WARRAH

LIVING LEARNING GROWING

50 YEARS 1969-2019

Annual Report 2018/2019

WARRAH

LIVING LEARNING GROWING

50 YEARS 1969-2019

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
Kelsie's Story	9
Disability Services	10
Warrah Housing	14
Zac's Story	15
Warrah Specialist School	16
Warrah Farm	19
Warrah Farm Enterprises	21
Community Development	23
Celebrating 50 Years	26
Volunteering at Warrah	27
Donors and Supporters	29

A public company limited by guarantee

ABN 95 572 025 945 ACN 000 705 644

20 Harris Road, Dural NSW 2158, PO Box 357 Round Corner NSW 2158

T 02 9651 2411 | E warrah@warrah.org

www.warrah.org

Warrah at a Glance: 2018/2019

23,219 Individual Service Transactions with NDIS

2,349 hours of In-home Support delivered

63 days of Short Stays delivered

106 enrolments for Warrah's Community Education Courses

205 people employed by Warrah

35 different languages spoken at home by staff

386 hours of therapy services delivered

11,800 hours from international volunteers

1,035 average Farm Shop customer visits per month

1,150 subscribers to Warrah Farm Shop's E-News

900kg of salad greens harvested from Warrah Biodynamic Farm

48 local businesses donated goods to Warrah

1,034 people attended the 2018 Spring Fair

766 hours volunteered at 2018 Spring Fair

From the Board

The financial year 2018/19 saw some changes on the Board of Directors with James Brown retiring after three years and Andrew Rogers joining. We thank James for his chairmanship of the Finance Committee; his forensic eye for detail where accounts are concerned will be missed.

We welcomed Andrew to the Board in April. While it's only been a short time, we are already grateful for his contribution not just to governance, but also the work he has been doing to ensure our power and electrical infrastructure are optimised – an important and ongoing project that sets us up to benefit significantly into the future.

We also saw a change in chair with David Ghannoum stepping down. David kindly stepped into the role when former chair Steve Mitchell retired. We are delighted to have David continue as a member of the Board and are always particularly grateful to tap into his extensive contact list whenever we need a contractor or tradesman we can rely on.

A major highlight last November was seeing the two new houses Jacaranda and Tallowood up and running along with the new Torrs cottage. This project was a major focus for the Board, and it was a relief to see it come to fruition. As the first major development undertaken for some years, it was a significant learning process for us all, but stands us in good stead going forward.

Importantly, this year I am pleased to report that we have once again achieved a solid financial result. Even better than simply balancing the books is the extent to which our month-to-month financials have settled down to a comfortable level of predictability as the NDIS model becomes more stable. Solid and stable financials are essential if we are to continue to provide our clients with the quality of service for which Warrah is renowned, and of course, provides us with the platform for our future growth.

While we all marvel at our Dural campus, we are aware that such a site presents ongoing logistical and maintenance challenges. Upgrading ageing infrastructure to ensure it is fit for purpose is an ongoing task.

Funding is always a focus for the Board, and we continue to carefully monitor the ever-changing service and accommodation funding models in the disability sector. This year we felt the pressure in our Community Support Services area as the new NDIS paradigm impacted on our staffing-to-funding ratios. This was not unique to Warrah – it impacts

the sector as a whole – but thankfully, through a combination of disciplined time management and some reprieve in funding in January, we can report that the sustainability of our services in this area is looking much healthier.

This year, our school was also a priority for the Board as we continue to ask ourselves the difficult questions regarding its relevance in an always changing special education world. While we are immensely proud of our educational program and our status as the only Steiner-based special education school in Australia, we also need to be vigilant as uniqueness has the potential to invite obscurity.

Warrah School Principal, Jan Fowler

As a result, visibility continues to be one of our greatest challenges, and profile-raising continues to be very much a work-in-progress. Visibility and scale go hand-in-hand, and once again the topic of enrolment levels was never far from our thoughts. Our enrolments in 2018 remained stable, however, we remain conscious of the need to do more to safeguard our future.

We are also very conscious that scale can be double-edged. While our pupils continue to benefit from a high-quality, highly tailored and unique therapeutic curriculum that is arguably one of the best kept secrets in special needs education, our challenge is to gradually increase our scale without compromising our quality.

"...our pupils continue to benefit from a high-quality, highly tailored and unique therapeutic curriculum that is arguably one of the best kept secrets in special needs education..."

Government funding remains a primary source of income across all our services, and the Board recognises that it has a responsibility to supplement this income wherever it can. As such, fundraising is an area that the Board recognises we still have work to do if we want to grow. Naturally, we will look to our members to help us improve in this area. We will also continue to build more relationships with partner organisations that can help us achieve more.

In what has been a busy year, I would like to thank my fellow Board members, the Executive and all the staff for their incredible contributions along with the support we have received from families, members, volunteers, donors and partners; in fact, to everyone who has contributed large or small.

This year was also a particularly poignant one as Warrah celebrated its 50th anniversary, providing us the opportunity to reflect on what is an inspiring history. It was also a symbolic juncture at which to consider what the Warrah of tomorrow should look like.

"Our 50th anniversary provided us the opportunity to reflect on what is an inspiring history."

Chairperson Steve Malin with Julian Leeser MP

I was appointed chairperson in February following our strategic planning day. Such days are always useful to promote discussion and thoughts about the future. While maintaining a stable and well-run organisation always remains our number one priority, the Board remains open to new opportunities to grow and expand our services as they arise.

I am pleased to conclude that we are in a great position to move the organisation forward and encourage your involvement in our bright future.

Steve Malin
Chairperson

Executive Report

The financial year began with some enlightening work undertaken with consultant Julia Wolfson, who supported us to examine the development of Person Centred Practice from a Quality of Life framework. Julia also undertook a significant review of Warrah Specialist School and made some recommendations about the future direction of our education programs.

Other professional development included the conclusion of the Certificate IV in Management and Leadership for disability staff, which was commenced last year. It is pleasing to report that all who started the course completed it.

Our Spring Fair was held in September, and we extend a very big thank you to the Warrah community for their efforts, which made the day such a success. Without the contribution of our staff, volunteers, parents, families and, of course, students and participants, we wouldn't be able to deliver on such pursuits.

"We extend a very big thank you to the Warrah community for their efforts in holding the Spring Fair in September, which was such a success."

Our festivals continued to provide a rich social fabric for celebration in the Warrah community. Both the Easter Festival and the Harvest Festival were enjoyed by all who attended. Our Winter Solstice featured a beautiful spiral and continues to be one of the favourite times of the year while our Christmas Carols were another great success with the hardworking team from the Glenhaven Rotary Club delivering exceptional catering.

The opening of two brand new, bespoke houses designed to meet the needs of current residents – both now and into the future – has been much anticipated. The houses were officially opened in November with a housewarming celebration and party attended by residents, families and friends as well as others involved in the design and building process.

"The opening of two brand new, bespoke houses designed to meet the needs of current residents – both now and into the future – has been a much anticipated moment."

With the opening of these new houses, we were fortunate to have a vacant house, which is now a

home for a number of residents who have moved out of home for the first time. Many months of preparation and work culminated in a new group of young residents and families becoming a part of the Warrah community in December.

New group of Torrs residents

Our efforts to make Warrah more visible in the wider community continue, and we were pleased when the school hosted the first day of the national GLaM (Governance, Leaders and Managers) conference for Steiner schools early in 2019. We are confident we have knowledge and experience to offer other schools, and also much to gain from an open dialogue. We plan on taking advantage of more opportunities as they arise.

Once again, we held the All Staff Day this year with over 100 in attendance. These days have become a source of valuable feedback, discussion and sharing of information. The theme this year was deepening our impulse and working together for the future.

All Staff Day ice breaker activities

We have met a number of challenges this year in terms of the changing legislative environment, including new reporting requirements and changes to restricted practice protocols. We continue to work with the challenges presented to us and deliver a professional and responsive service.

A special thank you to Moits Civil Earth Works who volunteered to start the earthworks in preparation for the development of the Banksia Leisure and Learning Facility. The maintenance team has put in a significant effort to make this happen and we looking forward to a fully accessible and usable outdoor space in the near future.

Since taking on the further responsibility for Warrah's management, the Executive has experienced and appreciated the goodwill and work from many staff in all areas. We have been impressed with the open attitudes and commitment to personal, professional and team learning provided to us. This gives us confidence that as we grow into the future we will be supported with good visioning, ideas and commitment from our immediate and wider communities.

Warrah staff from Jacaranda and Tallowood houses

"We are confident that as we grow into the future we will be supported with good visioning, ideas and commitment from our immediate and wider communities."

As always, life at Warrah has challenges and a diverse range of activities and projects in place at any one time. Our gratitude and thanks go to all who together make the Warrah community.

David Forfar, Jan Fowler and Craig Gouws
Executive Members

Finance Report

The 2019 financial year once again produced a strong result, and I'm pleased to report that the finances of Warrah Society remain in a healthy state.

An operating surplus of $429,735 is reported compared to the 2018 operating surplus of $621,066. This performance is the result of a number of factors including increased service delivery under the NDIS client/service orientated funding model; a change in the Government funding of schools; receipts of Specialist Disability Accommodation (SDA) funding; fundraising; and the Warrah Farm Shop enterprise.

We remain proud of the effort invested to ensure that Warrah was able to manage the transition to the NDIS funded model without creating stress on its capital resources. Warrah's working capital structure has been carefully managed to ensure liquidity while reducing borrowing costs on the Jasper Road development loan. The NDIS has largely continued to settle invoices promptly, however, as can be expected the debtors' balance has become a permanent feature of the balance sheet.

Many Warrah residents have the Specialist Disability Accommodation allowance in their NDIS plans, and only two of the Warrah Group Homes are not yet enrolled for SDA purposes. The process to enrol the remaining two houses continues, finalisation of which is expected to be of financial benefit to Warrah.

The plans in place to drive a higher contribution from fundraising in order to reduce reliance on government funding continues. A fundraising sub-group of the Executive Committee is being prioritised to further develop these plans.

Unfortunately, Warrah was unable to hold the very successful Dinner under the Stars in November 2018, which contributed in part to the decrease in fundraising income from $285,444 in 2018 to $196,862 in 2019.

The Warrah land and buildings were valued by HillPDA Consulting during June 2019, and these valuations were used to determine the revaluations in the preparation of the statutory accounts for the financial year ended 30 June 2019.

The significant increase in values that was seen when the land and buildings were valued during April 2016 have not occurred as would be expected due to the change in market conditions. All properties have, however, reflected a modest increase in value with the exception of the Jasper Road property, which has reduced in value. The Asset Revaluation Reserve was increased by $56,711 to $18,161,396. The next scheduled valuation will occur for the financial year ending 30 June 2022.

Personnel costs rose by $1,276,217 (13%) to $11,119,796 through a combination of award rate increases, NDIS administration requirements and greater resources required to service existing and new NDIS funded clients.

It was very exciting in November 2018 when residents occupied their new homes at Jasper Road. The construction was largely 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 related interest expense while maintaining liquidity. At 30 June 2019, the loan balance was $90,325.

"It was very exciting in November 2018 when residents occupied their new homes at Jasper Road."

The continuing accumulation of cash (FY2019 $3,223,204; FY2018 $2,568,101; FY2017 $1,899,352; FY2016 $976,997) continues to be a result of the focus on cash flow management and an integral part of the capital management plan necessary to support Warrah's asset rejuvenation/development aims. The very healthy balance provides us with the confidence to plan for next year's activities.

Plans are underway to extend and refurbish Walumeda, which will provide a more suitable building to accommodate short stays. It will also provide the Discovery group with a centre to use as a base. Significant repairs will be undertaken on Orana to improve safety and upgrade the living areas. The expected costs have been budgeted for and the Company is well placed to continue improving buildings.

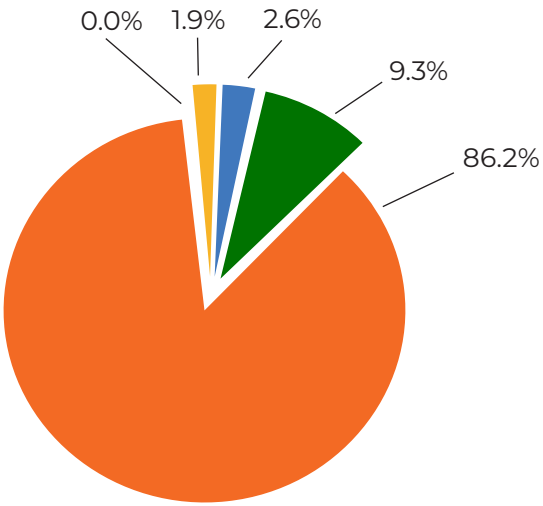
The Company continues to be in a stable financial position following the transition of clients into the National Disability Insurance Scheme and the development of the two new houses at 24 Jasper Road Baulkham Hills.

Many thanks to all the Warrah staff for the assistance provided during another very successful year.

Craig Gouws
Business Manager

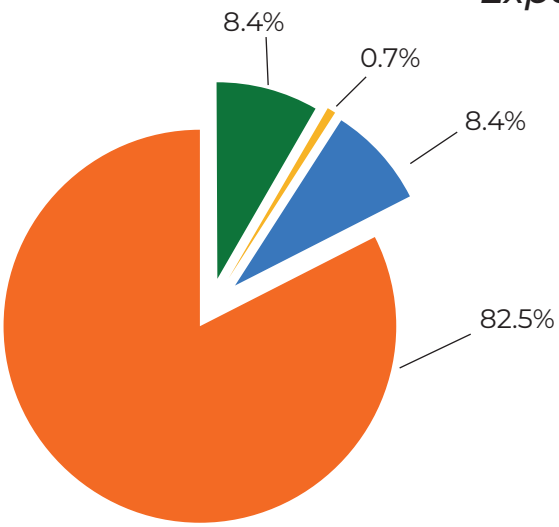
Top Line Financials

Revenue



- Government Grants and Subsidies (86.2%)
- Fee Income (9.3%)
- Net Warrah Farm Revenue (2.6%)
- Other Income (1.9%)
- Financial Income (0.0%)

Expenditure



- Employee related expenditure (82.5%)
- Client, program and property related (8.4%)
- Office and administration expense (8.4%)
- Financial expense (0.7%)

Kelsie's Story

Kelsie started at Warrah in January this year and attends Community Support Services (CSS) five days a week. She utilises her NDIS funds for a support worker to assist her in maintaining her weekly routine. Kelsie's weekly routine includes both centre based activities as well as getting out to her activities.

Warrah was recommended to Kelsie's parents by her Plan Manager when they were looking for a new service that would meet Kelsie's goals and aspirations.

'We were looking for a day service program that would have a broad variety of activities that Kelsie could be involved in, and benefit from. We were also looking for a service provider that would cater for her high and complex needs,' says Kelsie's mother, Maree.

At Warrah, Kelsie enjoys a variety of sensory activities, staff supporting her hand on hand with craft interests, cooking and music sessions. Being outdoors, spending time in nature and smelling flowers is one of Kelsie's favourite past times. She is a very outgoing and sociable person who enjoys visiting the various groups at Warrah. Kelsie's week also includes getting out and about in her local community. She particularly enjoys going to Kellyville Pets, ice skating at Macquarie and visiting local parks including Riverside Park and Berowra Waters.

We are proud to support Kelsie achieve her NDIS goals by participating in social and recreational activities and sensory experiences. When we see her beautiful smile, and how happy she is each day, we know she is enjoying her days at Warrah.

Disability Services

This year has seen some incredible achievements across our disability services as well as some significant challenges and changes. I am proud to report that our teams have met the challenges presented and worked to achieve the significant outcomes we have seen across this year.

I would like to take this opportunity to thank all of our staff for their efforts and contribution – our achievements as a whole would not be possible without them.

"I am proud to report that our teams have met the challenges presented and worked to achieve the significant outcomes we have seen across this year."

Of particular note this year is the completion of the two new Supported Independent Living houses in Baulkham Hills that are now home to ten of our residents, which will cater for their needs well into the future.

A new group of residents who were leaving home for the first time have joined one of our group homes, and residents are enjoying the variety of activities, including holidays.

I am pleased to report that we have increased outcomes in the After-School Programs, Short-stay Accommodation and In-home Support services, adding valuable and much-needed services for individuals and families. Our Community Support Services has also seen substantial growth across the year and we now need to carefully manage vacancies and waitlists; a good position to be in.

Staffing levels have proved challenging in the NDIS environment and this year we have needed to continually recruit and develop staff to be able to meet operational needs. We have started converting casual positions to permanent this year in order to give employment certainty and stabilise our rosters and the service environment for clients.

We welcomed a new Administration Officer, Alina Cassin, this year. Alina has been instrumental in supporting our development of quality and compliance, making sure that we meet our new reporting obligations that have changed significantly under the NDIS Quality and Safeguards Commission, which had proved challenging for us.

I would like to close by thanking my direct team: Sandra Quisumbing, Michelle McKenna, Alida Pruys, Annie Zheng, Lezelle Spies and Alina Cassin. Without their support, professionalism and commitment, we would not be able to deliver the services we do with the integrity and value it gives to the people we work with.

"Without the support, professionalism and commitment of my direct team, we would not be able to deliver the services we do with the integrity and value it gives to the people we work with."

David Forfar
Executive Manager Disability Services

Community Support Services

We have seen a number of new participants join Warrah's Community Support Services (CSS) in the last 12 months in different program areas, particularly Discovery, which now boasts 18 enrolments. By the end of the financial year, we had a total of 86 clients enrolled across CSS. I would like to thank each person who spends time at CSS, staff and participants alike for their individual contributions over the past year.

We have actively participated in post-school expos, visited specialist high schools and received many enquiries through referral, resulting in a steady interest in our services. We are confident that we will see further growth in the future with the planned development of the Discovery Centre.

CSS delivers a wide and diverse range of activities to participants across the year and has had some very memorable moments in the last year. A highlight was two weeks of recreational holiday programming in July to break the monotony of a 50-week program. The Holiday Program included activities that are not usually on offer such as bike riding at Bicentennial Park, a sushi-making competition, Treetops adventure day, mandarin picking and much more. We are also proud to be developing our cultural calendar and providing events to mark the varied cultural celebrations that happen across the year.

There has been a resurgence in activity related to work skills and micro-enterprise this year, be it the Waaia cafe, biscuit sales, Warrah's art being sold through the farm shop, recycling programs or farm shop deliveries. Activities have a strong focus on community inclusion and collaboration with many activities contributing either to the Warrah or local community.

Continuing with our strategic direction, we have seen significant changes in the services provided to the senior participants in our community, particularly those who attend Waaia and Kinta. With a drive to deliver person centred active support, a change in leadership, and the introduction of a model of support from home, we have seen positive rehabilitation in action and people are more engaged and enthusiastic about their day.

"With a drive to deliver person centred active support, a change in leadership, and the introduction of a model of support from home, we have seen positive rehabilitation in action and people are more engaged and enthusiastic about their day."

We have also developed an exciting new collaboration with TAFE NSW who are running two certificate courses with a focus on work skills for our participants. Strong enrolments have reflected a real enthusiasm for further education in our community and we look forward to this positive collaboration continuing well into the future.

Terry developing practical work skills

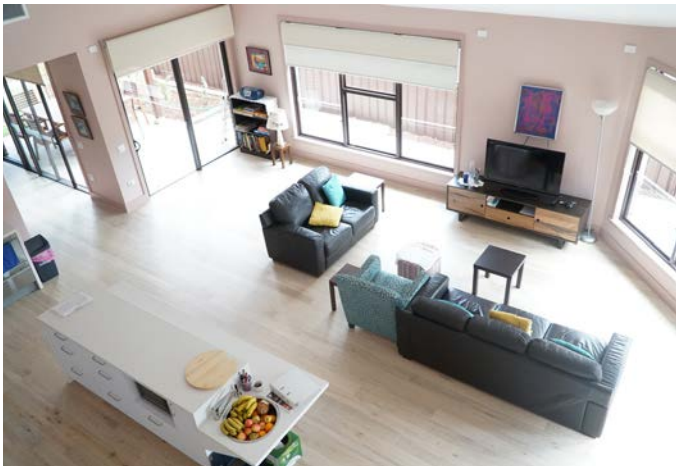
This year we again exhibited CSS client's artworks as part of the Arcadian Artists Trail and were hosted by Melanie Jai Studio. We sold seven major pieces across the two days, which was more than last year.

Finally, we offered 14 community courses in the last 12 months with a total of 106 enrolments. Our community courses and workshops provide high-quality learning opportunities for our participants as well as other community members living with disability. Courses change each term, and include offerings from the arts, health and wellbeing, and food and horticulture.

Alida Pruys
Operations Manager

Supported Independent Living

We are very pleased to report that our new houses Jacaranda and Tallowood in Baulkham Hills are up and running. Residents moved in during November and are experiencing a new lease of life. The homes are filled with brightness and there is lots more room for everyone to move around. Tallowood residents have become quite the entertainers hosting the other Warrah residents for dinner.



Spacious living inside Tallowood

This year also saw the introduction of the new Torrs group. We welcomed new residents Emily, Megan, Terry, Mathew and Jacob with Lisa Bendixen taking on the role of House Coordinator. Residents moved into Torrs in December and are enjoying getting to know each other. It is lovely to hear the residents tell us how much they are enjoying their new independent lives that are filled with such activity and social connection.

A special thank you to Maria Short who has volunteered her time to teach staff and residents Auslan so that residents can communicate with each other.

"It is lovely to hear the residents tell us how much they are enjoying their new independent lives that are filled with such activity and social connection."

Our residents have also been keenly participating in a diverse range of community activities, going to new places and choosing lots of new things to do. Several residents enjoyed holidays, including time away at beautiful destinations like Seal Rocks, Magnetic Island, Bateman's Bay and Canada. I am pleased to report that we now have a number of star soccer players among our residents who are enjoying a regular weekend competition.

A number of residents have enjoyed being involved in the community and using public transport to get to destinations. Some residents have been travelling to the Opera House to enjoy concerts and other performances. We have continued with other community activities including HADPAC and Crossroads that has maintained providing valuable social relationships and connection. The Spark Festival held in the Southern Highlands for people with a disability to immerse themselves in creative arts and social activities was again a valuable and very much enjoyed event.

A big thank you to all the staff for their contributions in helping our residents to live full and interesting lives.

Sandra Quisumbing
Senior Coordinator

After School, In-home and Short Stay services

We are happy to report that the 2018/19 year has again seen sustainable and steady growth during the second year of new services.

After-Hours School Program

Our After-Hours School Program (AHSP) operated for 47 weeks during school terms with a total of nine clients, operating in three groups that best suited the likes, interests and abilities of participants. We exceeded our 2018 capacity and met our 2019 targets quickly while sustaining steady growth to ensure a high-quality service.

AHSP targets senior school children and offers a balanced program of outdoor exercise and structured activities. Warrah staff members ensure that young people in the AHSPs are given a unique mix of activities that focus on capacity building – the building blocks that teach the person to live a happy and fulfilling life. Each activity is carefully designed to spark the individual's imagination and creativity while self-determination and contribution is encouraged, providing lifelong positive values.

In-home Support Service

We delivered 2,349 hours of support in participants' homes this last financial year. The service aims to help with activities such as daily living, social support and sometimes domestic assistance.

In-home support offers families and carers the opportunity to take a break from their normal routine while staff support is in place. Many families regard in-home support as the most important source of support in sustaining the family unit.

Adrian enjoys After-Hours activities at Warrah

Short Stay Accommodation Service

Our Short Stay Accommodation Service (respite) delivered 63 short stay holidays in the 2018/2019 financial year, enabling participants to experience a break from their usual home environment. All our short-stay accommodation is focused on providing a fun time away from home in Warrah's natural environment, and individually tailored opportunities to develop skills are offered.

"All our short stay accommodation is focused on providing a fun time away from home in Warrah's natural environment, and individually tailored opportunities to develop skills are offered."

In addition, our Saturday Community Access Program provided 40 weeks of service. This program gives participants the chance to meet new friends and try new activities. Some of the activities undertaken this year include going to the movies or out for a meal, going to the beach, checking out local attractions and attending festivals, concerts or playing sport.

Getting out and about enables our participants to learn new skills, such as how to confidently use public transport, see new sights, make new friends, and most of all do the things they love to do!

Michelle McKenna
Senior Coordinator

Support Coordination

We have supported 54 participants in the past year under Warrah's Support Coordination. Support Coordination assists people throughout the planning process to ensure their NDIS plans are inclusive of all appropriate funding to maintain their necessary supports for daily life and to meet their goals and aspirations.

Sarah unpacking the weekly veggie box

There are 48 people receiving support coordination across Warrah's Supported Independent Living and Community Support Services. In addition, we provide support coordination to four participants accessing Warrah's in-home support and short stay accommodation and to two participants who do not currently access Warrah's programs or services.

Through our ongoing work with the National Disability Insurance Agency, we have built on and further developed our network, which has helped us adapt to the dynamic changes of NDIS policies.

"Through our ongoing work with the National Disability Insurance Agency, we have built on and further developed our network..."

At the end of 2018, significant funding was granted through Specialist Disability Accommodation, which allowed Warrah to build two bespoke group homes in Baulkham Hills where nine participants now live.

Annie Zheng
Support Coordinator

Warrah Housing

Jasper Road
Warrah achieved a significant milestone in November 2018 when residents moved into the two new Jasper Road homes, Jacaranda and Tallowood. The process to develop these two houses began in 2015 when the site was purchased, then followed the process of designing two homes to our specifications, obtaining the development authorisations and putting the construction project out to tender. Mark Baxter and his team at Baxter & Jacobson were chosen to design and manage the project, which involved demolishing the existing building onsite before building the two new homes.

Torrs Street
The longstanding residents of Torrs Street took occupation of their new home on Jasper Road during November 2018. The Warrah maintenance team then undertook maintenance works on the Torrs Street house and a new group of young residents moved into the refurbished house in late December 2018.

Walumeda
We are very pleased to report that the development application for the Walumeda expansion has been approved by Hornsby Shire Council. The approved plans have been developed for the building that will expand on the work rooms, add accessible bathroom and bedroom space, and bring some improvements to the original building. Property Person of the Year for 2017, Sarkis Nassif of Holdmark Constructions has committed to delivering this building project and the process to facilitate this has commenced.

Walumeda has been the base for Discovery, our program for young adults making the transition to adult life, and it has also been home to Warrah's short stays (accommodation for people who live with their families).

Orana
Significant works will be undertaken on the Orana house during the coming months. The external decking and stairs will be replaced, the kitchen refurbished and floor coverings in the entrance hall replaced.

Future housing
We have interest in developing more housing, but there is considerable uncertainty about the continuing eligibility of Warrah residents for Specialist Disability Accommodation (SDA) funding. This uncertainty is counterproductive to the stated intention of SDA funding to stimulate the investment in more housing in a market where there is reportedly a severe shortage.

It is clear that the SDA is not available to all people living in group homes. This leaves open the question of how housing will be available to those who are funded for Supported Independent Living but are deemed ineligible for SDA.

We will continue to make improvements to Warrah's current housing with more projects planned for 2019/20. It is very satisfying to see our commitment to improve existing housing, as well as provide additional housing.

Craig Gouws
Business Manager

Zac's Story

Zac will be moving on to other activities in Warrah and the community in the new year as he graduates from Warrah Specialist School this year, but his footprint will always be here as we remember his sparkle, his laughter, and conversations and activities shared.

At 12 years of age Zac started at Warrah Specialist School and since then he has continued to grow in confidence. A happy, sociable and busy student at Warrah, he has contributed to all aspects of school life. Recently, Zac participated in the TAFE course and work experience where he enjoyed being part of a group building and creating, and showing what he is capable of. He has also spent time at the Dural Men's Shed where he has made well-crafted gifts for his loved ones, such as a wishing well for the garden, a wine rack and a model car.

Zac loves to chat and has made many friends. With a memory for all we've done, cars we've had and food we've enjoyed, Zac has a deep inner life not always visible to others. A special memory we will always have of Zac is at Advent when he is often visibly moved by the story, which he considers with respect and reverence.

Rachael, Zac's mother, says, 'We have been welcomed as a family at Warrah, which has brought us a lot of support and peace of mind. Zac has developed into a caring and confident young man with a good sense of humour and great potential. He has been provided with opportunities to develop skills that interest him, and that has brought him a lot of joy.'

Indeed, embracing all we have done at Warrah with enthusiasm – from going on excursions and day trips to having massages, spending time with Rosalind and Jan, and taking key roles in the annual plays, which he excels at – Zac's zest for life will ensure he continues to develop skills that interest him and make many new friends.

Having spent time with the students at Lorien Novalis School last year making videos, Zac is now inspired to find his way into the world of media. We have great confidence Zac will go on to live a good life beyond our school and make an important contribution to his community.

Warrah Specialist School

In 2019 we changed our name from Warrah Special School to Warrah Specialist School, which more accurately reflects our work with a modified curriculum that is at the forefront of education worldwide for those with special needs and disabilities.

Warrah Specialist School faced a range of challenges this year that caused key stakeholders to reflect on every aspect of school life. With many important changes implemented, the last financial year has been a challenging yet progressive one for the school.

Brayden likes the new school bikes

Changes to the Curriculum

Our aim is to ensure we meet our students' growing needs and ensure they find their place in the world. To that end, after a careful and comprehensive review last year, it was decided that we would embrace an innovative new curriculum. Informed by the work of Ruskin Mill in the UK, the curriculum is aligned to the environment that the Warrah Specialist School is privileged to be in. This is a significant change, but one we believe meets the core principles of our educational philosophy.

Our curriculum still draws on traditional skills, but more explicitly calls up the need to pay attention, lean into the rhythmic nature of the task, and overcome resistance to achieve the ultimate goal of making or creating something useful.

"To that end, after a careful and comprehensive review last year, it was decided that we would embrace an innovative new curriculum."

Although the curriculum is still in its early stages of implementation, we have introduced or deepened the following skills:

Lathe and Woodworking

Students use a traditional pole lathe to make ladles, spurtles, stirrers and spoons, and ultimately, stools and tables.

Cooking
Students cook a shared lunch twice a week and also learn to prepare a simple meal and hot drink.

Life skills
From food preparation to bed-making and doing the laundry to shopping, borrowing books from the library and catching public transport, students increase their ability to live independently.

Supported employment work experience
A small group of students have been able to experience what is possible once they leave school through participating in weekly supported work experience.

Weaving
A range of looms have been acquired to develop the weaving skills of students. The goal for this program is to go from collecting wool from the sheep to carding, spinning, dying, weaving and then creating a garment or item.

Weaving skill development for students

Farming
We are responsible for the strawberries on the farm and are learning the importance of regular attention to the soil and weeds, as well as the ripening and picking process that leads to weighing, packing and selling.

Bamboo craft
Warrah has an abundance of bamboo that can be cut and used to make furniture, rain sticks, wind chimes, bamboo straws etc.

TAFE Certificate 1 in Work Education
A student joined the Discovery program for young adults this year, working towards a TAFE Certificate in Work Education. While developing the skills involved in building a chicken coop for the farm from scratch, the student also learnt how to work in a team and further develop their IT skills.

Woodchopping
Warrah also has an abundance of wood from unsafe trees that have been felled. Rather than simply mulching them, we have purchased two safe woodchoppers so students can chop the firewood and then sell it locally – a great muscle-building activity and a valuable service to our community.

Joel working on his woodchopping skills

Staffing Challenges

Staffing has always been a critical and difficult matter as finding those with the combination of training, skill, commitment and resilience is no small feat. Student enrolments have shifted toward those with higher needs, and this has required more of staff within the same funding system. A staffing shift to encompass a higher ratio of assistants has provided a healthy solution and ensures all students get maximum individual support and learning time daily.

This last year we have farewelled three teachers - Peter Rathjen and Marissa Madigan in December 2018, along with Matt Merrall in March 2019. We have also welcomed Sally Bierman, Anastasios Ersotelos and Michael Pasch to our team. Our thanks go to Debbi Storey who carried a term of relief teaching until Michael arrived.

New teacher Michael assisting Nautas

Professional Development

The school is enriched by a team of assistants who bring experience, loyalty and a deep commitment to students' learning. Many have engaged in professional development courses to enhance their work in wood lathing, Picture Exchange Communications System (PECS) training, felting and mandatory training in manual handling, first aid, medication and epilepsy care.

"A staffing shift to encompass a higher ratio of assistants ensures all students get maximum individual support and learning time daily."

This year's Annual Therapeutic seminar focused on the traditional crafts that we are establishing in the school and day service programs. It was a very "hands on" time with staff learning the skills of lathe work, dyeing with natural dyes (plants, berries, flowers etc) and mark making – an art activity using plant stems, string, flower heads and other materials. There was also time given to understanding what lies behind such activities and the inherent benefits to all of us particularly those with special needs.

Community Relationships

The ongoing working relationship with Redfield College is proving a valuable experience for everyone involved. Redfield hosted a Games and Activity Day in late 2018 and again in early 2019 that offers our students the opportunity to join in and enjoy the activities. Games, art and music were part of each day and valuable social connections were made. Redfield students also accompany our students to our outdoor education days at Vision Valley, and the kindness and goodwill they show is a credit to them.

Redfield students assisting Warrah students with archery at Vision Valley

Pacific Hills also continues to give of their time and we enjoyed the entertainment they provided at Easter as part of their community service activities. We were also invited to a full performance of the musical Mary Poppins, an impressive production that received a spontaneous standing ovation from many of our students.

A more active engagement with Glenaeon Rudolf Steiner School has also started. Year 9 students have visited and started to build a connection with our students through play, games and a shared project. This is a great first step in what we intend to be a long-term commitment and program.

Glenaeon students planting trees at Warrah

With the NDIS only funding graduating students for six months, we have now designed our own program to support those preparing for life after school. We currently have 19 students with two graduating at the end of the 2019.

"...students also accompany our students to our outdoor education days at Vision Valley, and the kindness and goodwill they show is a credit to them."

Community Inclusion

Our capacity to reach out into the community is growing and we are seeking more opportunities for this. This may be providing company for elders in our community or caring for rescued animals.

Finally, a robust marketing strategy will be developed for the coming year, and we look forward to more students accessing our vibrant and progressive curriculum.

Jan Fowler
Principal

Warrah Farm

Looking back over the last twelve months, the farm has had its fair share of success and failure. Our farm, like many across the country, has struggled with the extreme weather conditions.

"Our farm, like many across the country, has struggled with the extreme weather conditions."

We have seen the impact of this on the whole produce market, but it was especially apparent in terms of availability of leafy greens over the summer period. The ill-timed heatwaves and added humidity proved tricky and the nursery experienced a few setbacks as we tackled irrigation problems and getting reliable germination in extreme temperatures.

On a positive note, the farm produced some of our best-ever tomatoes (including cherry, heirlooms and black Roma), as well as flavoursome strawberries. The polytunnels performed superbly by keeping out fruit fly, rain and hail, and allowed us to grow crops in a controlled environment. We also completed our annual biodynamic certification audit process, with the farm now proudly celebrating 25 years of Biodynamic Certification.

We continued to have a lot of client involvement with various aspects of farm activities. There is a hive of activity on Fridays, with a group of clients working toward a Certificate in Work Education over 12 months in partnership with TAFE.

Keiren building the walls for the chicken coop as part of his TAFE course

"We completed our annual biodynamic certification audit process, with the farm now proudly celebrating 25 years of Biodynamic Certification."

The clients have been focusing on horticulture and construction projects around the farm, transforming the farm kitchen garden, and they are currently in the process of building a giant chicken run and coop opposite the farm shop. The clients are involved in all aspects of the task. From carpentry to fencing, digging, mulching and mixing concrete, they are getting into everything!

"There is a hive of activity on Fridays, with a group of clients working toward a Certificate in Work Education over 12 months in partnership with TAFE."

The farm was delighted to host the annual Harvest Festival once again. Prior to the festival, enthusiastic clients and members of staff harvested produce from the farm and then prepared soups at home. It was a great occasion with so many of our clients and colleagues enjoying the celebration and sharing the lovingly prepared meal.

The farm was also pleased to contribute a variety of fresh produce for the organic buffet lunch as part of Warrah's 50th anniversary garden party celebration. This event honoured those who are part of Warrah's story, and allowed us to meet former farmers and reflect on some of the changes that have occurred over the last 50 years.

Change has been a theme on the farm with staff too this year. Simon Dunne, former Farm Assistant and Grounds Maintenance Officer moved on to explore his passion for natives with Hornsby Shire Council community nursery. His contribution to the farm is greatly appreciated and is permanently expressed in gardens, design and landscaping on the property.

Farmer Cameron with Christian in the nursery

After six years, my role as Farm Manager moves to the gifted hands of Cameron Quilty. Cameron will be working with Steven Tennikoff and the rest of the team on the farm and in the shop – together they bring great experience, passion and fresh energy to the farm.

Warrah's Farmers harvesting greens

I will continue to be part of the picture here at Warrah as we look to build greater opportunities for our clients, residents and school children to have increased engagement with the farm and nursery, and experience the therapeutic benefits of gardening and farming.

"We look to building greater opportunities for our clients, residents and school children to have increased engagement with the farm and nursery, and experience the therapeutic benefits of gardening and farming."

Continuing our exciting partnership with TAFE, our group of clients will be involved in developing a social horticultural therapeutic space in the spiral garden. With the generous support of this year's tax appeal, we will develop a wheelchair-accessible garden featuring raised garden beds, fruit trees and edible, medicinal and sense-stimulating plants.

The introduction of educational and therapeutic programs, workshops, courses and events in the therapy garden will further our mission to build social therapeutic opportunities through farming and gardening.

Rob Greatholder
Biodynamic Farm Manager

Warrah Farm Enterprises

During the course of the last financial year, we have had yet another big change in terms of what the Farm Shop can offer to the public.

An ambitious renovation was undertaken by the Maintenance Team – pushing the floor space out all the way to the back of the overarching shed and upcycling some old shelving to impressive effect. The new-look Farm Shop was launched on schedule and in time for the Spring Fair.

The new space has allowed for the addition of three new fridges and a tremendous increase in the range of products on offer, including a greater selection of books, and customers rave about the fresh meat and sourdough bread. The Maintenance Team wrapped up the renovations by sealing the floor during the holidays in January.

Extending our range and increasing our reach means that we now provide top-quality organic and biodynamic produce, groceries, flowers, fresh meat and sourdough bread to around 500 people each week. In addition to regular shop customers, this number includes members of various co-ops, Billabong Retreat's kitchen and Warrah's residential houses.

Families or individuals can sign up to receive a beautiful box of organic fruit and vegetables at about 10% less than they would be able to purchase the produce in the store. In the last year, we have extended our reach with three additional co-op locations starting up. Our boxes are currently delivered to pick-up points in Lane Cove, Bronte, Edgecliff, the Blue Mountains and both Glenaeon Rudolf Steiner school locations in Castlecrag. Boxes contain seasonal produce that varies weekly.

"Extending our range and increasing our reach means that we now provide top-quality organic and biodynamic groceries."

Co-op boxes are packed by Warrah clients

Activities like bagging salad mix, weighing fruit and vegetables, packing the van and making deliveries all provide opportunities for Warrah's school students and young adult clients to be actively and productively engaged in our enterprise. We also bag dry goods like rice and nuts bought in bulk. Labelling, weighing and counting the bags are further productive activities for our clients to get involved in.

"Activities at the Farm Shop provide opportunities for Warrah's school students and young adult clients to be actively and productively engaged in our enterprise."

There have been a number of changes to our team over the year. Mathew Grillo farewelled the shop team to embark on his next adventure in Maintenance and continue with his labours on the farm. We are grateful for all we learned from Mathew about being joyfully honest and playful in the moment.

Warrah Farm and Farm Enterprise Team

Following Peter Michaelis' decision to retire and focus on new personal projects, there were some further changes to the team. We are grateful to have had Peter here for so long, spreading the word about the work of Warrah.

We also appreciate the support we have received from our group of volunteers from Germany and are very grateful for their hard work.

Two of our casual staff have now moved to permanent part-time contracts, and we have a new casual team member on board as well. The team in its new form has benefited from some cross-functional training, and a redistribution of responsibilities. Being able to share the load with more fluidity builds a stronger team.

German Volunteer, Fiona, working at the Shop

Finally, the Farm Shop E-News now has over 1000 subscribers and the range of organic grocery and snack items available on the market increases daily. While it is heartening that we see new people coming through the shop door on a daily basis, we are also noticing a general slump in the organic industry as household consumption drops across the board.

"The range of organic grocery items on the market increases daily."

Our wide range of organic groceries and produce

As such, our priorities for the coming year are all about growing our customer base to match the increased capacity our improved shop now offers. Projects already underway include the development of a new website and blog for the farm and the shop, which will better highlight our story and our offering.

Other focus areas include adding more texture to our social media channels and the growth of our co-op hubs. We are making sure that we are primed for the coming growing season on all fronts.

Borja Valls
Enterprise Manager

Community Development

Redfield College Schola

There is such goodwill and generosity toward Warrah, and we are very grateful to the many organisations and individuals who support us in our mission. The year was a special one with celebrations taking place for Warrah's 50th anniversary.

Fundraising

The last twelve months have been another productive year of community events, fundraising and friend-raising, with new relationships established.

Appeals

The 2018 Christmas Appeal raised funds to furnish and equip Warrah's Discovery Centre for young adults with disability with large worktables, desktop computers and media equipment, and outdoor furniture. Unfortunately, there has been a delay with the Discovery Centre extension and renovation due to the Council Development application process, however we are excited that works are due to commence in summer.

"The last twelve months have been another productive year of community events, fundraising and friend-raising, with new relationships established."

The 2019 Tax Appeal raised $33,260 toward the establishment of a wheelchair-accessible therapeutic garden on our main Harris Road campus. This new garden will enhance training and education, and social interaction of people with disability across Warrah's services. Warrah clients will be actively involved in the construction of the garden in partnership with TAFE. We look forward to the garden providing children and adults with meaningful opportunities to develop transferable skills, connect with nature, nurture and harvest plants, prepare meals and build social connections.

Clients enjoying the benefits of therapeutic gardening

Grants

Warrah received funding for new infrastructure to improve the quality of the internet service on campus. The grant was provided by Julian Leeser MP, Federal Member for Berowra, as part as part of the federal government's Stronger Communities Program. The grant met 50% of the cost and has enabled Warrah to better connect with each other and the broader community.

Funding was also received from Variety, the Children's Charity, for the purchase of new play equipment for Warrah Specialist School. The spinners, swings and musical instruments have been a welcome addition to the school grounds, being well used by the school students, as well as the after-hours students and short stay clients.

New sensory playground equipment funded by Variety - the Children's Charity

Urban Taskforce Property Person of the Year

The Urban Taskforce Property Person of the Year (PPOY) continues to be a productive partnership for Warrah, providing funds and in-kind assistance.

Justin Hemmes, Chief Executive of the Merivale Group, was awarded PPOY in 2018 for revolutionising the Sydney hospitality industry through the acquisition of old properties and the establishment of high-profile dining and entertainment venues. This wonderful partnership raised over $33,500 for Warrah to improve our facilities.

"We look forward to the garden providing children and adults with meaningful opportunities to develop transferable skills, connect with nature, nurture and harvest plants, prepare meals and build social connections."

Events

Warrah was involved in a number of events over the year that have provided an opportunity to connect and engage with the local and extended community as well as establish new relationships.

"Warrah was involved in a number of events over the year that have provided an opportunity to connect and engage with the local and extended community as well as establish new relationships."

Warrah Spring Fair

Warrah's fifth annual spring fair on Saturday 8 September 2018 was a great success with 1,034 people attending despite the inclement weather. With record attendance, the fair raised just over $24,600 after expenses. The event involved 141 volunteers and nine stage performers who brought a lot of enjoyment throughout the day. Over 35 local businesses also generously supported the event by donating prizes and vouchers.

Spring Fair fun!

Dance performances at the Spring Fair

After much consideration, it has been decided that Warrah will no longer hold the Spring Fair due to the large number of spring events that take place at the same time in the local area. The event will be replaced with a special autumn event that is more unique and focused on our biodynamic farm and bushland environment.

Carols

Warrah's second carols event was held in early December 2018. Around 240 people from Warrah and the local community came to sing and enjoy the Christmas story. The carol singing was led by students from Redfield College Schola and electric harpist, Taras Jones.

Warrah Carols audience

Warrah's 50th Anniversary Garden Party

The garden party and organic buffet lunch held in March to celebrate Warrah's 50th anniversary was attended by over 220 guests, including families and friends of Warrah both past and present, board members and long-term supporters.

The special day recognised the contribution of Warrah's co-founder and guest of honour, Hannelor Kaltenbach, who together with her late husband established the Warrah community in the 1960s.

Garden party celebration

The party was an opportunity to reflect on the contribution of so many who have shaped Warrah over the years. It was fitting that the cake was cut by Hannelor Kaltenbach, Chris Rolnik (one of Warrah's earliest residents) and Megan Davies (one of Warrah's newest residents at Torrs).

"The party was an opportunity to reflect on the contribution of so many who have shaped Warrah over the years."

Charity Lunch at Fred's

As the recipient of the 2018 Urban Taskforce Property Person of the Year, Justin Hemmes generously offered Warrah the opportunity to host a charity lunch at one of his venues. The charity lunch was held at Fred's Restaurant in Paddington and was a great afternoon with around 60 people attending.

Warrah's chairperson Steve Malin and School Principal Jan Fowler gave guests an insight into the work and activities of our students. The event raised $27,850 for specialist therapeutic and life skills programs for students at Warrah Specialist School.

Warrah is thankful for this opportunity to raise awareness of the services we provide, and hopes it inspired guests to engage and partner with Warrah going forward.

Charity lunch at Fred's Restaurant

"Warrah is thankful for the opportunity to hold the charity lunch at Fred's, raising awareness of the services we provide."

Cindy Cunningham
Community Development Manager

Celebrating 50 years

This year, 2019, has been an important one for Warrah as we celebrated 50 years since Karl and Hannelor Kaltenbach brought the healing impulse of Dr Rudolf Steiner's curative education and social therapy to a beautiful bush block in Dural. With a vision to start a community, their courageous and forward-thinking act continues to change and enrich the lives of many.

To celebrate this milestone, we held a spectacular garden party in the school grounds, which many of the original people who shaped Warrah were able to attend. Current residents and co-workers, clients, students and their families and friends were all in attendance, as were local dignitaries. People travelled from far and wide to join the occasion, recall our history and honour the pioneers.

In the earliest days of the 1960s, the task was to create and grow the fledgling Warrah community. People with disabilities and their families, along with co-workers and supporters, gathered and worked together. In those founding times, community was realised through inspiring leadership, a commitment to a strong vision, and nothing less than unstinting hard work. We acknowledge the many residents and families who were pivotal in our early years and remain dedicated to creating and connecting to community life.

"The Warrah community was realised through inspiring leadership, a commitment to a strong vision, and nothing less than unstinting hard work."

Fifty years on, Warrah is flourishing. With day programs and supports, residential accommodation, a school for children and adolescents, a biodynamic farm and a farm shop, we stand together with people with disability, providing soul care, guidance and quality of life – the future is bright.

"We stand together with people with disability, providing soul care, guidance and quality of life."

Volunteering at Warrah

The last twelve months has been a busy year with volunteers from the local community as well as internationally. We are very grateful to all who give their time and energy to help and support us in so many different ways.

"We are very grateful to everyone who gives their time and energy to help and support us in so many different ways."

Overseas Volunteers

This year we hosted six German volunteers from the Friends of Waldorf Education initiative – Fiona, Lucas, Johanna, Luzia, Malin and Philip. This is the largest gap year group we have had through this partnership and they have been a great asset, working alongside staff across all areas of Warrah's services.

The volunteers have adapted well and enjoyed seeing many of Australia's attractions. Their twelve months came to an end in August 2019 and we wish them all every success for the future.

The new intake of four volunteers from Friends of Waldorf arrive in September, and we look forward to working with them over the next year.

We have also hosted other international volunteers this year. Mo from Germany helped Farmer Rob with tasks on the farm in March and April, and Monica from China provided assistance at the school for six months from October through to April. Warrah was able to provide them with accommodation, which meant we were running at full occupancy on campus for some time.

German volunteers

As part of an exchange program, Glenhaven Rotary Club once again asked Warrah to host another student from the American Siberian Business School.

Evgeniia spent a week learning about all aspects of Warrah and the services we provide, which will inform her human resources and marketing studies.

Work Experience Students

Warrah has provided several placements for work experience students over the year, helping out in Community Support Services, Warrah Specialist School and also on the farm. The placements are up to six weeks, but typically require 120 hours of supervised experience for students doing support work.

Warrah has a partnership with Meadowbank TAFE for student placements and many of these students become Warrah employees once their qualifications are completed.

Community Support

In January, Warrah hosted a group of over 30 volunteers from Moits Civil who did an extraordinary amount in one day. They volunteered their time to bring about improvements in the school playground and also started on earthworks in preparation for the development of the Banksia Outdoor Leisure and Learning Facility.

Moits Civil corporate volunteering

The Dural Men's Shed, who continue to support Warrah in so many ways, also had a group of volunteers come to the school to construct a new timber bridge to enhance the natural playground environment.

Dural Men's Shed volunteers

People from the local community who are interested in biodynamic farming methods and want to gain further experience in this area have also volunteered to help on the farm this year.

"People from the local community who are interested in biodynamic farming methods and want to gain further experience in this area have also volunteered to help on the farm this year."

Event Volunteers

Volunteers have been a critical part of the delivery and success of some significant Warrah events over the last twelve months. A huge group of 141 volunteers contributed their time and energy to Warrah's 2018 Spring Fair, including Warrah staff and families, board members, as well as members from local service organisations including the West Pennant Hills and Cherrybrook Leos and the Glenhaven Rotary Club.

Warrah's carols evening and 50th Anniversary Garden Party celebration also benefited from volunteers from the Glenhaven Rotary Club who kindly assisted with preparing and serving refreshments.

Jan from Glenhaven Rotary Club volunterering

We are fortunate to have such great support and goodwill in our local community.

"We are fortunate to have such great support and goodwill in our local community."

Evelyn Bush
HR Officer and Volunteer Coordinator

Donors and Supporters

So many people continue to give so generously to support our services and projects. Our heartfelt thanks to our 2018/19 donors and supporters.

Appeals and Donations

Anne Ball
Michael Ball
Sigrid Bauer
Monika Bebb
Amy Chan
Raymond Chan
Rex Chandler
Angela Chin
Chi Peng-Chui
Alison Clark
Michael Cole
Digna Dabu
Bryan Deane
June Deane
Alan Eisenberg
Mary Embery
Lesley Ford
Duncan Forrest
Jeremy Gibb
David Hamilton
Poon Ching Han
Frank & Elaine Hanlon
Christine Hardwick
Margaret Hargreaves
Ingrid Hayes
Jean Hinton
Kathleen Hodgkinson
Helen Holt
Chris Hunter
Shek Kang-Chuen
Ross & Marcelle King
Graham King
Robin King
Micheline Lane
Thomas Larkin
Elisha Lau
Judy Lau
Anelah Leighton
Judith Lewis
Stella Madden
Walter & Mary Magnussen
Shui Mak
Steve Malin
Valerie Marsh
David McAllister
McArdle Tree Services
Vic & Elaine McCartin
Georgina Michaelis
Max & Janie Miller
N2N Media
Carmen Ng
Terence Po Wah Ng
Carol Oatley
Officeworks Five Dock
Anne Owens
Hugh Outhred
Linda Park
Raine & Horne Pty Ltd
Belinda Rowe
Eugen Schilter
Anita Semler
Hannah Semler
Will Semler
Barbara Stannard
Bob & Joan Stephens
Irene To
Poon Wai-Tong
Jeanette Weston
Kam Tim Yip

PPOY

Urban Taskforce
David Ellem
Helm Pty Ltd
Winten Property Group
(Garry Rothwell)

Clubs, Trusts and Foundations

Ake Ake Fund
Flight Centre Foundation
Jeccem Foundation
Glenhaven Rotary Club
Rotary Club of Dural
Semler Foundation
Steiner Pohl Foundation
Variety – The Children's Charity
West Pennant Hills and Cherrybrook Leos Club
West Pennant Hills and Cherrybrook Lions Club
Joachim Pohl Medical Trust

Support In-Kind

Arcadian Artists
Austral Bricks
Dural Christmas Tree Farm
Dural Men's Shed
Grill'd Rouse Hill
Hornsby Council Nursery
Moits Pty Ltd
Multiplex
Redfield College
RXP Services

Donors and Supporters

Spring Fair 2018

A Floral Affair
Aerial Fit Body
Alpine Nurseries
Nina Antoun
Baba Ghanouj
Bags by Cate
Baxter & Jacobson Architects
Baulkham Hills Sporting Club
Beauty at Victoria's
Bendigo Bank
Bohemia
BRS Inside Out Health
Bunnings Dural
Calmsley Hill Farm
Castle Hill Toyota
Choice Pharmacy Kellyville
Circaholics Anonymous
Cod's Gift
Colleen's Homemade Preserves
Condor Glass & Aluminium
Debbie Storey Artwork
Dolcettini Patisserie
Dural Christmas Tree Farm
Dural Mechanical Services
Dural Prestige Smash Repairs
Dural Thai Massage
Dural Woolworths
Eliza-Jane's School of Dance
Entrata Restaurant
Events Cinema Castle Hill
Flight Centre
Galston Village Pharmacy
Glenorie Woolworths
Green Gallery Nursery
Hardware and General Dural
Hills Farm Equipment
Hills Lodge
Hornsby RSL Club
Jenna's Singing School
Kenthurst Car Wash
Krinklewood Vineyard
Kurmond Crafts
Louise Jade Products
Makin Lawns
Steve Malin
Mel Hayes Photography
New Line Carpets
Our Sacred Space
Overland Nurseries
Perfectaria
Poshy Nails
Paul Power
Pro Catering
Primal Alternative
Refinery Espresso
Robert Cliff Master Jewellers
Round Corner Medical Practice
Sarjho Singing Group
Shea Earth
Simply Health and Wellness
Swane's Nursery
Taronga Zoo
The Tuckshop
Total Computer Technology
Tres Joli Beauty Centre
Valley View Nursery
Warrah Farm Shop
Wax on Wraps
Weleda
Wild Pear
Zumba Nina

Charity Lunch at Fred's

Nick Burt
John Carleton
John Conomos
Kristen Edmond
Kinley Fowler
Shuan Ghaidan
Michael Khalife
Trent Larcombe
Peter Manley
Merivale Group
Andrew Mehrtens
Sam Newton
Brian O'Mainin
Kylie Osgood
Daniel Pittorino
Anita Stanley
Todd Warren
Richard Weekes

Our People

Board of Directors

Steve Malin	Chairperson (appointed 1/2/2019) Chairperson Finance Committee
David Ghannoum	Chairperson (resigned 1/2/2019) Member Finance and Property Committees
James Brown	Chairperson Finance Committee Member Property Committee (resigned 20/11/18)
Ross King	Chairperson of Property Committee
Hannah Semler	Member
Paul Power	Member
Annette Waterson	Member Finance Committee
Andrew Rogers	Member (appointed 24/4/19) Member Property Committee (appointed 26/6/19)

Executive Group

Georgina Michaelis	CEO, Company Secretary, Member Finance and Property Committees (employment ended on 8/4/19)
Craig Gouws	Business Manager, Company Secretary, Member Finance and Property Committees
Jan Fowler	School Principal
David Forfar	Executive Manager Disability Services

Anthroposophical Council

Georgina Michaelis	(employment ended 8/4/19)
Jan Fowler	
Rosalind Pecover	
Robert Greatholder	
David Forfar	
Matt Merrall	(resigned 12/4/19)
Holden & Bolster	Auditors

WARRAH
LIVING LEARNING GROWING
50 YEARS 1969-2019

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
www.warrah.org