

BUILDING OUR FUTURE

Annual Report FY20/21





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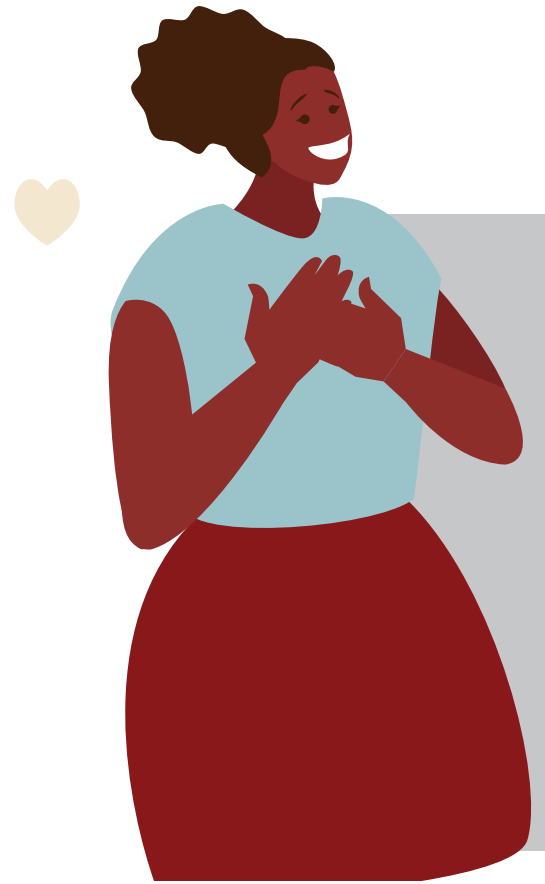
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ABOUT US

The Windgap Foundation is a not-for-profit organisation, started by a group of parents over 65 years ago to provide education to their children with intellectual disabilities.

Today, as in the past, our person centred approach is at the heart of everything we do and we pride ourselves on providing quality programs and support to foster independence, empowerment, learning and development, and opportunities to enable each individual to live life to the fullest.



Our Purpose

The Windgap Purpose is to inspire and create opportunities, so that each member of the Windgap family is to be able to be the best version of him or herself within our community, with individual choice and control in their life.

Our Mission

To improve the quality of life of people with an intellectual disability by supporting them in reaching their full potential and raising community awareness as to their needs and aspirations.



Our Values

Integrity

Caring

Empowering

Innovation

Independence



OUR IMPACT 2020/2021



26 participants

on-boarded to Windgap services



**2 Additional
residential
homes:**

Providing 7 adults with disabilities
a new place to call home.



41 residents

living in the Windgap Residential homes



150 participants

supported through Support
Coordination

Protecting Our Community



100%

of Supported Employees
are double vaccinated.

94%

of Day Program participants are
double vaccinated and growing!

95%

of residents are double
vaccinated and growing!

**Awarded a BEST
WORKPLACE
Award by The
Voice Project**

voice
project

BEST WORKPLACE 2021


**An industry
leading 97%**

of Windgap employees know
how to implement person-
centred practice in their delivery
of services to participants

93%



Satisfaction rate for
service delivery and
support from Windgap
families and carers



91% of Windgap
Supported Employees
stated that they receive
Independence and
Informed Choice.

**14 new
Growability
clients**



in 2021 providing gardening
work to Supported Employees

**15 new
ADE Jobs**

15 new companies provided
work to ADE Windgap
Supported Employees



CHAIRMAN'S REPORT



Dear members,

It is my pleasure to present you with this Chairman's Report, for the year ending 30 June 2021.

The **Windgap Purpose** is to inspire, and create opportunities, so that each member of the Windgap family is to be able to be the best version of herself or himself in our community, with individual choice and control in their life.

The Covid-19 pandemic continued from 2020 into 2021, and profoundly affected Windgap operations.

Windgap staff and management responded magnificently to the pandemic and ensured that Health directives were carried out. The health and wellbeing of participants and staff was safeguarded.

Despite the pandemic, Windgap opened 2 new group homes in 2021.

Our 2021 Gala Ball was a great success and definitely raised the spirits of the Windgap family and supporters. Windgap particularly thanks our major sponsors Toyota Finance and Harvey Norman, as well as many other sponsors and supporters who contributed to the event. The Windgap spirit was alive and well at the Gala Ball.

The Windgap Purpose informs everything done at Windgap.

Our continued existence and mission requires the continuing contribution of people from our community, all Windgap stakeholders, who act for the good of Windgap, because they are inspired by the Windgap Purpose. This is why Windgap exists. The pandemic has shone a light on the Windgap Purpose.

Windgap Critical Success Factors

Windgap continues to expand services and improve service delivery to Windgap participants, under our service contracts. On time delivery, every time.

Windgap has a strong focus on empowering and engaging employees, and continual improvement.

Windgap strives to eliminate waste.

The Windgap risk management framework and system of internal control is maturing and working effectively and efficiently.

Fundraising and Volunteers

Windgap acknowledges funding contributions made by the Commonwealth Government (Department of Health), New South Wales Government, Randwick City Council and Bayside Council, all contributions made by other government departments and agencies, including local government.

Windgap thanks Harvey Norman and Toyota Finance, our major sponsors, and all other sponsors, donors, ambassadors, volunteers and staff, during the 2021 year.

Windgap directors

The board of directors has a continuing focus on strategy, risk and solvency, and relevant significant experience.

Each director of Windgap is a volunteer and has performed her or his duties with care and diligence.

I thank all directors for their outstanding, untiring and unselfish service to Windgap.

The Future

Windgap will continue the Windgap journey with optimism, initiative, courage, resilience and good humour – the fundamental attributes of the members of the Windgap family.

I commend the Annual Report to members.

A handwritten signature in white ink, reading "Chris Brown".

Chris Brown

Chairman

CEO'S REPORT



I wish to begin by thanking our participants and their respective families and carers who continue to let Windgap into their lives. We appreciate and respect the trust and faith that you provide to our organisation and our devoted staff. Windgap looks forward to continuing to reward that trust over the coming years and beyond.

As a provider of essential services, the 2020/21 year has been overflowing with complexity and challenges as Windgap's employees, participants, and families have adapted and readapted to an ever-changing covid environment. Even at the time of writing this report, with restrictions continuing to ease and the broader community opening to those that are fully vaccinated, the services and supports that Windgap provides will remain altered for the foreseeable future.

For Windgap, the health and safety of our teams and our ability to continue providing our essential services to vulnerable people has remained our highest priority. As an organisation we were rapid to react and implement new practices to maintain safe environments for participants, employees and families alike. By way of example, Windgap were early to partner with NSW Health and run five vaccination clinic days at our premises, where 343 doses of COVID-19 vaccine were administered to participants, employees and families. This initiative alone witnessed Windgap lead the sector with vaccination rates well ahead of any legislated requirements by NSW Health. Today, 100% of our staff that are able to be vaccinated are vaccinated and Windgap has implemented a mandatory covid vaccination policy for employees that will maintain this industry leading position.

Windgap is fortunate to have some of the finest professionals supporting our participants and leading their respective teams. These managers and supervisors are subject matter experts in their fields and incredibly passionate about ensuring our services are best practice and that we comply with the complex regulatory environments that face our front-line teams. Behind these front-line teams we also have our equally dedicated support services and administrative teams. These teams are also dedicated to supporting our purpose to inspire and create opportunities, so that each member of the Windgap family is to be able to be the best version of herself or himself in our community, with individual choice and control in their life. We are forever thankful

to each and every one of our team members who strive day-in-day-out to directly, or indirectly, support our participants and their families and carers.

Windgap's achievements during the 2020/21 year are impressive, particularly during a time of lockdowns and community restrictions. These achievements are outlined over the following pages of this annual report.

We believe that being part of the community is the best way to support the aspirations of our participants. Accordingly, we wish to sincerely thank each of our Community Supporters that allow us to reach above and beyond what we could achieve alone.

Windgap also relies on government funding including the National Disability Insurance Scheme and Disability Support for Older Australians. We are grateful for this support that allows our participants choice and control in their life.

Each of Windgap's achievements is also an outcome of the commitment and experience of our Board. We thank Directors for their generous donation of time, expertise and guidance.

Finally, I commenced as the CEO of Windgap in July 2021. Joanne D'Arcy has acted in the role as CEO since October 2020 with the departure of former CEO Tim Sunwoo who we thank and wish well. Windgap is grateful to Joanne for her dedication to Windgap, our participants and families and we are pleased that Joanne has returned to her critical role as our General Manager, Direct Services.

I look forward to continuing to ensure our teams have the support they need to be successful in achieving our mission and empowering our participants to achieve their goals and aspirations.

We look forward to sharing with you our ongoing projects and initiatives to ensure a bright future for Windgap and our participants.

Yours sincerely

A handwritten signature in black ink, reading "Andrew Anderson". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Andrew Anderson

CEO

TREASURER'S REPORT



I am pleased to present the Treasurer's Report for Windgap for the year ended 30 June 2021.

FY21 has again seen Windgap operate in a challenging environment impacted by the Covid-19 pandemic. Windgap's management has responded to the challenge by reviewing and restructuring Windgap's business model to comply with NSW Department of Health guidelines, whilst also maintaining services where possible.

The year ended 30 June 2021 saw Windgap generate a revenue of \$17.07 million and a surplus of \$2.23 million. This positive result was materially impacted by government assistance received by Windgap in the form of Job Keeper and Cashflow Boost payments totalling \$1.7 million, as well as other non-recurring grants of \$0.2 million. In line with FY20, the government assistance received has allowed Windgap to continue to operate services without the need for redundancies.

Despite the various Covid-19 restrictions in place during FY21, Windgap was able to hold a number of fundraising events, including the St Patrick's Day breakfast and the Caribbean Nights themed Gala Ball which generated around \$89,000 for Windgap's services.

FY21 has also seen the completion of the conversion of two houses located in Mascot and Botany for use as supported living accommodation. An additional Windgap site is currently being converted for use as supported living accommodation, with the house due to open in March 2022.

As at 30 June 2021, Windgap continues to maintain a strong Balance Sheet position, with net assets of around \$10.9 million. This strong position is underlined by cash balances of around \$9.31 million, property holdings and equipment at cost of around \$3.76 million and no external debt.

I would like to take the opportunity to thank Lilly Ye who stepped into the role of Acting Finance Manager during the year. Lilly not only helped to ensure that the finance function of Windgap continued to operate smoothly, but also played a key role in the delivery of a major project.

I would also like to thank the other members of the Finance team for their contributions over the last 12 months, including Li Huang, Railda Lorents, Riana Kristianti and Carol Xi.

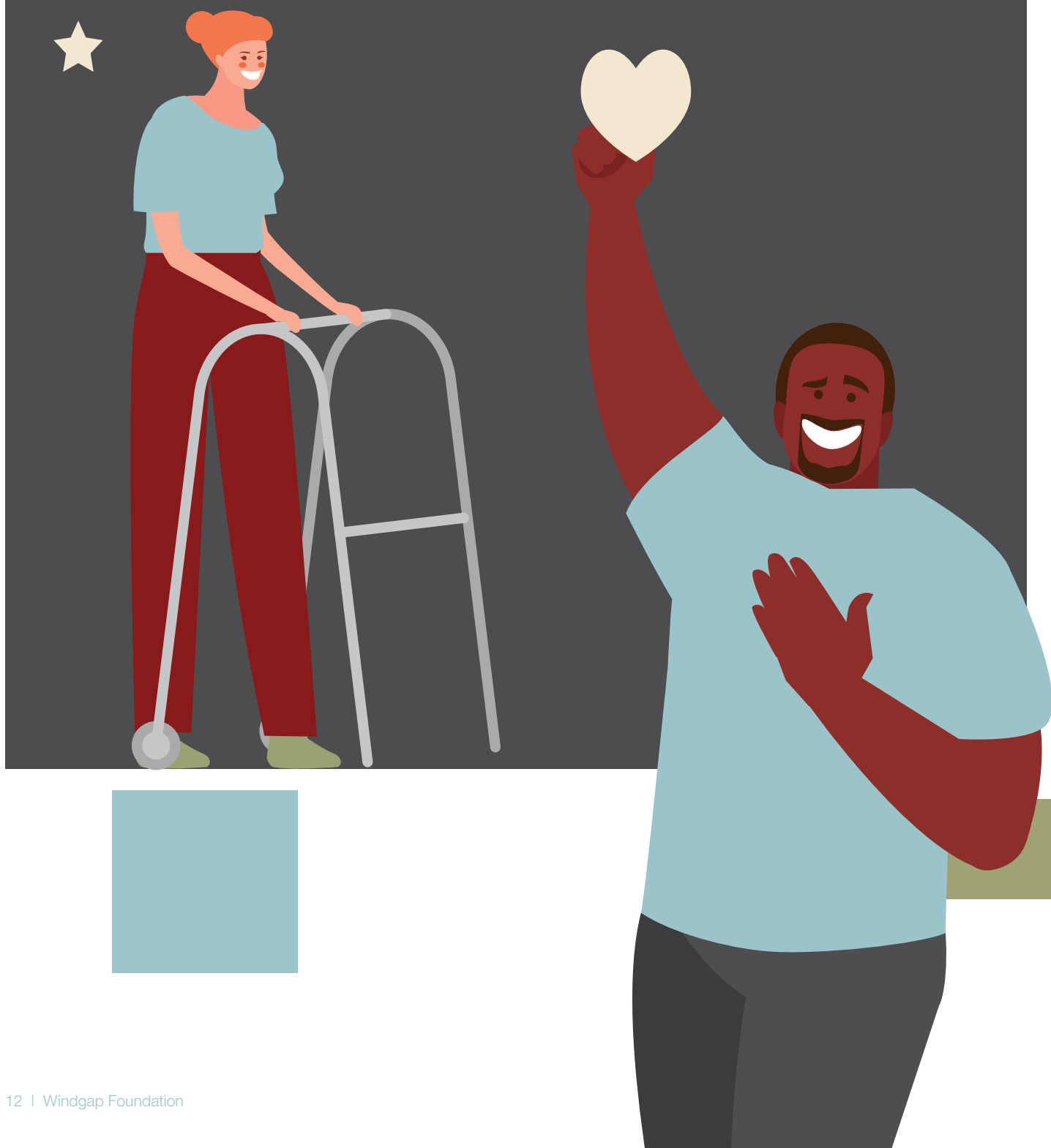
Andrew Simpson

Andrew Simpson

Treasurer



HIGHLIGHTS OF 2020/2021



Our focus on Supported Independent Living

At Windgap, we are passionate about providing a place to call home for people with disabilities to live as independently as possible within the community, and access services and programs to meet their goals.

The need for residential housing for people with disabilities is continually growing and it is becoming increasingly difficult for families to find suitable homes for their loved ones within our community.

To help meet this need, over the past 12 months Windgap has opened two new residential homes within our local residential areas of Mascot and Botany within Sydney's Eastern suburbs, to accommodate adults with disabilities.

These homes have created eight new Supported Independent Living vacancies and have successfully provided seven adults with disabilities a new place to call 'home' thus far. Both houses have been designed to support disability needs, support levels and goals, and are supervised by our professional, caring staff 24 hours per day, 7 days a week.

Additionally, to help meet the demand for Supported Living, Windgap is in the process of converting our original Garden Street Day Program site in Maroubra into a residential home for five adults with disabilities and plan to have this site open by early 2022.



Windgap Vaccination Hub

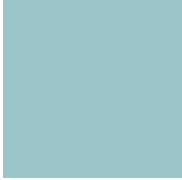
At Windgap, the health and safety of our participants and community is vital, which is why we organised five Windgap Vaccine Hubs at our Head Office, with the assistance from the Health Care Direct Australia medical team.

Getting vaccinated is one of the best ways we can protect our participants, employees and the Windgap Community.

During this time, Windgap's Vaccination Hubs administered 343 doses of the Covid-19 vaccine to participants, employees and vulnerable families.

It's pleasing to note that 100% of eligible Windgap employees are fully vaccinated, 100% of Supported Employees, 94% of Day Program participants and 95% of Windgap residents are doubled vaccinated. We are excited to be well on the way to progressing to a 100% vaccination rate.





Gala Ball 2021

The Windgap 2021 Annual Fundraising Gala Ball was held earlier this year in May and was a wonderful success.

We welcomed over 350 guests to The Fullerton Hotel Sydney, including our sponsors, corporates and members of the community. Together they helped to raise over \$89,000 to ensure Windgap's programs and services can continue to deliver opportunities for our 220 participants at Windgap and their families.

Our Event Sponsor, Toyota Finance Australia, generously donated a Toyota Yaris – the first car to be featured as a prize in Windgap Gala Ball history! A big thanks to the team at Toyota Finance.

Our Major Sponsor was Harvey Norman, who again generously donated thousands of dollars' worth of homewares and technology prizes for our silent

auction. We are always so grateful for the support of Harvey Norman.

We also received a range of corporate sponsorships and prizes from our amazing community. Without their ongoing generosity and support this event would not be possible!

Big thanks to our MC, Jo Casamento and our entertainers; artist and speed painter Brad Blaze, Samba Brazil Entertainment, and our band The Groove Academy Agency.

For those who attended and supported our 2021 Gala Ball, we thank you and look forward to your continued support at our 2022 Gala Ball event – more details coming soon.



Walk with Windgap

In March 2021, Windgap hosted the first ever virtual Walk with Windgap challenge!

For the month of March, we were joined by many families and supporters who signed up for the walking challenge, with one of the best outcomes being the opportunity for our participants to set some walking goals and get out and about in the community and to get fit.

By far the best result from our teams was our Botany Grove Day Program, who won our award for walking over 1 million steps! A wonderful achievement by our participants and support staff.

A huge thank you to everyone who took part to raise awareness and funds for adults with intellectual disabilities. Together, we collectively walked over 3 million steps and raised over \$7,000 in funds to support Windgap's programs and services. An amazing achievement!

Windgap Art Exhibition

Put on hold due to COVID-19, we were very pleased to be able to run these wonderful community art programs again, with thanks to the WestConnex Transurban Community Grant Scheme.

This grant provided members of our Life After Work (LAW) Day Program the opportunity to participate in two new art programs; an art therapy class to heal memories of the past and improve mental health, and classes to learn to paint large-format canvases based on 'connecting with nature and our environment'.

This opportunity helped to build upon our participant's skills and creativity, as well as providing a voice to communicate and improve mental health.

Under the WestConnex Community Grant Scheme, Windgap was also able to hold an Art Exhibition this year at our Florence Avenue Program Hub. The exhibition showcased a selection of over 100 artworks featuring painting, drawings, textile art, mosaics and weaving, created by our Eastlakes Program and Life After Work Program at Windgap.

Our artists also had the opportunity to sell their artworks, if they chose to. Over \$2,000 was paid by purchasers of our participant's art, with 100% of the sale proceeds provided to our artists through gift cards, to shop and spend as they wish.

Windgap continues to place an important focus on art programs and exhibitions, vital to continue skill building, personal expression, creativity, build self-esteem and a sense of purpose.

We look forward to showcasing more of our participant's creativity and artistic expression over the coming year.



Weaving Workshops

Thanks to a grant from Bayside Council, Windgap worked closely with Aboriginal artist Karleen Green and Annette from the First Hand Solutions Aboriginal Corporation and ten Windgap participants, to create a colourful collaborative weaving art installation, up-cycling items, such as old fan faces, CDs, feathers and wool.

Windgap also had the opportunity to unveil the art to special guests including, Councillor Christina Curry, Liz Barlow, and Bayside Council team, as well as members of the Windgap Board. This weaving workshop provided the opportunity for our participants to learn about Aboriginal art and culture, and celebrated diversity, inclusivity, culture and abilities through art.

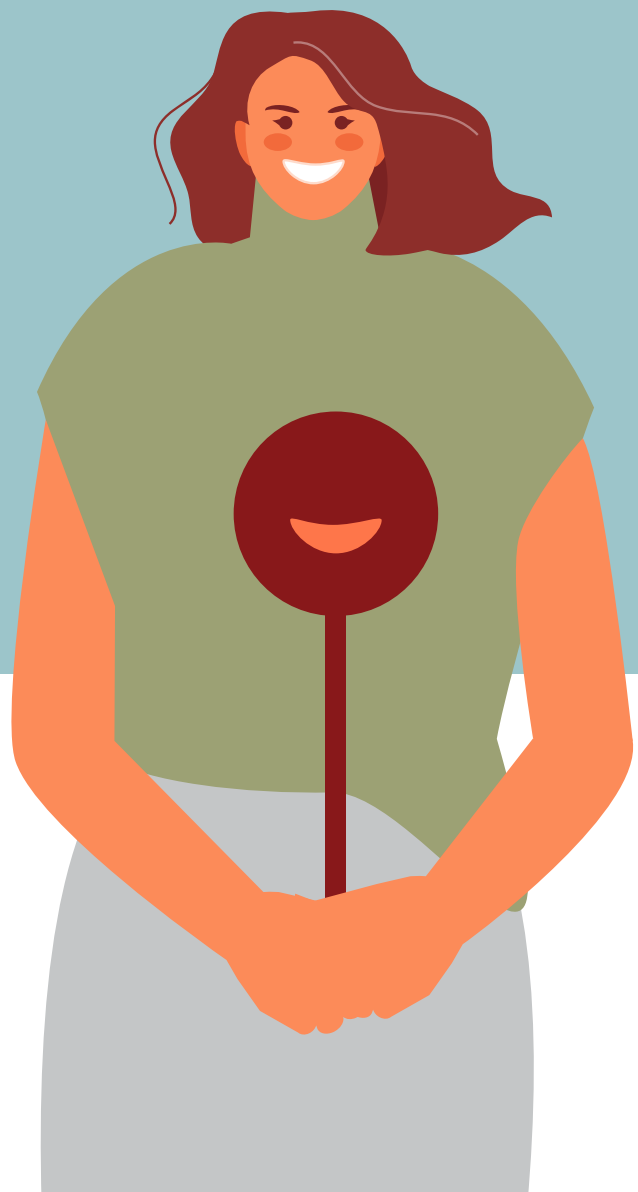
Our talented caterers from Windgap's Tukka Box Café and School Leavers program also provided morning tea for our exhibition festivities.

We look forward to seeing this art installation displayed within the Bayside Community soon!





OUT AND ABOUT IN THE COMMUNITY



St Patricks Day

Each year St Patricks Day is a big event on the Windgap calendar! Our Patron, Paul Graham loves to celebrate his Irish heritage with Windgap and we have always been blessed with many employees from Ireland and abroad.

This year our St Patricks Day celebrations were held at The Juniors Kingsford and were attended by members of our community including Owen Feeney, the Irish Consul General, Matt Thistlethwaite local Member for Kingsford Smith, Ron Hoenig, State Member for Heffron and Christina Curry, Bayside Councillor.

Our guests enjoyed a traditional Irish buffet breakfast and entertainment from the Shindig Band and talented Irish dancers from Currie Dance and Tumbling Studio.



IndigiGrow Visits

Throughout the year, our Life After Work (LAW) Program participants visited IndigiGrow, a first nations native plant and bushfood nursery based in La Perouse.

We have a large number of our older participants in particular, who have an interest in nature and love gardening. Through this experience at IndigiGrow, our participants learned all about the abundance and importance of native plants and what they hold for past, current and future generations. Participants also learned how to propagate local warrigal greens and how to grow and care for them in our program garden.

NAIDOC Week

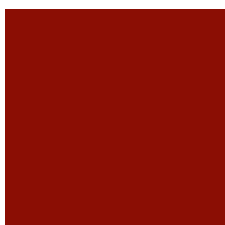
At Windgap we understand how important it is that we all celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.

The Windgap Foundation acknowledges the Gweagal, Bidjigal and Gadigal Clans of the Eora Nation, who are the traditional custodians of the land in which we live and gather.

We recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging.

To celebrate NAIDOC week, the Walangari Karntawarra and Diramu Aboriginal Dance & Didgeridoo group and Aboriginal Elder, Walangari Karntawarra, performed for our participants who enjoyed Dreamtime stories, performances in traditional dance and learned about aboriginal culture and the Digeridoo. We also received our own clapsticks and learned how to play them.

A big thank you to Walangari Karntawarra and Diramu Aboriginal Dance and Didgeridoo group for the amazing performance and to everyone who had the opportunity to be involved this year.



Our love of NRL

We are very blessed to have a great relationship with our local Sydney Roosters NRL club. Thanks to Windgap Ambassador Matt King and Assistant Coach Nathan Cayless, throughout the year our participants enjoyed meeting star players and having photo opportunities with Roosters VIPs.

The other much loved NRL club who our participants support is the South Sydney Rabbitohs and this year our fans were thrilled to see their favourite team make the 2021 Grand Final!



Windgap's Christmas Party

Each year Windgap hosts a Christmas party and awards night for our participants at the Juniors, Kingsford. This year was a little different due to COVID-19, however that didn't dampen our enthusiasm! Windgap held all our festive celebrations in our ADE warehouse and LAW Day Program site, which were transformed into a purpose built Christmas Grotto!

Windgap hosted four parties with a traditional Christmas lunch, awards, prizes, entertainment, lots of dancing and a special visit from Santa!

End of year awards were also celebrated, with Bobby winning Supported Employee of the year and Ken Clapp awarded the Spirit of Windgap Award.



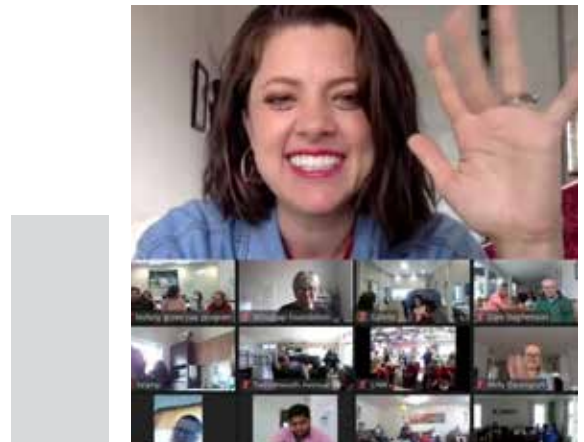
Virtual Activities during COVID-19

Amber Lawrence

Throughout the 2020/2021 year, Sydney experienced lockdowns as a result of the COVID-19 pandemic. During this time, our program and residential teams were very creative on how we can continue to offer our participants programs and activities when we were at home and unable to attend our programs and supported employment.

Some of the virtual programs and activities that took place were workshops with Taronga Zoo Sydney, Symbio Wildlife Park and Irukandji Shark & Ray Encounters, and an exclusive concert with country artist, Amber Lawrence.

Our range of weekly virtual programs also included cooking classes with our houses and programs, art classes with our teacher Dom, Disco Bingo by Dolly, and PerformAbility dance classes with Miranda.



Wellbeing at Windgap during COVID-19

For many, it was a difficult time so Windgap focused on initiatives and activities to ensure we stayed Safe, Active and Connected.

Buddy month was launched and one of the initiatives we launched was providing our employees, and participants living at home and in our residential services, a Buddy Pack. Each pack contained some edible goodies, Windgap facemask, as well as QR codes to apps and wellbeing sites to focus on our wellbeing. We also scheduled Zoom calls for all our employees to buddy up and connect, essential to ensure we continued to connect and look out for each other.



Another great year for the Windgap Warriors!

This year our Warriors participated in several soccer events thanks to our big supporters at Pagewood Botany Football Club. Games included Dimi Day and a tribute to George Lundy at Jellicoe Park, as well as our annual Warriors vs Windgap Staff match and presentation day.

A big thank you to our biggest Warrior supporters, Ron Hoenig MP, Matt Thistlethwaite MP, Michael Daley, MP for Maroubra, Clr Christina Curry from Bayside Council, Glenn Redding President of Pagewood Botany FC, Windgap Patron Paul Graham and Danny Yeung. Thank you for all your support throughout the year and congratulations to our Warriors for a great season!



Windgap Special Guests

This year we welcomed a host of special guests from within our community and we thank them for their ongoing support.



Matt Thistleswaite MP

Clr Christina Curry



Toyota Finance Australia

Marjorie O'Neill MP



Jo Casamento



Ron Hoenig MP



Matt King



OUR BOARD OF DIRECTORS



Chris Brown OAM

Chris and his family have been involved with Windgap for 50 years, with his brother in Windgap's services. Chris Brown is also a director of a publicly listed company and is a commercial lawyer and senior partner in the Sydney law firm Brown Wright Stein, which has provided pro bono legal assistance to Windgap for over 30 years. He holds a University of Sydney Master of Law degree and was awarded OAM in 2013 on the Queen's birthday list for service to the community, particularly people with a disability. Chris became a Director of the board in 1987, commencing as Chairman in 1997.



Heather Brown OAM

Heather is a founding board member of Windgap Foundation Limited since 15 September 1990 and is the Board Secretary and member of the Remuneration and Nomination Committee. Heather has also served on the board of the now defunct Eastern Suburbs/ South Sydney Branch of Challenge Foundation from 1980. Heather also has a professional background as an executive assistant, is a Justice of the Peace and received the Rotary International Community Services Award in 1999. Heather was awarded OAM in 2013 on the Queen's birthday list for service to the community, particularly people with a disability. Heather has a brother who is a member of Windgap's Life After Work program.



Andrew Simpson

Andrew has been a member of the Windgap Board since December 2013, and is a member of both the Audit and Risk and Investment Committees. Andrew is a Partner and Chartered Accountant at Gunderson Briggs Chartered Accountants and has supported and been involved in assisting Windgap for many years.



Byron Fitzgerald

Byron joined Windgap with almost 50 years' in the Construction Industry in both Building and Civil Engineering and has extensive project management experience on major construction projects. Byron has a Bachelor of Building and is currently lecturing at UNSW in the Faculty of the Built Environment. Passionate about serving the community and with a 25-year service medal through Surf Life Saving has been a past Director of Education and Junior activities at Clovelly SLSC.



Madelaine Inglis

Madelaine joined the Windgap Board in December 2019. Madelaine is a commercial lawyer and a partner in the Sydney law firm Brown Wright Stein. She is particularly passionate about Elder Law assisting the older members of the community and their families with legal issues unique to the elderly. She has supported Windgap for many years.



Kathryn Santifort

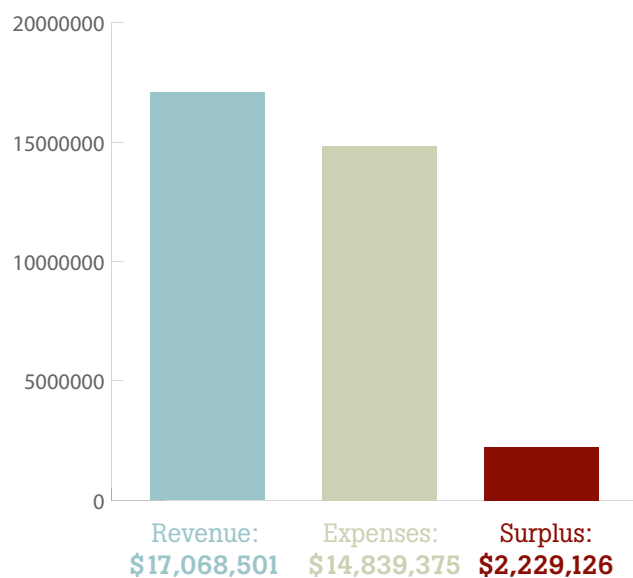
Kathryn joined Windgap in December of 2019. She has a background as a registered nurse, working within Sydney's east. She has a bachelor's degree in nursing from Notre Dame with post graduate qualifications in anaesthetics, and regularly teaches upcoming and new nurses within the clinical environment. She has a special focus in quality and improvement projects, and a focused eye for ensuring national accreditation standards are evident in practice.

FINANCIALS

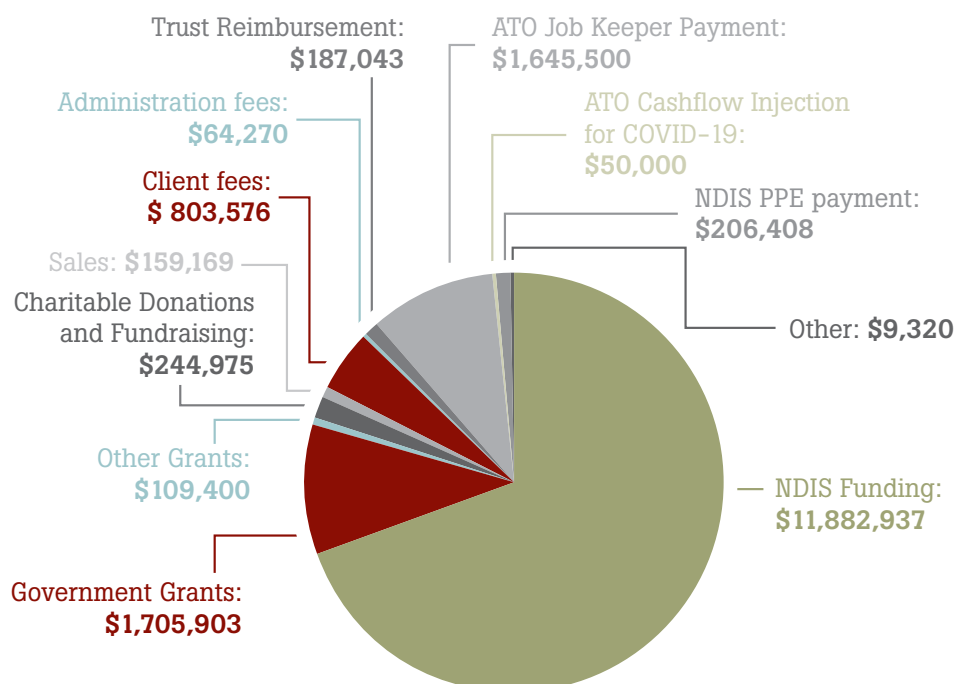
Overall, 2020/21 was a strong year for the Windgap Foundation, which enabled us to invest in our people, systems and programs to continue to meet the needs of our participants and families. This included the opening of two additional residential houses.

Our revenue increased 5.8% to \$17,068,501 with a surplus of \$2,229,126.

Revenue and Other Income & Net Profit

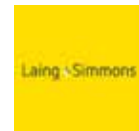


Revenue Sources



OUR SPONSORS AND SUPPORTERS

We would like to take this opportunity to thank
our long term sponsors and supporters:



Pagewood Soccer Club –
for their sponsorship of the
Windgap Warriors



Windgap Foundation Limited

Unit 1.2 Botany Grove Business Park, 14a Baker St,
Banksmeadow NSW 2019

PO Box 756, Rosebery, NSW 1445

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