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History

1953 A group of parents banded together to provide education for their children who had been denied access to the standard education system. The group purchased Windgap, an old house at 90 Mount Street, Coogee.

1955 Windgap Special School opened. Families became members of the Eastern Suburbs/South Sydney branch of the Sub-Normal Children's Welfare Association (SCWA). The branch became known locally as Windgap.

1962 Windgap Activity Therapy Centre opened as an annex to the Windgap Special School, providing day programs for school leavers and adults.

1972 Windgap Enterprises opened as a sheltered workshop, employing people with intellectual disabilities.

1979 Gumnut Play Therapy Group opened for children with special needs aged 0–5 years.

1983 Windgap Cottages opened at Little Bay, providing accommodation for 21 residents.

Warrina Cottage opened at Daceyville for four people with severe and profound intellectual and physical disabilities.

1987 McCullagh Cottage, made possible by a generous donation from the McCullagh family, opened at Mascot.

1988 Winpex Printing Services established in partnership with Apex Clubs of Australia.

1989 Connare Special School transferred to Wairoa Special School at Bondi.

Windgap Foundation Limited incorporated. It then acquired assets of the Eastern Suburbs/South Sydney branch of Challenge Foundation and commenced operations.

1990 Windgap Workcrews (Wincrew) Service established.

1992 Windgap Community Access and Support Service (CASS) opened at Mount Street.

1993 The late Hon. Jim Kaldis MLC and Mrs Heather Kaldis provided a property at 18 King Street, Eastlakes, for Windgap to use as a supported accommodation service for six years.

1994 Garden Street CASS commenced operations at Maroubra Junction.

The original site for Windgap services at 90 Mount Street, Coogee, was sold.

1995 Coward Street Community Access Service opened at Mascot.

1996 The first Post School Options (PSO) user joined Windgap. This program enabled school leavers with high support needs to participate in community activities.

The Department of Ageing & Disability funded the relocation of the Windgap Cottages' residents in order to meet new Disability Services Standards.

Hayes Road Cottage opened.

1997 Gale Road Cottage opened as the first move from Windgap Cottages to community housing.

1998 Tweedmouth Cottage at Rosebery opened.

1999 The Adult Training Learning and Support (ATLAS) program for school leavers started, operating in conjunction with the PSO program.

2001 Draper Centre at Botany opened.

2004 Windgap achieved Quality Assurance certification under the Commonwealth Disability Services Standards.

2005 Transition to Work and Community Participation programs commenced for school leavers, supporting them to transfer from school to work.

2008 Windgap won a National Business Services Excellence Award.

2009 Windgap expanded Day Programs services to East Sydney Day Programs site at Botany.

Windgap gained approval to provide Active Ageing and Life Choices programs.

Business Services adopted its new name, Australian Disability Enterprises.

2010 Reconfiguration of Residential Services commenced and the first six residents moved into a newly renovated house.

Carlton Street property was purchased, with financial support from Ageing, Disability and Home Care (ADHC).

2011 Growability started in garden maintenance and lawn mowing services.

Tweedmouth Cottage reopened after renovations are completed.

2012 Transition to Retirement (TTR) programs started and the TTR Art Café was established.

Windgap became an approved provider for The Supported Living Fund.

2013 Hospitality and Learning Centre established.

Harcourt Parade Cottage opened.

60th Anniversary of Windgap.

30th Anniversary of Residential Services.

2014 McCullagh Cottage reopened after renovations were completed.

Building works on two new purpose built houses commenced in Pagewood and Little Bay.

Windgap expanded Residential Services with the commencement of services from a site at Anglesea Street at Bondi.

About Windgap Foundation

Windgap Foundation supports people with intellectual disabilities to live their lives with independence and integrity. Windgap provides ongoing training and support that empowers people to strive for success and to excel in their skills.

Windgap is one of the oldest, most recognised and strategically focused support service providers in NSW.

Who We Are

Windgap Foundation supports people with intellectual disabilities to live their lives with independence and integrity. Windgap provides ongoing training and support that empowers people to strive for success and to excel in their skills.

Windgap is one of the oldest, most recognised and strategically focused support service providers in NSW. The organisation was founded in 1953 by a group of parents who had been denied schooling for their children. They purchased a residence in Coogee which was named 'Windgap'. Since then, Windgap has become well recognised within the community, not only for its outstanding track record, but also because of the variety and quality of services it provides.

These services include:

- Residential Services
- Day Programs
- Transition to Work
- Windgap Enterprises (Australian Disability Enterprises & Growability)
- Transition to Retirement

Mission Statement

Windgap continues to strive for excellence in service delivery through recognising the need for continuous employee learning, development and growth, along with prudent financial stewardship to carry out Windgap's mission, which is:

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

Windgap's Values

- Caring
- Empowering
- Integrity
- Independence
- Innovation

Chairman's Report



The Windgap mission is to improve the quality of life of people with intellectual disabilities by supporting them in their efforts to reach their full potential and raise community awareness as to their needs and aspirations.

During the year, significant progress has been made towards readiness for the roll-out of the National Disability Insurance Scheme (NDIS). NDIS places the client at the centre, and fundamentally changes service delivery.

Construction of 2 new purpose built residences in Pagewood and Little Bay, to accommodate the needs of 10 ageing people with intellectual disability should be complete by Christmas 2014. Windgap management and staff have diligently and energetically pursued many new projects for the benefit of clients during the year. Many of these initiatives are summarised in the report of Mr Serhat Oguz, Windgap CEO.

The Windgap volunteer programme continues to expand, across all services.

The Windgap Annual Gala Ball, held at the Australian Turf Club, Randwick, again convened by Mrs Maggi Brown, leading a small group of dedicated

volunteers, attracted over 350 guests, and raised a substantial amount of money. I am particularly grateful to Mr Geoff Stein, Master of Ceremonies, Mr Gerry Harvey and Mrs Katie Page Harvey for their contribution as speakers and continuing support. I particularly thank our major sponsor Mr Tim Farquhar and Eclipse Travel for the donation of the major South American trip prize. Increasingly, our corporate supporters see the opportunity to create shared value for Windgap and themselves, by supporting Windgap initiatives.

Our Windgap ambassadors and volunteers not only assist in service delivery by supporting clients in their efforts to reach their full potential, but also raise community awareness of their needs and aspirations. Windgap is truly indebted to our ambassadors and volunteers.

Windgap acknowledges funding contributions made by the NSW Government, Department of Family and Community Services and the Australian Government Department of Social Services, as well as contributions made by other government departments and agencies, including local government.

Each director of Windgap is a volunteer, and all directors continue to work tirelessly and unselfishly for Windgap and its clients. Windgap

corporate governance has been highly commended by independent audit.

Every day the Windgap Board, clients and staff display optimism, initiative, courage, resilience and good humour – the fundamental attributes of the members of the Windgap family.

I commend the annual report to members of Windgap.

Chris Brown
OAM Chairman

CEO's Report



It is with great pleasure that I deliver the Chief Executive Officer's report for the year ended 30 June 2014.

The 2013/2014 year has been a very successful year for Windgap, which has seen significant progress towards National Disability Insurance Scheme (NDIS) readiness. Through the review and streamlining of our processes, many efficiencies have been delivered to the service.

Our continuous focus on fulfilling Windgap's mission and providing exceptional service to our clients, through the guidance of our balanced scorecard, is paving the way for continuous improvement and seeing many efficiency gains.

The balanced scorecard brings focus with a drive to best practice, and in the last year has resulted in significant progress in addressing our four key strategic areas: Clients, Internal Systems and Processes, Staff Training and Development and Finance.

Client focus has continued with ongoing review and improvement of the Holistic Support Planning framework which evidences our commitment to person-centred approaches and ensures that Windgap's clients have a real say in the activities planned to assist them in achieving their goals.

Throughout the year, we conducted a number of client and family satisfaction surveys. The overwhelmingly positive responses received confirmed that our approach is delivering the desired results.

We have made good progress towards our digital platform strategy, tapping into additional features of CIMSability (our client information management system) and Navision (accounting software) which is assisting with NDIS readiness, as well as building a customised database to manage our customer relationship, membership and fundraising data.

As Windgap prepares for the full rollout of NDIS, robust internal processes, systems and information management are critical.

We are required to successfully undergo Third Party Verification (TPV) prior to the end of our state funding agreement in June 2015. TPV will reassure current and prospective families that we have strong, compliant systems in place which meet the requirements of the Disability Services Act 1993 and the NSW Disability Service Standards. The review of processes in accordance with current legislation has involved consultation with clients, families and staff, training of our staff, raising family and client awareness of review processes and monitoring the

provision of our services through a series of internal audits.

Windgap's Australian Disability Enterprise also undergoes external audit to ensure compliance with the Commonwealth Disability Service Standards which are transitioning to the National Standards for Disability Services. In addition we choose to retain our certification in Quality Management System ISO 9001:2008 and Safety Management system AS/NZS 4801:2001.

Staff training and development has always been a high focus area, as we strive to ensure all our staff possess sufficient competencies to deliver a great service to our clients.

In addition to training in the NSW Disability Service Standards and implementation of improved and comprehensive induction processes, we have focused on building management's skillset in preparation for NDIS and have provided our middle management with an in house Frontline Management course, running for nine months.

As we all know, organisational sustainability is dependent on the financial performance of the organisation.

CEO's Report cont.

From a financial perspective, I am happy to report that there has been a marked improvement in financial performance for the 2013/2014 year.

For the 2013/2014 financial year we made a profit of \$491,026. However this included a profit from the sale of assets. After adjusting for this, our trading result was a loss of \$321,902. This result compares positively with the trading loss of \$441,292 from the 2012/2013 year.

Further detail of our financial performance is included in the Treasurer's Report.

We held our third annual gala ball at the newly renovated function rooms of the Australian Turf Club, Randwick with a record attendance of 350 guests. Guests thoroughly enjoyed the evening which raised in excess of \$120,000.

We were also successful in receiving funding for an additional five clients in Residential Services towards the end of the financial year. Our continuous focus on our families has culminated in an updated property reconfiguration plan. This plan includes the construction of two purpose-built group homes as well as the upgrade of a number of others.

Our new group homes at Page Street, Pagewood and Bega Avenue, Little Bay are due for completion in early 2015.

The Transition to Retirement program has continued to grow and as a result, we had to relocate from the original "Art Café" to larger premises. Windgap's property at 15 Daniel Street, Botany is now home to and for the exclusive use of the Transition to Retirement Program participants. The potential retirees are looking forward to the completion of "The Shed", which will offer activities such as woodwork, furniture repair and handcrafts and a community garden.

During the course of the year, Windgap welcomed a further two ambassadors. Matt King, the former Rabbitohs and Blues utility back and Sue Wright from Boland Funerals have both added value to Windgap and raised awareness in the community of people with intellectual disabilities.

Matt introduced Windgap to the Rabbitohs NRL team. From this introduction Windgap has forged a strong relationship with the Rabbitohs which has lead to our clients participating in several skills clinics, watching a number of training sessions and games, meeting the players and being guests of honour at

the Rabbitohs versus Dragons Charity Shield match, to mark the beginning of the NRL season.

Our ongoing focus to attract volunteers has seen enormous growth since the launch of the volunteer program in May 2013. We recruited our one hundredth volunteer in June 2014. The diverse range of volunteers has not only provided a significant contribution to service delivery, but has assisted in achieving a crucial component of our mission which is to raise community awareness as to the needs and aspirations of our clients.

The participation and enthusiasm of Windgap's clients, supported employees, families, staff and other benefactors ensured the successes of the past year for which I thank you all and look forward to another exciting year ahead.

I would also like to thank Windgap's directors who commit their time and expertise to the benefit of Windgap and its people.

Serhat Oguz
Chief Executive Officer

Treasurer's Report



Following my appointment as a Director at the Annual General Meeting on 26 November 2013, I was appointed to the role of Treasurer for Windgap Foundation Limited.

The members of the Audit Committee for the year were Andrew Simpson, Chris Brown, Anthony Zalakos and Pedro Inguanzo.

The net operating result for 2014 was a profit of \$491,026 (2013 - loss of \$441,292), an improvement of \$932,318. The profit position in 2014 was positively impacted by a profit on the sale of property and motor vehicles of \$812,928, which represents gains outside the ordinary course of the underlying operating activities of Windgap.

Revenues of \$8.06 million (2013 - \$7.52 million) increased by around 7%, with total expenses of \$9.83 million (2013 - \$9.36 million) representing an increase of around 5% on the prior year. Initiatives to further reduce costs and identify efficiencies continue to be undertaken. A positive for the year was an increase in revenues generated from fund raising and donations to \$387,012 (2013 - \$352,504), an improvement of \$34,508. This increase was mainly due to the continuing success of the Windgap Gala Ball. Windgap continues to identify opportunities to increase revenue from fundraising activities.

As at 30 June 2014, Windgap has maintained a solid balance sheet, with net assets of around \$2.87 million. This strong position is underlined by a cash balance of around \$2.81 million, property holdings and equipment at cost of around \$3.27 million and no external bank debt.

Under the leadership of CEO, Serhat Oguz, and COO, Hercules Kotsornithis a robust budgeting process continues to be undertaken. This budgeting process involves the input of departmental managers with a focus on identifying cost savings that can be achieved.

After undertaking a tender process, Windgap appointed a new external audit firm Accru Felsers for the 2014 year, led by Audit Partner Steven Zabetti.

I wish to thank the various members of the Finance team for their contributions during the year, including Soon Huat Chua, Lilly Ye, Riana Kristianti and Jasminka Tosevski.

Andrew Simpson
Treasurer
Windgap Foundation Limited

Windgap's Directors

Christopher Brown



Christopher became a director of the board in 1987, commencing as Chairman in 1997.

Christopher 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. Christopher and his family have been involved with Windgap for almost 50 years, with his brother Neil in Windgap's services.

Heather Brown



Heather is the sister and legal guardian of Neil Brown, a supported employee in the Growability team, at

Windgap. She is a founding board member of Windgap Foundation Limited (since 15 September 1990) and previously served on the board of the now defunct Eastern Suburbs/South Sydney Branch of Challenge Foundation. Heather holds the office of Secretary to the Board, is a member of the Remuneration and Nomination Committees. Her professional background is one of personal/executive assistant. She is a Justice of the Peace and received the Rotary International Community Service Award in 1999. She holds the Medal of the Order of Australia in the General Division for her work with people with disabilities.

Catherine Jensen-Lee



Cathie is the daughter of the late Harry Jensen, one of the founders of Windgap. She has a PhD in Sociology and

was a lecturer in Social Science and Policy at UNSW. She now holds the office of Principal Policy Officer for the NSW Department of Education & Communities. Cathie has been a member of the Windgap Board since 2004, and is a member of the Remuneration and Nomination Committees, as well as acting in an advisory capacity on matters relating to Windgap's properties.

Warwick Wheeler



Warwick served as a Board Director from 2003 to 2006, and was reappointed to the Board

in December 2008. Warwick is a member of Windgap's Remuneration, Nomination and Investment Committees. His background is in Australian manufacturing and retail industries with a sales, marketing and general management bias. Warwick is a former 1st grade rugby player, coach and a life member of Randwick Rugby Club. He was a foundation committee member of Special Olympics Sydney East, where he is still involved in sport coaching programs. Warwick's son Matthew is a supported employee at Windgap.

Anthony Zalakos



Anthony was appointed to Windgap's Board on 25 March 2014. He is a member of the Audit and Risk

Committee. Anthony is the current CEO of Recovre, a company providing services for workplace rehabilitation, workplace health and safety, and medical services. He has held this role for the past 4 years. Anthony is a qualified physiotherapist who has worked in the allied health and rehabilitation field for over 20 years.

Craig Wallace



Craig Wallace was appointed as a director on 26 November 2013 and is a member of the Property and the

Nomination Committees. Craig is the father of Sean Wallace, who is a supported employee and a client of Day Programs at Windgap. Craig's professional background is as a NSW professional fire fighter for over 25 years, as well as a carpenter/builder. Craig is currently working as a safety officer, providing fire and safety training, as well as maintenance, to a petrochemical plant. Craig was involved in Giant Steps Sydney from its foundation and also worked on their annual fundraising events. Craig was an active participant in lifesaving and scouting for over 15 years.

Peter Inguanzo



Pedro (Peter) Inguanzo has a background in international trade, import/export, marketing, distribution,

and as a company director. He is a member of the Investment, Audit & Risk and Property Committees, and holds accreditations in business administration, accounting and commercial law in Spain. He is certified as an interpreter-translator (Spanish-English-Spanish) by Macquarie University Sydney, and is involved in voluntary work with several non-profit organisations promoting institutions and sports for people with disabilities. His son William is a supported employee, and is very happy to be at Windgap.

Andrew Simpson



Andrew Simpson was appointed to the Board on 26 November 2013 and holds the office of Treasurer and chair

of the Audit & Risk and Investment Committees. Andrew is a Chartered Accountant and Partner in the accounting firm Gunderson Briggs Chartered Accountants. Andrew has been involved with Windgap for a number of years, providing assistance in relation to various financial matters.

Catherine Wallace



Catherine Wallace was appointed to the Board on 26 November 2013 and is a member of the Nomination

Committee. Catherine's professional background is in the financial sector as a secretary/personal assistant, and more recently in administration and events management with the Aboriginal Catholic Ministry. She is currently Secretary of the ex-students' association of Our Lady of the Sacred Heart College, Kensington. Catherine was involved in the foundation of Giant Steps, Sydney – a school for children with autism. Catherine is the mother of Sean Wallace, a supported employee and a client of Day Programs at Windgap.

Kenneth Gunderson-Briggs



Ken joined the Board of Windgap Foundation on 23 February 2010 and was appointed Treasurer.

He retired from the Board on 26 November 2013. Ken was also a member of the Audit & Risk

Committee. He is a qualified Chartered Accountant and member of the Institute of Chartered Accountants in Australia since 1988 (and a Fellow since 1998) with a Bachelor's degree in Business Studies from the NSW Institute of Technology (now the 'University of Technology, Sydney'), Ken also brought to the Foundation experience as an independent, non-executive Director of Harvey Norman Holdings Limited, a company listed on the ASX. He is also a council member of Glenaeon Rudolf Steiner School and previously held treasurer roles for various not-for-profit sporting bodies.

Client and Supported Employee Representatives

Bobby Syamdorkas



Bobby is a supported employee at Windgap Enterprises. Bobby has long expressed an interest

in becoming a lawyer. It is apt that Bobby is now actively obtaining feedback from his peers and acting as their voice to the Board of Directors.

Steve K

Steve has been with Windgap's Day Program Service for a few years now. Steve participates in Windgap programs and activities, and has a passion for movie and film production. He has been working with an animator to produce his short film. Steve enjoys being a representative and a voice for Day Programs across Windgap.

Gail Hewitt



Gail is one of Windgap's residents, and after working for many years at Windgap Enterprises as a supported

employee, she is now enjoying her retirement. As well as actively volunteering in her community – Sydney Cats and Dogs Home and the Easter Show – she is also the Residential Services representative to the Board of Directors.

Windgap Ambassadors



Matt King

Former South Sydney Rabbitohs
Rugby League Footballer

After an invitation from Souths Cares in 2014, Windgap staff and clients enjoyed watching a training session with Matt King and several of his team mates. Since then, Matt has been involved in Windgap's fundraising events and initiatives, as well as organising footy sessions with his teammates for Windgap's clients and supported employees.

Matt King is a highly respected member of the Rugby League world and now a valued member of Windgap. We believe he is a great asset in raising awareness and spreading our mission to the community at large.

'Windgap is a great organisation that makes a difference to the lives of so many people. I'm inspired by the achievements of the guys.'

– Matt King



Dimitrios (Jim) Krallidis

Director of DSK Kitchens &
Furniture Pty Ltd

Windgap Foundation was successful in receiving a government grant to build a new kitchen. Jim, who is the director of DSK Kitchens & Furniture, visited to quote and measure, and was moved by what he saw and the people he met. He was inspired to make a generous contribution to Windgap. "I was so inspired, I made the decision to help out and see this project through".

Jim's generosity, along with that of his friends and acquaintances, turned our kitchen into the 'DSK Hospitality and Learning Centre'. The centre was later launched as 'The Tukka Box Café' – a name chosen by Windgap clients.

Jim's high standing in the community and his passion for Windgap's values makes him one of the perfect people to champion the Windgap cause as an ambassador. "I feel very fortunate that I had the chance to help out and assist Windgap. I chose to be an Ambassador for Windgap because it makes me very proud to be able to give back to the community and to be able to assist as much as possible. It means a lot to me to be able to inspire people by spreading the word of this worthy and valuable cause to the people I meet through my work and my community".

– Dimitrios (Jim) Krallidis



Sue Wright

Manager of Boland Funerals,
Maroubra

Sue is the manager of Boland Funerals, a funeral home that prides itself on helping our community. As such, Sue said that she was 'looking for not just a sponsor opportunity, but something that she felt a personal passion towards'.

Sue's involvement with Windgap has its roots in experiences within her own family:

'My cousin Christine was born with Down's Syndrome. Christine had a wonderful time, including going to bingo and social clubs with her mother, and was a happy teenager. When Christine was a young lady both her parents passed away. This meant that her sister needed to take care of her. Her sister didn't have the time to give her the one on one care, so she sourced a group similar to Windgap. She lived in shared accommodation and she met a chap and soon they got married. Christine passed away at the age of 60. Christine would not have had the life she did if it wasn't for the love, facilitation and care that a group similar to Windgap gave her. For that I am forever grateful and why I am a proud ambassador for the Windgap Foundation.'

– Sue Wright

Windgap's Person-Centred Approach

Person-Centred Vision

Windgap is person-centred by supporting people to be empowered in using their gifts and talents to foster meaningful relationships and natural supports in the community



Louise Thompson

The Person-Centred strategy for Windgap aims to achieve our vision by addressing the five key areas of the business in a person-centred manner. These areas are; Leadership, Staff Engagement, Process and Review, Family and Community, Finance and Reporting.

Each of these areas are equally important in ensuring that the whole of Windgap is focussed on delivering the most considered, individual life plans for the people we support.

By looking at the whole of Windgap through these five areas, we are ensuring that the message of equality and inclusivity is coming from operations through to front line experience.

A key achievement over the last 12 months is the complete redesign and roll-out of the Holistic Support Plan (HSP) process. This plan is the annual meeting we host for every person we support across all services. The purpose of this meeting is to devote time to listening to a person, their loved ones and other supporters to establish life goals which Windgap can help a person to fulfil. Windgap is committed to listening to a person's wishes, free of judgement, and supporting the person to lead their life their way. We understand that as an organisation, we must offer flexible options to ensure we are being person-centred.

We are coming to the end of our first year of the new Person-Centred Holistic Support Planning (HSP) process and the changes for the people we support are evident. Many are discovering they have the platform to not only exercise their choice but to also be heard by staff, supporters and families alike.

Louise Thompson is one such person. During her HSP, Louise expressed her love of cooking and wanted to not only attend cooking classes but cook at her home, Windgap's Harcourt Parade. Louise participated in a six week cooking program run by Junction House. Louise learnt how to cook a variety of dinners and healthy desserts. In July, Michael, a volunteer with 10 years experience as a Chef,

was sourced with the help of Zeynep Yapar, the Windgap Community Liaison Manager. Michael has been running a cooking program most Saturdays at Harcourt Parade ever since. At home, residential staff have taught Louise kitchen hygiene skills including washing hands and wearing gloves, as well as supporting her to cook and prepare food at home. Louise has learnt to prepare her own breakfast, ranging from cereal to omelettes with minimal support. She also prepares salad most afternoons for her lunch the following day. This has made a significant difference to Louise's quality of life as she feels more in control, is able to be creative and share her new skill with friends and ultimately lead a more independent life.

To continue this great work, we are constantly training staff, monitoring progress and investigating new and interesting ways for people to explore their potential, both within Windgap and out in the community.

Day Programs

It has been an exciting and productive year in Day Programs, with some great achievements being made.



Achievements

It's been an exciting and a productive year in Day Programs, with some great achievements made such as new program opportunities for clients including accessing a variety of programs across other sites and increased community awareness and participation. Programs such as "Sensational Moves" showcase individuals' unique dance styles and provide opportunities to socialise with new people. The "Specialist Art" facilitators capture the personalities and creativeness of participants, by introducing new techniques and having access to the Bella Social Program held at the Museum of Contemporary Arts (MCA) on a monthly basis which gives exposure to interactive arts and styles such as digital, sensory, and tactile. We are looking forward to our future art exhibitions.

At the beginning of the year we took the opportunity to partner with Bunnings warehouse in Mascot for a fundraising event. On the day everyone involved had a great experience socialising and utilising their customer service, cooking and food prep skills. The day helped to raise community awareness and promote active support within the community.

Staff members, Kelly Mundine, Annette Peachey, Joanne Williams, Emma Bull, and Glen Snowden organised and hosted Windgap's first NAIDOC awareness celebrations. A lot of planning and effort went into a great day enjoyed by all who attended. The day began with a "Welcome to Country" speech by Charles (aka Chicka) Madden. We enjoyed bush tukka dishes, a boomerang throwing competition, Aboriginal art, painting, ball throwing activities and a native dance performance. Special guests included an NRL Rugby League player and elders of the local indigenous community. This is now going to be an annual event and we look forward to seeing you next year.

Windgap's improved Holistic Support Plan (HSP) process has been a key to identifying person centred goals which assists in more tailored programs which are meeting individual and group goals and interests. We have been promoting and accessing mainstream services to support client goals and interests.

Some new vehicles have made travel to and from venues a pleasant journey for clients and staff. The year has seen some renovations improving the appearance and functionality of our sites.

Communication between Windgap and their families and carers has increased through regular morning tea gatherings and monthly site newsletters.

Our personnel have been participating in regular upskilling training to ensure ongoing quality service delivery.

The increase in student placement and volunteer knowledge, enthusiasm and time has been valuable to our service program delivery, administrative tasks and small projects.



Future

We have commenced a weekend and evening social club where people from across Windgap enjoy shows, sporting events and activities which are not generally offered during the week. It is a great opportunity for employees from Windgap Enterprises to enjoy each other's company outside of a work environment. Over 30 people have participated in the social club and there are many exciting things on the cards for 2015 including; a harbour cruise, an ABBA show, South Sydney Rabbitohs football games and a trip to the Blue Mountains.

Day Programs will continue to strive for excellence in service delivery through offering person-centred programs run by skilled personnel. We will maintain functional and well-presented facilities for the people we support and will actively seek mainstream opportunities to foster mutually beneficial partnerships that will showcase clients' gifts and talents.

We have an exciting opportunity coming up with the University of Western Sydney (UWS). They have a handful of students who have offered to volunteer their time to conduct a series of music therapy sessions. We look forward to collaborating with them.



Anthony Targett

Anthony Targett has always had a keen interest in the mechanics of cars. On the weekends he helps his dad restore his collection of classic cars, and while at Windgap, Anthony supports staff with vehicle checks and general fleet maintenance. Anthony's goal is to work as a mechanic.

Collectively, Anthony, his friends, family and the team at Windgap developed an action plan to make this happen. A local mechanic was approached and happily agreed to have Anthony come and work with him – initially with support from Windgap, and then, when Anthony felt comfortable and ready, independently.

Anthony is now working with Glynn Davies Mechanical Repairs in Botany every Friday morning, accompanied by his lead support worker, Darrin Gordon. Glynn, Anthony's boss, delegates tasks to him which include identifying the right tools and giving them to his colleagues, cleaning and de-greasing bearings and storing tyres. Anthony then enjoys lunch with his workmates. Glynn, Darrin and Anthony are all working towards the day when Anthony can independently attend the job he loves.

Residential Services

The year 2013–2014 has seen Residential Services go through a period of growth, regeneration and change.

Growth

We were able to welcome a new resident in October, and Craig and his family have provided much positive feedback about their move to Windgap. We were notified in May 2014 by Ageing, Disability and Home Care (ADHC) that our service support would be expanded to another five residents – this commenced in June 2014 and is currently being operated from a site at Bondi.

The growth of the Windgap's volunteer program has seen the following occur across Residential Services: one site had a garden makeover, two volunteers provided insight into menu planning and trained staff across sites, student volunteers commenced the development of a staff training package on medication administration and providing effective personal care, other students reviewed site documentation while others provided cooking skills and read books to clients. One doctor volunteered his time, visiting six locations to administer flu vaccinations.

The growth and development of our staff has been supported through the following training opportunities: Certificate III Disability Studies,

Certificate IV in Frontline Management, Epilepsy, Midazolam administration, fire warden, first aid and manual handling. All supervisors attended *The Change Room* training program providing insight into many of the changes across the sector.

Regeneration

Windgap has started building two new group homes in Pagewood and Little Bay. These are purpose built homes and will replace some of the older homes.

The last year also saw a number of renovation tasks completed across current sites – new built-in wardrobes, painting, smaller renovations, new outdoor furniture, new common room furniture, new digital-ready televisions and a number of new appliances have all been put in place.

Change

July 2013 saw the implementation of a new management structure across the service. Each site had a site supervisor appointed and each site/business unit has become more accountable for its own outputs and performance outcomes – a favourable result for the

period highlights the positive impact of this change allowing each site to be more responsive to client needs.

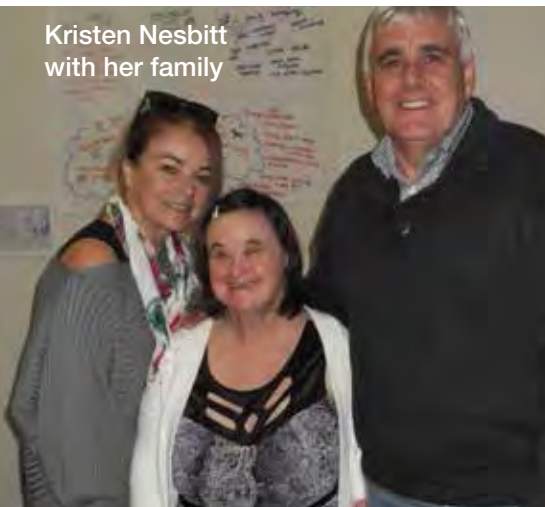
Residents have had significant contribution into the development of their one page client profiles – choosing themes, colour schemes and pictures to develop their personal poster which provides a summary of their unique personalities and interests for all to see.

An Employee Engagement Survey was conducted in November 2013. Analysis of the results and further discussion with staff led to improvements being initiated.

A number of new automated services have been implemented, including online booking of shifts for our casual employees, an employee self service option as part of the payroll/leave request process, and the implementation of CIMSability, an online client management system.

During the year, nine supported employees reached the retirees stage of their life, one was among the first children to be supported by Windgap. It is an honour to still be supporting him and his family.

Kristen Nesbitt
with her family



Soroptimist volunteer
supporting Nicholas
Kotsornithis in gardening

- Four clients went to the NRL 2013 Grand Final. As most were Roosters' supporters, they were very happy with the result.
- All enjoyed going to the Souths training session and getting many of the players' signatures.

Client-Centred Support

The following is a list of activities and goals staff members have supported clients to achieve over the last year.

- Attendance at musical and stage shows, such as *Disney on Ice*, *The Lion King*, *The Adams Family*, *Cavalia* and *Jesus Christ Superstar*.
- Trips by train to Melbourne and Adelaide.
- A two-night camp at 'Sparks Festival' at Stanwell Tops.
- A South Pacific cruise.
- A farm stay adventure.
- Family relationships are encouraged and supported by overnight visits, weekend stays, taking clients interstate to catch up with family members, driving clients up the coast to visit family in nursing home facilities, phone calls to families in country areas and overseas.

- A lot of the clients enjoy their rugby league and the partnership with the South Sydney Rabbitohs has been a highlight, especially being in the guard of honour at the Charity Shield match with Saint George.

Four clients went to the NRL 2013 Grand Final. As most were Roosters' supporters, they were very happy with the result.

All enjoyed going to the Souths training session and getting many of the players' signatures.

Gail's Volunteer Experience

Gail is one of Windgap's residents. In early 2014, she decided to expand her volunteering experience and looked for opportunities with the Sydney Royal Easter Show in the hope of working in the animal farm display area. Gail loves working with others and she felt that this would be a great opportunity to use her fantastic people skills. She started the application process and got herself an interview. After passing the interview process, she was offered a volunteer position and she started work at the Sydney Royal Easter Show.

Gail thoroughly enjoyed working at the show. Her favourite shifts were those working with the farm animals where she supported the visitors around the farm displays. Gail has already started to apply for the 2015 Easter Show and can't wait to get involved again.

Volunteer Story at Residential Service

Soroptimist International is a worldwide volunteer service organisation for business and professional women who work to improve the lives of women and girls, both in local communities and at a global level. Members of the group were kind enough to volunteer for a day in November 2013 to support Windgap clients in cleaning up the gardens and planting vegetables and flowers at one of the residential houses. Some clients' families attended a family BBQ in the afternoon. Just a few weeks later, the clients enjoyed fresh lettuce, tomatoes and cucumbers growing in their gardens. Ongoing maintenance and care for the garden is being incorporated into the weekly and monthly routines at the site.

Windgap Enterprises

Australian Disability Enterprise (ADE) and Growability have had a year of many accomplishments through a fresh outlook to raising the overall service standards by setting the foundations for a commercially viable business through innovative methods of increasing Supported Employee involvement and skills levels.



Kym Triantafyllou receiving his certificate I in Warehouse



The proof is in the pudding!

During the year all our systems were reviewed and streamlined in a continuous improvement environment, resulting in retaining national accreditation for ISO 9001:2008 Quality Management Systems and AS/NZS 4801:2001 Occupational Health and Safety Management Systems. We have not only retained our accreditation but Windgap Enterprises was commended on all practices and all three auditors were impressed with the significant innovative improvement, particularly highlighting the positive staff and supported employee culture and the positive initiatives implemented.

A highlight for everyone over the past year was visits from: The Hon. John Ajaka MLC, Minister for Ageing and Disability Services, The Hon. Matt Thistlethwaite MP., Member for Kingsford Smith, Scott Nash, Randwick City Council, Mayor Ben Keneally, Botany Bay City Council and Matt King, South Sydney Juniors Rugby League.

A new business initiative planned for 2015 will place Windgap Enterprises in a unique position in the industry.

The business operation model will be a one of its kind, consisting of tailored employee programs and training. The model will facilitate increased skills and improved quality standards of production and may lead supported employees to open employment.

Outstanding Achievements

- Our biggest achievement was in raising the bar on inclusion and empowerment where practical avenues have been developed for supported employees to express their choice in decision making. This method was found to move from supported employees being told, to them doing the 'telling'. The result has unleashed a most unexpected flow of benefits. Supported employees, with the assistance of our staff, have learned over the year to set agendas and hold their own monthly meetings. They developed their own recognition and reward system which is now running successfully and participate in staff recruitment interview panels. Families have commented that this level of confidence has transferred to home as they have developed more confidence to voice their own opinions.
- Well planned set up of teams, regular job and supervisor rotation has equipped supported employees with a range of abilities ranging from comfortably dealing with change, new productivity skills, multi skilling and, for some, promotions to leading hand roles. This means that approximately half of the supported employees are performing tasks they have not done before. More supported employees are performing a greater range of activities for each contract. We now have a greater number of skilled workers we can rely on to fulfil our customers' orders.
- Individual Holistic Support Plans now include a personalised plan for our employees to gain work progression and satisfaction. While group training included heightened quality systems and training standards such as work, health & safety and the National Standards for Disability Services. Supported employees have been participating in training and upskilling across all equipment. Again a greater number of people have developed the capacity to work safely with machinery.

Growability

Growability has had steady business over the past year and with a new and bigger team on board we are now structured for a business growth period over the next twelve months.

Growability supported employees have been undergoing training and upskilling across all equipment to ensure they are ready for a growth period. Training is also in line with each supported employee's development goals whilst focusing on customer service with positive results in our tasks of lawn care, tree trimming and pruning services to core businesses. Teaching and training supported employees on these tasks has been very rewarding.

A young supported employee from the Transition to Work program joined the Growability team and, with the support of our staff, has developed skills quickly in the use of equipment and work related responsibilities. Our aim is to increase his ability across all equipment in the future and assist him in becoming a full time member to the team.

Striving to provide a better service we have been more customer focused and working hard to provide quality workmanship. A measure of the success can be gauged by the retention of the current customers and the attraction of new businesses.

Australian Disability Enterprise

Customer satisfaction is our core focus. Attention to continually improving quality systems has led to retaining current customers. The appointment of a new position dedicated to sales management in the coming year will extend the range of services and will aim to strengthen the financial position which will decrease dependency on Government funding.



Stephen Gammino

Stephen commenced work at Windgap Enterprises in 1994. For a few years, he worked in Windgap's Growability service. Stephen was shy about telling people when he was unhappy or worried. He ended up doing less work and he started to look for more ways to release his stress.

However, a group of Stephen's friends gathered together to work on a plan to improve communication with him. Surrounded by this support that he could rely on, he began to relax and enjoy working with those people he liked. This circle of friends gradually grew as did his happiness. He started to work enthusiastically and he quickly learned new skills which took him out of the circle of friends and into other work teams. He appeared to love work more and everyone in the workshop understood and accepted him. He became a go-to worker on all the teams and he is now one of the most valued workers in Windgap Enterprises. In 2013, Stephen was awarded the supported employee of the year.



Transition to Work (TTW)



The Hospitality course at Ultimo TAFE started in February. The client attends three days a week, learning all aspects of being a kitchen hand, such as fine knife cutting and employability skills.

This year, TTW has been working hard to build a relationship with TAFE as part of our 'Training Skills' initiative.

Four TTW clients have been attending Access courses specifically designed for young people with intellectual disabilities.

The Hospitality course at Ultimo TAFE started in February. One client attends three days a week, learning all aspects of being a kitchen hand, such as fine knife cutting and employability skills.

The retail course at Randwick TAFE also started in February and one client attends twice a week. The client learns all aspects of customer service, such as touch-typing, computer proficiency and employability skills. The course was due to end in July, but it was so popular and successful that TAFE decided to continue running it until the end of the teaching year.

The Car Detailing course at Ultimo TAFE started in July. The course covers skills that will enable the client to work in a variety of workshop settings – hands-on training to gain practical skills, pre-apprenticeship skills to work in the vehicle trades industry, employability skills, and training to get a NSW Learner Driver Licence.

Another of TTW's new initiatives is to recognise clients for their outstanding achievements in participating and achieving their goals throughout the year. Each month a TTW client is selected on merit through consultation

with staff. As part of the recognition program the client is presented with a certificate of appreciation and a gift voucher. The 'client of the month' is presented at each of the quarterly family afternoon teas throughout the year.

As part of TTW's quality assurance customer service initiative, regular afternoon teas are held throughout the year for clients, families and friends to meet and enjoy each other's company. The afternoon tea is also a platform for families to discuss what has been happening in TTW and to offer feedback on how their family member is progressing with their skills development.

TTW also organised an Open Day for schools and prospective clients, to launch the new 2015 Youth Employment Program (YEP) initiative, which will officially start in the new year. YEP will focus on career pathways for young school leavers who want to develop specific skills in their chosen field of work, such as retail, hospitality, warehousing and horticulture.

TTW has been busy attending school leavers' expos throughout the year to ensure that Windgap has a presence in the community as one of the leading disability services in the Eastern Suburbs. The focus of Windgap's

attendance at expos has been to drive the new TTW (YEP) program and to market all our programs to prospective families.

Horticulture Program

The Horticulture program covers Work Health & Safety (WH&S), tool and equipment recognition, and using equipment correctly. A client who commenced in early 2014 has excelled in his chosen field of horticulture and has now been offered the opportunity to participate in work experience with Windgap's 'Growability' team. It is anticipated that once he has completed on-the-job training and relevant work skills, he will be offered a paid position within the team.

Retail Program

The Retail Program has continued to be a success throughout the year with several of our young clients participating in work experience at Coles and Woolworths. They have been learning stock recognition, product placement and presentation. The clients also learn how to conduct themselves appropriately in the workplace and how to follow WH&S policies and procedures.



Transition to Work from Ms Cameron's Perspective

"What I really like about coming to Windgap and TTW is the cooking and baking program.

My favourite job is to make coffees..

It makes me happy to come to Windgap because I like it here. I like the other people who come; they are my friends.

My favourite thing I like to cook is Chicken Paninis. They are yum. I also like making Pasta Bolognese.

I like going to my work experience at Mr Espresso because it is fun. I help Pete make coffees. I also like going to Lakeview Café where I help to clean, help to bake a Pavlova slice and make coffees.

What I like about TTW is that I help clean up in the kitchen, that's all."

– Laura Cameron

Hospitality Program

Windgap has been fortunate enough to partner with Bread & Beans (Mr Espresso) Café, Lakeview Café and Brasserie Bread to assist our clients in achieving their hospitality goals.

One client has been given the opportunity to participate in work experience at Brasserie Bread in Botany one day a week. He has been trained by café staff to clear tables, serve customers food and beverages, and to work in the kitchen as a general hand. This has been so successful that he has now been offered another day each week to help consolidate his hospitality skills. The staff of Brasserie Bread have been wonderful in supporting our client to achieve his goals.

Ms Cameron's dream of owning her own café and becoming a barista is now in the making. She has just begun her first work experience placements at Bread & Beans (Mr Espresso) Café and the Lakeview Café. She will be developing her skills in coffee making, food preparation, kitchen work, customer service, operating the computerised ordering system and cash handling. Ms Cameron is very excited about the opportunities presented to her and is looking forward to continuing her journey towards making her dreams a reality.

Transition to Retirement

Windgap's Transition to Retirement (TTR) initiative is a unique and industry-leading concept designed to support former Australian Disability Enterprise (ADE) employees as they embark on their journey into retirement. TTR aims to empower individuals in creating a retirement lifestyle that truly reflects their unique values, interests and aspirations. In addition, TTR celebrates the identities, friendships and social connections forged by supported employees during their many years of meaningful employment at Windgap Enterprises.

The TTR initiative has been made possible entirely through the generosity and support of a corporate sponsor. The pilot project started in 2012, with an official launch during Seniors Week in March 2013 with key stakeholders in attendance. Since then, the initiative has gone from strength to strength and now offers a suite of democratically chosen activities based on individual and group interests across multiple days each week. These activities attract community members and volunteers as well as individuals who may be of retirement age themselves, thus increasing opportunities for peer-to-peer interaction and community engagement.

The retirees at TTR come from a variety of different backgrounds and have many varied interests and skills. A strong focus of TTR is on celebrating and sharing our retirees' existing skills, as well as helping them learn new ones. Recently we have started regular sessions in sewing, knitting, gardening, photography, pottery and furniture restoration, to name but a few! Our retirees have produced wonderful craft items, such as cushion covers, clay bowls and handcrafted greeting cards. From the very beginning of TTR, a number of our retirees shared a love of music and singing, and they have built on this to form a very successful community choir. 'The Diamonds' were formed in January 2013, and gave their first performance later that year in front of an audience of more than 50. The choir has been delighting the local community with performances at key social events ever since. They will be performing at the Mascot RSL Club Remembrance Day Ceremony in November this year and also at Botany City Council's 'Carols by Candlelight' event in December.

Future Plans

TTR intends to continue growing over the coming year, with plans to create a Community Garden and Community Shed (similar to a conventional men's shed, but with a gender-inclusive ethos) at our site in Botany. The Community Garden is being designed and created by our retirees, and will enhance the local area by offering somewhere for individuals to come and share their gardening skills and knowledge. The Community Shed will provide a place for retirees to learn new crafts and skills, such as woodworking, furniture restoration and joinery. We hope that both the Community Shed and the Community Garden will not only enhance and enrich the lives of our retirees, but also provide a valuable resource to our local community in general. We will also be holding regular open days at our site to celebrate the skills and achievements of our retirees, and to help showcase the innovative and inclusive nature of the TTR program.

Retiree's Story

John K.

John has been participating in TTR since its inception in 2012, having semi-retired from Windgap Enterprises after almost 40 years' dedicated employment. He has seen TTR grow and transform over the past 2 years, and has shared his thoughts both on his time before retiring and also his TTR experience.

On his early days at the workshop:

"I used to go every day to the workshop in the olden-days; I was there a long time. There were two bosses, one's wife was the secretary. We did different jobs then, we did Glad rubbish bags. We counted six or seven, rolled them up and packed them in bags that were no good; they were so thin they'd break! We'd go on lunch, then go home and get ready to do it all again the next day. We'd repeat the same thing over and over again; we had nothing else to do then".

On Retirement:

They told me [about retirement] in so many words, but not the gist of it. Just that it would be good. I'm enjoying it a lot, choosing what I do. It's not the same thing every day and it's with my friends. Diane is here. The choir is today; Laura will be here [Diane is John's partner, Laura is the Choir Coordinator].

Windgap Warriors Soccer Team

“ The team is better than ever, and we are ready to play with other teams and win!”

The Windgap Warriors are now recognised as a serious soccer team which promotes passion, enthusiasm and professionalism.

Windgap's one and only soccer team, the 'Windgap Warriors', is sponsored by Pagewood Botany Football Club, and consists of supported employees and two volunteer coaches: Roy Smyth and Tarek El-Din. The team holds a training session every Monday evening at Jellicoe Park. They have been very busy promoting their team and meeting new people who share their interest in soccer.

This year, the Warriors hosted an event that reaffirmed Windgap's roots in the community – a screening of the 2014 FIFA World Cup match between Australia and Chile. Along with local soccer fans, Matt Thistlethwaite, Member for Kingsford Smith, and Ben Keneally, Mayor of Botany, were at the event in the BKK Eastlakes Shopping Centre, taking time out from their political calendars to show support for the Australian Socceroos and the Windgap Warriors. At the event, Soccer Australia donated original Socceroos team jerseys to the Warriors.

Roy and Tarek, our volunteer coaches, have been actively involved in professionally training supported employees in playing soccer. They have been building the team's confidence, as well as their health



and fitness levels. Bobby, the team captain and a supported employee, said: 'The team is better than ever, and we are ready to play with other teams and win!'

The aim is to continue to strengthen the team in terms of health and fitness levels, confidence, teamwork and soccer tactics, in order to prepare them for playing against other professional or non-professional soccer teams. With their new jerseys, soccer equipment and local community

support, the Windgap Warriors are now recognised as a serious soccer team which promotes passion, enthusiasm and professionalism. They are ready to take on challenges and break down barriers.

Fundraising & Events

'A Night at the Races' Gala Ball

Windgap held its third annual Gala evening, 'A Night at the Races', in the ballroom at the newly rebuilt Royal Randwick Racecourse. Attended by over 350 people, this year was our biggest and best to date. A great night was had by all, with Gerry Harvey and Katie Page as speakers, and an excellent line-up of performers who kept everybody entertained throughout the night. The highlight of the night was the phantom call of the Windgap Cup by Sydney race caller Matt Hill, which had everybody screaming and cheering their horse on. Thanks to the generous and loyal support of our valued sponsors and all who attended the evening, we raised a record amount of money for our Transition to Retirement program. Thank you to our major volunteer, Maggi Brown and Fundraising Coordinator, Darrin Gordon for their great efforts in bringing it all together.



St Patrick's Day Breakfast

This year our St Patrick's Day celebrations were held for the first time at the South Sydney Junior's Club, and what a great morning it was. The Irish spirit was there for all to see, with plenty of green amongst the 175 people who attended. The Curry Henderson Irish Dancers and the comical Lesley Hancock entertained the crowd before the band (Shindig) had everybody up and dancing to the traditional songs and sounds of Ireland.





Windgap's White Christmas Party

Over 370 people attended our annual Windgap Christmas Party celebrations at South Sydney Juniors. We were joined by families, friends, clients, supported employees, dignitaries and Windgap supporters. The venue was awash with people dressed in white as everybody got into the Christmas spirit. On the night, Stephen Gammino was announced as the Windgap Supported Employee of the Year, and plaques were given to Diane Smith and Chris Kendall in recognition of their 60 years with Windgap.

Walk With Windgap

The second annual 'Walk With Windgap' again had the weather gods smiling down on us as, under beautiful clear skies, we participated in the Blackmores Running Festival, covering the 3.5 kilometres over the Harbour Bridge to the Botanic Gardens. We increased our numbers again this year, and look forward to expanding our team in the future until soon we are a sea of black shirts, rivalling the other major teams on the day, and making it a fundraising event of significance.



Our Supporters

Windgap warmly thanks the following individuals and organisations for their support and generosity.

Windgap Foundation extends our deepest thanks to every individual, business and organization that made donations in the 2013/2014 financial year. Large or small, every gift you send benefits us. Your donation will be used to directly increase the level of practical support we can provide to our clients on a daily basis.

The Hon Ron Hoenig MP, Member for Heffron

The Hon John George Ajaka, MLC, Minister for Ageing, Minister for Disability Services

The Hon Gabrielle Upton MP, Minister for Family and Community Services

The Hon Dominic Perrottet MP, Minister for Finance and Services

The Hon Matt Thistlethwaite MP, Member for Kingsford Smith

The Hon Malcolm Turnbull MP, Member for Wentworth

Mr Michael Daley MP, Member for Maroubra, Shadow Minister for Finance and Services

Mr Bruce Notley Smith MP, Member for Coogee

NSW Government Department of Family and Community Services, Ageing, Disability and Home Care

Australian Government Department of Social Services

Department of Environment, Climate Change and Water

Department of Education and Training

Department of Education, Employment and Workplace Relations

The Mayor, General Manager and staff of the City of Botany Bay

The Mayor, General Manager and staff of the City of Sydney

The Mayor, General Manager and staff of Randwick City Council

The Mayor, General Manager and staff of Woollahra Municipal Council

The Mayor, General Manager and staff of Waverley Council

Office of the Premier of New South Wales

The Board of Directors and Financial Members of Windgap Foundation Limited

As you are too numerous to all be mentioned by name, below we offer special recognition to those whose gifts of \$100 or more were received by Windgap between 1 July 2013 and 30 June 2014.

Access Pay Pty Ltd	Eyecare Plus	Michael Efstratiou	StarShots Photography
Adam Shepard	Fred Bolling	Mike Stein	Stephen Simmons
Alex Kiprevski	Graham Kyd	More Than a Handful	Summit Leasing
Amy Heap	Grant Dooner	MU Ceramics Studio	Susan Dinley
Angelo Millena	Greg Cameron	Pam Kelso	Sydney Luggage Centre
Australian Turf Club	GRILL'D	Nick Effrossynis	Taper's Hairdressers
Auswrap	Gunderson Briggs	Noel D'Souza Chemist	The Coast
BATA	Harvey Norman	Nostimo Deli Café	The Good Guys Alexandria
Bazel Miski	Hayfever	Pagewood Football Club	The Maroubra Lions Club
Boland Funerals	Heather Kaldis	Paul Turner	Tomme Tippee
Breville	Hercules Kotsornithis	Pauline O'Brien	Tony Bowen
Brown Wright Stein Lawyers	Ian North	PAYCE Consolidated Ltd	Trudy McCullagh
Bunnings Warehouse	Imperial Framing Studios	Peter Alcaine	Walsh's Village Pharmacy
Cathie Jensen-Lee	Jackel Pty Ltd	Peter Miller	
Christopher Kelleway	Jim Pailas	Peter Wright	
Christopher Lois	Jody Obrien	Phillip Walsh	
Clear Vision Antennas	Kavanaghs Pharmacy	Qenos	
CMSIT Pty Ltd	Kay Van Norton Poche	Randwick Golf Club	
Community Sector Banking	Ken Lander	Rebecca Nannes	
Danny Au-yeung	Kenneth Gunderson-Briggs	Rene Kessler	
David Alderdice	Kerry Chysiliou	Rick Buckley	
David Levi	Kim Churchill	Robert Rich	
Dawn Trading	Kurt Peters	Ron Dean-wilcocks	
Della Pin	Lillian Ajuria	S Graham	
Dimitrios Krallidis	Magic Charters	Sean Mcelroy	
DSK Kitchen Ltd	Magic Millions	Siobman Finegan	
Eclipse Travel	Mark Cuddy	SmartBox	
Eddie Gossling	Mark Taylor	Sonia Wilbow	
Elsie Moore	Meissen Properties	Soul Pattinson Chemist	

How You Can Support Us

“There are many different ways you can support Windgap Foundation to help achieve its mission to improve the quality of life of people with intellectual disabilities. From individual challenges to attending events, discover how you can raise funds or get involved in day to day activities and programs. Everyone is encouraged to spread the word and share Windgap’s vision”.

Make a Donation

Windgap receives funding from both the Federal and State Governments. However, we rely on donations to ensure that our services offer the best support available. All donations of \$2 or more are tax deductible. Donations can be made via cheque, eftpos, credit card or cash. Donations in kind are also appreciated. If you or your organisation would like to make a donation, please contact us on 02 8337 3600.

Bequests

If your family has been touched by someone with an intellectual disability, then please consider a lasting gift in their memory and assist someone to lead a fulfilling, independent life. If you would like to discuss making a bequest, please contact us on 02 8337 3600 and ask to speak to our Fundraising Department.

Volunteer

Windgap Foundation is dedicated and committed to creating opportunities for growth, development and learning. In order to improve and continue delivering the best service we can, we invite you, your friends and family members to volunteer to share your qualifications, skills and interests. To express an interest in volunteering, please contact 02 8337 3600 or email volunteer@windgap.org.au.

Business Opportunities

You can support Windgap by allowing us to help you with your business needs. If you need help with light assembly, packaging or mail outs, or with landscaping, lawn mowing, recycling or garden maintenance, please contact us on 02 8337 3600.

Work Experience

If your organisation is able to provide an employment position or on-the-job work experience for a person with intellectual disabilities, please contact us on 02 8337 3600.

Windgap's Volunteer Program



Windgap Foundation's volunteer program has been a great success since its launch in May 2013. In less than six months, seventy volunteers – professionals, students, stay-at-home mothers, artists, accountants, educators, website designers, animators, graphic designers, bakers, nurses and many more people interested in the organisation – had been placed within Windgap's services. A year after launching the program, the number of volunteers including students had reached one hundred. During National Volunteer Week, Windgap hosted a volunteer appreciation morning tea event to say thank you, and to acknowledge the time and effort given by the volunteers.

Windgap is also in partnership with many schools, universities and colleges, such as UWS, Ultimo and St George TAFEs, AAMS (Australian Academy of Management and Science), Marcellin College, UTS, University of Sydney and Australian Catholic University. Windgap has placed certificate, diploma and masters students who are studying social work, case management, community services and disability studies.

Here are some of the stories of our volunteers and their projects at Windgap:

Well4Life – Nutrition Information Session Workshop

Well4Life is a wellness business which aims to help people reach their optimum lifestyle. The mother and daughter team of Angie and Rebecca volunteered their time and ran great nutritional workshops for Residential and Transition to Work Services clients and staff members. These workshops were very well received and were eye-opening, engaging and interactive. They included consultations with staff members and clients, information on healthy food options and nutritious food groups, as well as a breakfast smoothie recipe. With their professionalism and knowledge in the industry, we recommend Angie and Rebecca's consultations and workshops to everyone.

Craig Gullen – Animation Workshop

Day Programs client, Steve, has a passion for film, scriptwriting and animation. Steve wanted to meet someone in the filmmaking and animation industry who would share their knowledge and skills with him. Craig Gullen studied animation with the JMC Academy, and has produced short animation films. Now, Craig is running mini workshops for Steve, and together they are working on a script Steve has named, 'Death is Part of the Alphabet'. After the script is complete, it is Steve's goal to turn it into an animated short

film. 'Steve is so great, intelligent and is so full of ideas. I couldn't keep up with him.'

– Craig Gullen

Jemma Carlton – Video Producer (Ken's Story)

Jemma is a freelance TV producer who has produced high profile shows such as 'The X Factor Australia' and 'America's Got Talent'. We were very pleased to hear that she agreed to produce a short video about Ken who was once a supported employee and now a retiree. After many takes and shooting in various locations, Ken's Story was produced and aired at Windgap's Gala Ball event. Being followed by cameras everywhere, Ken was ecstatic and he felt like a movie star. 'My job often takes me to unusual places and I am lucky enough to meet people from all different walks of life along the way. Working with such a happy and positive group as the Windgap Foundation retirees was one of the most rewarding experiences I've ever had, and Ken made the whole process one that I will never forget. He is a true movie star in my eyes, never complaining about the number of takes, and always with a huge smile on his face! It's testament to the great work that Windgap does that Ken and his fellow retirees lead such a full and active life, and I was honoured to have been able to work with them and the amazing staff at Windgap on this film.'

– Jemma Carlton

Financial Report

WINDGAP FOUNDATION LIMITED (A COMPANY LIMITED BY GUARANTEE)

ABN 14 050 095 077

Financial Report for the Year Ended 30 June 2014

DIRECTORS' REPORT

Your directors present this report on the entity for the financial year ended 30 June 2014.

Directors

The names of each person who has been a director during the year and to the date of this report are:

Christopher Herbert Brown

Heather Anne Brown

Cathie Jensen-Lee

Warwick Allan Wheeler

Kenneth William Gunderson-Briggs (Ceased being a Director on 26 November 2013)

Pedro Inguanzo

Andrew James Simpson (Appointed Director on 20 December 2013)

Catherine Wallace (Appointed Director on 20 December 2013)

Craig Wallace (Appointed Director on 20 December 2013)

Anthony Zalakos (Appointed Director on 25 March 2014)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal Activities

The principal activities of Windgap Foundation are the provision of services for people with intellectual disabilities. These include residential care, day programs as well as supported employment.

Strategy and Objectives

- (a) The mission of the entity is to improve the quality of life of people with intellectual disabilities by supporting them in reaching their full potential and raising community awareness as to their needs and aspirations.
- (b) The strategy and strategic direction of the entity is set out in a rolling five-year strategic plan which incorporates the following short term and long term strategic objectives:
 - (i) understand and respond to the changing needs of clients in a caring, professional and appropriate manner;
 - (ii) continuously improve internal systems and processes to enable excellence in operational and service delivery;
 - (iii) continue prudent financial stewardship of the enterprise;
 - (iv) link operations to strategy, utilising a balanced scorecard tool;
 - (v) improve workforce capability, to maximise capacity; and
 - (vi) raise the profile of Windgap in the community.

Windgap Foundation Limited ABN 14 050 095 077

DIRECTORS' REPORT

- (c) The principal activities of the entity during the year were provided, using measures, targets and initiatives closely aligned with the strategic direction and objectives described above.
- (d) Each of the principal activities undertaken by the entity during the year was closely aligned to, and assisted in achieving, the mission and strategic objectives of the entity.
- (e) The entity uses a balanced scorecard tool to measure performance and link operations with strategy.
- (f) There were no significant changes in the nature of the activities of the entity during the year.

Operating Results

The profit of the entity amounted to \$491,026 (2013: Loss of \$441,292).

Information on Directors

Christopher Herbert Brown	—	Chairman, Board Member since 1990
Qualifications	—	LLM, FAICD, FTIA
Experience	—	Solicitor, Listed Public Company Director
Special Responsibilities	—	Remuneration Committee Member, Audit and Risk Committee Member, Investment Committee Member
Heather Anne Brown	—	Board Member since 1990
Experience	—	Personal Assistant
Special Responsibilities	—	Remuneration Committee Member, Nomination Committee Member
Cathie Jensen-Lee	—	Board Member since 2004
Qualifications	—	Doctor of Philosophy in Sociology
Experience	—	Principal Policy Officer at NSW Department of Education and Communities
Special Responsibilities	—	Remuneration Committee Member, Nomination Committee Member
Warwick Allan Wheeler	—	Board Member since 2008
Experience	—	Experience in marketing and sales in manufacturing industries
Special Responsibilities	—	Remuneration Committee Member, Nomination Committee Member, Investment Committee Member
Pedro Inguanzo	—	Board member since November 2012
Qualifications	—	Accreditations in business administration, accounting and commercial law in Spain Certified as an interpreter-translator (Spanish-English-Spanish) by Macquarie University Sydney
Experience	—	International trade, imports-exports, marketing-distribution. Voluntary work promoting institutions & sports for the disabled
Special Responsibilities	—	Audit and Risk Committee Member, Investment Committee Member

Windgap Foundation Limited ABN 14 050 095 077

DIRECTORS' REPORT

Andrew James Simpson	—	Board Member since December 2013
Qualifications	—	Bachelor of Business (Accounting); CA, GDip AppFin
Experience	—	Partner at Gunderson Briggs Chartered Accountants
Special Responsibilities	—	Treasurer, Audit and Risk Committee Chairman, Investment Committee Chairman
Catherine Wallace	—	Board Member since December 2013
Experience	—	Secretary/PA in financial sector; Administration and events management, Aboriginal Catholic Ministry; Secretary of the ex-students' association of Our Lady of the Sacred Heart College, Kensington; Involved in the foundation years of Giant Steps, Sydney
Special Responsibilities	—	Nomination Committee Member
Craig Wallace	—	Board Member since December 2013
Experience	—	NSW professional fire fighter; carpenter/builder; Providing fire/safety training and maintenance at petro-chemical plant Involved in foundation years of Giant Steps, Sydney
Special Responsibilities	—	Nomination Committee Member, Property Committee Member
Kenneth William Gunderson-Briggs	—	Board Member since February 2010
Qualifications	—	B Bus, FCA, MAICD, Registered Company Auditor
Experience	—	Chartered Accountant, Listed Public Company Director
Special Responsibilities	—	Treasurer, Audit and Risk Committee Member
Anthony Zalakos	—	Board Member since March 2014
Qualifications	—	Bachelor of Applied Science (Physiotherapy), MBA
Experience	—	CEO and Director of Recovre Pty Ltd National Treasurer, Australian Rehabilitation Providers Association
Special Responsibilities	—	Audit/Risk Committee Member

Windgap Foundation Limited ABN 14 050 095 077

DIRECTORS' REPORT

Meeting of Directors

During the financial year, 10 meetings of directors (including committees of directors) were held. Attendances by each director were as follows:

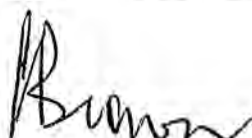
	Directors' Meetings		Audit and Risk Committee		Remuneration Committee		Nomination Committee		Investment Committee	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Christopher Herbert Brown	10	10	3	3	-	-	-	-	3	3
Heather Anne Brown	10	8	-	-	-	-	-	-	-	-
Cathie Jensen-Lee	10	8	-	-	-	-	-	-	-	-
Warwick Allan Wheeler	10	7	-	-	-	-	-	-	2	2
Peter Inguanzo	10	8	3	3	-	-	-	-	2	1
Kenneth William Gunderson-Briggs	4	4	2	2	-	-	-	-	1	1
Andrew James Simpson	6	6	1	1	-	-	-	-	2	2
Catherine Wallace	6	4	-	-	-	-	-	-	-	-
Craig Wallace	6	3	-	-	-	-	-	-	-	-
Anthony Zalakos	4	2	1	0	-	-	-	-	-	-

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member, or within one year after they cease to be a member, is required to contribute a maximum of \$100 each towards meeting any outstanding obligations of the entity. At 30 June 2014, the total amount that members of the company are liable to contribute if the company is wound up is \$6,800 (2013: \$5,500).

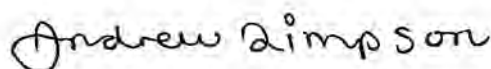
Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2014 has been received and can be found on page 5 of the directors' report.

Signed in accordance with a resolution of the Board of Directors.



Directors Christopher Herbert Brown



Andrew James Simpson

Dated this 28th October 2014

WINDGAP FOUNDATION LIMITED ABN 14 050 095 077

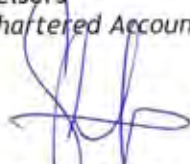
AUDITOR'S INDEPENDENCE DECLARATION
UNDER S 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF WINDGAP FOUNDATION LIMITED

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2014 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Felsers
Chartered Accountants



Steven H Zabeti
Partner

Dated: 27 October 2014

Windgap Foundation Limited ABN 14 050 095 077

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR
ENDED 30 JUNE 2014**

	Note	2014 \$	2013 \$
Revenue	2	8,059,669	7,591,573
Other income	2	2,260,304	1,327,835
Employee benefits expense	3b	(7,861,099)	(7,548,161)
Depreciation and amortisation expense	3a	(129,183)	(114,558)
Repairs, maintenance and vehicle running expense		(272,523)	(196,410)
Fuel, light and power expense		(80,541)	(96,157)
Rental expense	3a	(537,880)	(176,332)
Training expense		(31,346)	(73,142)
Audit, legal and consultancy expense		(163,302)	(225,106)
Administration expense		(679,714)	(887,692)
Fundraising expense	19(b)	(73,359)	(43,142)
Profit/(Loss) before income tax		491,026	(441,292)
Income tax expense	1i	-	-
Profit/(Loss) for the year		491,026	(441,292)
Other comprehensive income for the year		-	-
Total comprehensive income for the year attributable to members of the company		491,026	(441,292)

Although the profit for the year stated above is \$491,026, this figure contains a number of items which do not relate to the operating activities of the enterprise, out lined as follows:

Profit/(Loss) for the year	491,026	(441,292)
Profit on disposal of 59 Florence Avenue, Eastlakes	(796,178)	-
Profit on disposal of motor vehicles	(16,750)	-
Underlying loss from operating activities	(321,902)	(441,292)

Windgap Foundation Limited ABN 14 050 095 077**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2014**

	Note	2014 \$	2013 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	1,359,061	3,009,473
Trade and other receivables	5	89,868	173,184
Financial assets	6	1,450,000	-
Other assets	7	149,680	196,122
TOTAL CURRENT ASSETS		3,048,609	3,378,779
NON-CURRENT ASSETS			
Financial assets	6	2	2
Property, plant and equipment	8	3,268,267	2,452,195
TOTAL NON-CURRENT ASSETS		3,268,269	2,452,197
TOTAL ASSETS		6,316,878	5,830,976
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	2,818,073	2,898,557
Borrowings	10	(17,294)	(31,973)
Short-term provisions	11	506,730	495,185
TOTAL CURRENT LIABILITIES		3,307,509	3,361,769
NON-CURRENT LIABILITIES			
Long-term provisions	11	139,706	90,570
TOTAL NON-CURRENT LIABILITIES		139,706	90,570
TOTAL LIABILITIES		3,447,215	3,452,339
NET ASSETS		2,869,663	2,378,637
EQUITY			
Retained earnings/(losses)		1,995,944	(969,521)
Reserves	20	873,719	3,348,158
TOTAL EQUITY		2,869,663	2,378,637

Windgap Foundation Limited ABN 14 050 095 077

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2014**

	Retained Earnings	Reserves	Total
	\$	\$	\$
Balance at 30 June 2012	(528,229)	3,348,158	2,819,929
Profit/(Loss) attributable to the entity	(441,292)	-	(441,292)
Balance at 30 June 2013	(969,521)	3,348,158	2,378,637
	\$	\$	\$
Balance at 30 June 2013	(969,521)	3,348,158	2,378,637
Profit/(Loss) attributable to the entity	491,026	-	491,026
Transfer from reserves	2,474,439	(2,474,439)	-
Balance at 30 June 2014	1,995,944	873,719	2,869,663

For a description of each reserve, refer to Note 20.

The accompanying notes form part of these financial statements.

Windgap Foundation Limited ABN 14 050 095 077

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2014

	Note	2014 \$	2013 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipt of grants		8,862,471	9,512,536
Other receipts		1,447,375	1,327,835
Payments to suppliers and employees		(10,529,479)	(9,161,193)
Interest received		136,869	79,392
Net cash generated from /(used in) operating activities	17b	(82,764)	1,758,570
CASH FLOW FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		1,067,254	-
Payment for property, plant and equipment		(1,199,581)	(147,464)
Payment for held-to-maturity investments		(1,450,000)	-
Net cash used in investing activities		(1,582,327)	(147,464)
CASH FLOW FROM FINANCING ACTIVITIES			
Loans to related party		14,679	(520,896)
Net cash (used in)/provided by financing activities		14,679	(520,896)
Net increase/(decrease) in cash held		(1,650,412)	1,090,210
Cash and cash equivalents at beginning of the financial year		3,009,473	1,919,263
Cash and cash equivalents at the end of the financial year	4	1,359,061	3,009,473

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

The financial statements are for Windgap Foundation Limited as an individual entity, incorporated and domiciled in Australia. Windgap Foundation Limited is a company limited by guarantee.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) and the *Corporations Act 2001*.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements except for the cash flow information have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements were authorised for issue on 28th October 2014 by the directors of the company.

Accounting Policies

a. Revenue

Non-reciprocal grant revenue is recognised when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

Windgap Foundation Limited receives non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised.

Donations and bequests are recognised as revenue when received.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

All revenue is stated net of the amount of goods and services tax (GST).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

b. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair values as indicated, less, where applicable, accumulated depreciation and impairment losses.

Property

Freehold land and buildings are shown at cost less accumulated building depreciation.

Plant and Equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts. Asset classes carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount

Depreciation

The depreciable amount of all fixed assets including buildings, but excluding freehold land, is depreciated on a straight line basis over the asset's useful life to the entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Buildings	4%
Plant and equipment	15 – 40%
Motor Vehicles	22.5%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit and loss in the period in which they arise.

c. Leases

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the entity are classified as finance leases.

Finance leases are capitalised, recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the entity will obtain ownership of the asset. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

d. Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss" in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial instruments are subsequently measured at either of fair value, amortised cost using the effective interest rate method, or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as:

- a. the amount at which the financial asset or financial liability is measured at initial recognition;
- b. less principal repayments;
- c. plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and
- d. less any reduction for impairment.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instruments to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

Fair value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's lengths transactions, reference to similar instruments and option pricing models.

(i) Financial assets at fair value through profit or loss

Financial assets are classified at "fair value through profit or loss" when they are held for trading for the purpose of short term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

(ii) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(iii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the company's intention to hold these investments to maturity. They are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(iv) Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that are either not suitable to be classified into other categories of financial assets due to their nature or are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

They are subsequently measured at fair value with any remeasurements other than impairment losses and foreign exchange gains and losses recognised in other comprehensive income. When the financial asset is derecognised, the cumulative gain or loss pertaining to that asset previously recognised in other comprehensive income is reclassified into profit or loss.

Available for sale financial assets are included in non-current assets, except for those which are expected to sold within 12 months after the end of the reporting period. All other available-for-sale financial assets are classified as current assets.

(v) Financial liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

Impairment

At the end of each reporting period, the company assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in profit or loss immediately.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the company no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expired. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

e. Impairment of Assets

At the end of each reporting period, the entity assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Impairment testing is performed annually for goodwill and intangible assets with indefinite lives.

f. Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled plus any related on costs.

Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

g. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

h. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

i. Income Tax

The company

(a) Is exempt from income tax under section 50-B of the *Income Tax Assessment Act 1997*, and consequently no income tax expense has been reflected in the financial statements.

(b) Has been granted Deductible Gift Recipient status under section 30-15 of that Act.

(c) Has Fringe Benefits Tax concession.

j. Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

k. Comparative Figures

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

When an entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

l. Trade and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

m. Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

n. Economic Dependence

Windgap Foundation Limited is dependent on Federal and State Government grants for the majority of its revenue used to operate the enterprise. At the date of this report the Board of Directors has no reason to believe the Federal and State Governments will not continue to support Windgap Foundation Limited.

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

o. Adoption of New and Revised Accounting Standards

During the current year the company adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which became mandatory.

p. New Accounting Standards for Application in Future Periods

The AASB has issued new and amended accounting standards and interpretations that have mandatory application dates for future reporting periods. The company has decided that none of these standards have any material impact.

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 2: REVENUE AND OTHER INCOME

	Note	2014 \$	2013 \$
Revenue			
<i>Revenue from government grants and other grants</i>			
— state/federal government grants		7,899,297	7,493,579
— other organisations		23,503	18,602
		<u>7,922,800</u>	<u>7,512,181</u>
<i>Other revenue</i>			
— interest received on financial assets not at fair value through profit or loss		136,869	79,392
		<u>136,869</u>	<u>79,392</u>
Total Revenue		<u>8,059,669</u>	<u>7,591,573</u>
Other Income			
— gain on disposal of property, plant and equipment	3b	812,928	-
— charitable income and fundraising		132,633	136,889
— Bequests/donations received		254,379	215,615
— Sales		333,816	310,662
— other		726,548	664,669
Total Other Income		<u>2,260,304</u>	<u>1,327,835</u>
Total Revenue and Other Income		<u>10,319,973</u>	<u>8,919,408</u>

NOTE 3: RESULT FOR THE YEAR

	Note	2014 \$	2013 \$
a. Expenses			
<i>Depreciation and Amortisation</i>			
— land and buildings		(75,463)	(70,638)
— motor vehicle		(1,443)	(162)
— plant and equipment		(43,015)	(34,691)
— furniture and equipment		(9,262)	(9,067)
Total Depreciation and Amortisation		<u>(129,183)</u>	<u>(114,558)</u>
<i>Cost of sales</i>		<u>(26,313)</u>	<u>(10,470)</u>
<i>Rental expense on operating leases</i>			
— minimum lease payments		(537,880)	(176,332)
Total rental expense		<u>(537,880)</u>	<u>(176,332)</u>

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 3: RESULT FOR THE YEAR

	Note	2014	2013
		\$	\$
Auditor Remuneration			
— audit services		(18,700)	(69,295)
— Less donations	19	-	27,720
Net Auditor Remuneration		(18,700)	(41,575)
b. Significant Revenue and Expenses			
(i) Revenue including:-			
Property, Plant and Equipment			
Proceeds on disposal		1,067,255	-
Disposals at costs		(254,327)	-
Net gain on disposal		812,928	-
(ii) Expenses:-			
Employee Benefits		(7,861,099)	(7,548,161)

NOTE 4: CASH AND CASH EQUIVALENTS

	2014	2013
	\$	\$
CURRENT		
Cash at bank	1,357,461	3,006,137
Cash on hand	1,600	3,336
Total cash and cash equivalents	1,359,061	3,009,473

NOTE 5: TRADE AND OTHER RECEIVABLES

	2014	2013
	\$	\$
CURRENT		
Trade receivables	49,148	64,753
Provision for impairment	5a	(500)
	45,648	64,253
Other receivables	44,220	108,931
Total current trade and other receivables	89,868	173,184

a. Provision for Impairment of Receivables

	\$
Movement in the provision for impairment of receivables is as follows	
Provision for impairment as at 1 July 2012	1,195
- Charge for year	-
- Written off	(695)
Provision for impairment as at 30 June 2013	500
- Charge for year	3,000
- Written off	-
Provision for impairment as at 30 June 2014	3,500

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 6: FINANCIAL ASSETS

	2014	2013
	\$	\$
CURRENT		
Term Deposits	1,450,000	-
	1,450,000	-
NON-CURRENT		
Available-for-sale financial assets	2	2
	2	2
Available-for-sale financial assets comprise:		
Unlisted investments, at fair value		
— shares in unlisted corporations-Windgap Pty Ltd	2	2

NOTE 7: OTHER ASSETS

	2014	2013
	\$	\$
CURRENT		
Other Receivables	-	23,150
Prepayments	127,118	145,780
Security Bond	22,562	27,192
	149,680	196,122

NOTE 8: PROPERTY, PLANT AND EQUIPMENT

	2014	2013
	\$	\$
LAND AND BUILDINGS		
Residential Land & Buildings at Cost	2,765,057	2,156,173
Less accumulated depreciation	(247,093)	(339,270)
	2,517,964	1,816,903
Residential Building Improvement at Cost	405,577	409,886
Less accumulated depreciation	(78,389)	(86,771)
	327,188	323,115
Leasehold Improvements at Cost	344,435	334,148
Less accumulated depreciation	(156,865)	(123,152)
	187,570	210,996
Total land and buildings	3,032,722	2,351,014

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 8: PROPERTY, PLANT AND EQUIPMENT

	2014	2013
	\$	\$
Plant		
At cost	254,754	177,829
Less accumulated depreciation	(130,519)	(102,693)
	<u>124,235</u>	<u>75,136</u>
Office Equipment		
At cost	113,842	112,512
Less accumulated depreciation	(106,735)	(104,188)
	<u>7,107</u>	<u>8,324</u>
Furniture & Fixtures		
At cost	234,298	171,000
Less accumulated depreciation	(153,906)	(159,547)
	<u>80,392</u>	<u>11,453</u>
Computer Equipment		
At cost	165,248	174,730
Less accumulated depreciation	(159,239)	(168,462)
	<u>6,009</u>	<u>6,268</u>
Motor vehicles		
At cost	297,374	477,312
Accumulated depreciation	(279,572)	(477,312)
	<u>17,802</u>	<u>-</u>
Total plant and equipment	<u>235,545</u>	<u>101,181</u>
Total property, plant and equipment	<u>3,268,267</u>	<u>2,452,195</u>

Movements In Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Land and Buildings	Leasehold Building Improvements	Motor vehicles, Furniture, Plant and Equipment	Total
	\$	\$	\$	\$
2013				
Balance at the beginning of the year	2,188,300	114,219	116,770	2,419,289
Additions at cost	-	119,134	28,330	147,464
Net disposals at written down value	-	-	-	-
Depreciation expense	(48,281)	(22,357)	(43,920)	(114,558)
Carrying amount at end of year	<u>2,140,019</u>	<u>210,996</u>	<u>101,180</u>	<u>2,452,195</u>
2014				
Balance at the beginning of the year	2,140,019	210,996	101,180	2,452,195
Additions at cost	1,000,084	10,288	189,209	1,199,581
Net disposals at written down value	(253,202)	-	(1,124)	(254,326)
Depreciation expense	(41,749)	(33,714)	(53,720)	(129,183)
Carrying amount at end of year	<u>2,845,152</u>	<u>187,570</u>	<u>235,545</u>	<u>3,268,267</u>

Asset revaluations

The freehold land and buildings were not independently valued at 30 June 2014.

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 9: TRADE AND OTHER PAYABLES

	2014	2013
	\$	\$
CURRENT		
Trade payables	65,736	199,927
Government grants	2,205,161	2,057,770
Deferred Income	100,000	-
Other current payables	447,176	640,860
	<u>2,818,073</u>	<u>2,898,557</u>

NOTE 10: BORROWINGS

	2014	2013
	\$	\$
CURRENT		
Other loans	(17,294)	(31,973)
TOTAL BORROWINGS	<u>(17,294)</u>	<u>(31,973)</u>

NOTE 11: PROVISIONS

	2014	2013
	\$	\$
Employee Benefits		
Opening balance at 1 July	585,755	515,215
Additional provisions raised during year	60,681	70,540
Balance at 30 June	<u>646,436</u>	<u>585,755</u>

Analysis of Total Provisions

	2014	2013
	\$	\$
Current	506,730	495,185
Non-Current	139,706	90,570
	<u>646,436</u>	<u>585,755</u>

Provision for Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the company does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision induces amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 12: CAPITAL AND LEASING COMMITMENTS

	2014	2013
	\$	\$
Operating Lease Commitments		
Non-cancellable operating leases contracted for but not capitalised in the financial statements		
Payable — minimum lease payments		
— not later than 12 months - Property	100,190	98,288
— not later than 12 months - Motor Vehicles	112,193	189,523
— later than 12 months but not later than 5 years - Property	166,302	233,631
later than 12 months but not later than 5 years - Motor Vehicles	245,460	148,655
— greater than 5 years	-	-
	624,145	670,097

The property lease commitments are non-cancellable operating leases contracted for but not capitalised in the financial statements with a five-year term.

The motor vehicle lease commitments are non-cancellable operating leases contracted for with a five-year term.

No capital commitments exist in regards to the lease commitments at year-end.

NOTE 13: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are presently no contingent assets and liabilities that need to be disclosed in the accounts.

NOTE 14: EVENTS AFTER THE REPORTING PERIOD

The Directors are unaware of any matter or circumstances not otherwise dealt with in the Directors' report or the accompanying financial statements, that has arisen since the end of the financial year, that has significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in subsequent financial years.

NOTE 15: KEY MANAGEMENT PERSONNEL COMPENSATION

	Short-term Benefits	Post-employment Benefits	Other Long-term Benefits	Total
	\$	\$	\$	\$
2014				
Total compensation	353,015	31,945	-	384,960
2013				
Total compensation	209,368	17,675	-	227,043

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity. The Directors received no remuneration.

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 16: RELATED PARTY TRANSACTIONS

(i) Transactions between related parties are on discounted commercial terms and conditions, but no more favourable than those available to other persons unless otherwise stated. There were no related party transactions during the year.

(ii) The names of each person who has been a director during the year and to the date of this report are:

Christopher Herbert Brown
 Heather Anne Brown
 Cathie Jensen-Lee
 Warwick Allan Wheeler
 Kenneth William Gunderson-Briggs
 Pedro Inguanzo
 Andrew James Simpson
 Catherine Wallace
 Craig Wallace
 Anthony Zalakos

NOTE 17: CASH FLOW INFORMATION

	2014	2013
	\$	\$
a. Reconciliation of Cash		
Cash at bank	1,357,461	3,006,137
Other cash	1,600	3,336
	1,359,061	3,009,473
b. Reconciliation of Cashflow from Operations with Profit/(Loss)		
Profit/(Loss)	491,026	(441,292)
Non cash flows		
Depreciation and amortisation	129,183	114,558
Profit on sale of property, plant and equipment	(812,928)	-
Doubtful debt expenses	3,000	(695)
Changes in assets and liabilities		
(Increase)/Decrease in trade and other receivables	80,325	(82,259)
Increase/(Decrease) in trade and other payables	(80,492)	2,174,018
(Increase)/Decrease in other assets	46,441	(76,401)
Increase/(Decrease) in employee entitlements	60,681	70,541
Net cash generated from/(used in) operating activities	(82,764)	1,758,470

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 18: FINANCIAL RISK MANAGEMENT

The company's financial instruments consist mainly of deposits with banks, local money market instruments, short term investments, accounts receivables and payables.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 139 as detailed on the accounting policies to these financial statements are as follows:

		2014	2013
		\$	\$
Financial assets			
Cash and cash equivalent	4	1,359,061	3,009,473
Trade and other receivables	5	89,868	173,184
Held-to-maturity investments	6	1,450,000	-
Available-for-sale financial assets	6	2	2
Total financial assets		2,898,931	3,182,659
Financial liabilities			
Financial liabilities at amortised costs:			
- trade and other payables	9	2,818,073	2,898,557
- borrowings	10	(17,294)	(31,973)
Total financial liabilities		2,800,779	2,866,584

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 19: CHARITABLE FUNDRAISING ACT 1991

The Company is an Authority Holder under the above Act.

The Act and its supporting Regulations require additional information to be disclosed in the Financial Reports as follows:-

	2014	2013
	\$	\$
(a) Gross proceeds from Fundraising Appeals		
— BATA	128,000	100,000
— CMSIT	10,000	-
— Payce Construction	10,000	-
— Good Guys	5,540	-
— Give Now	5,764	-
— K.S Black & Co	-	27,720
— DSK Kitchen	-	27,000
— Katie Page	-	7,500
— Steven Turner	-	11,600
— Others (less than \$3,000 each)	23,833	41,795
	183,137	215,615
Specific Fundraising Activities		
— St Patrick's Day	11,207	9,613
— Windgap Gala	188,804	70,015
— Xmas Tree	3,864	-
— Wheels for Windgap	-	43,400
— Raffles	-	13,861
	203,875	136,889
Total Fundraising Proceeds	387,012	352,504
(b) Total costs of Fundraising		
Specific Fundraising Activities		
— Other Fundraising	(73,359)	(43,142)
Total Fundraising Costs	(73,359)	(43,142)
(c) Net Surplus from Fundraising		
Gross proceeds above	387,012	352,504
Less total costs above	(73,359)	(43,142)
Net Surplus from Fundraising	313,653	309,362

(d) Manner in which Net Surplus from Fundraising was applied

The Company incurred an operating profit of \$491,026. Net proceeds from fundraising were \$313,653. The proceeds were exclusively applied in the provision of direct services for clients.

Windgap Foundation Limited ABN 14 050 095 077

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 19: CHARITABLE FUNDRAISING ACT 1991 (CONT'D)

	2014		2013	
	\$		\$	
(e) Dealings with Third party Traders				
- None				
(f) An Analysis of Fundraising activities is as follows:				
	\$	%	\$	%
Total Cost of Fundraising	73,359	19.0	43,142	12.2
Gross Income from Fundraising	387,012		352,504	
Net Surplus from Fundraising	313,653	81.0	309,362	87.8
Gross Income from Fundraising	387,012		352,504	
Total Cost of Services (excluding fundraising)	9,755,588	99.3	9,317,558	99.5
Total Expenditure	9,828,947		9,360,700	
Total Cost of Services	9,755,588	94.5	9,317,558	104.5
Total Income Received (including gross Fundraising proceeds)	10,319,973		8,919,408	

NOTE 20: RESERVES

	2014	2013
	\$	\$
General Reserve	873,719	873,719
Government Subsidies for Capital Expenditure Reserve	-	1,483,504
Capital Profits Reserve	-	990,935
Total Reserves	873,719	3,348,158

NOTE 21: CONTROLLED ENTITIES

Subsidiaries of Windgap Foundation Limited	Country of Incorporation	Percentage Owned	
		2014	2013
Windgap Pty Ltd	Australia	100	100
Centre for Responsible Leadership Pty Ltd	Australia	100	100
Windgap Trading Pty Ltd	Australia	100	100

The above subsidiaries are not consolidated because they contained no material transaction during the financial year.

DIRECTORS' DECLARATION

The directors of the entity declare that:

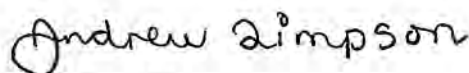
1. The financial statements and notes, as set out on pages 6 to 25, are in accordance with the *Corporations Act 2001*:
 - a. comply with Australian Accounting Standards – Reduced Disclosure Requirements and
 - b. give a true and fair view of the financial position as at 30 June 2014 and of the performance for the year end on that date of the entity.
2. In the directors' opinion there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



Christopher Herbert Brown

Dated this 28th October 2014



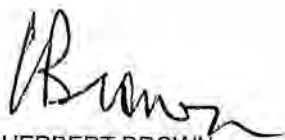
Andrew James Simpson

DECLARATION BY CHAIRMAN IN RESPECT OF FUNDRAISING APPEALS

I, Christopher Herbert Brown, Chairman of Windgap Foundation Limited, declare that, in my opinion:

- (a) The financial report gives a true and fair view of all income and expenditure of the Company with respect to fundraising appeals activities for the financial year ended 30 June 2014;
- (b) The statement of financial position gives a true and fair view of all the state of affairs with respect to fundraising appeals activities as at 30 June 2014;
- (c) The provisions of the Charitable Fundraising Act (NSW) 1991 and the regulations under the Act and the conditions attached to the authority have been complied with, and
- (d) The internal controls exercised by the Company are appropriate and effective in accounting for all income received and applied from any fundraising appeals.

Chairman



CHRISTOPHER HERBERT BROWN

Dated this 28th October 2014

WINDGAP FOUNDATION LIMITED ABN 14 050 095 077

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WINDGAP FOUNDATION LIMITED

Report on the Financial Report

We have audited the accompanying financial report of Windgap Foundation Limited, which comprises the statement of financial position as at 30 June 2014, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements, the *Corporations Act 2001* and the *Charitable Fundraising Act 1991* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of Windgap Foundation Limited, would be in the same terms if given to the directors as at the date of this auditor's report.

WINDGAP FOUNDATION LIMITED ABN 14 050 095 077

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS
OF WINDGAP FOUNDATION LIMITED (CONTINUED)

Basis for Qualified Opinion

The prior year comparative figures of this financial report was audited by another auditor. Due to time and practical constraints, we were unable to satisfy ourselves as to the correctness or reasonableness of prior year comparative figures.

Opinion

In our opinion, except for the effects of the matter described in the Basis of Qualified Opinion paragraph, the financial report of Windgap Foundation Limited is in accordance with the *Corporations Act 2001*, including:

- (i) giving a true and fair view of the company's financial position as at 30 June 2014 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001*.


Charitable Fundraising Act 1991

In accordance with the requirements of the *Charitable Fundraising Act 1991*, we hereby report that in our opinion:

- (i) the financial report gives a true and fair view of the financial result of fundraising appeal activities for the financial year ended 30 June 2014;
- (ii) the financial report and association records of Windgap Foundation Limited have been properly kept during the year ended 30 June 2014 in accordance with the *Charitable Fundraising Act 1991*;
- (iii) money received as a result of fundraising appeals conducted during the year ended 30 June 2014, has been properly accounted for and applied in accordance with the *Charitable Fundraising Act 1991*; and
- (iv) there are reasonable grounds to believe that Windgap Foundation Limited will be able to pay its debt as and when they fall due.



Felsers
Chartered Accountants



Steven H Zabeti
Partner

Dated: 28 October 2014





