loss and I would like to extend my thanks and appreciation to our wonderful staff who got on with the job despite the significance and nature of the situation.

Pleasingly, we have acquired a new building in Narrandera for a larger more modern and efficient laundry. New washing, drying and pressing equipment will enhance our quality of service and enable the business to grow with new customers.



Leeton Laundry, operating three days a week, continues to excel handling up to 60 baskets of ironing weekly. Their support for the Narrandera Laundry has been invaluable and we appreciate the team's fantastic assistance during this tough time – thank you.

Narrandera Recycling has experienced a slight decrease in activity and staff changes. Thank you to the staff for their contributions who have made positive changes in the shed's operations. Cardboard supply remains steady and kindling sales have been strong due to a colder winter.

West Wyalong Recycling has been active in cardboard recycling, lawn mowing and kindling production. We are seeking additional cardboard sources to replace a reduced supply and anticipate resuming lawn mowing as the weather improves.



Deniliquin Property Services continues to excel in garden and lawn maintenance, kindling production, security shredding and car cleaning. Despite a competitive market we have maintained and expanded our customer base. Kindling sales are expected to increase with a new supply source from Kurrajong Timber..

Deniliquin Catering and Divine Foods biscuits remain popular with EFTPOS capabilities boosting sales particularly in Finley and the Deniliquin High School. Our biscuit gift boxes are now a year-round offering

Kurrajong Café, operating from the TAFE Canteen has had a successful year especially with the addition of a Friday biscuit run to Deniliquin High School mentioned above. Our café continues to provide healthy and delicious options to the TAFE community.



Our Finance and Administration team, along with Payroll, plays a crucial role in maintaining Kurrajong's financial stability and operational efficiency. They provide essential support through precise financial management and processing. An upcoming finance system upgrade will improve operational efficiency, streamline financial processes and enhance decision-making to meet evolving business needs.

Our Community Engagement Manager, Cathie Smith and Community Engagement Officer, Jane Pottie both retired in early July this year.

Cathie had been involved with Kurrajong for 49 years in a number of capacities ranging from parent, Board member, Women's Auxiliary member, volunteer and staff member. Jane's involvement spanned 27 years so collectively their time with Kurrajong was an amazing 76 years!

Cathie and Jane both did a wonderful job in their respective roles and they simply didn't see their roles as "just a job" – for them it was about Kurrajong, its clients and families, and we will miss them both.

Reflecting on this past year, I am deeply impressed by the dedication, resilience and hard work demonstrated by everyone in our organisation. Each service area has made significant contributions to improving the lives of those we support and our collective efforts have yielded impressive outcomes. As we look ahead, I am confident that we will continue to build on our successes and strive for excellence in all that we do.

I would like to thank my fellow Directors for their advice and support during the year. Also, my thanks and appreciation to our General Managers, Managers and staff for another outstanding year delivering services to our clients and their families/carers.

Thank you to everyone for your continued commitment and exceptional work. Let us carry this momentum into the current year working together to make a positive impact in the lives of the people we support and further advance our Vision to create open, accessible and inclusive communities for all people.

*Ray Carroll*  
**Chief Executive Officer**

**"Our commitment to improvement and excellence remains at the core of our operations and we look forward to the continued growth and success of all our commercial enterprises in the coming year."**



### Corporate Services

Over the past 12 months, the Corporate Services Team has focused on enhancing technology, processes, policies and practices. A key achievement was implementing the Client Connect Project, replacing our NDIS management software and further integrating our Customer Management System. This initiative allowed thorough reviews across business units leading to greater efficiencies and higher standards of care and support.

Our Quality and Safeguards team has had a primary focus on the triennial NDIS Registration Audit resulting in full compliance and positive feedback. Independent auditors praised Kurrajong for its strong management systems and commitment to high standards. Preparing for this audit involved reviewing policies and documents to ensure clarity, transparency and contemporary practice. This also ensures compliance with NDIS Practice Standards and other regulatory requirements navigating constant changes from the NDIS Review and Disability Royal Commission. We proactively secure expert assistance to maintain robust systems and focus on continuous improvement for the best client outcomes.

Our Risk Coordinator collaborated with staff to design and implement an Emergency Response Plan for every site earning a Best Practice rating in the NDIS audit. Continuous improvements in our Risk Framework help the Board and staff better understand and mitigate risks while exploring opportunities to grow our services.

Our Kurrajong Health Advisor continues to provide excellent training and guidance in health care, including mentoring, competency assessment and internal procedure monitoring. Our high-intensity daily supports were also highly regarded in the NDIS audit.

Our Marketing team has significantly grown Kurrajong's online presence, supporting business goals through an expanded content strategy. We continue to execute our Digital and Retention Strategy and explore new marketing plans including potential website updates. Increased engagement with schools and community groups has highlighted the importance of recycling and improved online tools have streamlined donations by boosting contributions through the website.

Our People and Culture team has focused on Work, Health and Safety (WHS), reinvigorating the WHS committee with new members, quarterly meetings and enhanced training. This commitment has led to a safer workplace. We have also improved the return-to-work process, reducing workplace injuries and expediting staff recovery. Recruitment and retention remain priorities in a tight labour market with efforts to explore new recruitment strategies and enhance the workplace experience to boost retention. Staff training continues to be a key focus with work already underway following a recent external training needs analysis.

### NDIS Planning Support

2,065

NDIS plans implemented



15,743

Support coordination hours



### Employment

26

Local businesses collaborated to provide employment opportunities



615

Staff



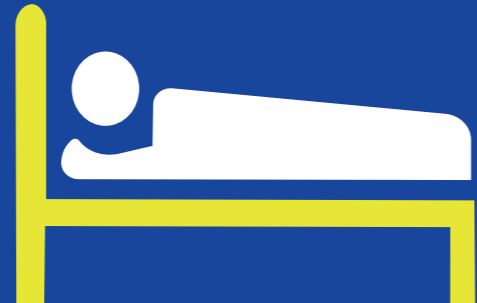
130

Supported employees

### Accommodation

1,726

Nights in short term accommodation



### Group Homes

30 Group homes & units

1.8 Supports per client

74 Clients in group homes



### Recycling

2,366

Additional tonnes of waste processed

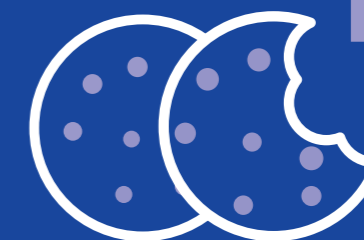


128 Tonnes of e-waste processed

### Catering



700 Sandwiches sold per month



1,000 Biscuits sold per month

## Josephine Cave



a supervisory role at Kurrajong’s recycling centre, her heart has always been in direct support. “I’ve always been drawn back to supporting people directly. It’s where I find the most joy,” she shares.

Her days are anything but routine. Josephine loves taking clients out for different activities, whether it’s for a game of bowling or a challenging climb at Vortex Wagga. One standout moment for her is supporting a client named Kelly, whose enthusiasm for trying new activities—like climbing and rugby—continually inspires her. “Seeing Kelly’s determination and joy is incredibly rewarding,” Josephine says. “It’s amazing to support someone who’s eager to try everything.”

Josephine’s background growing up with family members with disabilities has given her the empathy and insight needed for her role. “Life experience has been my best teacher.”

Outside of work, Josephine is a busy mum of four, balancing her career with family life. She loves outdoor adventures, from camping to fishing trips with her kids. “I enjoy taking them to my parents’ property where they can run around and explore,” she says. “It’s a great way to reconnect with nature and share the outdoor experiences I loved as a child.”

Josephine’s commitment to the people she supports, and her family shows her deep sense of fulfilment and joy in both her personal and professional life.

This is Josephine, a dedicated Support Worker at Kurrajong, where she’s been making a difference for the past decade. Originally from Penrith, Josephine moved to The Rock at age 11, trading Sydney’s hustle for the tranquillity of the countryside—a move driven by her parents’ desire for a lifestyle change. “It was a complete shift,” Josephine recalls. “From a little place in Sydney to a spacious property, it’s been amazing. I could never go back!”

Josephine’s journey at Kurrajong began 10 years ago, with the encouragement of her aunt, who also worked in the disability sector. Though Josephine briefly explored

## Jayden Dooner

“Helping clients develop their skills and eventually land a job, especially when it wasn’t initially on the table, is one of the most rewarding experiences. Seeing them get their first paycheck and achieve their goals is just awesome.”



## Matt Loyd



Senior Supervisor at Kurrajong Recycling and a proud Wagga local for 38 years, Matt Loyd! Matthew is the driving force behind our Material Recovery Facility (MRF), managing everything from cardboard runs to plant maintenance.

After 11 years in lead recycling, Matthew was ready for a change. With his family growing and shift work taking its toll, he set out to find a better work-life balance. He brought over a decade of experience to Kurrajong, where he finally found the dynamic role—and the weekends off—he was looking for.

Matthew’s days are a whirlwind of activity: from equipment upkeep to resume reviews and schedule coordination. His open-door policy keeps him deeply connected with staff, finding great satisfaction in watching them grow and thrive. This personal progress is his greatest reward.

Outside of work, Matthew shares his family’s passion for all sports and is an avid volleyball enthusiast, playing both indoor and beach volleyball. Earlier this year, he won a silver medal in beach volleyball at the Australian Deaf Games in Newcastle.

When he’s not working or winning medals, Matthew enjoys supporting his kids’ sports activities, camping with his family and dog, and exploring the great outdoors with his caravan and fishing gear.

“The most rewarding part of my job is watching individuals grow and become part of the team. Their progress and good days make every challenge worth it.”

**“No two days at Kurrajong are the same. With my door always open, there’s never a dull moment. Patience and embracing diverse personalities are key to supporting our team effectively.”**



Jayden Dooner’s journey with Kurrajong is a story of passion and growth. Starting out in Wagga Wagga as a one-on-one disability support worker, Jayden quickly saw the difference he could make. His dedication soon led him to Kurrajong’s Employment Preparation program, where he spent nearly four years helping participants chase their career dreams.

Now, Jayden is diving into a new and exciting role as an Organisational Generalist at Kurrajong. Whether he’s stepping in for a colleague or taking on special projects, he’s always up for new challenges and eager to learn. Even though he’s new to this position, Jayden’s enthusiasm and willingness to adapt are evident. One of Jayden’s favourite parts of his time at Kurrajong

has been seeing the pure joy on clients’ faces when they receive their first paychecks after months of hard work. For him, watching someone achieve their dreams is incredibly rewarding. While working with a variety of communication styles and learning needs can sometimes be challenging, Jayden finds every experience to be a valuable opportunity for growth for both himself and participants.

When he’s not busy at work, Jayden loves crafting creative stories, camping, and hunting for hidden gems at local garage sales as a family Saturday tradition. His journey at Kurrajong highlights his commitment to making a difference, his eagerness to grow, and his drive to bring about positive change.



## Elhanna Charker



Elhanna, an Occupational Therapist at Kurrajong who was born in Wagga, completed her degree at the University of Newcastle. Elhanna decided to return to Wagga to be closer to family and to begin her professional journey at Kurrajong in 2022. She started as a new graduate under Kurrajong's graduate program and now works full-time, supervising future Occupational Therapists while supporting clients aged 1 to 16.

Elhanna finds the best part of her role is witnessing her clients achieve their long-term goals. "But when my clients reach their goals, that's the most fulfilling moment."

Her journey to becoming an Occupational Therapist was shaped by her early experiences in babysitting and after-school care, where she discovered her passion for working with children. Her education, including a four-year degree in Occupational Therapy with 1,000 hours of clinical placements, provided a strong foundation for her work at Kurrajong.

A typical day for Elhanna involves checking in with her team, planning sessions, and conducting visits either at Therapy Plus or in schools. She loves the diversity of her clients and the dynamic nature of her role. "No two days are ever the same," she notes. Her motivation comes from her supportive network, including colleagues and clients' families, which helps her maintain a positive attitude.

One memorable moment involved a client performing a breakdancing routine inspired by the Olympics, before working on interoception skills. Such unexpected and joyful experiences make her role at Kurrajong particularly special.

**"Every day I come to work, something rewarding happens, and the most fulfilling moments come when my clients achieve their goals."**



## Pheona Weeks

**"It's really not the position, it's the people. They're like a family. And the individuals we support, they just walk in and they just love you."**



## Hayley Winnell



Meet this vibrant and passionate Lifestyle Choices Narrandera Team Leader, Hayley, who has been an amazing part of Kurrajong for nearly four years. Before joining our team, Hayley spent 15 exciting years as a police officer in Griffith and Leeton. "Leaving policing for a civilian role was a big leap."

At Kurrajong, Hayley's days are anything but ordinary. "Every day is different," she says with a giant smile. "One day I might be actively engaging with the people we support, and the next I could be juggling rostering or planning a fun activity." Her role involves everything

from ensuring that support aligns with NDIS goals to organising meaningful events, like a memorable Melbourne trip for an individual who hadn't had a supported holiday in years. "Seeing the excitement and joy in the people we support makes all the hard work so worth it," she adds enthusiastically.

One of Hayley's favourite aspects of her job is leading a dedicated team that makes a real difference. "Being a team leader and watching my team's support in action is incredibly rewarding. It's amazing to see the positive impact we have on the lives of the people we support," she shares.

Outside of work, Hayley is a proud sports mum, cheering on her kids at netball and basketball games and savouring her favourite coffee spots. "I'm a homebody at heart but supporting my kids and enjoying a good coffee are things I absolutely love," she says with a grin.

At Kurrajong, Hayley is fuelled by the strong team spirit. "Being a team leader at Kurrajong has been incredibly rewarding. Seeing others daily and helping them achieve their goals amazes me. The clients' joy and the supportive environment here make every day fulfilling."

**"The support I've received from my manager, team leaders, and clients has been amazing and made my transition from policing incredibly smooth. I'm so thankful for that!"**



Pheona's journey from Coleambally to Wagga Wagga has been filled with growth, community, and a lot of heart. After moving to Wagga in 1992, she found herself putting down roots in a place that's now home—though she still playfully wonders if she's earned her "local" badge.

With a 14-year career at NSW Health under her belt, where she rose from accounts receivable to management, Pheona made a leap five years ago to join Kurrajong. Here, she's the go-to for all things NDIS—handling claims, invoicing, and making sure participants get what they need. It's a demanding role, but Pheona wouldn't have it any other way.

What truly lights up Pheona's day isn't the spreadsheets though—it's the people. She's found a second family at

Kurrajong, where the warmth from her colleagues and the heartfelt appreciation from participants make every day rewarding. It's this sense of connection that keeps her going, making the busy days feel meaningful. Outside the office, Pheona is a weekend culinary whiz, whipping up tasty dishes and indulging in her love for cooking. Her interests are as diverse as her skills—she's even dabbled in hairdressing and baking in the past.

One of the most fulfilling parts of her Kurrajong journey has been watching participants and colleagues grow and thrive. Being part of their milestones and seeing them succeed feels like being part of something bigger—a family that's always there to support each other. For Pheona, that's what makes her work truly special.

## Kellie Hulm



Kellie Hulm has been a part of the Kurrajong family since 2007, and her enthusiasm truly blossomed when she joined Lifestyle Choices Wagga in 2009.

Kellie is the heart and soul of our community, brightening every day with her radiant smile and endless energy. Her passion for cooking shines through in everything she does, from whipping up delicious stir-fries to helping with lunch prep, turning each meal into a special event. A standout moment for her was joining the NRL Rural Inclusive Game Changer tour day with NSW Sky Blues

stars Millie Elliot and Keeley Davis.

Kellie's love for life is truly contagious. She's built strong connections with staff members like Jackson and Sue, and other individuals at Kurrajong like Scotty, all while exploring her artistic side through vibrant painting classes. Her interests are as varied as her talents—she loves the heartwarming movie "Marley and Me," enjoys the music of Pink, and is a dedicated supporter of Rugby League, especially NSW. Whether she's sharing her favourite tunes, organising community events, or cheering on her teams, Kellie's joy and eagerness light up everyone's day.

But Kellie's talents don't end in the kitchen. As a standout artist at The Art Factory, Wagga's top-supported studio, she creates striking large-scale paintings of interiors and landscapes. Inspired by bold colours, intricate puzzle designs, and her travels, Kellie's work has been featured in exhibitions at Riverina Community College, Wagga Wagga Art Gallery, and HR Gallop Gallery.

What makes Kellie truly special is her unwavering positivity and eagerness to embrace new challenges. Always ready to try something new and inspire others with her dynamic spirit, Kellie turns every activity into a celebration. Her remarkable organisational skills and infectious enthusiasm make her a cherished and motivating presence at Kurrajong. We're incredibly fortunate to have Kellie as a cornerstone of our community and can't wait to see the exciting new adventures and contributions she'll bring to our organisation.

## Connor Mackay



Connor, a 20-year-old from Leeton, has been a fantastic part of Lifestyle Choices Leeton for 5 years. His days are packed with fun activities like Drama group, Thursday Troopers, Friday Night with Friends, and Social Connections, all designed to support his social skills and personal interests.

Connor's enthusiasm for his weekly activities is contagious. He especially loves the Drama program, where he gets to shine in productions and the open mic night. These creative experiences have brought him a lot of joy and fulfilment. Recently, he's been busy in the

woodwork room, turning out everything from stylish jewellery stands to sleek cutting boards and beyond.

Outside of Lifestyle Choices, Connor is also involved in Kurrajong's Youth Employment Preparation (YEA) Program. He attends once a week and has landed a job at Gralee School, which highlights his growth and dedication to gaining paid work. This role has given him valuable experience and helped him connect more with the community.

During the week, Connor stays busy with his activities, but he makes sure to enjoy his weekends too. He loves playing basketball and cooking with his family, which are great ways for him to relax and bond with his loved ones. His favourite part of Lifestyle Choices is the great friendships he's made, especially in his Thursday Troopers group, where he enjoys both the fun activities and the social time.

Connor's journey at Kurrajong shows the impact of community programs in helping people grow and discover their talents. His story highlights the wonderful experiences and friendships that come from being actively involved in such programs bringing him fully out of his shell.

**"I love coming to Kurrajong because it's so much fun. I love Thursday Troopers, drama productions and open mic nights!"**



## Luna and Kerrie Banks (Mum)

**"I'm so grateful to Therapy Plus for all the support they've provided. The staff has truly helped my girls thrive and build on the progress they've made."**



Luna and Alexis have been part of the Kurrajong Therapy Plus family for several years now. With the support of their therapists and their mother, Kerrie, these sisters have been making incredible strides in their development.

Luna has been focusing on school readiness and social skills in her Occupational Therapy sessions. She's been working hard on improving her strength, motor planning, and overcoming any challenges that come her way. Now in her second year of the Social Learning Group, Luna has blossomed, mastering skills like sharing, turn-taking, and cooperative play. She loves getting creative with activities like playdough, painting, and drawing, and she never backs down from the challenge of the outdoor obstacle course.

Physiotherapy has also played a big role in Luna's journey. She's been hitting all her gross motor milestones, which has allowed her to enjoy everyday life fully. Luna is always excited to try new things and shows a lot of determination in every session.

Alexis has been working on something a bit different in her Occupational Therapy sessions—learning to better understand and manage her emotions. With the help of her therapist and family, Alexis has become more confident in identifying emotions and facial expressions. She absolutely loves playing "Keepy Uppy" with a balloon and is a big fan of Monster High.

In Physiotherapy, Alexis has also made amazing progress. With the help of some assistive technology, she's been reaching her goals and having a blast playing pop-up games during her sessions.

Kerrie is so grateful for the support her daughters have received at Kurrajong. She describes the environment as welcoming and nurturing, and she's thrilled with how much Luna and Alexis have grown. The combination of therapy and a caring community has made a world of difference in their lives, and it's clear that Kurrajong Therapy Plus has been a vital part of their journey.

## Grant Lieschke



Grant Lieschke, a beloved member of the Kurrajong Supported Living Wagga community, has recently experienced some changes in his support due to dementia. For many years, Grant was an active participant in day programs, but as his needs evolved, he now enjoys dedicated one-on-one support in the MB room. This personalised care has been a game-changer, helping him thrive in a setting that's just right for him.

Grant's days are filled with the things he loves. He's a creature of habit who delights in going for drives, having picnics by Lake Albert, and engaging in his favourite

activities like playing Connect Four and singing karaoke. Johnny Cash is a crowd favourite. These activities bring him so much joy and really showcase his lively personality. He also loves dressing smartly and wearing his favourite watch, showing off his attention to detail and his desire to look his best.

The MB room, a drop-in centre full of activity for clients to integrate into a community close to the Wagga CBD, has become Grant's happy place. It's a warm, close-knit community where he's surrounded by friends who share his long-term connections. The environment offers both the structure he thrives on and the companionship he cherishes.

Grant's infectious smile and cheerful nature light up the room. He's known for his playful quip, "Who's that? It's Grant Lieschke!" which always brings smiles and boosts everyone's mood. His ability to spread joy and his enthusiasm for his favourite activities make him a treasured part of Kurrajong.

Grant's journey with Kurrajong began when he was just 8 years old, moving from Pleasant Hills near Henty to Lord Baden Powell Drive, Wagga. Over the past 52 years, he has lived in various houses and with many housemates. Grant has always been active in the kitchen, loves watching videos and prime TV, and enjoys airports, Christmas carols, Easter, church, and dances. His friendly, happy nature and love for karaoke make him a true gem of Kurrajong. Thanks for being you, Grant!

## Sam Larfield

**"I've been working towards staying here longer. I complete my shifts now, and it makes me very happy to help the people I'm with."**



## Chloe Lidden



Chloe has been a wonderful part of the Kurrajong catering team for 18 years, having joined us through Work Solutions, now known as Employment Preparation. Originally from Albury, Chloe moved to Wagga when she was four and still lives with her supportive parents, who have been instrumental in helping with her NDIS needs.

While Chloe faced some challenges early on in her journey, she has since found her rhythm and truly enjoys her job. Routine means a lot to her, and she finds joy in

simple, meaningful activities like baking biscuits and making deliveries. Every Wednesday, Chloe makes jam drops from start to finish, and she now knows the recipe by heart. What was once challenging has become a source of joy, with routine and interactions now being highlights of her day.

Chloe's love for routine is matched by her talent for remembering special dates like birthdays and anniversaries. Her great memory and family-centred approach bring a special touch to her role. Outside of work, Chloe enjoys creative pursuits, like painting and crafts.

Chloe has not only developed her skills but also built strong relationships with her colleagues, becoming an integral part of the team. A standout memory for Chloe is the surprise 30th birthday cake she received. Her enthusiasm for learning new skills, such as problem-solving and budgeting, and her positive interactions with colleagues highlight her dedication.

Chloe's eagerness and positive attitude make her a valued member of the Kurrajong family. She proves that dedication and a good attitude can lead to a fulfilling career. Her colleagues describe her as thoughtful, always jumping into action to tackle tasks even when others are still on their breaks. We truly appreciate everything Chloe does.

**"I didn't like catering at first, but now I love everything from making biscuits to going on deliveries. The friendships and skills I've gained have been amazing and made all the difference."**



Sam's journey has been one of impressive growth and achievement. Starting in January 2021, Sam Larfield, a factory hand from Wagga, has been an integral part of the Kurrajong Timber team. He spends his time in the woodshed, stacking timber, handling kindling, and helping operate saws. Recently, Sam set an exciting new goal for himself: joining customer deliveries! It's a big step, especially as he works to overcome his anxiety about meeting new people.

When he's not at work, Sam's world is all about rock music, anime, and video games. He loves using his break times to dive into his favourite games or catch up on videos with his headphones on. Sam also enjoys movie nights and chatting with friends, whether in person or online.

Sam's role at Kurrajong Timber has truly made a difference in his life. It's not just about earning a pay

check; it's about the sense of accomplishment he feels each day. From initially struggling to complete his shifts to now confidently working Tuesdays, Wednesdays, and Fridays, Sam has made incredible strides. His dedication to managing his emotions and staying focused has been really impressive.

Sam values the friendships he's built with colleagues like Jeff, Max, and Will, and enjoys the visits from school kids. These connections add a special touch to his workdays, making him look forward to coming in every day.

One of Sam's proudest achievements was mastering the strapping task, and receiving a pay increase was a huge milestone for him. Looking ahead, Sam is excited about the prospect of independent living, with hopes of moving into a group home in the future.

## Lilly Salmon

Lilly Salmon's journey from a student to a cherished Educator Assistant is truly exciting. It all started back in 2020 when Lilly joined Kurrajong's Youth Employment Assistance (YEA) program, setting the stage for her amazing career in childcare.

Lilly's commitment was clear from the beginning. She jumped into work experience at Amy Hurd Childcare in Koorringal, which gave her essential skills and insights into childcare. Her dedication didn't end there—she spent over three and a half years volunteering at Amy Hurd Early Learning Centre, showing incredible perseverance and passion.

By late 2023, Lilly's hard work paid off being offered a paid position as an Educator Assistant at Amy Hurd. She now works two days a week, in a role that was specially created for her. Lilly shines in the baby room, where she loves holding the cute little babies. Her enthusiasm is infectious—she says, "I love it here! I love my job!"

Outside of work, Lilly enjoys making scrunchies in her spare time, which she sells at markets and at Amy Hurd. Her creative touch adds a personal flair to her role.

Lilly's story is a fantastic example of how passion and opportunity come together to create something wonderful. Her journey highlights the amazing support



from Kurrajong's Employment Preparation team, which helped turn her dreams into reality. Lilly's success is not just a personal achievement but a celebration of the opportunities that Kurrajong's programs can offer. It's a reminder that with the right support and a lot of dedication, dreams can truly come true!

## David Chalmers



Dave Chalmers, a 50-year-old Wagga local, has dedicated an impressive 23 and a half years to Kurrajong Recycling. Known for his infectious personality, Dave is a much-loved member of the team, bringing joy and camaraderie to the workplace every day. With a big smile on his face, Dave enjoys talking about his favourite sports teams, the North Melbourne Kangaroos and Newcastle Knights, and loves chatting about his favourite TV show, Outback Truckers.

Dave has a strong work ethic and loves to keep everyone

in line, ensuring that no one is "slacking off." He's particularly fond of going out and about in the Kurrajong cardboard Recycling truck, which he has affectionately named "Snowy." His dedication to his job is evident in the way he speaks about his work and his commitment to helping out his mates at the recycling centre.

Throughout his years at Kurrajong, Dave has become an expert in various tasks, from sorting paper to ensuring the security shredding bins are used correctly. He takes pride in his work, especially when he's out in the truck or working in the back shed with the paper. When Dave isn't at work, he enjoys ten-pin bowling on Saturdays, a hobby that has brought him a lot of happiness. He's also close to his support worker, Pat, who has been a constant presence in his life outside of work.

Dave's dedication, combined with his cheerful disposition and love for his job, makes him a valued member of the Kurrajong Recycling team. His mates at work, his love for his job, and his infectious personality ensure that Dave is always a bright spot in the workplace.

“Coming to work makes me happy because I get to help my best mates out, and just work together as a team.”

## David Keck



David Keck has been a member of the Kurrajong community for three decades. A lively 71-year-old from Deniliquin, David's journey with us began in one of our Supported Independent Living (SIL) homes, where he initially worked with the Property Services

team, affectionately known as the A-Team. Over the years, David has adapted to many changes, including transitioning to using a full-time wheelchair.

Recently, David received a new electric wheelchair, a significant upgrade that has reintroduced him to the freedom and independence he once enjoyed. This new chair is not just a mode of transport but represents a fresh chapter in David's life, allowing him to navigate his surroundings with newfound confidence and autonomy. Embracing it with the enthusiasm of someone driving a sports car, David is tackling the touch-sensitive controls with characteristic determination. Although there were initial concerns about whether he could manage the controls, given his previous heavy-handedness, David's daily practice and persistence are proving his capability.

David's story is a vibrant example of resilience and adaptability, with his smile growing as he gains more control over his new wheelchair, reflecting the satisfaction of regaining his independence. David not only proves to himself and others that age is no barrier to learning new skills but also inspires those around him with his unwavering spirit. His journey is a powerful reminder that it's never too late to embrace change and pursue personal growth—with a touch of humour.

## Sabrina McDonald

Sabrina McDonald has been a valued member of the Kurrajong team for nearly 20 years. From Narrandera, Sabrina makes the trek to Kurrajong's laundry department twice a week, balancing her days between work and her personal passions. Despite the long commute, her enthusiasm for her role never wavers.

Sabrina has dedicated herself to the laundry department, where her careful attention ensures everything runs smoothly. But her involvement doesn't stop there. She's an active participant in Kurrajong's Lifestyle Choices programs, eagerly joining in drama productions and social outings like Friday Night with Friends. Recently, she enjoyed a delightful dinner at the Narrandera Exies Club with friends and a captivating production of Calamity Jane.

A standout moment for Sabrina was her role in this year's drama production, "When Juliet Met Johnny", where she played Juliet in the carnival scene. Performing with her colleagues was a highlight, and Sabrina says, "Seeing my friends and the fun we have is what I love most." It's clear that the camaraderie and joy she experiences at work are what keep her motivated.

When she's not at Kurrajong, Sabrina loves spending time with her family. Her nine-year-old son Jayden, who goes to Gralee School, and her husband, who juggles various jobs including lawn mowing, make up her supportive home team. Sabrina also enjoys unwinding with her friends at local spots like The Rocky Waterhole in Narrandera, a peaceful retreat she loves.



“My favourite part about my job is seeing my friends and having fun at work. Almost 20 years in, and the friendship and joy keep me coming back every day.”

# Years OF SERVICE

Congratulations to our staff and supported employees on achieving significant milestone years of service to Kurrajong. Thank you for your hard work and dedication. We look forward to your ongoing contributions and a bright and successful future together.

## 10 Years

Colleen Crowe  
Kacie Lavers  
William Peck  
Sabrina Marks  
Brodie Greenwood  
Laurel Lyons  
Darron Courbois  
Shane Rootsey

## 13 Years

Cherie Hugler  
Paige Huthwaite  
Noel Raymond  
Jane Robertson  
Ruth O'Grady  
Ashleigh Collett  
Julie Mott  
Matthew Johnson  
Alan Trotman  
Allison Kelly  
Emma Ryan  
Allen Ward

## 16 Years

Melissa Crain  
Jackson Carroll  
Carolyn Black  
Christopher Blyth  
Lisa-Jane McNiven – 'Lisa McNiven'  
Thomas Lawlor  
Suzanne Lewis  
Debra Howard  
Timothy Wood  
Julie Girling  
Tania Pascoe

## 11 Years

Joanna Kalms  
Robert Atwell  
Norm Corcoran  
India Passlow  
Tristan Meredith  
Leanne Hay  
Donna Xuereb  
Josephine Cave  
Matthew Loiterton  
Celeste Jones  
Daniel Fortington  
Joshua Reberger  
Adrian (Barney) Quade – 'Barney Quade'  
Shaun McAdam

## 14 Years

Ann Flanigan  
Robyn Chattaway  
Nicole Davis  
Darren Johnston  
David Cain  
Susan Leigh-Cooper  
David Hessel  
Laura Birchall  
Simon Doss  
Alicia Dahlenburg  
Coral Richter  
Catherine Anderson  
Jim Seymour  
Margaret McCurdy  
Barry Pickering  
Naomi Kelvy

## 17 Years

Francis Vella  
Tanya Van Wel  
Martin Frechette  
Margaret Loudon  
Phillip Pumpa  
Sabrina McDonald  
Simon Russell

## 12 Years

John Skinner  
Prakash Nariya  
Johnathan Ryan  
David Harmer  
Joanne Taylor  
Elizabeth Dowell  
Rosemary Orr  
Faye Jones

## 15 Years

Christopher Wishart  
Tamlin Jones  
Jessica Mohr  
David Oakman  
Jodie Granger  
Janat Hussell  
Julie Preston  
Lorna Barber  
Vicki Manwaring  
Nicole Smith

## 18 Years

Daniel Weathers  
Tracey Durnan  
Karen Lugton  
Hilary Crane  
Chloe Lidden  
Kimberley Rowatt  
Justin Stokes  
Michael Anderson  
Colin Neyland  
Kylie Anderson

## 19 Years

Florence Edwards  
Brenton Howard  
Fernando Whittaker-Roa  
Sharyn Atherton  
Tracy Evans  
Zena Wahanui  
Gillian Judd  
Sue-Ann Brady  
Dianne Phelps

## 23 Years

Nathan Collins  
David Chalmers

## 28 Years

Kane Meyers

## 33 Years

Carolyn Eckersall  
Christopher Loneragan

## 38 Years

James Kitney  
Dean Stapleton  
Peter Smith  
Stephanie Warren

## 46 Years

Tony Arrowsmith

## 20 Years

Debbie Shaw  
Barbara Grigg  
Deanne Bolesta  
Leila Sly  
John Gledhill  
Sue Honey  
Barry Armstrong  
Paul Perkins

## 24 Years

Alistair McLean  
Veronica Foley  
Veronica Keogh

## 29 Years

Ronald Salan  
Dianne Byrne  
Leonie Schack

## 34 Years

Jason Harrison  
John Howitt

## 39 Years

Geoffrey Pitman

## 47 Years

Nicholas Fletcher

## 21 Years

Michael Eggleton  
Sandra Grintell  
Sheree Smith  
Terry Ness  
Justin Keane  
Nathaniel Klein

## 26 Years

Lyndal Ross  
Jennifer Howe  
Crispin Lowe

## 31 Years

John Condron

## 36 Years

Wendy Umback  
Andrew Perkins

## 41 Years

Mary Heffernan  
David Perkins  
Lesley Daniels

## 22 Years

Kerryl Pannowitz  
James Payne  
Julie Watson  
Cheryl Brown  
Cannon Banks  
Mareeka New

## 27 Years

Darryl White  
Michelle Thornton

## 32 Years

Ray Carroll

## 37 Years

Stephen Gould

## 42 Years

Paul Duck





**The farm's success is built on the hard work of full-time staff and a team of devoted volunteers.**

# HILDASID FARM

BY KURRAJONG, FOR OUR COMMUNITY



**Hildasid Farm is a vibrant and welcoming place where gardens, animals and a strong community connection thrive together. It's a space designed for learning, relaxation and connection, all made possible by the passion of our dedicated staff, volunteers, and clients.**

Katrina Brown, the newly appointed Community Engagement Manager for Kurrajong at the farm has been warmly welcomed by the team. The vision and dedication to the farm of previous staff members Cathie Smith and Jane Pottie has enabled the farm to become an inclusive and accessible space for all to enjoy.

Katrina is inspired to carry forward this vision by guiding the farm into a future where Kurrajong's clients, families and staff together with the wider community can enjoy its beautiful gardens and facilities. Whether it's a place to meet, unwind, nurture, play, or learn, the farm caters for everyone.

The farm's success is built on the hard work of full-time staff and a team of devoted volunteers. Each volunteer brings unique skills and they are truly an integral part of the farm. Their collective knowledge benefits everyone, so when you see them chatting and laughing in the sunshine, rest assured—they're still hard at work! The team is fortunate to include retired farmers, horticulturalists, environmental scientists, and enthusiastic green thumbs among its volunteers.

Looking ahead, the team is eager to welcome new volunteers and expand their skill sets to help maintain and grow this wonderful facility. Exciting projects are on the horizon, including further garden development, building restoration, tree planting and increasing the seasonal bounty of the community garden. The community garden is more than just a place to grow food; it's a space for learning, providing for those in need, and fostering connections. Many new community relationships are sure to grow alongside the vegetables.

Keep an eye on the Kurrajong website and social media for opportunities to get involved.

Of course, no update would be complete without mentioning the farm's beloved animals! Teddy, Curly, and Snowball, the trio of steers, are happy and boisterous. They're always vocal when people walk by—though it might be more about food than company! The team is working on taming them with regular pats and playful voices, and it seems to be working though the steers might just think we are here for their entertainment!

Blue, the miniature pony with beautiful eyes, is a sucker for carrots. He's been enjoying nose scratches and even lets the team play with his mane—they think he looks particularly dashing with a Mohawk! The goal is to help Blue become more comfortable being led around the farm, allowing him to interact more with clients and visitors. It's a special experience to be part of his journey.

Next up on the animal front is the anticipated arrival of two miniature donkeys. These donkeys are expected to be born this spring, with their arrival at Hildasid anticipated around April. Kurrajong has been on the waiting list for two years, and their addition to the farm is eagerly awaited.

The sensory garden, prepared by volunteers over the winter, is ready to burst into life as spring and summer approach. The pear trees around the village green are in bloom, surrounding the hotspot where Lifestyle Choices clients enjoy dance parties and games. The stunning entry driveway is also poised to welcome visitors with a beautiful display of blossoms.

The ongoing generosity of our donors, Kurrajong members, supporters, tradespeople and knowledgeable locals is deeply appreciated. The team understands that not everyone can contribute financially, especially in the current economic climate, but they want everyone to know that their support and involvement are invaluable. You are always welcome and will always remain an integral part of the Kurrajong family.

2025 promises to be an exciting year and we can't wait to share and welcome everyone into this special place.

**For more information about Hildasid Farm, to contribute through donations, volunteer your time or expertise, or simply visit please contact Katrina Brown, Community Engagement Manager, at [katrina.brown@kurrajong.com.au](mailto:katrina.brown@kurrajong.com.au) or 0427 536 051.**

# Our SUPPORTERS

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- **\$80 000**  
Anonymous
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Anonymous  
Anonymous
- **\$5000-\$19999**  
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Austbrokers ABS  
Cameron Williams Endowment - Equity Trustees  
Town & Country Children's Centre
- **\$2000-\$4999**  
Bush & Campbell Accountants  
Damasa Pty Ltd  
Myer Stores Community Fund  
Rotary Club of South Wagga
- **\$1000-\$1999**  
Dr Hapangama - Riverina Oral & Maxillofacial Surgery  
Easdowns Accountants & Advisers  
Hanlon Enterprises (Grain) Pty Ltd  
Interior Constructions Pty Ltd  
Moses & Son  
Noel Thomson Architecture Pty Ltd  
Roberson Construction  
Wagga Wagga and District Scale Model Association
- **\$500-\$999**  
Riverina Paediatrics
- **\$250-\$499**  
Owen Toyota
- **\$100-\$249**  
Farmhouse Industries Inc  
Talbingo Tourist Park  
Temora Lutheran Womens Fellowship Group

“  
Giving is not just  
about making  
a donation. It's  
about making a  
difference.  
”

## INDIVIDUAL DONATIONS

- **\$20000-\$49999**  
Anonymous
- **\$5000-\$19999**  
Mr & Mrs P Hanlon  
Mr & Mrs R Fitzpatrick  
Mrs J Skews  
Mrs J Watson
- **\$2000-\$4999**  
Dr V Mamo & Dr G Brady  
Mr & Mrs A Duffus  
Mr & Mrs W Booth  
Mrs L Nash
- **\$1000-\$1999**  
Dr & Mrs P Crozier  
Mr & Mrs D Lamont  
Mr & Mrs N Smith  
Mr & Mrs R Carroll  
Mr J Hanrahan  
Mr J Sainty  
Mrs P Clarke  
Ms T Moon
- **\$500-\$999**  
Mr & Mrs D McKinley  
Mr & Mrs I Sinclair  
Mr & Mrs J Allen  
Mr & Mrs J Lewis  
Mr & Mrs K Deacon  
Mr & Mrs K Riordan  
Mr A Hoop  
Mr M Walker  
Ms M Andrews  
Mr N Stephenson
- **\$250-\$499**  
Dr & Mrs C Barnes  
Mr & Mrs A Andracchio  
Mr & Mrs C Lowe  
Mr & Mrs D Sutton  
Mr & Mrs J Irons  
Mr & Mrs J O'Brien  
Mr & Mrs N Corcoran  
Mr & Mrs T Ness  
Mr A Lee  
Mr B Duffy  
Mr M Johnson  
Mrs C Day  
Mrs C McCaig  
Mrs C Stephenson  
Mrs H Cathles  
Mrs K Flanigan  
Mrs M McMeekin  
Mrs S Stoll  
Mr P Roy
- **\$100-\$249**  
Drs V & M Fernon  
Mr M Stevens  
Miss T Uhr  
Mr & Mrs B Sampson  
Mr & Mrs C Heffernan  
Mr & Mrs G Anderson  
Mr & Mrs G Davey  
Mr & Mrs G Forde  
Mr & Mrs G Molineaux  
Mr & Mrs I Jackson  
Mr & Mrs L Hardinge  
Mr & Mrs M Donohoo  
Mr & Mrs P Green  
Mr & Mrs R Crichton  
Mr & Mrs R Makeham  
Mr & Mrs S Fletcher  
Mr & Mrs S Matthews  
Mr B Harris  
Mr B Howitt OAM & Mrs F Howitt
- **\$50-\$99**  
Mr I Collins  
Mr J Donlon  
Mr M Kennedy OAM & Mrs T Kennedy  
Mr P Dawson  
Mrs A Franz  
Mrs A Murdoch  
Mrs C Davis  
Mrs H Habermann  
Mrs H Wittich  
Mrs J Girling  
Mrs J Judd  
Mrs M New  
Mrs P Osborne  
Mrs P Downes  
Mrs S Braid  
Mrs S Morris OAM  
Mrs V McGuire  
Ms C Eldridge  
Ms D Shaw  
Ms J O'Connor  
Ms M Roache  
Ms S Barby
- **\$50-\$99**  
Mr & Mrs B Chaplin  
Mr & Mrs F Loneragan  
Mr G Teagle  
Mr H Adams  
Mr M Montague  
Mr R Barrette  
Ms S Henderson

The above donations and support were received from 1 July 2023 – 30 June 2024.

# Out & ABOUT



Emily and Jasmine in a cooking group making beef nachos.



Cody and Luke playing footy during Narrandera Respite.



Nathan embracing a healthy lifestyle with his dedicated fitness trainer, Chrissy.



Thumbs up all round with the Kurrajong E-waste recycling crew in Wagga.



Mark's amazing day out in Hillston at the Memorial Park and Water Tower!



Kurrajong Rockers took centre stage in Narrandera yard, serenading friends and family with incredible talents!



Maddie on her first day volunteering at Griffith Pre-School.



Grimming from ear to ear, Joel having too much fun at the Disability Sports Day at the Equex Stadium.



Step back in time with Thursday Troopers as they explore the Junee Roundhouse Museum!



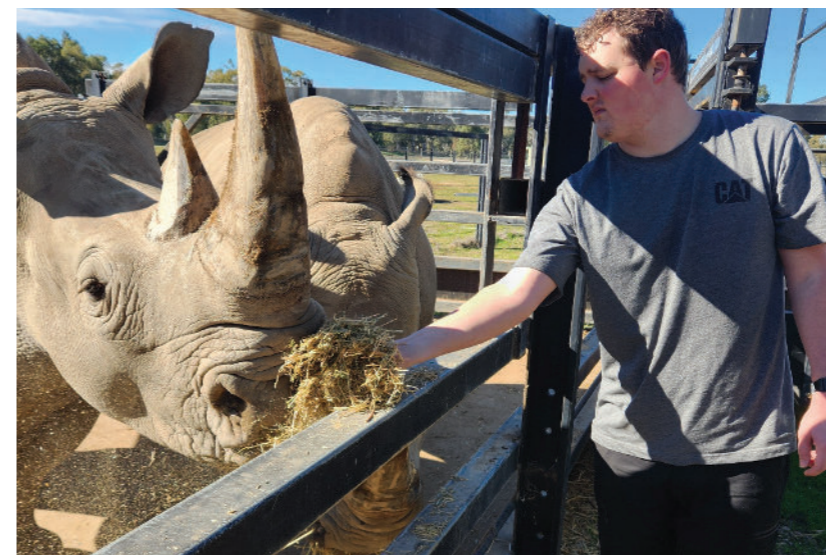
Nicole is proudly showcasing our irresistible melting moments at Catering Wagga.



Tim and Jason at the Tamworth Country Music Festival 2024.



Swinging into smiles! Kiara and Emily are having a blast on the swing at Lifestyle Choices Wagga - Hildasid Farm!



Narrandera Lifestyle Choices client, Jack has been attending Altina Wildlife Park Zoo every Friday for about 2 years as part of his volunteer work placement.



Simon and Craig had a blast at the Community Charity Golf & Bowls Day in Narrandera!



Janna feeding the Ducks at the Wollundry Lagoon.



Layla and Stephanie busy at work in the Wednesday Krafters group, preparing for the Pop Up shop in Narrandera.



Aaron and Millie Elliot (NSW Sky Blues Player) at the Rural Inclusive Game Changer Tour.



Thank you to Deniliquin Truck Show and Wall of Fame team for their incredibly generous donation towards installing ceiling hoists at Napier Street, Deniliquin.



Veronica cooking delicious marshmallows at the Kurrajong Get Together 2024 at Hildasid farm.



Emma, Megsy and Tash embarking on a Sydney adventure with Narrandera's Supported Living Crew!



Crafting joy! Pam is loving Women's Group as they make fabulous masks together!



Emily and Allira as school girls in the Kurrajong Outreach Drama Group play "When Juliet Met Johnny."



Celeste showing how to whip up a delicious coffee with the new coffee machine at Employment Preparation Wagga.



Sharee and Beth enjoying 'Cycling Without Age.'



Ella testing and creating yummy recipes for Griffiths cook book. Coming soon!



Scotty and Matt enjoying the sun whilst fishing at Lake Albert!



Tash and Outreach Manager Deanne at Outback Day with Lifestyle Choices Outreach.



Tom playing bowls with Lifestyle Choices Wagga Sports group.



Katie and Emily at Lifestyle Choices Wagga 5 years party.



Caleb and Arlo serving educator Georgie some "delicious tea."



Jenny and Bec are all smiles selling delightful goodies at the Narrandera Lions Community Markets.



Tracey celebrating National Dachshund Day in style at Leeton Lifestyle Choices event.



Outreach clients, Jack, Jason, Emma, Luke, Tim and Bec, smiling from ear to ear having a blast at the Kurrajong Get Together 2024.



**Annual Report**  
2023 - 2024