

CONNECT



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CEO Foreword

s we enter 2016, we will continue to place a high focus on preparing for the rollout of the NDIS, reviewing Windgap's strategic plan, implementing risk management strategies and business plans, aligning individual planning tools with the NDIS planning process, updating relevant software ensuring Windgap's quality management system is current and practiced, monitoring legislative changes and also recruiting key positions to lead the change to the NDIS.

We have a very challenging time ahead but with the support of clients and families, the Board, staff and the community we can continue to promote and deliver premium services, supporting the great reputation that Windgap already has in the disability sector.

We began a new year with the sad news of the passing of Mrs Mary Hetreles, Mrs Leonie Keyte and Mr Jim Pailas, all of whom had a long association with Windgap and all of whom we will always remember.

As we look forward to a very busy and exciting year ahead, we must acknowledge the enthusiasm we have all shown and the milestones achieved as we wrapped up 2015. Community engagement was evident in the events we celebrated, the new initiatives we launched and the new services we opened. This would not have been a possible without contributions from the people we support our great staff and the wider community.

This second edition of Windgap Connect outlines many areas that we all hold dear. We recognise the contribution of volunteers in our services, the hard work our service teams invest, the events that our staff, clients and supported employees are instrumental in getting off the ground(namely, attendance at the annual Sparks Festival, a special trip to Jindabyne, the beautiful mural at Head Office, the Numeracy and Literacy Program, the Adventure Club, the Funky Disco and the Nutrition Program), the grants and donations we receive from community organisations, local, state and federal government to enable the implementation of many initiatives, including the construction of and extensions of properties such as the Community Shed at L.A.W, the creation of sensory rooms and the provision of Ipads and learning applications.

It is with tremendous anticipation that we look forward to another, even more successful, annual gala ball, scheduled for 21 May 2016. Preparations are well underway, led by Maggi Brown and a very willing volunteer team, as well as dedicated Windgap staff. This year's theme is "Swing Time" which will ensure a very enjoyable night for everyone involved, so please let us know if you can sponsor a table or two, donate quality items for our ever successful silent auction or would simply like more information.

This whole of community engagement is what makes Windgap a family and we will always welcome participation from all stakeholders, including our families and carers.

Since the first edition of Connect was published we celebrated Christmas with staff and client parties, International Day of People with Disability, Melbourne Cup and wished a supported employee good luck as he retired from ADE.

We also celebrated the success of our people which culminated in end of year awards including Supported Employees of the Year going to Roxanna Beder and Scott Matheson and Employee of the Year to Staci Smythe.

We are always looking for ways to improve how we do things and we would welcome any suggestions you may have



ongratulations to all our Amazing Supported Employees who completed the Windgap Nutrition Program. The Program is very special to Windgap because it was driven by the Supported Employees themselves. All involved committed to 6 months without sugary drinks and did a tremendous job. Over the period of the challenge, our Supported Employees reported weight loss, improved energy and productivity in their lives. Indeed, one of the main drivers of the Nutrition Program, Scott, experienced such a positive effect to his lifestyle and day to day producitivity, that he was awarded our "Employee of the Year". We held a very special Graduation Ceremony recognising all the fine achievements with delicious fruity baskets donated . This is the first phase of the Program, as we move on to limiting consumption of sugary and fatty foods. Well done to all, we are all so proud of you!







HEALTHY TASTING







WINDGAP END

OF YEAR

hat a lovely day of surprises on our final day for the year at Windgap Enterprises. We were visited by Windgap Ambassador, Matt King and family, together with Windgap friends, Elle Ferguson and Ben Lowe, and players from the South Sydney Rabbitohs. We had a great Supported Employee Party with BBQ and a surprise visitation from Lachlan Place from the ATC Mounted Division. Our Supported Employees had a wonderful time meeting Lachlan Place and sharing a few treats with him.

We also said goodbye to a valued member of Windgap Enterprises, Nick, who has been an incredible employee for many years, and we wish him a most enjoyable retirement. A huge thank you to all for making this such a great day for everyone!

A big thank you also to Nudie Juice for donating plenty of healthy beverages for all the Supported Employees.







indgap celebrated its Annual Christmas Party on the 4th of December 2015. It was a splendid evening of fun with dancing, much cheer and a cheeky Masquerade theme. Our service participants, their family members and friends, and our staff all looked fantastic as they embraced the Mask theme and came along with almatter of creative and fun costumes. Very importantly, part of the festivities of the evening involved recognising our special group of Supported Employees that reached major milestones and were absolute stars throughout the year. This includes our two Supported Employes of the Year, Scott and Roxanna. Congratulations to all those for your wonderful achievements during 2015.



























INTERNATIONAL DAY OF PEOPLE WITH DISABILITY BBQ

Windgap Enterprises recently celebrated International Day Of People With A Disability with a fun barbeque. Snags and smiles aplenty were shared and had by all!







ORICA LAUNCH WINDGAP E-LEARNING









ANNIVERSARY OF MR ESPRESSO BY WINDGAP







hat a great way to celebrate the anniversary of Mr Espresso by Windgap and International Day of People With Disability as Windgap Ambassador, Matt King, and Rabbitohs stars Adam Reynolds and Jason Clarke came in and said hello. Our Supported Employees made delicious trademark beverages for our special quests from the Rabbitohs and local friends of Windgap that came along. In addition, the team from Transition To Work, led brilliantly by Georgia created wonderful Green and Red themed Rabbitohs Monte Carlos. Thank you to everyone who came and gave their support, and those that have helped us grow in our first year. It's been a great journey thus far for our humble cafe, but just the beginning! Please encourage all your friends and everyone in your networks to have a cuppa at Windgap's Wonderful Space and support our young clients as they ply their trade. We have had incredible feedback and rely on your support to spread the message. There is no simpler way to support than a cracking cup of coffee at Mr. Espresso by Windgap.















Funky disco social night

hat a great evening of fun was had at Funky Disco by Windgap Social Club! Our clients had an amazing time, groovin' away to classic and new tunes at Yarra Bay Sailing Club. Plenty of smiles, great moves and smoking hot dance shoes! Thanks to everyone for coming and we look forward to the next event







GROWABILITY NEWS





hat a great end to the year as Windgap Enterprises welcomed volunteers from the Rabbitohs, Interactive Intelligence and The Good Guys Alexandria! Members of the South Sydney Rabbitohs first grade squad came as part of an impactful Work Experience Program. The program, in partnership with Windgap, was conducted over two days with players working alongside our Supported Employees at Windgap Enterprises. Together with the practical time spent at the workshop, the players undertook a predetermined suite of activities including class based presentations on disability, as well as supporting our service users when out in the community.

The Workshop had a profoundly positive impact on the players as they gained insight into the lives of people with a disability, and understood the meaningful, but sadly underrated contribution these individuals bring to the community. Further to this, the players understood the greatest barrier faced by people with intellectual disability is not their disability, but overcoming negative attitudes, stereotypes and judgements on their abilities. We would like to take the time to thank each of the players and the team at Rabbitohs for facilitating such a mutually beneficial program.



During November and December we also welcomed a wonderful group of volunteers from Interactive Intelligence and The Good Guys Alexandria who gave their time enthusiastically and brought a wonderful tea break for everybody. Thank you so much for your time and generosity, we loved having you round, and look forward to welcoming you again shortly.











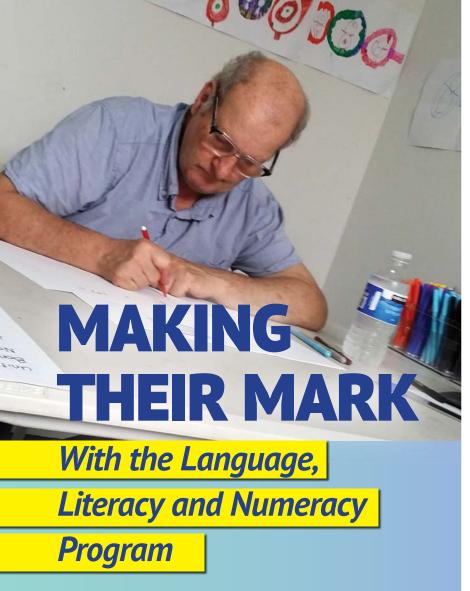




MELBOURNE CUP

CELEBRATION DAY

Fascinators, Trilbys, Boaters and Naval Caps were aplenty at Windgap's Annual Melbourne Cup Celebration Day. We had such a fun time celebrating the Melbourne Cup with sweeps, delicious food, and our Annual Hat Parade. Everyone looked absolutely spectacular and had a roaring good time! In line with Windgap's healthy initiatives, we also had snacks and meals on the day that were not only delicious, but very very nutritious.



number of Windgap clients are proving that when a person is determined to 'make their mark', nothing will stop them and nothing says, 'I was here' clearer than a signature. Vikki, the Program Manager for the Windgap Language, Literacy and Numeracy Program shares that clients, Victor and Steve's signatures demonstrate their distinctive writing styles. When asked what his writing practice means to him, Victor said, 'I don't watch TV anymore, I practise writing everyday when I get home. I've put my pencils in my room and I write everyday for myself. That's what it means to me.' Indeed, this is certainly in tradition with Victor's determination, pride and desire to express himself, as evident in his time as an Ambassador for the Don't DIS My Ability Campaign in 2014.

From signatures to journal writing, our clients are taking their writing practice out of the classroom and into their daily lives.

Dale and Angus are both engaged in regular journal writing. Dale has deeply fond memories of his mother teaching him 'the letters' at the kitchen table. He honours these memories with his irrepressibly enthusiastic writing about one of his passionate interests, music and musicals. With a similar directness, Angus's succinct style shows that he is a master of communicating exactly what it is that makes him happy.

In these examples and many more, the hallmark of our clients' writing practice is a determination and pride in pursuing and consolidating this precious foundation skill and human right.



large group of our wonderful Windgap Re sidents participated at the Sparks Festival in October 2015, celebrating our 10th year of fun and laughter at this event.

SPARK is a creative Arts Festival designed specifically for the needs and interests of those with an intellectual disability. They hold many different workshops which are designed to enlighten, stimulate and encourage participants to experience different types of arts, whilst socialising with many new faces! Junction Works certainly prepare a wonderful time every year.

Several Windgap residents have been attending every year: Ken Clapp, Stephen Gammino, Dale Stephenson, John Leftwich, Chris Kendall, Steven Heap, Louise Thomson, Kristine Nesbitt and Gail Hewitt. They were happy to welcome Anna Stepkovitch along this year.

The ten clients shared great comfortable cabins at the festival over the four nights and had a brilliant time, despite the awful weather!

Anna made friends with a large group of high school volunteers, who absolutely adored her and did such an amazing job dedicating their free time to assist at Sparks.

Dancing, singing, and painting were just SOME of Windgap's group's favourite activities at Sparks.

Our residents also demonstrated their Hip Hop talents by performing "Where is the love dance routine" on the last night of camp. They did a terrific job!



Gale being the social butterfly she is, made many new friends and stole the show at the dress rehearsal of the dance performance! All of the clients, especially Ken and Steven, really gave everything a try!

At this event, residents were also given the opportunity to develop close bonds to their peers as they shared rooms with each other. Louise and Kristine didn't let each other out of their sight, and looked after eachother at all times, sometimes Louise would give Kristine a little stern encouragement' to walk faster in the rain, but they were a great team and displayed great friendship.

Even though it poured down most of the time, Chris's ability to have memorized and sing out loud every single Christmas carol and rainy day song, managed to add a special smile to all of all the other people's faces at Sparks. John was fascinated with the art workshop. With assistance he created a headband to rule all headbands. John would NOT take it off. We all thought he looked magnificent in the bright pink fluffy zebra print headband, with a skunk rat's tail at the back.

All clients displayed unity and excellent team work. The staff involved also contributed a lot to the experience for our guys. An amazing effort by Sidney and Nirajand all other staff who assisted with organising everything for Sparks.

Whilst 10 Windgap residents joined and participated this year, no doubt more participants will be heading down the coast next year for Spark Festival 2016. It was a truly perfect experience for everyone involved.







indgap is very excited to have just launched the Adventure Club, a new program designed to enable individuals to take part in day, weekend and overnight adventures to various locations throughout NSW. The aim of the initiative is to explore new places and experiences and to break down barriers while we're at it!

The very first outing took place on Wednesday November 24th to the beautiful NSW town of Wollombi, approx. 3hrs drive north of Sydney. This trip was special for many reasons, not least because of the beautiful setting and stunning scenery, but also because of the generosity and hospitality of our wonderful hosts, Juliette and Peter.

Juliette and Peter were friends of Adventure Club volunteer and founder, Malcolm Jones, who's ideas and enthusiasm have been instrumental to getting this initiative off the ground. Juliette and Peter kindly opened their home to us for the day, a beautiful farm on acres and acres of unspoilt countryside, so our group could get back to nature for the day! Some of the highlights included spending time with two of Juliette's Australian stock horses, Duncan and Starlight, who were happy to be cuddled, patted and





chatted to throughout the morning. After a sumptuous spread of homemade sandwiches and snacks (prepared by Juliette and her friend Jan) the group enjoyed a tour of the newly built herb and veggie garden, a look around the fish pond and gardens, and an impromptu sing-a-long lead by our super-star Dale Stephenson.

In between all this action, a small group of individuals bravely took off into the fields to track down a cow that was due to give birth! We found her hiding in the shade (a wise move given the 32 degree heat), still waiting for her little one to make an appearance. After our spending a few minutes keeping a watchful eye on her, we trekked back to the main house for afternoon tea and another round of singing! Needless to say, a great time was had by all, even with a 7am start and long drive; everyone was in great spirits and took the adventure in their stride. When we hit the road again at 2pm, we were all a little tired, but we had Darrin at the wheel and new we were in safe hands as we high-tailed it back to Sydney. On the way home, Darrin took the scenic route over the harbour bridge so the group could marvel at the sight of five cruise ships entering the harbour ahead of a special event that evening. All in all the day was a huge success, a big shout out goes to all the staff and individuals who took part and made it come to fruition.





LIFE AFTER WORK TRIP TO JINDABYNE



ere at LAW we have a number of retirees who love to travel, explore and visit new places as often as possible. In early 2015, the staff and retirees came together to plan the year and identify some of the things they wanted to experience and achieve during their time at LAW. One of the ideas that immediately came to the fore was a group trip away! After much discussion and debate, our Shed Coordinator Phil suggested we visit Jindabyne, a town in the foothills of Kosciusko National Park about 5hrs south-west of Sydney. Jindabyne's picturesque beauty, stunning lake and great amenities meant it was a winner with everyone, and so the planning commenced.

Over the course of 9 months, a group of 12 retirees researched, discussed and coordinated the different activities they would like to take part in during the trip. They planned how much they would need to spend, and saved accordingly. They made lists of what to pack and what groceries would be needed (we self catered so there were lots of meals to cook!). They counted down the days on a calendar and the excitement grew as the chosen dates of October 6th – 8th approached quickly.

When the day arrived, suitcases were stuffed and sleeping bags rolled tight so we could all fit into our two vehicles and the fight for shot-gun position began in earnest! Luckily the drive was long enough for us to rotate the prime













front seat a few times, so everyone was happy. After stopping for a delicious picnic lunch outside Canberra, generously provided by a very kind family member, we hit the road again and began to marvel at the changing landscape as we moved towards the majesty of the national park and Snowy Mountains.

We arrived late in the evening and began exploring immediately! A group went to the village to buy dinner supplies while another got the accommodation keys and made their way to the 16 bed cabin we were staying in. Once everyone unpacked and beds were picked, dinner got underway with everyone pitching in to prep, cook, serve and clean up! It was a delicious feast of schnitzel and salad that everyone enjoyed. After dinner we gathered to chat and relax for the night, we looked at photos, listened to music and played board games before hitting the hay ahead of another big day.

On Wednesday morning, one group of intrepid explorers took off before dawn to explore the lake and its surrounds. Unfortunately, the weather was still to harsh for fishing but it made for a lovely hike and the guys were still back at the cabin in time for breakfast! After that a group headed off to explore Thredbo, Jindabyne and the scenic surrounds. Lunch was taken at the Lake

Jindabyne Hotel where some lucky retirees walked away a little richer after a successful wager on the afternoon's horse races, while others enjoyed a few games of pool and a beverage or three!

That evening, the group reconvened at our cabin for another beautiful home cooked meal and evening of entertainment courtesy of our trip photographer Staci showing us the great shots she'd taken during the day. One of the highlights captured was when the group found a wild echidna in the back yard and spent some time watching it explore its surrounds. It was an action packed day and everyone was glad to retire to bed when the time came.

On the Thursday morning as we began packing for the long drive home, plans were already afoot to make the trip again next year! One last stop before we hid the road to Sydney was for a slap-up brekkie at the Snowy Region Visitor Centre where we also learned about Kosciuszko National Park and picked up some souvenirs. After that there was nothing left to do but rock out to some great 80s tunes on the long drive home and wave to the big Merino as we passed him by! All in all, it was an epic trip; we had a wonderful time and can't wait to plan our next great adventure.

Windgap NDS National disabilit

The NDIS is not far away, and Windgap has recently appointed a new NDIS Change Manager Ian Rutherford. Windgap is introducing the NDIS Corner, a section of the Connect devoted to giving you all the information you need

to know about the upcoming National Disability Insurance Scheme. In our first introductory segment, we discuss some of the basics and needs to knows.

What is NDIS?

The NDIS is a new way of providing individualised support for eligible people with permanent and significant disability, their families and carers. Disability could affect any of us at anytime; NDIS is the insurance that seeks to make a difference. The NDIS seeks to provide eligible people with a flexible, whole-of-life approach to the support needed for the person participate in daily living and to pursue their goals and aspirations.



NDIS provides information and referrals, links to services and activities, individualised plans and where necessary, supports a person for life. The scheme will raise community awareness and strive to encourage greater inclusion and access to mainstream services, community activities and other government initiatives. NDIS will support service providers such as the Windgap Foundation to build capacity to expand its services and be a part of the scheme. Preparations have commenced at Windgap in readiness for this major reform of disability services across Australia but in particular the South Eastern Sydney area. NDIS has been trialled in several sites including the Hunter area from 1 July 2013 for people up to the age 65 living in the local areas of Newcastle, Maitland and Lake Macquarie. The NDIS is being introduced in stages, because of the significance of the change and the importance of getting it right. Also each trial site provides learnings for the NDIS, the participants and service providers.

What can be funded?

The types of supports that the NDIS may fund for participants may include:

- Daily personal activities
- Transport to enable participation in the community, social,



economic and daily life activities

- Workplace help to allow a participant to successfully get or keep employment in the open or supported labour market
- Therapeutic supports including behaviour support
- Help with household tasks to allow the participant to maintain their home environment
- Help to a participant by skilled personnel in aids or equipment assessment, set up and training
- Home modifications design and installation
- Mobility equipment, and
- Vehicle modifications.

What will not be funded?

The NDIS Act and the rules made under the NDIS state that the supports that will not be funded by NDIS are as follows:

- A support will not be funded if it is not related to the participant's disability
- If it duplicates other supports already funded by a different mechanism from the NDIS such as Medicare or Department of Education
- Relates to day-to-day living costs that are not related to a participant's support needs, or
- Is likely to cause harm to the participant or pose a risk to others.



NDIS Rollout Dates

From 1 July 2016, the NDIS will commence a further rollout of the scheme across NSW. It is the intention of NDIS that it will be operating state-wide in NSW by July 2018. This means all eligible people living in NSW will be able to access the NDIS from 1 July 2018.

NDIS will become available in the South Eastern Sydney area from 1 July 2017. The exact timing of when people will be able to access the NDIS depends on the type of disability supports they require and if the person currently receives funding.

How soon after the NDIS is rolled out in the area can a person access support?

NDIS has grouped the types of support people currently receive into three categories.

- 1. People currently receiving specialist disability supports which includes people living in supported accommodation, accessing a community access service such as a day program or a case management service. For the majority of Windgap existing clients in Residential Services and Day Programs they will be able to access the NDIS in the first six months from 1 July 2017. They will not need to apply for access to the NDIS but will go through a simplified access process.
- 2. People who access specialist disability supports from time-to-time or a short amount of time each week includes people who access respite or a community care program. People will be able to access the NDIS after the rollout date in their area.
- New participants people who do not currently receive specialist disability supports from the NSW Government. People will have the opportunity to access the scheme when it starts in their local area. If they are in immediate need of assistance and do not currently have support.

In NSW, there are many well-established community

organisations who will be important in helping people with a disability prepare for the NDIS. Windgap is certainly one of those community organisations that have been established for many years. Windgap is already a registered provider with the National Disability Insurance Agency (NDIA). The NDIA is responsible for managing the NDIS.

Basically the NDIS has two important jobs, they are:

- 1. It assists people with a disability who need supportsuch as everyday things like shopping, cooking, cleaning and getting from place to place. The NDIS will help those people by giving them an individual plan. The plan shows what level of support they will get and how it will be paid for.
- 2. It provides information and links participants to the community. An important part of the NDIS is to ensure that people with a disability are connected to the community, and that they reach their goals as per the individual plan. If you would like further information, provide feedback or discuss the NDIS you can email lan at 2NDIS@windgap.org.au



NEWS EVS



EMPLOYEE OF THE YEAR

Windgap held its Staff Christmas
Celebration on the 11th of
December, and there was much
cheer, laughter and joy for a truly
magnificent 2015 where so much
was achieved. A huge congratulations
goes out to our amazing Employee
of the Year, Staci, who really defines
everything at Windgap. She has worked
tirelessly, with amazing dedication
and enthusiasm to give a voice to our
clients, listen intently and augment
the service to best fit their desires.
Congratulations Staci on what has been
a remarkable year.



TRIBUTE TO BOWIE

Wow! What a truly amazing display of talent and a tribute to a wonderful musician. After the loss of David Bowie, clients and staff at our Day Programs held tribute art sessions. With Bowie's music playing in the background, clients drew inspiration and produced amazing artworks of the music legend that really capture his unique persona in beautiful fashion.





THANK YOU TO GOOD GUYS

humongous thanks to The Good Guys by Brian Fox in Alexandria for making it a very special Christmas period for a few of our Supported **Employees. The Good Guys played** Secret Santa and brought much happiness and smiles to our group of clients with gifts of TV, tablet and other electronics. We wish to further recognise the generosity that The Good Guys show to us all year with a tremendous program that donates a portion of profits to Windgap. We were also very lucky to have members of the team come over during December to help at our ADE. Thank you so much.



MATT SAYING HELLO

We would like to express huge thanks to Windgap Ambassador, Matt King, who made a number of surprise visitations to Windgap HQ during Christmas and delivered gifts for our clients. Thanks a bundle Matt.

GALA BALL

Attention everybody! Next year's Social Event of the Year, The Windgap Gala Ball, has just announced its date - 21st of May 2016. Lock it into your calendars as it promises to be a truly memorable and spectacular evening of fun and entertainment. We would also like to announce that we have a very special MC in the form of Cricketing Legend and Media Personality, Michael Whitney.



DIAMONDS CHOIR

round of applause for the Windgap Diamonds Choir who sang at Remembrance Day Celebrations and numerous other Local Festive Events throughout November and December. They delivered stirring renditions of Abide With Me, How Great Thou Art and the National Anthem at Remembrance Day and were joined by friends of Windgap; Mayor Ben Keneally, Matt Thistlethwaite MP, Michael Daley MP and Ron Hoenig MP. The Choir have been recognised for their tireless endeavours and wonderful cheer they bring volunteering for our local community. Truly wonderful stuff.





DANCEABILITY CONCERT

ongratulations to all our amazing service participants that took part in a wonderful Danceability Concert in November. The show was an absolute spectacle and our clients did a tremendous job showing off their silky moves and shiny dancing shoes. Well done to everyone involved including service participants across other services!



WINDGAP THRILLER

embers of Windgap Enterprises have been doing some Dance Classes to maintain their fitness and mobility in recent times. We have had some lovely Occupational Therapist Volunteers visit and teach our crew a little routine based on Michael Jackson's Thriller. The group of participants showed off their learnings at our Windgap Christmas Party and were joined by many attendees on stage that loved the infectious fun. A huge appreciation of thanks to our videographer and longtime Windgap volunteer, Stephen Gard who produced a great accompanying video. Stephen has volunteered much of his time to Windgap for a long duration and produces training videos at Windgap Enterprises. Thank you Stephen for your generosity, your energy and everything you bring. We are so appreciative.



DREAMS

My dream is to open a cafe. I want to serve nice coffee, pastry, cakes and treats. I've learnt a lot, a lot, a lot of things at Windgap. I'm thankful they have helped me feel so comfortable since I moved from Melbourne also.»

Garrin, budding pastry chef and star
in the making honing his skills at Windgap Skilled To Work. He is also currently doing a patisserie course at William Angliss Institute. We can't wait to visit his cafe when it open its doors in the future.



THANK YOU TO GORO'S

Ahuge expression of thanks to Goro's at Surry Hills for hosting a great Christmas Fundraiser for Windgap Foundation. The evening was a sterling success and we are so thankful for the generosity of the team and all attendees.





WINDGAP FOUNDATION & THE JUNIORS INVITES YOU TO

ST. PATRICK'S DAY BREAKFAST

DELICIOUS IRISH BREAKFAST, FUN IRISH TUNES
PERFORMED BY SHINDIG AND PLENTY OF
ENTERTAINMENT BY IRISH DANCERS



THURSDAY

17th of March

AT 8AM





SOUTHS JUNIORS 558A ANZAC PARADE, KINGSFORD



LIMITED TICKETS,
PURCHASE BY 16TH OF MARCH
PLEASE CONTACT TOM ON 8337 3600
INFO@WINDGAP.ORG.AU | WINDGAP.ORG.AU







Windgap would like to thank all of our amazing family for their generosity and warmth. It is because of your generous donations that we are able to do what we do.

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