

**NDIS**  
Approved  
Provider

 **thorndale**  
foundation  
*supporting people with disability*

# 2017

## ANNUAL REPORT



 02 9912 7800

 [WWW.THORNDALE.COM.AU](http://WWW.THORNDALE.COM.AU)

 47-49 RANCE ROAD,  
WERRINGTON, NSW,



# Organisational Statements

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## Vision Statement

### Equality

"Our vision is to ensure that all people with disability live in a community where equality is a way of life".

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## Organisational Mission

### To empower people with disability

"Our mission is to empower people by providing quality services that will meet individual goals and aspirations".

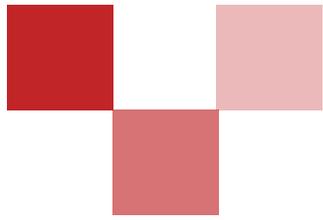
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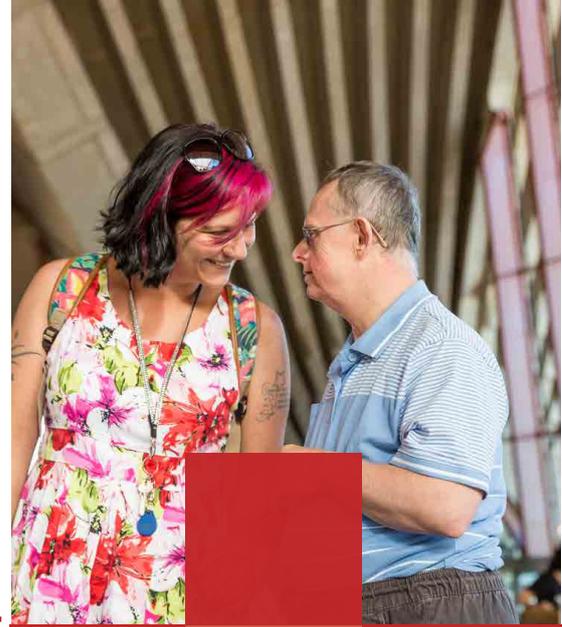
## Thorndale Industries Mission

### To improve lives of people with disability

"Our mission is to improve the lives of people with disability through employment while engaging in meaningful work and to maintain a commercially sustainable business".



# Organisational Values



## **Pride**

Doing your best each and every day.



## **Respect**

Treat everyone with respect.



## **Independence**

Finding each person's ability to build on their independence.



## **Dignity**

Treat everyone with dignity in everything you do.



## **Enrichment**

To add greater value or significance to individuals lives to make it more meaningful and enjoyable.



# Mayoral Message



**Councillor John Thain**

Mayor -  
Penrith City  
Council

On behalf of Penrith City I am proud to provide this brief introduction to the Thorndale Foundation's 2017 Annual Report.

Thorndale has a proud history going back to 1958 with the first Thorndale School for children with intellectual disability officially opening on 29 August 1959. In the early 1960s Council donated land to Thorndale in Rance Road, Werrington to establish a permanent school. Since that time the Thorndale Foundation has flourished and expanded its range of services for people with disability.

Today Thorndale has transitioned 90% of its current participants to the National Disability Insurance Scheme and welcomed many more new participants. The rollout of the NDIS in this region has provided greater opportunity for people with disability as well as a platform for more business growth and development. With structured planning the NDIS also provides additional support to families and carers of people with disability.

I look forward to Council's ongoing collaboration with the Thorndale Foundation into the future and congratulate the Board and staff on their significant achievements in the last year.

Councillor John Thain  
Mayor

# Board of Directors



**CATHY GAULT**  
Chairperson/Secretary

Cathy is employed as a Hospital Chaplain. Previous to this Cathy managed a local plumbing business for 15 years. Cathy is an advocate for two of Thorndale's residents and has been involved with Thorndale for the past 15 years.



**PETER SMITH**  
Director

Peter is a retired sales professional with a plastics company, with extensive commercial and human resource experience.



**JAN CASPERS**  
Director

Jan is retired, with many years of business and life experience, and is an aunt to a resident in Thorndale's Residential Service and Thorndale Industries.



**TIM MORRIS**  
Director

Tim is a management professional with The NSW Trustee and Guardian with extensive experience in the public and private sector and at board level representation.



**ROB WEARN**  
Director

Rob is a community minded individual focussing his support to the greater Penrith area. Rob is the Managing Director of a local earthmoving business, Director of a waste/recycling landfill business, a board member of Nepean Medical Research Foundation and a member of the Local Businessman Group.



**JAMES KENNEDY**  
Director

James has over 25 years professional experience in the management of significant real estate portfolios supporting service delivery. James has worked with Thorndale in the past to assist with submissions to government. James is the National Director, Strategic Consulting at Jones Lang LaSalle.



**MARK WILKS**  
Director

Mark has held a number of senior executive roles throughout his career. Mark's positions included leadership roles in operations, financial management, marketing, brand and channel management and sales. Mark managed numerous changes in corporate ownership and strategic direction, including the local acquisition and post merger integration of competing companies. Mark has completed a Senior Executive MBA with the Melbourne Business School. Mark worked with Thorndale in 2014 as a consultant in the Recycling business and formed a passion for the disability sector.



**PETER TRACEY**  
Director

Peter is from Springwood and has an extensive career in accounting and is a Partner of KPMG. Peter was a founding director of the McGrath Foundation and sat on that board for 10 years. He is also a director of Adam Crouch Foundation. Peter is very enthusiastic about being part of the Thorndale team and looks forward to contributing to the growth over the coming years.

# Executive Team



**BELINDA COLOMBRITA**  
Chief Executive Officer



**DIANE KEATON**  
Finance Manager



**JOHN YEALLAND**  
General Manager



**ANGELA WILKINSON**  
Marketing,  
Engagement and  
Development Manager

# Corporate Team



**SUSAN TOOLE**  
Human Resources  
Coordinator



**KRISTIE FINDLATER**  
NDIS Services  
Coordinator



**KYLIE COOPER**  
NDIS Services  
Support



**LUKE JENNER**  
Marketing,  
Fundraising and  
Events Coordinator



**TRICIA VELLA**  
Accounts Assistant

# Support Team



**FIONA  
HENDERSON**  
Employment  
Consultant



**VANESSA  
ROSSER**  
Packaging and  
Assembly Team  
Leader



**ARJINDER  
KAUR**  
Recycling Team  
Leader



**DEBORAH  
CODYRE**  
Lawn and Garden  
Maintenance  
Team Leader



**GAYLE  
GODDARD**  
Leisure, Living  
and Life Skills  
Team Lader



**BELINDA  
TAYLOR**  
Residential  
Team Leader



**MONEKA  
RICHARDS**  
Residential  
Team Leader



**ROSS  
AUBREY**  
Residential  
Team Leader



# Chairs & Company Secretary Report

Wow! We made it through our first year of NDIS with shining colours. With all the years of uncertainty around how the scheme was going to be implemented and the Government not being very clear about the best way for organisations to prepare I am very proud of the way Thorndale handled the challenge, taking a very proactive approach doing as much preparation as possible and never backing away from asking the hard questions and making sure that we were given answers.

The end result for us is that we helped prepare all our participants plans that suit their needs as much as possible. We have realised that the world of Disabilities is changing and there are lots of new opportunities for us to grow our organisation.

One of the areas of growth and change is Leisure, Living and Life Skills that now takes in all life skills not just 9am-3pm. Now people have the opportunity to be supported within the community to participate in sporting events, concerts and other social events that take place on evenings and weekends. We have held some great social nights this year around the "State of Origin" and 'Vivid' and hope to expand these types of events in the future. Our Residential Services has been operating very well with everyone well and truly settled into their new homes. I am always amazed at the level of commitment and compassion our staff make, ensuring our residents get the best of care and I would like to thank all of those who put in extra effort with residents when there was a need.

We are in the process of building two new group homes in the area as we have a waiting list of people wanting residential support. Recently we had a new house opening with three new residents coming to us for Supported Independent Living.

Our ADE is always buzzing with activity as we juggle all the different jobs that go through the factory. We have a wonderful problem, which is, we are running short of room and facilities for all the workers and work experience students choosing to work with us. Our Gardening and Recycling continue to offer work for people who like to work outside and be active.

This year saw a few changes on the Board with Greg Nelson and Andrew Kew resigning and Peter Tracey joining us. We would like to thank them for their contributions over the past years. We are very pleased to welcome Peter Tracey onto the Board. He is a very experienced Accountant in the Penrith area and served on the Board of the McGrath Foundation for many years. My job as Chair of the Board is only possible because of the wonderful Directors that serve with me, they have such a wide variety of knowledge and experience which they all generously share.

Sadly we've had to say goodbye to another long term Thorndale Foundation member with the death of Elsie Shepherd in September last year.

Our staff is still our most important asset and I would like to thank each of them for their contribution over the last twelve months. We are pleased to have Angela Wilkinson join our Executive Team, Angela is very experienced in the sector and has already brought some fresh ideas to Thorndale Foundation.

We are also so blessed to have the rest of our Executive Team Di, John and Belinda who give so much more to their roles than the Job description can ask. Each of them have wonderful personal values of Honesty, Respect, Trust Worthiness, Commitment and a great "Let's find a way" quality that has helped to move us into the well respected, Quality Organisation that we are today and into the future.

By  
**Cathy  
Gault**

# Chief Executive Officer's Report

I have a phrase on my office wall by Walt Disney "The way to get started is to quit talking and begin doing". I believe that as a team at Thorndale Foundation we have all achieved great things by doing just that.

The transition to the National Disability Insurance Scheme (NDIS) has presented the sector with many challenges, however from where I sit the opportunities and positive outcomes for participants supported by Thorndale Foundation far outweigh any challenge we may have encountered.

For Thorndale Foundation the constraints of past funding models have restricted our ability to grow and compete with others in the region. The NDIS has provided the participants with the opportunity to select the service that suits them rather than the one that has been assigned. We have also been able to take a step back and look at what we do well and look at what we might want to do in the future and invest in areas that will ensure our viability for many years to come.

As you will see throughout the report, participants are at the forefront of our entire decision making and I am pleased to say that we continue to ensure that quality service and support is always provided.

To assist with this growth phase we have expanded our Corporate Services function with the introduction of a new department of Marketing, Engagement and Development headed by our newest Executive, Angela Wilkinson. Angela comes to Thorndale with many years experience in the sector and has already made significant improvements to our market position.

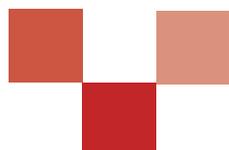
Again I have been fortunate to have the support of the other Executive members; General Manager, John Yealland and Finance Manager, Diane Keaton who continue to make an invaluable contribution to the everyday operations and ongoing viability of the organisation.

At many forums and network meetings I am constantly reminded of the enormity of the NDIS and how many are struggling with so many facets of its implementation. I am so pleased that Thorndale Foundation has a remarkable history, strong values and an amazing team of staff that have assisted us through the transition and position us a leader in the region.

I look forward to our future and sharing with you many more positive participant outcomes.



By  
**Belinda  
Colombrita**



# Thorndale Industries

Thorndale Industries has been very busy over the past year. We have seen many of our employees transition to the NDIS and this has also provided the opportunity for new employees to join our growing operation. We see supported employment has holding a special place in the community by providing jobs to people who might otherwise not be able to participate in the workforce. As we know, having a job provides much more than a source of income. It provides a social connection, develops a self of self-worth and pride in contributing to something tangible, provides an opportunity to utilise existing skills as well as develop new skills and abilities. ADE's provide the platform to be supported in a work environment that allows people to perform to the best of their capability and the staff of Thorndale Industries take great satisfaction seeing people achieve their goals.

The team undertake such a variety of tasks it's too numerous to list however everyone has an important task in the supply chain. Whether it's packing product to go on sale in a supermarket, working on producing safety equipment used in Sydney's construction industry or through to the workers who makes sure that the work area is clean and safe for the rest of the team to do their jobs. As we like to say "Everyone has a part to play in getting things done."

From the period where we have started to transition to the NDIS we have seen an increase in our Production Assistant numbers and this has allowed us to grow our commercial services to increase the volume and range of products we work on. One of the aims of the NDIS is to improve social and economic participation of people with a disability. We are pleased to say that Thorndale is achieving this for more people now than ever before.

Supported employment is sometimes overlooked in the grand scheme of things in relation to the NDIS as supported employment is currently included in a relatively small proportion of participant plans. Although small, it is a vital niche in the sector. If it were not for enterprises across Australia like ours there would be thousands of people missing out on the opportunity to engage in the workforce in a meaningful capacity.

We are pleased to be a valuable link in many chains. We work with the support units of many local schools to provide work experience for students from Year 9 – Year 12. For a large number of these students we have been able to show them that they are quite capable of working either in supported employment or in open employment. We acknowledge that for some people, supported employment is a pathway to open employment as people build skills and experience. For others it is the destination, providing a supportive environment for them to engage in meaningful work to the best of their ability.

Another link in the chain is the role we play in working with Registered Training Organisations as a starting point for students undertaking qualifications in the sector. For many, coming to Thorndale for work placement before graduating has been their first real life contact with people with a disability in a professional setting. The students, the training organisations and employers all realise the value that this adds to training the next generation of support workers.

Of course ADE's don't operate in isolation and it is through the support from our many customers that allow us to continue the work that we do. Our supporters range from the small residential yard that our mowing crew service through to the multi-national corporation that provides us with contract packaging jobs that we see in retail stores around Australia or the small safety products we make that are used in building Sydney's expanding infrastructure or even the community members who recycle old clothing in our many collection bins. To everyone who supports Thorndale Industries, we thank you!

■ In the photo below: Participant, Steven, from our packaging and assembly team.



 **thorndale**  
**industries**  
*supporting people with disability*



## Alan's Story

Alan commenced work with Thorndale Industries in May of 2014. Prior to working at Thorndale he spent 38 years on the railway and took a volunteer redundancy due to a decrease in his health.

He spent a year unemployed and in this time endured some health issues which saw him having an operation.

Alan heard about Thorndale through friends and also saw our Plasser Street location. He was successful in applying for a job in the packaging warehouse and as the business expanded and we relocated to our purpose built factory back on Rance Rd Werrington, Alan changed roles now working on the Recycling crew on a regular basis.

He assists staff to empty the charity bins across various sites in Penrith, Wetherill Park and the city. He works 4 days a week and every second Sunday due to an increased demand in the recycling department.

Alan is well liked by all his peers and is willing to assist anyone where he can, he regularly helps when there is overtime and has become an invaluable asset to the Thorndale Industries team.

Nothing would run smoothly without you and we look forward to many more years working together at Thorndale. Thankyou for your ongoing commitment and efforts.





# Introducing (SLES) School Leaver Employment Support

In 2018 Thorndale will commence SLES, this is a program designed to assist individuals transitioning from school to the workforce.

Our SLES service covers important aspects of finding and keeping a job while providing training in many employment related skills.

Thorndale has partnered with Nepean Community College to offer a range of accredited training options including work experience, workplace excursions, team building, problem solving and much more with a view to obtaining employment in a Supported Employment Enterprise or the Open Labour market.



# THORNDALE SOCIAL

*Explore  
the possibilities!*

## Thorndale Social

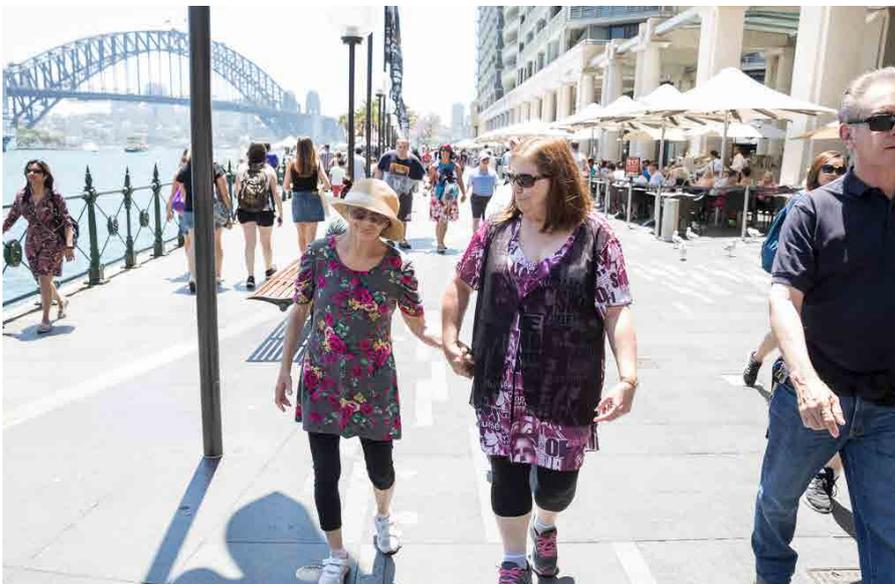
*Explore  
the possibilities*

Thorndale Social – Explore the Possibilities.....offers participants the chance to unwind, make new friends and enjoy a range of fun filled weekend and evening activities in their local and broader community.

In the past 12 months we have hosted Pizza Nights, Discos, State of Origin nights and have plans for trips to soccer games, local Spring Fetes, a day trip to Darling Harbour and much more!

# Leisure, Living and Life Skills

■ In the photo below: LLL Participant enjoying the harbour on a bright sunny day.



■ In the photo below: Participant, Fiona, enjoying the cooking program.



The LLL program has seen the introduction of a range of new activities. Participants have enjoyed learning new skills such as cooking, singing, shopping, pet care plus taken part in a range of social activities from musical theatre, contributing with local community centres (Lethbridge Park Community Centre) and State of Origin pizza nights. LLL offers participants the opportunity to meet new friends, develop social skills to assist them with their daily lives.

To accommodate the needs of participants there are now a range of events offered Monday – Saturday and hours outside of the traditional 9am – 3pm.

We have been blessed to have had an amazing Team Leader; Moneka Richards lead this program for many years. Moneka has now taken on the Team Leader position at the new group home. We welcome our new Team Leader Gayle Goddard, Gayle has many years' experience in the sector and we look forward to working with her in the 2018 financial year.



# Jonathan's Story

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Jonathan is a 19 year old man who, like most people his age, has many life experiences that he has yet to have the opportunity explore.

Jonathan has been working his way to increased independence with the support of Thorndale staff through one on one skill building and group activities. Jonathan's Goals are to learn how to:

- Use the mobile phone, how to text
- Understand the value of money, go shopping and pay for my items
- To get money out of the bank
- Live independently
- How to stay safe when I am home alone, and who to let in the door.
- How to cross roads safely, specially in areas where there are no traffic lights or pedestrian crossings
- How to communicate confidently
- Use public transport

In the 7 months since Jonathan received his NDIS Approved Plan, he has achieved many of his goals. His confidence and independence has increased immensely.



# Residential Services

■ In the photo below: Residents Bobby, Cliff and Karen enjoying a relaxing day at home.



■ In the photo below: Residents Bev and Cheryl watching TV at their home.



Throughout the past 12 months all eligible Thorndale residents were fully underwritten by the National Disability Insurance Scheme.

This has apportioned subsidies which enhance a more personalised service delivery for each participant's individual wants and needs.

Such residents enjoy an increased choice of 1:1 and smaller group activities in addition to their continued links with family and friends.

Full care and support has also continued for Thorndale residents not eligible for the NDIS.



## Melissa's Story

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Melissa is a young woman with Down's Syndrome who has worked in our Australian Disability Enterprise (ADE) since 2009. This year an opportunity became available for Melissa to move out of the family home and into supported accommodation into our newest home.

Although the move out of home has had some mixed emotions Melissa is happily enjoying living more independently with two other ladies. Whenever someone asks Melissa how she is enjoying her new home she responds "I love it".

Melissa and her other house mates enjoy showing their home off to family and friends and they have had the opportunity to do this by hosting people for morning and afternoon tea. Melissa proudly talks to her friends about the various meals she cooks notes that spaghetti bolognese is her favourite recipe.

Melissa also talks, with great enthusiasm, about doing housework and keeping her home neat and tidy!

Thorndale is pleased to have been able to provide this opportunity to support Melissa in living an independent lifestyle. Seeing people happy and enjoying the support we are able to provide reminds us why we do the things we do.





# Support Coordination

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Support Coordination was introduced by the NDIA for participants with complex needs.

Thorndale is a registered Support Coordinator and provides support to individuals across the region to assist them to access their NDIS plan. Kristie Findlater is the NDIS Services Coordinator and is supported by Kylie Cooper in the role of NDIS Service Support.

Kristie has a wealth of knowledge of the sector and is a fabulous advocate, ensuring that individuals are offered the support and advice they deserve before entering into Service Agreements with providers.

# Events and Engagement

This year has seen an increase in participation in local community events with the introduction of the National Disability Insurance Scheme. As we continue to expand on our service offerings through the requests of our customers it has become inevitable we also focus on engaging within our local community to increase our brand awareness. The photo's below show just how busy it's been.

## Expo's



## Our People Our Brand



# Events and Engagement

## Events



## Advertisement



# Financial Review

By Diane Keaton

The below information and graphs have been prepared using the audited financial accounts. A full set of accounts is available upon request. - **Financial Auditors: Ross Fowler & Co**

## FINANCIAL POSITION AS AT JUNE 30, 2017

	2017	2016
<b>CURRENT ASSESTS</b>		
CASH AND CASH EQUIVALENTS	3,489,757	3,273,056
TRADE RECEIVABLES	438,582	79,961
OTHER CURRENT ASSESTS	401,689	351,939
<b>TOTAL CURRENT ASSESTS</b>	<b>4,330,028</b>	<b>3,704,956</b>
<b>NON-CURRENT ASSESTS</b>		
PROPERTY, PLANT AND EQUIPMENT	5,853,035	5,180,986
<b>TOTAL NON-CURRENT ASSESTS</b>	<b>5,853,035</b>	<b>5,180,986</b>
<b>TOTAL ASSESTS</b>	<b>10,183,063</b>	<b>8,885,942</b>
<b>CURRENT LIABILITIES</b>		
TRADE AND OTHER PAYABLES	186,831	165,967
BORROWINGS	0	380,766
PROVISIONS	384,544	301,399
OTHER CURRENT LIABILITES	1,221,390	185,427
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,792,765</b>	<b>1,033, 559</b>
<b>NON- CURRENT LIABILITIES</b>		
PROVISIONS	29,732	37,758
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>29,732</b>	<b>37,758</b>
<b>TOTAL LIABILITIES</b>	<b>1,822,497</b>	<b>1,071,317</b>
<b>NET ASSESTS</b>	<b>8,360,566</b>	<b>7,814,625</b>
<b>EQUITY</b>		
RESERVES	3,722,447	3,722,447
RETAINED EARNINGS	4,638,119	4,092,178
<b>TOTAL EQUITY</b>	<b>8,360,566</b>	<b>7,814,625</b>

### CONSOLIDATED PERFORMANCE

Thorndale recorded a surplus of \$545 941 for the financial year

# Financial Review

## Thorndale Foundation Limited

PO Box 122, St Marys NSW 1790

### Profit/Loss

#### INCOME

COMMERCIAL SALES	649,903
RENTAL PROPERTY INCOME	185,239
FUNDRAISING	9,710
FEES	528,149
OTHER INCOME	63,210
FEDERAL & STATE FUNDING	4,148,644
<b>TOTAL INCOME</b>	<b>5,584,855</b>

#### COST OF SALES

<b>GROSS PROFIT</b>	<b>5,584,855</b>
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#### EXPENSES

EMPLOYMENT COSTS	4,082,839
PROPERTY & UTILITY COSTS	342,511
COMMUNICATIONS & IT COSTS	61,992
TRAVEL AND MOTOR VEHICLE COSTS	93,076
OPERATING EXPENSES	74,610
CORPORATE	175,464
DEPRECIATION AND AMORTISATION	208,422
<b>TOTAL EXPENSES</b>	<b>5,038,914</b>

<b>OPERATING PROFIT</b>	<b>545,941</b>
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<b>OTHER INCOME</b>	<b>0</b>
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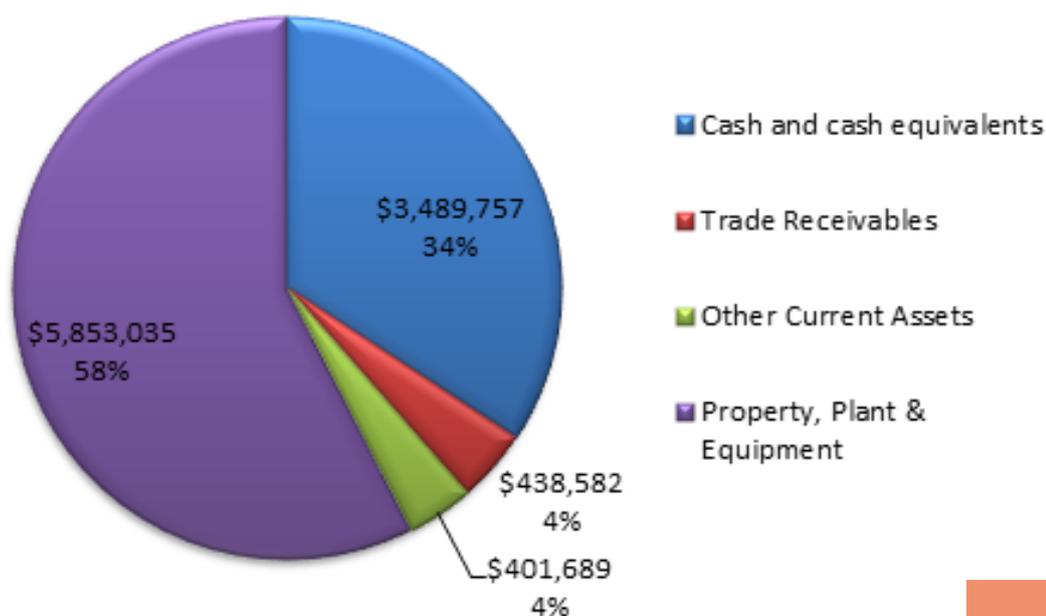
<b>OTHER EXPENSE</b>	<b>0</b>
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<b>SURPLUS/LOSS</b>	<b>545,941</b>
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# Financial Review

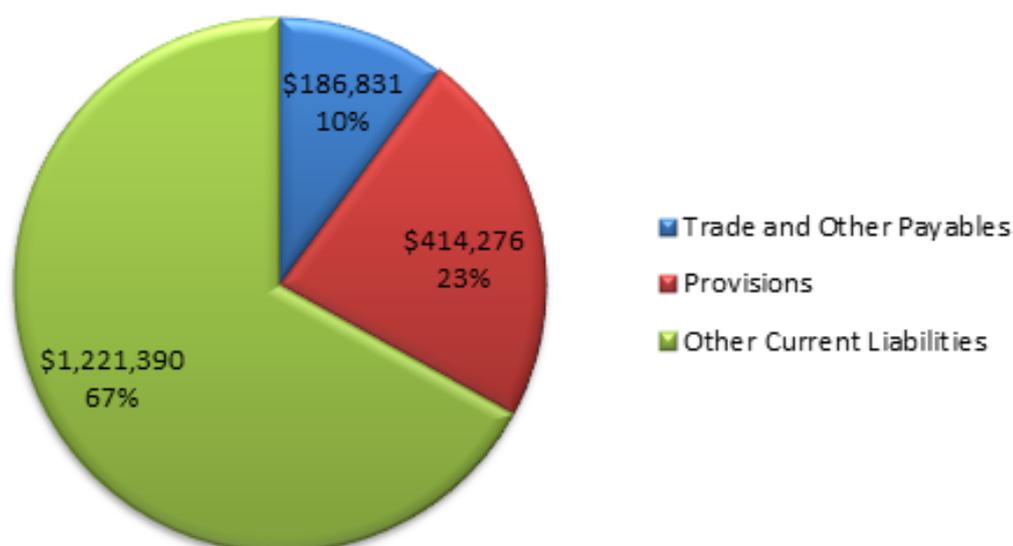
## Assets

Thorndale's asset base is comprised primarily of Property Plant and Equipment and financial assets. Total asset value as at 30 June 2017 was \$10,183,063.



## Liabilities

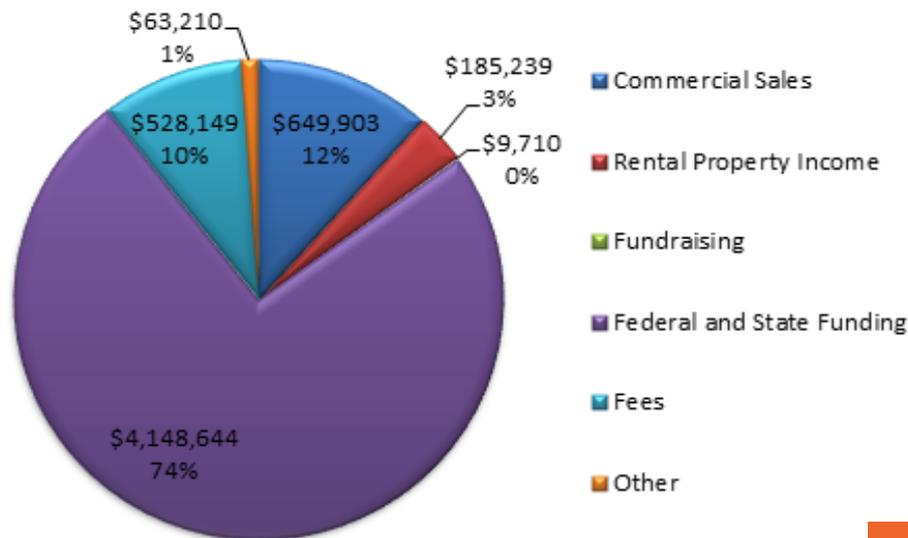
Thorndale's liabilities consist of trade payables, provisions and monies held in trust. Total liabilities as at 30 June 2017 were \$1,822,497.



# Financial Review

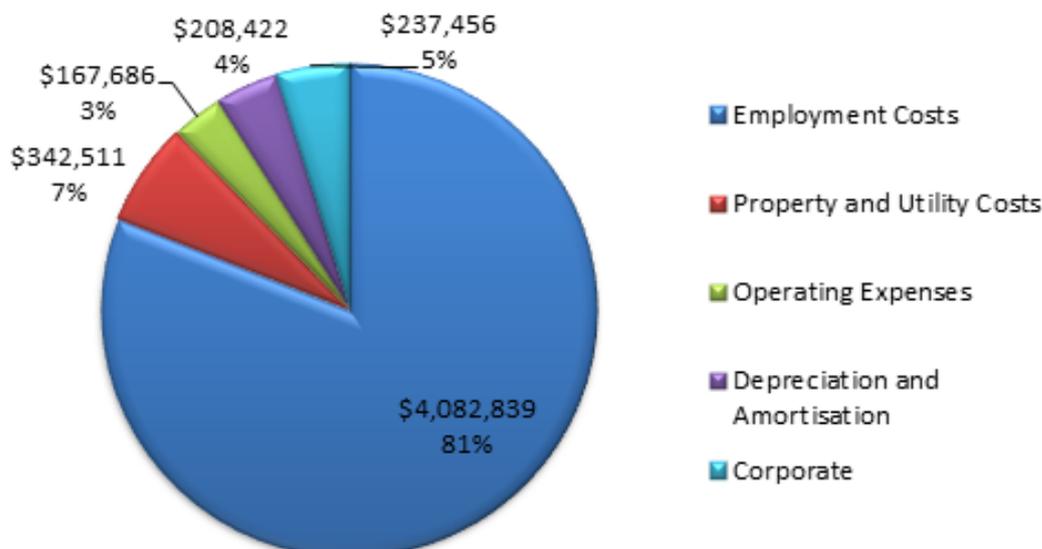
## Income

Income is derived primarily from the National Disability Insurance Scheme and other government funding from State (FaCS & DoH) for the Residential and Leisure, Living & Lifeskills Program and Federal (DSS) for the Supported Employment Enterprise. Other sources of income include fees paid by clients, sales from commercial activities, fundraising activities, rental property income and interest earned from cash deposits. All surplus funds are re invested to increase our supports and service offerings to benefit people with disability.



## Expenses

Employment Costs represent the majority which is usual in a service organisation; Operating Costs include program activities, motor vehicle expenses, repairs & maintenance and utilities; Administration costs include, accounting, subscriptions, insurances, legal & professional fees and general administration for the organisation. Other expenses include fundraising & marketing, depreciation and miscellaneous.



# Our People



# Our People





# Thank You To Our Volunteers and Donors

It is with the valued support of loyal volunteers, organisations and members of the community that help Thorndale continue to provide services

## Supporters

- The Fiddler ■
- Leppington Bowling Club ■
- Rouse Hill Art ■
- Lethbridge Park ■
- Community Centre ■
- Vending for You ■
- Etienne Lawyers ■
- Baker's Choice Rouse Hill ■
- Easter Egg Warehouse ■
- Nepean Community ■
- College ■
- The Daily Grind ■
- Penrith City Council ■

## Volunteers

- Kingswood High School ■
- Niland Public School ■
- Glenmore Park High School ■
- Chifley College ■
- NADO ■
- Cecil Hills High School ■
- Roland Hassel High School ■
- Kurrabee School ■
- Erskine Park High School ■
- Ability Options ■

## Corporate Partners

- ASP Healthcare ■
- Faber-Castell ■
- Jaybro ■
- Sue Ismail and Daughters ■
- Rhino Rack ■
- Insulshop ■
- Trademark Print ■
- Campbell's Wholesales ■
- SCR Group ■

## Gold Donors

- Judy Ling ■
- Elaine C Bragg ■
- Lakeside Restaurant, ■
- International Regatta ■
- Centre



 **thorndale**  
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*supporting people with disability*



**02 9912 7800**



**WWW.THORNDALE.COM.AU**



**47-49 RANCE ROAD,  
WERRINGTON, NSW,**

*Thorndale Title*



COMPANY  
LOS ANGELES

S ANGELES

foundation

DNC