

Annual Report 2019/2020

Together We're Building
A Brighter Future



windgap
FOUNDATION LIMITED
Celebrating over 65 years

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A note from our Chairman

Dear members,

It is my pleasure to present you with this Chairman's Report, for the year ending 30 June 2020.

In my 2019 Chairman's Report I reflected upon the purpose of Windgap and continuing focus of the board on strategy, risk and solvency, without any premonition of the Covid-19 pandemic.

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

Within Australia, unprecedented measures were introduced to control the spread of the Covid-19 pandemic. These measures had a sudden and substantial impact on all Australians, and particularly on the disability sector.

Windgap responded effectively and efficiently to the pandemic health and wellbeing risk to participants and staff.

The Windgap team, led by Joanne D'Arcy, has been outstanding.

Windgap entered and finished FY2020 in a strong financial position, largely as a result of Jobkeeper support and assistance, with no redundancies caused by the pandemic.

Despite the changes and limitations in operations mandated by Covid-19 restrictions, Windgap remained true to the Windgap Purpose, Windgap Mission and Windgap Values, without exception.

The commitment of the Windgap board, management and staff to the Windgap Purpose provides a platform to inspire, enable sustainable growth and maintain Windgap stakeholder trust, loyalty and support in our mission, despite any pandemic. The Windgap Purpose underpins and informs everything that we do at Windgap.

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

Windgap Critical Success Factors

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

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

Windgap strives to eliminate waste.

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

Fundraising and Volunteers

Fundraising in FY2020 was decimated by the Covid-19 pandemic. We will resume fundraising, enthusiastically, as soon as possible.

Windgap volunteers with community health and hospital sector infection control expertise assisted Windgap staff, at the coal face, to ensure that the virus did not enter Windgap premises or homes. Windgap thanks Mrs Jenniffer Santifort for her invaluable assistance and advice.

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

Windgap thanks Harvey Norman and PAYCE, our major sponsors, and all other sponsors, donors, ambassadors, volunteers and staff, during the 2020 year.

Windgap directors

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

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

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

The Future

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

I commend the Annual Report to members.



Christopher Brown OAM

Chairman



Acting CEO's Report

It is with great pleasure that I deliver the Chief Executive Officer Report for the year ending 30 June, 2020.

This has been a challenging and unprecedented year, and it has certainly shown the unwavering support and commitment of our employees, families and community, to continue the great work we do in supporting participants across our many programs and services.

Windgap, like many disability support organisations, temporarily suspended our programs and supported employment enterprises for a duration of time this year, as recommended by the NSW Department of Health. As restrictions began to ease, Windgap resumed our programs with reduced group sizes and under increased safety and hygiene measures, which remain ongoing.

While the environment continues to remain uncertain, we continue our commitment to the health and safety of all our employees, participants and families, as we adopt strategies to manage our services in line with the recommendations from NSW Health.

New Residential Homes

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

To help meet this need, Windgap has chosen two of our Day Program sites, in Mascot and Botany, to be converted into Supported Living Homes. These two homes will provide a place to call home for up to 8 participants (4 residents per home), and will be available in early 2021.

At Windgap we are passionate about providing homes that offer support and empowerment for our residents to live an active and independent life within the local community. We look forward to welcoming our new residents and opening these new homes in the New Year.

The Importance of Our Community

Our community plays such an important role in the inclusion and opportunities for people with intellectual disabilities, or as we call it, 'everyday life'. Our many wonderful relationships within the Eastern Suburbs community, has this year ensured that our participants have had the chance to participate in a range of opportunities including, training and certification through TAFE NSW, playing soccer with Pagewood Botany Football Club, exhibiting art at the Pullman Hotel Mascot, and our Windgap Diamonds Choir performing at the Carols in the Park at Mascot and The Cannery Rosebery, to name a few.

These relationships will continue to remain important as we move into the next financial year and retain our focus on the delivery of programs and initiatives to enrich participants' lives and empower individuals to achieve their goals within our community.

Continued Learning and Employment Opportunities

I am pleased to announce our plans for 2021, as we seek to continuously improve our programs and deliver opportunities for our participants to achieve their goals.

Windgap is planning a new range of employment and work experience opportunities, called 'WorkAbility'. This program will be offered to our Supported Employees and SLES participants and will ensure that Windgap is providing continued learning, new skills and employment opportunities.

The NDIS has also outlined its expectations for service providers to review their employment and pathways away from ADE warehouse models, to offer more choice, control and inclusion for people with disabilities within the community.

As such, Windgap plans to offer these new work opportunities and professional development, in addition to our Growability work and our gradual transition from traditional picking and packing work.

Windgap is also re-launching our Learning and Life Skills program in 2021, providing a range of modules which will include, technology, health and nutrition, money skills, and community living. We will also continue our partnership with TAFE NSW, to offer our participants a range of accredited courses for the year ahead.

It's an exciting time for Windgap as we move into the New Year, and I look forward to sharing with you more on our projects and initiatives to ensure a bright future for Windgap and our participants.

Thank you

I would like to take this opportunity to thank our participants, families, employees and our Windgap Board members, for your patience, dedication and care for each other, as we navigated the most unprecedented and challenging 12 months.

I thank you for the important role you all play at Windgap, as we continue to deliver with integrity, care, empowerment, innovation and independence. We couldn't achieve our mission to provide opportunities for our participants to reach their goals and aspirations, without you.

I look forward to a resilient, progressive and safe future for Windgap.



Joanne D'Arcy

Acting CEO, Windgap Foundation



Treasurer's Report

I am pleased to present the Treasurer's Report for Windgap for the year ended 30 June 2020.

FY20 has seen Windgap operate in a challenging and unprecedented environment impacted by the COVID-19 pandemic.

Widespread restrictions on public gatherings resulted in the need for Windgap to constantly review and restructure service offerings in order to comply with NSW Department of Health guidelines.

Despite the challenges presented, the management and staff of Windgap are to be applauded for continuing to deliver high quality services to participants in the Windgap family during this difficult time.

The year ended 30 June 2020 saw Windgap generate revenues of \$16.13 million and a surplus of \$1,518,483. Although a positive result, the surplus was materially impacted by government assistance received by Windgap in the form of Job Keeper and Cashflow Boost payments totaling \$1,484,000.

The government assistance received allowed Windgap to continue to operate with reduced services without the need for redundancies caused by COVID-19 and has helped to ensure that Windgap is well positioned to move forward in a post COVID-19 environment.

As a result of the Covid-19 restrictions, Windgap was unable to hold a number of fundraising events, including the annual Gala Ball. This resulted in a substantial reduction in fundraising income generated for the 2020 financial year. Plans are already in place for future fundraising events, including the Caribbean Nights themed Gala Ball which will be held in May 2021.

The business model for Windgap continues to evolve through identifying new opportunities within the changing sector.

In order to help satisfy the demand for supported living accommodation, Windgap is currently finalising the conversion of two day programs sites located in Mascot and Botany to provide supported living.

As at 30 June 2020, Windgap continues to maintain a strong Balance Sheet position, with net assets of around \$8.7 million. This strong position is underlined by cash balances of around \$6.55 million, property holdings and equipment at cost of around \$4.1 million and no external debt.

I would like to thank all the members of the Finance team for their contributions over the last 12 months including Jacqueline Carnevale, Lilly Ye, Li Huang, Railda Lorents and Riana Kristianti.



Andrew Simpson

Treasurer

Windgap Foundation Limited

About Us

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

Now, Windgap is a registered NDIS provider of a wide range of programs and services to over 250 adults with intellectual disabilities. Some are school leavers, transitioning into adulthood and continued learning; others are transitioning into retirement, with many being a part of Windgap services for their entire adult life journey.

Windgap is built on a 'Person Centred' approach which is at the heart of everything we do and we pride ourselves on providing programs and support to foster independence, empowerment, learning and development to enable each individual to reach their goals and live life to the fullest.

Windgap's Core Programs and Services

- Supported Living
- Day Programs – recreational, sport and community participation
- Support Coordination
- Plan Management
- Social and Community Programs
- School Leavers Employment Support
- Supported Employment Service
- Learning and Life Skills Programs
- Growability – our landscape employment initiative
- Making Airwaves – our unique radio program initiative









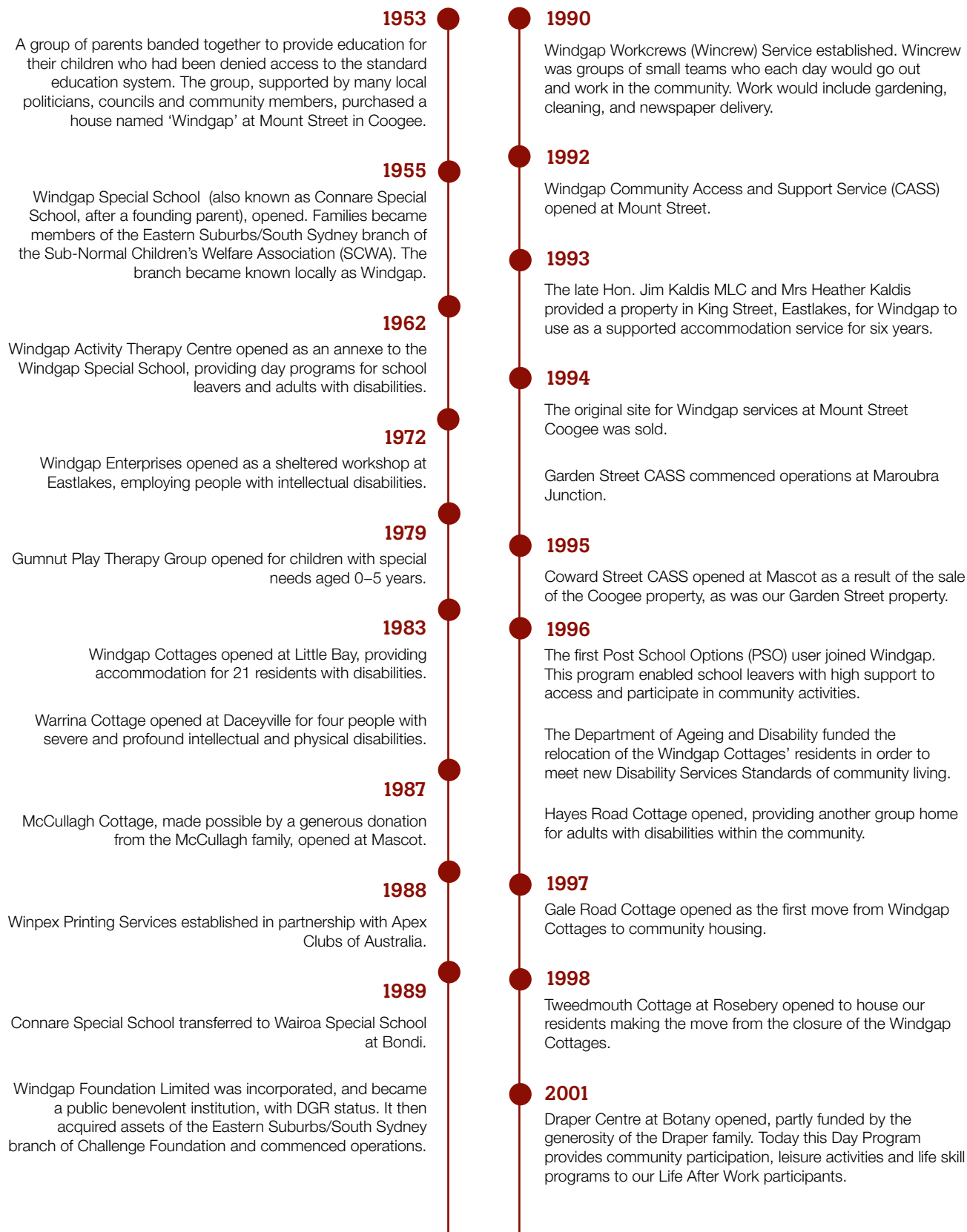
OUR MISSION

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

OUR VALUES

**INTEGRITY
CARING
EMPOWERING
INNOVATION
INDEPENDENCE**

Over 65 Years of Quality Programs and Services



2005

Transition to Work and Community Participation programs commenced for school leavers, supporting them to transfer from school to work. Transition to work was the new name for Post School Options – Today, this program is known as School Leavers Employment Supports, enabling school leavers with disabilities to access training, programs and community activities to transition towards employment or a career.

2008

Windgap won a National Business Services Excellence Award in the Supported Employee's Team category for packing and delivering 95,000 show bags in just three-and-half weeks.

2009

Windgap expanded Day Programs services to East Sydney Day Programs site at Botany through winning a tender to take over a service previously run by the State Government. This opportunity increased Windgap's client base by 75 participants.

Winpex and Wincrew closed and merged with Business Services at Florence Avenue. At this time Business Services adopted its new name as an Australian Disability Enterprises (ADE).

Our new Supported Employment initiative commenced called 'Growability'. Growability remains a successful business today, providing supported employment to adults with intellectual disabilities in residential and commercial gardening and lawn maintenance.

2010

Major renovations commenced across all accommodation sites to make more person centred modifications and improvements. In addition, planning commenced to provide better group combinations at the houses.

Six residents moved into a newly renovated house at Kensington. The acquisition of Carlton Street property, was purchased with financial support from Ageing, Disability and Home Care (ADHC).

2011

Tweedmouth Cottage reopens after renovations are completed.

2012

Transition to Retirement (TTR) programs started and the TTR Art Café established with the support of generous corporate funding.

2013

60th Anniversary of Windgap and 30th Anniversary of Residential Services.

The Windgap Foundation opened the Tukka Box café as part of its Hospitality and Learning Centre program. Here, students learn a range of hospitality skills as part of the SLES program.

Harcourt Parade Cottage opened.

2014

McCullagh Cottage reopened after renovations are 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.

2015

Bega Street Residential opened its doors.

Mr Espresso By Windgap launched, coinciding with the International Day of People with Disability. Mr Espresso was Australia's first ever coffee house cafe operated almost entirely by adults with intellectual disabilities. Providing meaningful, skilled employment for up to 12 participants with intellectual disabilities.

Transition To Retirement renamed to Life After Work.

Page Street Residential opened its doors.

2016

Windgap's Customer Care and Advocacy business unit was formed.

2017

Windgap began providing services to participants under NDIS funding.

2018

Customer Care and Advocacy successfully transitioned all Windgap participants onto NDIS funding. Windgap now has 300 plans under management.

Windgap approved for services being offered under CoS Funding (Continuity of Support) by the Department of Health for over 65 year olds ineligible for NDIS.

2019

Completed the temporary relocation of Head Office, the ADE Warehouse and two Day Programs to Botany Grove for the re-development of our Eastlakes site.

Successfully launched the Learning and Life Skills Hub to help fulfil the commitment to increase learning and independence for our participants.

2020

Windgap services were negatively impacted by COVID-19. Reduced services operated in line with changing Government regulations at the time.

The relocation of two Day Programs, Coward Street and Daniel Street to our 8 Florence Ave site, to provide for the future expansion of Accommodation Services – renovation works commenced in mid-2020 with these two new residences opening in 2021.



Our Offering

Windgap Supported Living

At Windgap we create a 'place called home' to provide adults with intellectual disabilities an opportunity to live as independently as possible as a resident within the local community.

Each home caters for small groups of three to six people, where each resident can enjoy the privacy of their own bedroom, as well as shared spaces to watch TV, enjoy outdoor gardens and cook meals together.

Our person centred approach ensures that each home caters for each individual's needs and level of support; including equipment, access, furnishings, resources and activities, to help achieve the goals set out within their plan.

Meet Ken

“

"I like making mosaics, chatting with my housemates, going out for a coffee and singing in the Diamonds Choir"

– Ken

”



Day Programs

At Windgap, our Day Programs provide an opportunity for individuals to actively participate in a range of recreational, sport and community activities.

Programs are facilitated by our passionate team of Community Support Workers, who arrange daily activities based on common interests or needs, from individual to group activities.

Our person centred approach also ensures that our programs are designed for the individual to help achieve the goals set out within their NDIS plan and fulfil their interests and aspirations.

Each day we have a range of programs participants can enjoy or join groups as we get out and about in the community to explore new places and activities, including;

- Dance classes
- Art classes
- Cooking classes
- Yoga
- Learning and Life Skill programs
- Attending local and Sydney events
- Gardening
- Swimming
- Coffee Club
- Performing with the Windgap Diamonds Choir

Meet Dianne

“

I like everybody here, all my friends and the staff. I like cooking, knitting and going on outings and walks.

– Dianne

”





Social and Community Programs

Windgap's Social and Community Program provides a range of opportunities for participants to get out and about in the community and enjoy a range of social and recreational activities.

Programs are group based and cater for a range of ages, abilities and interests, to provide opportunities to meet new people, as well as other continued learning and capacity building opportunities. Activities include:

- Walk with Windgap
- Windgap Warriors soccer team
- Bowling
- Participants Christmas party
- Attending local and Sydney based events
- Aqua Golf
- Beach walks & picnics
- Sky Zone



Meet Stephen

“

The Christmas Party is my favourite event of the year. I have so much fun with my friends. I also like art and singing in the Diamonds Choir.

– Stephen

”



School Leavers Employment Support

Windgap's School Leavers Employment Support (SLES) is our program dedicated to training, preparing and supporting young adults with an intellectual disability progress into employment or a career.

We offer a range of professions and programs designed for job readiness, including real on the job work experience in hospitality and in warehousing as well as skill training, personal development and nationally recognised qualifications such as the TAFE Certification in Horticulture and TAFE Certification in Catering.

Meet Felicity

“

I have lots of fun cooking with my friends. I also love to bake cakes and muffins, and I am mastering my coffee making skills too!

– Felicity

”

Supported Employment Opportunities

Windgap's Supported Employment, is dedicated to providing meaningful employment, skill development, training and career progression for adults with an intellectual disability.

Participants can choose from two supported employment enterprises; including our ADE warehouse or our Growability garden team.

Our purpose built, fully functional ADE warehouse provides each of our participants with a range of jobs and skill development opportunities in picking and packing, assembly, shrink wrapping, warehouse operations and equipment training.

Employment in Growability provides supported employees with a range of job and skill development in residential and commercial gardening and lawn maintenance, and provides skill development in the use of a range of equipment including mowers, trimmers, blowers and hedging tools.

This person centred approach ensures we match each individual to the best role for them within the team, providing opportunities for growth, training and success - and importantly, earning an income.

Meet William

“

I have learnt how to use machines like the pallet jack and conveyor belt. Spending time with my friends at work is also fun.

”

– William





Highlights of 2019/2020

Our focus on Residential Housing

At Windgap, we are passionate about providing the perfect place to call home for people with disabilities so they can live as independently as possible within the community.

The need for residential housing is growing and it is becoming increasingly difficult for families to find suitable homes for their loved ones.

To help meet this need, this year Windgap commenced a project to convert two of our Day Program sites into much needed residential homes within Mascot and Botany. These two locations will provide a new place to call home for up to 8 participants (4 residents per home), catering for a variety of needs and goals.

Each house will be designed to support each individual's needs, support levels and goals, and will be supervised by our professional, caring staff 24 hours per day, 7 days a week.

The transformation of these two sites is now underway and will be completed in early 2021.

We are pleased to report that the two Day Programs formerly using these sites have now settled in to our Eastlakes site (more details about this transition is included on the following pages).



Two Day Programs Transition To Our Eastlake's Site

To make way for the transformation of two of our sites into Residential Housing, our Coward Street and Daniel Street programs this year made the move to our Florence Avenue site.

Florence Avenue is a well-known and much loved location, with a long history of programs and activities including, cooking, supported employment, educational classes, TAFE gardening and computer courses, to name a few. It's also a larger site with facilities that cater for a range of needs, providing accessible bathroom facilities, large kitchen areas, outdoor seating and gardens for our participants to enjoy.

Here's what our participants have said about the move to Florence Avenue:

Tania: "I'm happy here, I like it!"

Dale: "I like singing with heaps of people, I like the pictures on the piano and I can see the drums now!"

Tom: "I love the puzzle room."





Working With Our Community On Accessibility

This year, Windgap has been working with Randwick Council to help facilitate changes to make our community and beaches more accessible for people with disabilities and those experiencing mobility barriers.

One of these projects includes the accessibility of Yarra Bay, where Windgap was a part of the planning and discussion on best practice and inclusivity for the area – everything from beach access, to bathroom facilities and parking.

As part of International Day of People with Disability, Windgap also launched new beach access equipment for Coogee Beach, which included a new beach wheelchair and walker. This equipment was awarded to Windgap through a Community Building Partnerships grant by the NSW Government Department of Family and Community Services.

Implementations such as this required the assistance of many important figures within our community, and we would like to thank Danny Said, Mayor of Randwick, Marjorie O'Neill, Member for Coogee and Duncan Rennie, Manager Public Safety and Aquatic Services at Randwick City Council, for their support in making this happen.

These partnerships continue to be vital as we look to increase accessibility for people with disabilities and mobility needs within our community - so everyone can enjoy our beautiful community and beaches.



TAFE Catering Certificate

Our Focus on Certification & Training

Each year at Windgap we deliver a range of training and certificate courses for our participant's to develop their life skills and upskill for employment opportunities.

- TAFE Certificate 1 Skills for Vocational Pathways Cooking Program - **10 graduates**
- TAFE Certificate 1 Access to Work and Training Computing - **5 graduates**
- TAFE Certificate 1 Horticulture - **8 graduates**
- Certificate 2 Warehousing Operations - **4 graduates**
- Certificate 3 Warehousing Operations - **3 graduates**

Participants from our school leavers program (SLES) also had the opportunity to receive a Certificate in Barista from Campos Coffee, where 11 of participants received training and hands on experience in making the perfect barista made coffee.



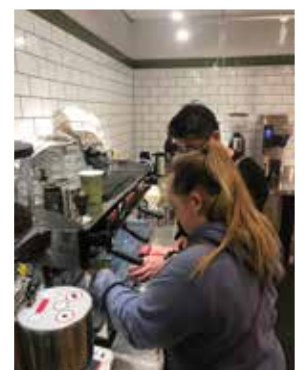
TAFE Access to Work and Training Computing



TAFE Horticulture



Campos Coffee Training



Windgap Art Exhibition

Held at the Pullman Hotel Mascot, our exhibition this year showcased art from 17 Windgap artists, including some collaboration pieces from our Life After Work Day Program and our Bega Ave residential home.

Our artists also showcased commissioned artwork for the Pullman which will be displayed in the staff areas of the hotel.

Two of our participants Jayden (from our SLES program) and Bobby (one of our Supported Employees), also participated in hospitality work experience alongside staff at the Pullman Hotel.



Out and About In The Community

LAW Gardening Grant

This year our Life After Work (LAW) Day Program had the opportunity to fulfil a previously awarded grant from Bayside Council to build a community garden. With our friends from All Star Early Learners, Edward Street Early Learning Centre and St Bernards, we created a gorgeous bird bath, a worm tower, a bee hotel and planted a variety of herbs, flowers, veggies and leafy greens.



Bushfire Appeal

Our participants were passionate about supporting the Bush Fire appeal which assisted those affected by the fires which devastated NSW this year. To help, our LAW Day Program knitted protective pouches for injured and homeless wildlife, and spent weeks in the Men's Shed building possum boxes for the possums who may be homeless or wounded due to the bushfires. Our Supported Employees within the ADE also held a karaoke fundraiser and BBQ to help raise funds.



Virtual Activities During COVID-19

During COVID-19 lockdown restrictions, our teams were very creative as to how to continue our programs, and ensure our participants stayed physically and mentally healthy during this time.

One of the virtual programs and opportunities that took place was our own private workshop with Taronga Zoo Sydney, where participants had exclusive behind the scenes access to meet a range of native Australian animals. Our programs also hosted a range of virtual in-house programs, including art workshops with Dom, choir practice for our Diamonds Choir and yoga hosted by Dani from the The Yoga Foundation.



Walk with Windgap 2019

Walk with Windgap is our annual event in conjunction with the Blackmores Running Festival, where in September a group of 35 Windgap participants, family, staff and friends, enjoyed the beautiful Sydney weather and walked the 3.5km course over the Harbour Bridge. This event is a wonderful opportunity for our participants to be part of a large community event with thousands of other Sydneysiders.



Aboriginal Weaving Workshops

This year we received a community grant from Bayside Council to host a creative weaving workshop with Karleen and the First Hand Solutions Aboriginal Corporation. Participants have been learning about local Aboriginal art and culture, as well as developing new weaving and fine motor skills.



Mascot Christmas Carols

Each year, the Windgap Diamonds Choir is invited to perform at the Carols in the Park at Mascot. It's a wonderful opportunity for our participants to join in with community Christmas celebrations and to create awareness of Windgap and the skills and abilities of our performers.



Our love of NRL!

We are very lucky to have a great relationship with our local Sydney Roosters NRL club, thanks to our Windgap Ambassador Matt King. This year we participated in several opportunities, including visits from star players and photo opportunities with the Provan-Summons trophy. A group of participants also enjoyed a tour of the Roosters HQ with a highlight meeting Trent Robinson, Head Coach of the Roosters.

Our participants are also huge South Sydney Rabbitohs fans and this year our participants enjoyed some brushes with fame out and about in the community.



IndigiGrow Visit

Representatives from our school leavers program (SLES) visited IndigiGrow, a native and bushfood plant nursery based in La Perouse. We learnt all about the abundance of Bush Tucker in Australia and our local area and the importance that these plants hold for past, current and future generations. Hamish and Max also learnt how to propagate plants.



Diamonds Choir at the Cannery Rosebery

The Diamonds Choir held several performances at The Cannery Markets in Rosebery this year, sponsored by Laing and Simmons, Rosebery. They proudly showed off their new uniforms as they performed several concerts for families and friends and the general public, who enjoyed their regular appearances.



Windgap's Christmas Party

Each year Windgap hosts a Christmas party and awards night for our participants at The Juniors Kingsford. It's always a night to remember where our participants enjoy a disco, raffles, dance competitions and our annual awards, where this year Craig won Supported Employee of the Year and Tom won the Spirit of Windgap Award.



A great year for the Windgap Warriors!

This year our Warriors participated in several soccer events, including the 'Everyone can play gala day' with Hurlstone Park Wanderers, events at Pagewood Botany Soccer Club, and our annual Warriors vs Staff match and presentation night.

We also said goodbye to one of our biggest supporters, George Lundy, who passed away this year.

George played many roles to support and improve the lives of adults with disabilities. Thanks to George, our Windgap Warriors had the opportunity to play their much loved sport of football and were always welcomed with open arms to be a part of Pagewood Botany Football Club.



Special guests this year to Windgap

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



Danny Said, Mayor of Randwick



Ron Hoenig, Member for Heffron



Marjorie O'Neil, Member for Coogee



Commonwealth Bank Bondi Junction



Corporate volunteers from B & K Consulting



Corporate volunteers from Deloitte



Michael Daley, Member for Maroubra



Nicola from Clovelly Community Bank

Our Board of Directors



Chris Brown OAM

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



Heather Brown OAM

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



Andrew Simpson

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

Welcome

This year, Windgap also welcomed three new Directors to the Windgap Foundation Board.



Byron Fitzgerald

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



Madelaine Inglis

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



Kathryn Santifort

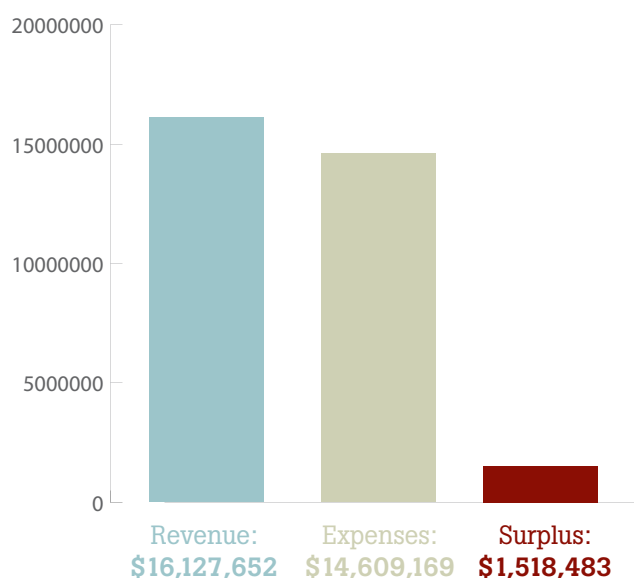
Kathryn joined Windgap in December of 2019. She has a background as a registered nurse, working within Sydney's east. She has a bachelor's degree in nursing from Notre Dame with post graduate qualifications in anaesthetics, and regularly teaches upcoming and new nurses within the clinical environment.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

Financials

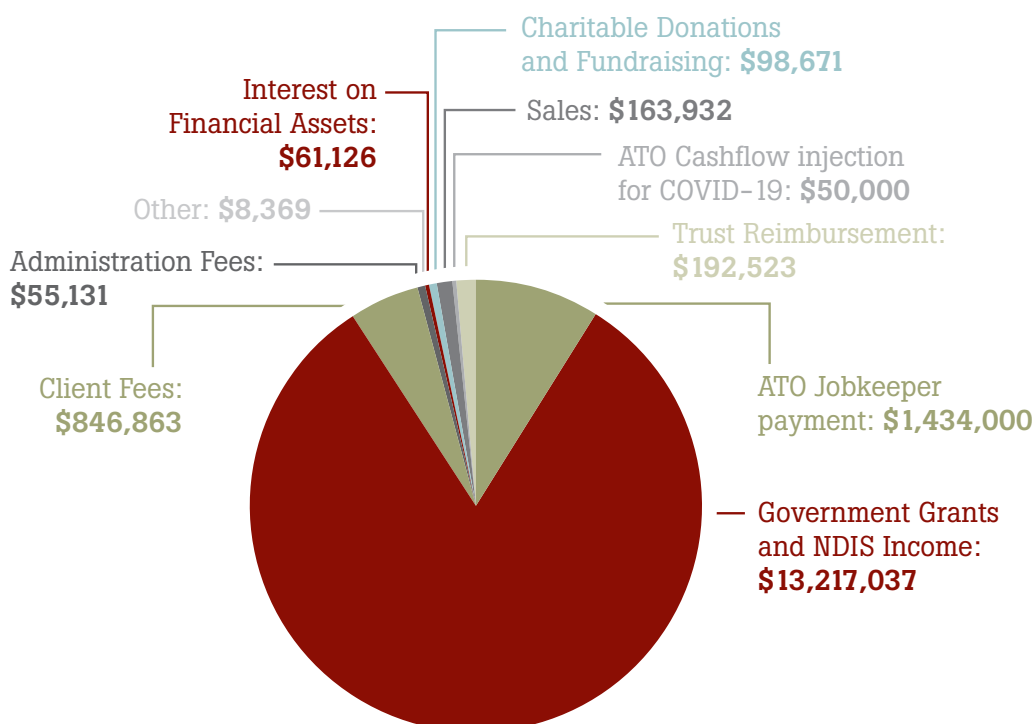
Overall, 2019/2020 was a stable year for the Windgap Foundation, which enabled us to invest in systems, our people and programs to ensure a further consolidation of NDIS and to continue to meet the needs of our participants and families.

Our revenue and other income grew by 7.41% to \$16,127,652 with a net profit of \$1,518,483.

Revenue and Other Income & Net Profit



Revenue Sources



Our Sponsors and Supporters

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



Laing & Simmons Rosebery –
for their sponsorship of the
Diamonds Choir

Pagewood Soccer Club –
for their sponsorship of the
Windgap Warriors

Clovelly Community Bank –
for their sponsorship of the
Growability Team







Windgap Foundation Limited

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