

windana

Drug & Alcohol Recovery

Annual Report 2007-2008







Helping People Rebuild Their Lives



Drug & Alcohol Recovery

Who we are

Windana provides drug and alcohol treatment services to help those affected rebuild their lives.

Last year we assisted over 600 people to rebuild their lives.

Who we help

We help people who have become disconnected from their **family, children, friends** and **community** - because of harmful drug and alcohol use.

What we believe

We believe that people can **rebuild** their lives.

What we do

We build a **trusting** relationship with our clients and offer a range of **integrated drug & alcohol treatment services**, across our programs.

Our view of success

We believe **success** starts with walking in the door.

What we offer

Our work with clients is **holistic** and we treat the whole person, both physically and emotionally.

Over time, clients can achieve real **change** and **personal growth**.

Windana provides a variety of programs, where clients learn new social and practical life skills to equip them for a successful life within the community.



Message from our Chairperson

This year, the support we have received from many different organisations and individuals has been extremely encouraging to everyone at Windana. This support has enabled us to enhance existing programs and provided a tremendous opportunity to widen the range of services we provide to our clients.

A special thanks to our Patron, Dame Elisabeth Murdoch, who continues to support us both in name and in person. We all appreciate her interest in our programs and attendance at our functions. Dame Elisabeth's participation is an inspiration to everyone connected with Windana.

The complexity of the issues surrounding drug and alcohol dependency presents us with ever-growing challenges and I would like to thank Windana's staff and CEO, Carol, for the extra effort that is continually provided so freely.

We believe that the path to success commences with walking in our door and we are rewarded by having the opportunity to provide each person with a positive experience to assist them with their future.

On behalf of the staff and clients of Windana, I am pleased to extend sincere thanks to our supporters and volunteers, all of whom have generously given of their time and skills.

To my fellow Board members, I thank you for your dedication. I would also like to acknowledge and thank our Committee members and Ambassadors, who are the army of people working behind the scenes to provide guidance and opportunities to assist Windana to fulfil its objectives.

Peter Hay

Chair

Windana's chair Peter Hay and our Patron Dame Elisabeth Murdoch.

Message from our CEO

With the support of our Board, management team, staff and volunteers, Windana has had an eventful and highly successful year. In particular, we have focused on consolidating our 'continuous quality improvement' systems, including data management, HR and payroll. Staff training, research, evaluation and developing a family focus within our programs will be high on our agenda in coming years.

The upgrade of capital equipment and facilities at various Windana sites has been undertaken. The generosity of philanthropic Trusts as well as Federal and State Governments has provided much needed funding to assist with compliance, modernisation and improved conditions for our clients.

It has been a time of great change at Windana, particularly with regard to how clients access our services. We continue to work on our quality improvement and ensure at all times that we provide caring and professional programs to those who seek our assistance.

Over the past two years, we have seen a spike in the number of clients seeking help who name alcohol as their primary drug of dependence. Harmful alcohol use is a major problem within families and requires continuing attention including, promotion of health and wellbeing and assistance in creating new beginnings for families affected by harmful alcohol use.

Our much loved Patron...

We are proud to have **Dame Elisabeth Murdoch** as our gracious and very generous Patron. To be supported with so much love and commitment is indeed precious and in her 99th year, we thank Dame Elisabeth for joining Windana staff, volunteers and guests on special occasions, such as the Garden Party at St Kilda.

Ambassadors...

We thank our loyal Ambassadors who supported us at the annual Garden Party, where we celebrated our achievements over the past year. Elizabeth Stoney, local artist, and John McLeod, philanthropist, joined us on the night and were welcomed as new Windana Ambassadors. They will continue to spread the word about our work within the broader community.

Volunteering...

For the second year in a row, Goldman Sachs JBWere staff generously donated their time and energy to a project at the Therapeutic Community in Maryknoll. The volunteer teams helped to landscape our new multi-purpose court, constructed fencing, created a new garden bed and also planted a commercial garlic crop. I would like to thank the Goldman Sachs JBWere staff members who volunteered and acknowledge their achievements. The work carried out will provide a legacy for future residents, who will enjoy the benefits of their hard work!

The State Government has provided funding to upgrade our facilities and ensure fire compliance within all of our programs. An extensive upgrade of the Drug Withdrawal House, including a new sprinkler system, will soon be undertaken.

Along with homelessness, disconnection from family and physical illness, mental health issues affect many of our clients. Our work has been enhanced by the provision of funding to "upskill" our workers in the field of dual diagnosis, or co-morbidity, (co-occurring mental health and drug dependence issues). This funding will greatly enhance our ability to assist the increasing percentage of our clients who present with dual diagnosis issues. As an organisation, we strive to provide the very best care to all our clients.

The upskilling will enable our workers to provide increased assistance to clients in maintaining good health and stability, when co-morbidity is a daily factor in emotional and physical wellbeing.

Philanthropy also plays a huge role in our ability to fulfil our Wish List and achieve our goals. We gratefully acknowledge the financial assistance of the Campbell Edwards Trust, City of Port Philip, Colonial Foundation, Goldman Sachs JBWere, John T. Reid Charitable Trust, The Leith Trust, McLeod Family Trust, Middle Park Fine Art Gallery, Myer Foundation and William Angliss Charitable Fund. To the silent benefactor who supports our Art Therapy across our programs each year, your ongoing commitment is greatly appreciated.

Thank you...

I would like to extend my sincere gratitude to the Board for their absolute commitment to Windana and our clients. Under the outstanding leadership of the Chair, Peter Hay, the Board guides our strategic direction and ensures governance is of the highest standard. I continue to be very appreciative of the great patience and wisdom shown by Peter in his role as the Chair.

Our clients...

We provide withdrawal, long term residential care, outreach and counselling services to over 600 individual clients each year. As they undertake recovery, many clients will seek assistance from Windana more than once. Our range of services is designed to meet the growing needs of our clients and we constantly strive to introduce new programs that will assist with helping people rebuild their lives.

This year we have focused on increasing safety and wellbeing for families, through various programs. We have created an ongoing partnership with Berry Street Victoria to assist in this process.

During the coming year we hope to build an extra house at the Therapeutic Community, to provide flexibility within the program. This new house is on the Windana Wish List. Eight extra residential beds will dramatically reduce the time clients spend on the waiting list to enter the program.

Marketing and Fundraising...

During the year, Red Sky Consulting worked pro bono with the Board and management to assist us to finalise our 'Wish List' and articulate our Vision for Windana. We have now also defined our key marketing messages and I am pleased to unveil our new tag line: **"Helping People Rebuild Their Lives"**. Our tag line epitomises the work we undertake as an organisation, both with our clients and within the broader community.

Funding...

We are delighted that the Federal Government has generously provided extensive financial support for existing, as well as new Windana programs. In particular, over the next 18 months, a fully evaluated Day Program will be established as a model. This program will be for clients who are currently not able to participate in a residential program, such as parents of young

children, providing them with the opportunity to attend a Windana program during the day. The flexibility of the Day Program will mean that they can then return to their own homes at night. This new program will assist parents to continue with their rehabilitation, stay connected to their children and eventually enter the workforce or return to study.

The management and staff team at Windana has worked tirelessly to meet our goals on the Strategic and Quality Work Plans, whilst providing a caring and supportive environment for the staff who work at the front line each day. As a team, we work to create opportunities for staff to excel in their endeavours, with special emphasis on training and job satisfaction. The standard of work carried out by Windana management, administration staff and program staff exemplifies the commitment and passion we feel for our clients and their journey to recovery.

Managers and staff of the Department of Human Services, the Department of Health and Ageing, Local Government, the Victorian Alcohol and Drug Association, partner agencies and corporate advisors also provide pragmatic support and advice, which is highly valued by everyone at Windana.

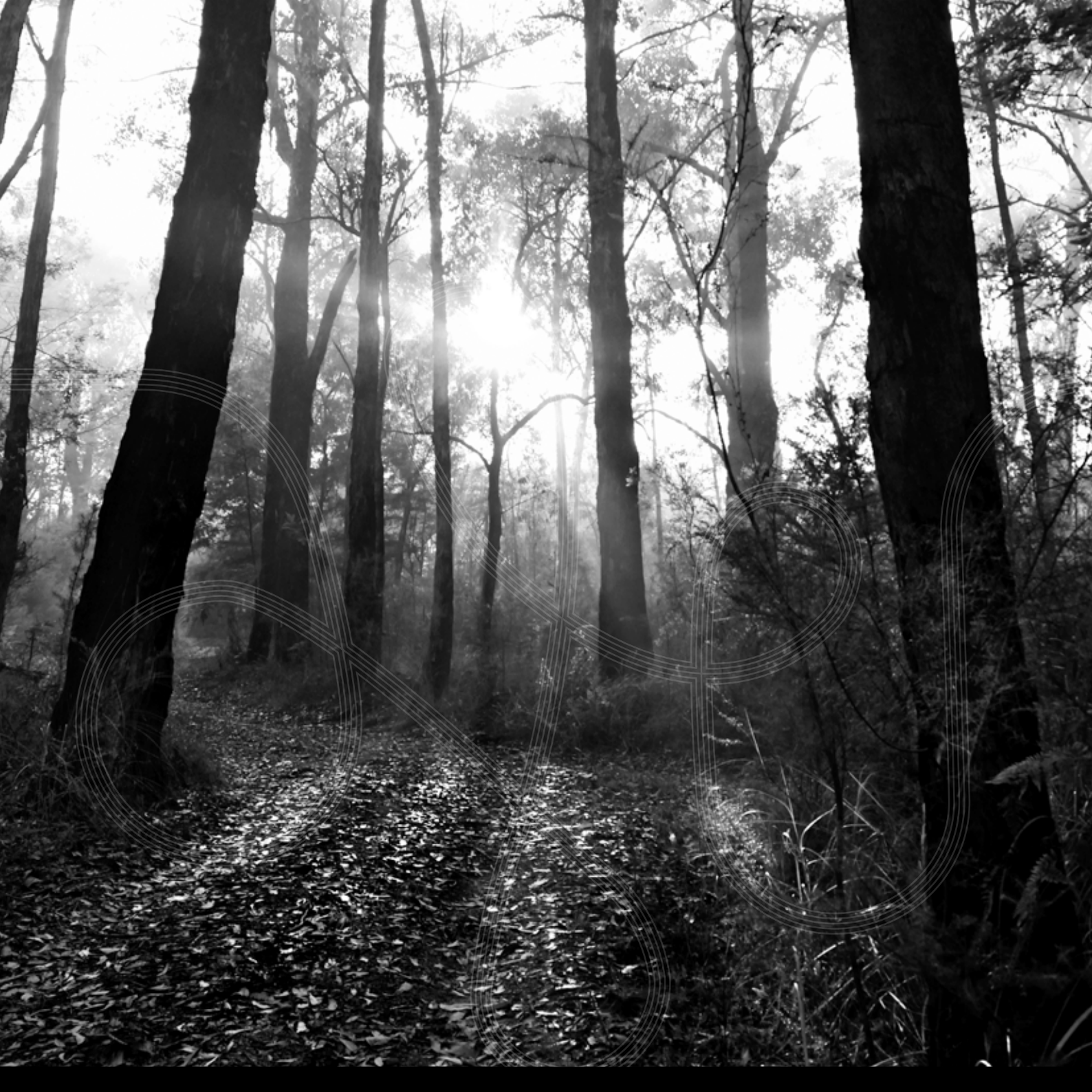
In conclusion...

I would like to thank the many clients who make the time to share their experiences with me. This allows an insight into the difficulties faced by our clients and also provides an opportunity, through direct feedback, to improve our services and, in some cases, create new programs.

Windana provides a crossroad for those willing to walk through the door, seeking professional support in their quest to create a new life. A life that is free of problematic drug and alcohol use. With the expertise and care of our staff, many clients are able to achieve their goals and regain control of their lives.

To do this takes great courage and determination and I am constantly in awe of the life changing choices made by our clients, as well as their willingness to work hard to integrate into the broader community, recreate relationships with family and friends and fulfil their dreams.

Carol Nikakis
CEO



Our Board Members

Windana's work is overseen by a committed Board, whose members strive to provide good direction and governance to us. All Board positions are honorary and we value the contribution made by past and present Board members. Board meetings are held monthly with an AGM scheduled in November of each year.

Peter Hay - Chair

Board commencement date 2004

Peter is a Director within the Audit services practice at KPMG in Melbourne, specialising in advisory services. Peter joined KPMG over nine years ago from ANZ, where he was a senior manager with the investment bank and a Trustee of the ANZ Australia Staff Superannuation Fund. Peter's career spans over 30 years in the financial markets sector, including over 10 years with both ANZ and merchant bank, Capel Court. Risk management, fraud reviews, project reviews, corporate governance reviews, Board self-assessments, strategic planning and compliance reviews are all part of Peter's extensive skill set.

Rebecca Smith - Deputy Chair

Board commencement date 1999

With qualifications in health, welfare and management, Rebecca has worked in government and community managed-service organisations in Australia and overseas. She has a solid skill base in community consultation, planning and program development and is currently working as a project consultant. Rebecca is also the Chair of the Windana Client Services Committee.

Jenny Gillam - Secretary

Board commencement date 2002

Jenny is the General Manager of Wallage Executive and has been with the company for over 10 years. In that time she has consulted to many medium and large private companies and not-for-profit organisations on the appointment of middle, senior and executive managers. Prior to this, Jenny enjoyed an extensive and varied career with the Commonwealth Government in the areas of employment, training and education. As a senior manager, she worked closely with the community and specific companies on a range of initiatives to create employment opportunities for the unemployed and other disadvantaged groups. Jenny has strong experience in the public, private and community sectors and consulting skills in Human Resources management and Executive recruitment. Youth, family issues, drug and alcohol service provision and education are all areas of particular interest for Jenny.

Anthony Rodwell-Ball - Treasurer

Board commencement date 2003

Financial, commercial and general management across a range of industries have formed Anthony's professional career. His particular skills lie in the area of financial and commercial management. Anthony's areas of interest are business re-engineering, process improvement, compliance and governance. As a volunteer in not-for-profit organisations. Anthony has been actively involved with the Royal Victorian Institute for the Blind, (now known as Vision Australia), Lifeline and the Mènière's Support Group. Anthony retired from the Board in May 2008. We wish him all the best and extend our sincere appreciation for his dedication and hard work for the Board and the Finance Committee.

Patricia Healy

Board commencement date 2006

Pat has worked for many decades in the areas of community and public health and occupational health and safety. She has worked mainly in research positions, but also in service provision and management with government bodies, community organisations and academic institutes. Pat also has a long record of voluntary work in the areas of alcohol and other drugs service provision, women's health and community development.

Des O'Connell

Board commencement date 1987

Des has a particular interest in the Windana Therapeutic Community where he was active in the planning, fundraising and building of Peter's Place - a mud brick building created to provide a place for reflection and quiet meditation. His background of employment was as a Navy Officer and he holds qualifications in finance management, aircraft inspection and architecture. On a personal level, Des has a strong commitment to alcohol and other drugs rehabilitation services.

John Gall

Board commencement date 2006

John has recently retired after 12 years as Managing Director of Franklin Templeton Investments Australia Limited, a subsidiary of Franklin Templeton, a large US based Global Investment Manager. Prior to that, John worked for the National Australia Bank for 39 years, where he held several senior executive positions in international banking and investment services. John has always been active in industry and community affairs, with an interest in fund raising and marketing, and is now making an important contribution as Chair of the Windana Marketing and Fundraising Committee.

Dr David Lewis

Board commencement date 2006

David is a clinician in the fields of General Medicine and Occupational Medicine. David has a particular interest in and involvement with our Therapeutic Community, where he provides GP consultation to its residents. David retired from the Board at the end of the financial year and we wish him well.

Sally Webster

Board commencement date 1999

In addition to experience in research and television journalism, Sally has built a career in various areas of law such as workers compensation, litigation, and migration. Her current work is in migration, which has led her into the area of human rights. Sally was a founding member of The Justice Project in 2004, together with Julian Burnside QC and others, and continues to contribute her professional experience in the areas of refugee law and governance of not-for-profit organisations.

Carol Nikakis

Windana CEO

Carol Nikakis commenced her role as CEO with Windana, with the aim of bringing 'fresh eyes' to the organisation after a period of immense change. Strong leadership and support for the staff has assisted Windana to move into a new phase of development. Previously Carol established a food rescue charity (One Umbrella) with a group of friends. As the founding CEO over a seven year period, Carol was instrumental in creating a volunteer organisation that now provides 200,000 meals to soup vans and shelters each year. A landmark piece of legislation was created with the Hon John Thwaites MP and the Victorian Law Institute to allow food to be donated to charity without common law liability. This legislation is now being implemented across Australia and has enabled over \$40m of useable food to be passed to charity, rather than dumped in landfill. Carol has three adult daughters and in another life, ran a landscape design business, creating colourful city gardens with a small, committed team.

Committees to the Board

– during the year 1 July 07 – 30 June 08

Finance/Governance Committee:

Amy Jewell (Chair), Rebecca Smith, Peter Hay, Amanda Kelly, Carol Nikakis.

Client Services Committee:

Rebecca Smith (Chair), Pat Healy, David Lewis, Keith Edwards, Carol Nikakis.

Marketing & Fundraising Committee:

John Gall (Chair), Peter Hay, Carol Nikakis, Fiona Jordan, Hugh Bourke, Noel Sturgeon, Maryann Mannix-White, Sally Webster.

HR Committee:

Jenny Gillam (Chair), Carol Nikakis, Brad Armstrong.

Data Management Steering Committee:

Michael Pontifex (Chair), Rebecca Smith, Pat Healy, Amanda Kelly, Sarah Fair, Louisa Turner.

Director of Client Services

97 staff, 600 individual clients treated, making 1160 completed episodes of care

31,500 hours of direct care

1,240 therapy and educational support groups

1,500 1-1's

This year, Windana provided services and support to over 600 individual clients. This totalled 1160 completed episodes of care. We provided services including assessment and referral, youth and adult residential drug withdrawal, residential rehabilitation, supported accommodation, parenting and family support, outreach and counselling.

We are considered experts at working with people who have drug dependency problems, however the people presenting for our services are often dually diagnosed (having co-occurring mental health and drug dependency problems). In line with the State Government's Dual Diagnosis Plan, Windana is well underway with its plan to become a welcoming 'no wrong door' service provider.

As part of our ongoing Continuous Quality Improvement Plan, a review of how clients enter our services was carried out. Its findings have been used as the basis for our future planning. We have implemented some immediate improvements and intend to continue to improve our services as opportunities arise. The recommendations have framed a policy position on how existing clients might be fast-tracked into vacant beds, whilst still supporting people in our community preparing to enter residential treatment. These changes have meant acknowledging the tensions that exist between empty beds, people on waiting lists and the need to fast-track people based on readiness, regardless of the date they were assessed for treatment.

I cannot emphasise enough the importance of accessible integrated services for people seeking drug treatment. Our programs promote a sense of belonging to family and community and aim to empower clients to uncover their optimism for life. Whilst in treatment, clients are provided with routine, structure and a safe place to: improve their level of physical fitness, learn about drug dependence, build early

recovery, relapse prevention skills and importantly, receive support to make realistic plans for their future.

The period when clients leave a residential program is often the time when they are the most vulnerable to relapse. Once back in the community, it can be extremely difficult for clients to remain focused and establish sustainable and healthy routines. Windana is committed to developing programs that will better incorporate clients' families and significant others in providing positive reinforcement in the rehabilitation process and helping to reduce relapse when re-entering the wider community.

The staff of Windana bring a wealth of knowledge and experience to their work from a clinical perspective, but more than that, they bring compassion and empathy to provide an environment that is supportive and open to all our clients' needs. I would like to thank each and every staff member for their untiring commitment to Windana and the clients we assist.

As to the future, Continuous Quality Improvement, Evidence Based Practice and Clinical Governance are informing our direction and ensuring we will do our best work for service users. Windana is committed to remaining accessible to its traditional client base and their families, whilst working towards identifying those in our community who may require our services.

For the second year in succession, Windana saw more clients whose primary drug of concern was alcohol, rather than heroin. People reporting alcohol as their primary drug of concern rose from 35-40% of all clients during the year. Clients reporting heroin as their primary drug decreased by two percent and cannabis decreased one percent.

Keith Edwards

Director Client Services



Gender of clients

Male	60%
Female	40%

Where referrals come from

Self	44%
Alcohol and Drug Service	21%
Legal	11%
Family/Relative/Friend	3%
Homeless Services	1%
Other Alcohol & Drug Treatment, Same Service	14%
Other	6%

Primary drug of dependence, in order of most frequent

Alcohol	40%	Benzodiazepines	5%
Heroin	23%	Buprenorphine	2%
Cannabis	16%	Methadone	1%
Amphetamines	10%	Morphine	1%

Age range of client

10-14 Years	0.09%	45-49 Years	6%
15-19 Years	5%	50-54 Years	2%
20-24 Years	10%	55-59 Years	2%
25-29 Years	18%	60-64 Years	1%
30-34 Years	22%	65-69 Years	0.4%
35-39 Years	20%	70-74 Years	0.09%
40-44 Years	13%		

The Windana Community Centre

If you walk through any of Windana's doors, you will discover a range of complementary therapies and medicines that are the cornerstone of our holistic approach. Many Windana clients seek our services with this in mind. For others, Windana may be their first contact with complementary therapies, introducing them to new pathways in the journey to recovery from harmful drug and alcohol dependency.

The Windana Community Centre (WCC) has seen close to 2000 consultations this year. At the centre, we offer our diverse client base the support of a broad range of complementary services. Many of Windana's clients, as part of their withdrawal program, can access healthcare such as acupuncture up to twice a week. If these clients need further assistance once back in their communities, free or low cost volunteer or student-supported practitioners are easily accessible. Individuals participating in other Windana programs are also able to see our Naturopath for low cost vitamin and herbal consultations and attend yoga and meditation classes on Sundays.

Many members of the wider community visit the WCC for health care. These clients choose the centre knowing that their health investment is not solely for personal gain. All profit from WCC is channelled back into improving Windana's services. "Be well by doing good" – is an enlightened ethical stance embraced in the hearts of these people, who consider others' personal well-being as well as their own.

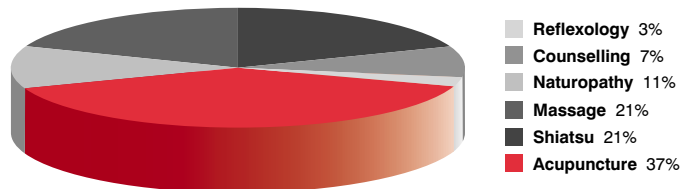
Clients of other community-based services, such as the Sacred Heart Mission, also seek professional advice and treatment from practitioners at our centre. The WCC is responding to the needs of those who seek our care and is growing and flourishing by branching out and introducing new services. This year, we added four additional complementary therapies – Thai Massage, Kinesiology, Reflexology and Art Therapy. These new services are offered alongside existing services such as low cost massage, naturopathy, shiatsu, acupuncture, reiki, meditation, yoga and counselling. In June 2008, during Drug Action Week, the WCC was proud to showcase its services to the public at an Open Day.

Windana continues to be unique in its approach to drug and alcohol treatment by maintaining excellence in complementary therapies and medicines. We are experienced in offering mentorship programs based on the training of natural therapists. Our acupuncture student and volunteer-based outpatient program has run for over fifteen years and will continue into the foreseeable future. We have a strong track record with student clinic partnerships and in the forthcoming years we are expanding to include additional undergraduate health clinics.

Michelle Leber

Manager WCC

Health Services Generating Income 2007-2008



Total Number of Client Visits Accessing Health Services = 578

Non-concession clients = 28%

Concession clients = 72%

Supported Accommodation

The Windana Supported Accommodation Program offers a community based program for adults and families whose lives have been affected by drug and or alcohol use. The aim of the program is to provide transitional housing for people who require assistance in addressing drug and alcohol related issues. An individual treatment plan is developed with each client and assistance is offered in accessing support within the community. Practical support is provided to empower people to make positive changes and improve their quality of life.

There are two distinct phases to the Supported Accommodation Program. The intensive support phase introduces clients to the program as a whole. Improvements to this phase of the program include daily meetings, social outings, art therapy, structured groups and weekly educational sessions based around health and living skills, such as cooking. Residents have welcomed these changes and their feedback has seen us continue to improve upon this.

The second phase of the Supported Accommodation Program introduces clients to living more independently, with the support of weekly groups and the allocation of an individual Windana case worker. Clients in all phases of our program can attend our monthly recreational outings. During the school holidays these outings are tailored so that children can also attend.

New client feedback systems have been developed, enabling the program to be more sensitive to the needs of our clients and to assist us in developing appropriate services.

Through the generosity of the Flora and Frank Leith Charitable Trust, and in consultation with the current client group, a new initiative to create "Starter Packs" has commenced. These packs include items essential to meeting clients' basic needs as they commence independent living within the program. The packs include food and a range of personal items and have proven to be a beneficial and much appreciated support.

We are also very grateful to St. Augustine's Southern Opportunity Shop for continuing to support our program and clients. Their generous contributions have afforded us numerous opportunities to develop and increase the clients' social development groups - an integral part of our treatment structure.

In closing we would like to thank all our clients, past and present, and the external agencies we have worked with over this last year.

Val Andrews

Program Manager



Adult Drug Withdrawal Program

Windana provides a 24 hour, supervised withdrawal program at Drug Withdrawal House, in St. Kilda. Caring and experienced staff deliver a holistic program in a safe and homelike residential environment.

The continuing care and professionalism of the drug withdrawal team has meant that over the past year more than 600 adults have been provided with a comprehensive service that has sought to become both more inclusive and more expansive.

Unlike previous years, the Drug Withdrawal House was this year able to accommodate clients on substitute therapies, such as Methadone and Buprenorphine. The program continues to actively work at increasing opportunities for a broad range of clients to access our services. To facilitate this, along with getting to know and “break in” a new Manager, the staff have developed new skills and adopted greater flexibility - all of which has been achieved with remarkable accomplishment, tenacity and humour, whilst displaying the warmth that characterises the Windana Drug Withdrawal Program.

The program continues to expand, with new activities and therapies being added to an already comprehensive program. This further enhances our emphasis on choice and opportunity, by providing a wide range of treatment options for our clients.

The structure of the program has been streamlined, to provide more time for individual client case management and counselling. Two Team Leader positions have been created and the Team Leaders ensure that the quality and smooth running of the program continues on a daily basis. Our Naturopath's role has been enhanced, allowing residents to have more comprehensive access to natural therapies. Many staff changes have occurred in the last year and all staff bring with them a wide range of valuable experiences and knowledge which further enrich the program.

The Drug Withdrawal House staff have continued to develop their skills and expertise by spending time working within other external services, attending conferences and continuing their academic pursuits. This practice ensures additional skills are consistently introduced to our program.

There has also been an ongoing rotation of students and workers from other services undertaking placements in the program. These placements have brought new ideas and a contagious enthusiasm, whilst helping to promote good linkages between Windana and other service providers.

On a personal note, I would like to thank the staff of Drug Withdrawal House for their tolerance and patience in helping me to settle into my position as manager. Special thanks to the Team Leader who acted as program manager prior to my appointment and from whom I borrow the following heartfelt tribute:

“Most of all, I would like to acknowledge the great courage, dignity and strength of our client group, who are the spirit of our work and put the meaning into our service delivery.”

Marcus Forsythe

Program Manager



NORONA
Port Latta
0818200000
08182222
A small sign on the door.

NO SMOKING
Thank You!

WINDANA
COMMUNITY
RESIDENTIAL DRUG
WITHDRAWAL UNIT

Community Services Program

The Community Services Program comprises two teams. The Intake and Assessment team provides information and assessment for clients who require withdrawal treatment and or long-term residential rehabilitation. The team also assists clients with pre-admission planning and manages all bed allocations for Windana programs.

The Counselling team provides counselling, case management and family therapy. Grief and loss counselling is extended to individuals who have completed treatment in a Windana residential program and their families.

Performance highlights 2007-2008

- Our duty workers responded to 4203 calls and drop-ins.
- 975 assessment appointments were offered for the Drug Withdrawal House and the Therapeutic Community.
- In August 2007, a Therapeutic Community Preparation Group was formed to enable clients to meet with their peers already in residence at the Therapeutic Community, prior to commencing the program. Clients commented that this opportunity made a difference both to their anxiety levels about entering the program and also helped them to settle in. The outcome has been a significant improvement in attendance and retention within the Therapeutic Community.

Future directions for Windana include:

- Implementation of the 'Windana Challenge' which is a post treatment support group which aims to assist clients in structuring their days and maintaining their goals over a four week period.
- Establishment of the Grief and Loss Education and Support Group.
- Continued streamlining of the assessment and entry process for clients wishing to enter Windana programs.
- Ongoing implementation of strategies to shorten wait times, through the use of extra residential capacity at the Therapeutic Community.

The team is to be commended for their expertise, resilience and hard work.

Sarah Fair

Program Manager



Windana Youth Community House

Windana Youth Community House (WYCH) offers a supportive residential environment to young people aged 12 - 21, who are experiencing problems associated with alcohol or other drugs. The program focuses on all aspects of our clients' wellbeing and is underpinned by Windana's philosophy, values and holistic treatment approach. The courage, strength and determination shown by our young clients and the support and commitment of our staff inspires the ongoing development of our program services.

This year, 99 young people have attended WYCH to withdraw from alcohol and other drugs, with some returning for multiple stays. One trend emerging is the extent of complex issues facing the clients involved in our program. These include: co-existing mental health and substance abuse (dual diagnosis), homelessness, housing issues, disconnection from family or significant others, unemployment and involvement in the criminal justice system. The team has consolidated the work commenced during the previous year to ensure that comprehensive planning is undertaken with each client to address key issues in their lives - at commencement, during and following their stay at WYCH.

This year we focused on further development of our program. We established a complete team of full-time staff, with various professional backgrounds. This has provided WYCH with a multi-disciplinary team enabling us to offer a wide range of treatment approaches to the complex issues affecting our clients.

The highlights this year for WYCH have been many and include:

- A well-developed, seamless intake system that assists young people to enter the program. We are increasingly conducting assessments of young people in correctional facilities, psychiatric support services and other alcohol and drug services.
- Through the successful recruitment and training of full time staff and relievers earlier this year, a pool of skilled clinicians now exists, adding value and strength to the program.
- Participation in a range of professional development activities has provided staff with the opportunity to expand their skills and knowledge base.
- Considerable planning and effort has been put into achieving our goal of providing young people with the best possible service we can offer and to make the program more "youth friendly".
- Positive and encouraging feedback from our clients indicates that the support and assistance offered by staff is the stand-out feature of their stay at WYCH.

When I read comments from our young clients about what WYCH has meant to them and discuss with them their dreams and aspirations for the future, I feel a strong sense of hope and inspiration. I would like to express my sincere appreciation to all the staff and supporters of WYCH and look forward with great optimism to the year ahead.

Anthony Grimm

Program Manager



Outreach Program

SAFE at Home

The SAFE at Home Program focuses on supporting the children in families where one or more of their parents are drug dependent. There has been a significant increase in the number of Windana clients who have addressed family issues as part of their drug treatment and a corresponding increase in the level of assistance and support provided to extended family members.

New initiatives and services have been introduced and the program offers a broad range of opportunities, including:

- Long term outreach case management, which is uniquely neither time or region limited;
- Structured educational groups that focus on child development and parent-child relationships, for example the Positive Parenting Program and the Tuning In Program (emotionally connecting with your child);
- The facilitation and support of access visits for parents who may not have had regular contact with their children for some time;
- Supervised play therapy at the Therapeutic Community;
- Information, advice and advocacy with the aim of linking parents and children to appropriate community resources;
- Access to brokerage funds to purchase resources that promote children's resilience, for instance membership of football clubs, children's art therapy and assistance with clothing and school books;
- Membership of Victorian Relief Material Aid to assist with food and basic household supplies;
- Consultation with staff at Windana programs to assist with support for our clients who have children in shared care.

To cap off a productive year, staff of the SAFE at Home Program were thrilled to be awarded the Victorian Children Communities' Award (Drug and Alcohol category) in June. This Award is sponsored by the Jack and Robert Smorgon Families Foundation and acknowledges excellence of programs and workers working with children in our community.

We are very pleased and encouraged to have received this wonderful accolade of our work.

Peer Support

The Peer Support Program provides an opportunity for clients to meet as a group during their recovery, to gain insight and strength from shared experiences in a supportive environment. The program continues to grow and we now have weekly groups at St Kilda, Dandenong and Rosebud. The Dandenong program is enhanced by our collaboration with South Eastern Alcohol and Drug Service (SEADS) and our Rosebud program is a community peer support collaboration, which has continued to see growth in attendance numbers this year. We have received regular, positive feedback from other agencies and Windana has been acknowledged as having expertise in establishing and facilitating peer support groups.

Street Project

The Street Project was established in partnership with Sacred Heart Mission to assist clients with complex life issues to access drug and alcohol services. This year, through the Windana worker, we have increased the number of homeless clients able to participate in drug treatment. Both agencies have prioritised access to complimentary therapies and clients have embraced this opportunity. The effective collaboration between Sacred Heart Mission and Windana clearly demonstrates the value of drug treatment and supported accommodation services in assisting an extremely vulnerable and at risk client group. Anecdotally, clients have expressed that the availability of drug treatment at Sacred Heart Mission is both welcomed and valued.

Karen Efron

Program Manager



Human Resources (HR) and Occupational Health & Safety

During another exciting year at Windana we have focused on recruitment, staff retention, performance development, Continuous Quality Improvement and Occupational Health and Safety. We have placed an emphasis on general staff training, including Incident reporting, the Bill of Human Rights (Victoria), change management, leadership training, advanced driver training, first aid, Incident Response Coordinator training and other program specific courses, such as Certificate IV in Alcohol and other Drugs (the minimum qualification requirement for all frontline staff).

Policies and procedures were given precedence as part of Continuous Quality Improvement. A number of new policies have been added and revision of the templates, design and version control of the existing HR Manual has been undertaken.

A new HR software system has been implemented, with the much appreciated assistance of HR specialists, Cambron Pty Ltd. In the coming year, we will be able to electronically track staff training and qualifications, as well as implement a staff performance and development process across the organisation. Windana's successful recruitment of skilled staff highlights our standing as a high quality, caring employer within the drug and alcohol sector.

As a part of the Strategic and Quality work plans, we have concentrated on raising awareness of Occupational Health & Safety (OH&S) compliance at Windana via staff surveys, provision of information and training and the implementation of new procedures. An OH&S Committee, comprising of enthusiastic staff representatives from each Windana location, meets on a regular basis to ensure the ongoing provision of a safe workplace.

I am pleased and proud to thank our staff for their tireless commitment to the values and vision of Windana.

Brad Armstrong

Human Resources Officer



Pictured Left : Karen Efron, Program Manager, Outreach Program – holding the award.

*Pictured Right : Outreach Program – Amanda Kelly, Business Manager
– accepting Windana's award for the SAFE at Home Program*

Therapeutic Community

The Therapeutic Community (TC) has had a fortunate and abundant year. The rural property on which we are situated continues to develop. We are very pleased with how our organic farm, with the benefit of increased water storage capacity, has assisted in our Eco-Therapy Program. This program provides productive activities for residents, who participate in programs such as our commercial garlic crop, the growing of organic fruit and vegetables, milking of Bonnie our cow and our goats, while learning new life skills.

In November 2007, in conjunction with Odyssey and the Youth Substance Abuse Service (YSAS), Windana hosted the 'Australasian Therapeutic Communities' Conference held in Melbourne. Workshops conducted by our Eco-Therapy facilitator, Wendy Bell, were well attended by delegates, many of whom visited our farm to witness the program in action.

Streamlining of the intake process has led to a reduction in wait times to enter the program and consistent rise in the number of admissions. The building of four new bedrooms to increase capacity and adjustment of staff rostering to facilitate orientation for new residents is assisting to meet this challenge.

In the next twelve months, the building of partnerships with mental health services will enhance inclusivity and retention of our residents who present with a dual diagnosis. Without assistance from other professionals, these clients may struggle to adjust to living in residential alcohol and drug rehabilitation.

Quality of life for resident parents within the TC has been enhanced this year, through the provision of a toy library by the Windana SAFE at Home program. The newly completed basketball court has also provided much fun for residents whilst encouraging physical activity. Our refurbished audio visual room, with movie projector system, has provided educational and recreational opportunities.

photos supplied by Karena Goldfinch.

The principles of peer education, collective support and healthy domestic and work routines continue to underpin the strength of our community as the primary method for change. The motivation of residents, the dedication and passion of staff and the ongoing support of the wider community provide a dynamic and unique opportunity for meaningful change and personal development within our Therapeutic Community setting.

Antigone Quince

Program Manager





Marketing Report

It has been an exciting year on the marketing front for Windana. A review was undertaken by Board and management, facilitated by Red Sky Marketing, to assist us to create core messages of who we are, to be used within all our marketing and fundraising activities.

Earlier in the year we finalised a “rainbow” of program and service brochures. These brochures have two purposes. Firstly, to educate and inform those in need of our assistance and, secondly, to market who we are and what we do to potential sponsors, donors, government and philanthropic trusts. We gratefully acknowledge the expertise (and patience) of Matthew Braden and the qubeGroup. Qube’s generous contribution of marketing and design expertise, including the donation of particular pro bono services, ensures that we are able to meet our marketing goals within our prescribed budget. At long last, and again with the skilled assistance of the qubeGroup, we have seen significant development and growth of our website.

We have also finalised both corporate and client DVDs, and would like to thank the staff of Kurioz Media Production for their creation of these beautifully compiled and informative “snapshots” of Windana. We are very appreciative of their dedication to the successful achievement of demanding production deadlines.

Led by its dedicated Chair, John Gall, our Marketing Committee, provides ongoing guidance and assistance with the implementation of Windana’s marketing strategies and goals. We look forward to following through with some exciting new projects and ideas in the coming year.

Most of all, I would like to thank Windana’s clients for keeping me grounded. Your stories and your dedication to making your lives better is inspirational. I trust that the work I do represents a tangible benefit for this wonderful organisation.

Fiona Jordan

Marketing Officer

Letter from a parent...

As you are aware our family recently attended an extraordinary event at the Windana property at Maryknoll. The graduation of our son James* from the Windana program at Maryknoll.

We, like everyone else there, were overcome by the emotion of the evening and by the genuine admiration held for James, on his graduation from the program. We understand that there are precious few of these events and we hope that those attending the graduation will have seen that escape from the despair of alcohol and drug addiction is not only possible but also achievable.

The years leading up to James's acceptance into the program are too painful to describe. The time spent at the Windana program and leading up to the graduation had been a year of hope, circumvented in the back of the mind by the real concerns of sliding back to where James had come from. As time passed we saw changes, from 'I will stay for a couple of months' to 'I am going to finish this and graduate.' For a person who has never completed anything in his life this was a remarkable turn around. James got stronger in his mind and body and began to see that a 'normal' life was not only achievable but also desirable.

Windana's understanding and sense of purpose were making sense. It was all heading somewhere and the rules, sometimes considered trivial, were not meant to be broken and if they were, there were consequences. Remarkably the consequences were accepted and the transgressions diminished.

Windana has instilled a sense of purpose in James to make a new life, to set goals and achieve. I was particularly impressed by the sobering comment at the graduation that this was not the end, but the start of a new way of life that is full of hope and expectation and that you must apply the disciplines learned every day. But if you stumble, you are not discarded, but asked to pick yourself up and get back on the road, with help and understanding.

We now see an adult with determination, structure, confidence and a sense of purpose for a fulfilling life. The program has given my other children back their brother, and my wife and I back our son, who has been missing for so many years. And for that we will be eternally grateful.

Thank you for doing what you do.

** Please note client's name has been changed.*



Letter from a previous client...

In April 2005 I entered the TC when my life had spiralled out of control and my drinking had become deadly serious. I felt like I had lost everything - my family, my friends, but most of all myself. I was very scared and lost and felt very unworthy.

I settled into life at the TC and seemed to be managing okay, getting up early in the morning to do recreation. Work in the garden on a cold winters day wasn't normally my idea of a good time, however for me it was a lot better than sitting in my unit drinking and thinking how easy it would be if I could just die.

One day I was called into the Manager's office and she had to deliver the news to me that my sister had been murdered. For me this was devastating news and I didn't know what to do, I didn't want to feel what I was feeling even though I really didn't know what I was feeling, all I wanted to do was run. When I got completely honest with myself I knew that it wasn't about running, it was about drinking as that had always been the way I had coped with pain before. So I stayed and allowed myself to be guided by the Windana community. Over the next few weeks whilst I was grieving I felt safe and protected - something I hadn't felt very often in my life before.

I stayed at the TC for eight months and I learnt so much. I learnt about relationships, community and unconditional love, but mostly I learnt its ok to be me. I don't have to wear masks. What is offered to us at the TC is truly a gift, a gift that I don't believe can be fully appreciated until you leave. Of all the gifts I have received in my life this is one I cherish and hold close to my heart. Windana to me is family. I remember when I first arrived at the TC and I thanked Tig for having me, she said to me "once you are part of the Windana family you are always a part of the Windana family", and today I know that's true because Windana has always been there for me. I don't get to visit as often as I wish I could but when I know I'm coming for a visit I am like a child at Christmas time - I can't sleep the night before and I am up very early in the morning just because I am so excited.

Today my life is very different, I study full-time, I work part-time and I do some volunteer work one day a week. I have a very loving relationship with my children based on respect and honesty and when I am with them I feel like the luckiest woman in the world.

Today I feel worthy, I feel like I belong and I feel like I have purpose. All this was made possible by the opportunities offered to me at Windana.

I have a dream to one day work at Windana - how good would that be! Helping others is something I am very passionate about, being surrounded by people I love.





Desert Garden's and Melbourne Angels Exhibition

I see a lot of connections between art and charity. Both need understanding and support from the community. Artists can make a difference in the world...they are important elements of society but are often not well understood by people in general, and the same could be said of charity organisations. This is why I decided to support Windana when I created the Humanity in Motion Exhibition which was held at the Federation Square Atrium in December 2007. It allowed me to alert my patrons, clients and associates to Windana as well as promoting the organisation to the general public.



I discovered Windana through Cr Darren Ray in 2006. I attended the Windana Garden Party and met many of their staff and was so impressed by the way their caring manner was so grounded. For many years I have had the idea of aligning one of my exhibitions with a charity and once I had met the staff and discovered the exceptional work they do I decided that Windana was the charity I had been looking to support.



The best part about the exhibition was that it was successful for all of us. Money was raised for Windana through the sale of paintings and gift cards and more importantly, Middle Park Fine Art Gallery and Windana were able to promote themselves to the general public. This will hopefully increase success for both parties. I found that the exhibition increased the support and understanding of my long term supporters and art associates – they have really begun to understand what I am trying to do. I could see the collective 'humanity' of these people gaining 'motion' following the Desert Gardens and Melbourne Angel's Exhibition.

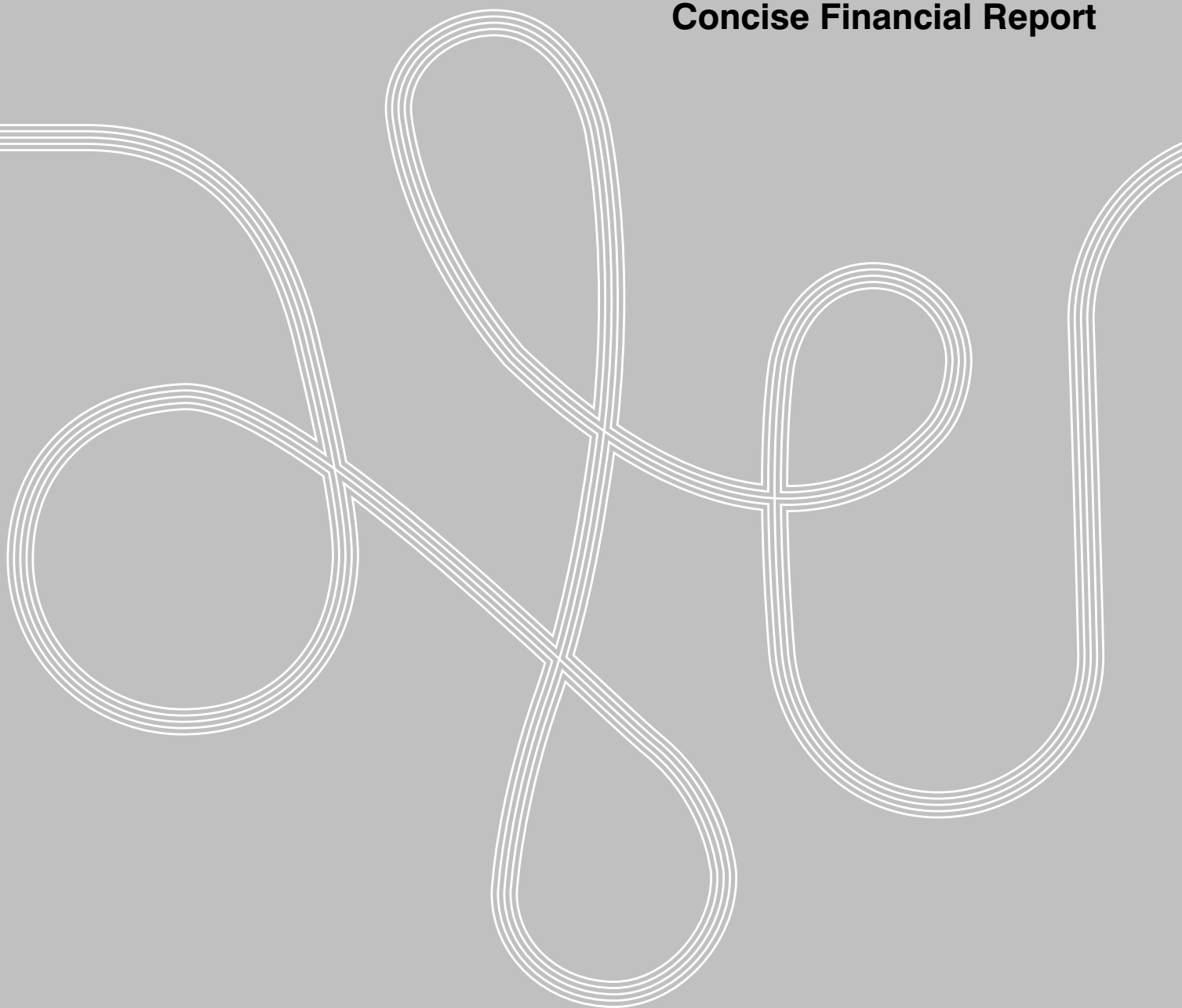


I would like to thank the team at Windana for their support as well as Cr Darren Ray, Leigh MacKay, musicians: Alexander King, Tobias Cummings and Mary Doumany (who are now supporting Windana in ways I could never have hoped for), Alan Nelson, Little Fish, South Melbourne Market, Federation Square, City of Port Phillip, San Benedetto and Kurioz. Without their help we would not have been able to run the exhibition.

Elizabeth Stoney

Windana Arts Ambassador
and Curator of Desert Garden's & Melbourne Angels

Concise Financial Report



30th September 2008

The Board of Management

The Windana Society Inc
88 Alma Road
ST KILDA VIC 3182



INDEPENDENT AUDITOR REPORT TO THE MEMBERS OF THE WINDANA SOCIETY INC

Report on the Concise Financial Report

The accompanying concise financial report of The Windana Society Inc. (the Society) comprises the balance sheet as at 30 June 2008, the income statement, statement of recognised income and expense and cash flow statement for the year then ended and The Windana Society Inc. for the year ended 30 June 2008, and the discussion and analysis. The concise financial report does not contain all the disclosures required by Australian Accounting Standards.

Board's Responsibility for the Financial Report

The Board is responsible for the preparation and presentation of the concise financial report in accordance with Accounting Standard AASB 1039: *Concise Financial Reports* (including the Australian Accounting Interpretations), statutory and other requirements. This responsibility includes establishing and maintaining internal control relevant to the preparation of the concise financial report, selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the concise financial report based on our audit procedures. We conducted an independent audit, of the financial report of The Windana Society Inc for the year ended 30 June 2008. Our audit report on the financial report for the year was signed on 30 September 2008 and was not subject to any modification. The Australian Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free from material misstatement.

Our procedures in respect of the concise financial report included testing that the information in the concise financial report is derived from, and is consistent with, the financial report for the year, and the examination on a test basis, of evidence supporting the amounts, discussion and analysis, and other disclosures which were not directly derived from the financial report for the year. These procedures have been undertaken to form an opinion whether, in all material respects, the concise financial report complies with Accounting Standard AASB 1039: *Concise Financial Reports* and whether the discussion and analysis complies with the requirements laid down in AASB 1039: *Concise Financial Reports*.

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 Australian professional ethical pronouncements.

Auditor's opinion

In our opinion, the concise financial report including the discussion of The Windana Society Inc for the year ended 30 June 2008 complies with Accounting Standard AASB 1039: *Concise Financial Reports*.

Webb Audit Pty Ltd

A handwritten signature in black ink, appearing to read "Andrew P. Marks".

Andrew P. Marks

Director

STATEMENT OF BOARD

for the Year Ended 30 June 2008

The directors of The Windana Society Inc declare that the concise financial report of The Windana Society Inc. for the financial year ended 30 June 2008 as set out in pages 4 to 10

- (a) complies with Accounting Standard AASB 1039: Concise Financial Reports; and
- (b) is an extract from the full financial report for the year ended 30 June 2008 and has been derived from and is consistent with the full financial report of The Windana Society Inc.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:



Mr. Peter Hay
Chair



Ms. Amy Jewell
Treasurer

Melbourne, September 2008

BALANCE SHEET

for the Year Ended 30 June 2008

DISCUSSION AND ANALYSIS OF THE FINANCIAL STATEMENTS

Information on The Windana Society Inc Concise Financial Report

The concise financial report is an extract from the full financial report for the year ended 30 June 2008. The concise financial report has been prepared in accordance with Accounting Standard AASB 1039: Concise Financial Reports.

The discussion and analysis is provided to assist members in understanding the concise financial report. The discussion and analysis is based on financial statements and the information in the concise financial report has been derived from the full 2008 Financial Report.

Income Statement

The Society returned a deficit from operating activities this year which is according to the approved budget.

Balance Sheet

Net Assets of the Society have increased by \$180,430. This was mainly attributable to an increase in Property, Plant and Equipment of \$191,767.

Cash Flow

Cash flows increased relative to 2007. This was due to an increase in Government Grants to fund new programs in the 2009 financial year. This funding has been recognised in grants received in advance (see Note 3(b)).

INCOME STATEMENT

for the Year Ended 30 June 2008

	Note	2008 \$	2007 \$
Revenue	2	5,274,453	4,932,796
Employee Benefits Expense		4,137,910	3,855,670
Depreciation		157,102	155,809
Administration Expenses		1,028,803	921,508
SURPLUS/(DEFICIT) Before Income Tax	4	(49,362)	(191)
Income Tax Expense		-	-
SURPLUS/(DEFICIT) From Operations		(49,362)	(191)

BALANCE SHEET

for the Year Ended 30 June 2008

	Note	2008 \$	2007 \$
Current Assets			
Cash and cash equivalents		2,794,450	1,372,887
Inventories		26,501	27,022
Other Current Assets		5,673	4,914
Total Current Assets		2,826,624	1,404,823
Non Current Assets			
Property, Plant and Equipment	5	5,064,252	4,872,485
Total Non Current Assets		5,064,252	4,872,485
TOTAL ASSETS		7,890,876	6,277,308
Current Liabilities			
Trade and other payables		793,017	497,788
Provisions		242,192	234,709
Grants received in advance		1,706,878	653,786
Total Current Liabilities		2,742,087	1,386,283
Non - Current Liabilities			
Provisions		208,351	131,019
Total Non - Current Liabilities		208,351	131,019
TOTAL LIABILITIES		2,950,438	1,517,302
NET ASSETS		4,940,438	4,760,008
Equity			
Reserves		2,513,480	2,283,688
Retained Earnings		2,426,958	2,476,320
TOTAL EQUITY		4,940,438	4,760,008

STATEMENT OF RECOGNISED INCOME & EXPENSE

as at 30 June 2008

	Retained Earnings \$	Asset Revaluation Reserve \$	Capitalised Grant & Donations Reserve \$	Total \$
BALANCE at 1 July 2006	2,300,581	2,101,242	219,333	4,621,156
(Deficit) attributable to members	(191)	-	-	(191)
Recognised directly in income	-	-	(36,887)	(36,887)
BALANCE at 30 June 2007	2,476,320	2,101,242	182,446	4,760,008
Surplus/(Deficit) attributable to members	(49,362)	-	-	(49,362)
Recognised directly in equity	-	-	229,792	229,792
BALANCE at 30 June 2008	2,426,958	2,101,242	412,238	4,940,438

CASH FLOW STATEMENT

for the Year Ending 30 June 2008

	Note	2008 \$	2007 \$
Cash Flows From Operating Activities			
Receipts from Government Grants & Donations		5,897,143	4,418,899
Receipts from Centre Generated Activities		551,672	620,122
Payments to service providers and employees		(4,781,895)	(4,517,150)
Interest Income		101,883	69,686
NET CASH Provided By Operating Activities		1,786,803	591,557
Cash Flows From Investing Activities			
Proceeds from Sale of Property, Plant & Equipment		86,213	156,928
Payments for:			
Plant and Equipment		(143,952)	(7,004)
Motor Vehicles		(117,278)	(165,434)
Computer Equipment		(61,075)	(12,922)
Buildings		(111,148)	
NET CASH Provided By / (Used In) Investing Activities		(433,451)	(28,432)
NET INCREASE / (DECREASE) IN CASH HELD		1,421,563	563,125
Cash At the Beginning of The Year		1,372,887	809,762
Cash At the End of the Year	3	2,794,450	1,372,887

NOTES TO THE CONCISE FINANCIAL REPORT

for the Year Ending 30 June 2008

NOTE 1 – BASIS OF PREPARATION OF THE CONCISE FINANCIAL REPORT

The concise financial report is an extract from the full financial report for the year ended 30 June 2008. The concise financial report has been prepared in accordance with Accounting Standard AASB 1039: Concise Financial Reports.

The financial statements, specific disclosures and other information included in the concise financial report are derived from and are consistent with the full financial report of The Windana Society Incorporated. The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of The Windana Society Incorporated as the full financial report. A copy of the full financial report and auditors report will be sent to any member, free of charge, upon request.

The financial report of The Windana Society Inc. complies with all Australian equivalents to International Financial Reporting Standards (AIFRS) in their entirety. The presentation currency used in this Concise Financial Report is Australian dollars.

	2008 \$	2007 \$
NOTE 2 – REVENUE		
Operating Activities		
Centre Generated Income		
Client Fees	363,146	315,988
Contract Receipts	86,000	106,000
Other Income	18,881	22,205
TOTAL Centre Generated Income	468,027	444,193
Grants And Donations		
State and Federal Grants	4,196,058	4,098,172
General Donations	71,639	68,332
Trust Funds	436,859	252,395
TOTAL Grants And Donations	4,704,556	4,418,899
Interest Income		
Profit/(Loss) on sale of fixed assets	101,883	69,686
	(13)	18
TOTAL REVENUE	5,274,453	4,932,796

	2008 \$	2007 \$
NOTE 3 - RECONCILIATION OF CASH		
Cash in Hand	3,060	1,620
Cash at Bank	251,527	865,933
Term Deposits	2,539,863	505,334
CASH AT THE END OF THE YEAR	2,794,450	1,372,887

The Society has an overdraft facility of \$30,000 with the ANZ Banking Group. This overdraft facility is subject to annual review by the bank.

NOTE 4 – SPECIAL PURPOSE GRANTS WRITTEN BACK TO INCOME

At the time of receipt of \$175,929 in Special Purpose Grants, a decision was made to record them on the Balance Sheet. The projects to which they were related were subsequently expensed to the Income Statement without adjustment against the balance sheet account. At a meeting in 2006, the Board determined to write them off over three years. This decision has now been revised and the remaining balance has been written back through 2007 Opening Retained Earnings.

NOTE 5 – PROPERTY PLANT AND EQUIPMENT

Freehold land and buildings are shown at fair value based on periodic, but at least triennial valuations by external independent valuers, less subsequent depreciation for buildings. The Society's land and buildings were last revalued at 12th October 2005 by independent valuers.

Thankyou to those who have worked with us....

Our patron, Dame Elisabeth Murdoch for her unflagging and ongoing support.

Thank you also to our Ambassadors

Laini Liberman, Matthew Gould, Darren Ray, Elizabeth Stoney, John McLeod, Andrea Coote, Moya Mills and Paul Pattison.

The Peter Bucci Award for outstanding service by a staff member went to Shirley Wilson.

Windana Life Members: Dr John Sherman, Diana Sher, Murray Gerken, Anne Parsons, Peter Bucci (dec), Des O'Connell

Our supporters and volunteers, who have provided greatly appreciated collegial, financial, recreational access, therapeutic and other support.

A McWilliams, Australian Centre for the Moving Image, Adeline Wong, AERF, Alex Taylor Marketing, Management, Alexander King, Anonymous donor - Art Therapy, Aurora House, Australian College of Natural Medicine students, Azza Ghattas – Accountancy Options, Barry & Barbara Main, Ben Frazer, Bena Maddison, Berry Street Victoria, Bioceuticals, Campbell Edwards Trust, Cardinia Shire - Landcare, Cathy Lane, Centrelink Pakenham - Paulette and Sue Scott, Centrelink Windsor – Disability Unit, Chris Potter, Circus Oz, City of Greater Dandenong, City of Port Phillip – Neighbourhood Programs, City of Stonnington, Clubwarehouse, Coates, Coles Supermarkets – Balaclava and Dandenong, Colonial Foundation, Commonwealth Rehabilitation Service, ConnectED, Connections – Parenting Support Program, CRS – Meredith Cidor, Dandenong Housing, Daniel Ross, Dee Tipping, Department of Health & Ageing, Department of Human Services, Dingley Village Adventure Golf, Dorevitch Pathology, Dr Benny Monheit, Dr Blatt, Dr Charles Cyngler and the staff of Hennessey Clinic, Dr John Sherman, East Oakleigh Meats, Effective Service Paralegal Agency, Eric Vanderburgt, Federation Square, Flora and Frank Leith Charitable Trust, Friends of Windana, Gary Burke – Cambron Pty Ltd, Geoff Knorr, Goldman Sachs JBWere, Glyde Health, Hanover Southern, Healesville Sanctuary, Helio, Herbal Extract Company, Hi-lite Amusements, Homeground, Hugh Bourke, IGA, Ilse Jamonts, IMAX Melbourne, Inger Rice Foundation, IOOF, Irene McMartin, Jack and Robert Smorgon Families Foundation, James Houston, Jane Simson, Joan Benallack, John Giuliani – National Buying Group, John L Millikan and the staff of Chapel Gate Pharmacy, John Owens, John T Reid Charitable Trust, Karen Mahlab, Kathlyn Hersich, Kaye Fletcher, KPMG, Kurioz Media Production, Leigh McKay, Len Bennett, Lifespan, Lilliana del Porto, Lindy Clark, Little Fish, Lord Mayor's Charitable Fund, Lord Mayor's Trust – City of Port Phillip, Margaret & Bruce Graham, Maria Pereira,

Martin & Pleasance, Mary Doumany, McLeod Family Trust, Mediabanc, Mediherb, Melbourne Grammar - Bruce House, Melbourne Museum, Melbourne Water, Melbourne Zoo, Michael How, Michael Kane, Middle Park Fine Art Gallery, Minister for Victorian Communities, Mirabel, Monique Sverdvik, Morgan Santos, Myer Foundation, Myuna Farm, Nadia Guzzi, Narre Warren Super Bowls, Nina Stabey, Noel Sturgeon, nPod, Oasis Pools & Fitness Centre Dandenong, Odyssey - Opstep, Odyssey House Victoria, PenDAP, Peter Allen, Peter Hay, Phytomedicine, Portia Mereki, RD Stephens, Rebel Sports Dandenong, Reclink, Red Sky Group, Ritchies Supermarkets, RMIT, Rod's Fruit & Veges, South Melbourne Market, Ross Stephens, Sacred Heart Mission St Kilda, Safeway Supermarkets, San Benedetto, Sandringham Yacht Club, Sarah Davies, Science Works, SEADS, SHARC, Simon Meates, Simon Walker, South Melbourne Market, Southern Regional Dual Diagnosis Service, Southern School of Natural Therapy, St Augustine's Church Opportunity Shop, St Kilda Swim Centre, Sue Beamish and the Reiki Clinic volunteers, Sue Cameron, Sue Macaw, Sue Saffir, Sun Ten, Susan Young, Tandana, Task Force, Tobias Cummings, Tom Graves, Tontine, Use Nature Directory, Victoria Police Youth Foundation, Victoria University, Victorian Alcohol and Drug Association, Victorian Relief Material Aid, Village Cinemas, Visy Cares Centre, Vito Doquile, VUT Student Acupuncture Clinic, Walker Books Australia, Wayss, Wendy Gould, William Angliss Charitable Fund, Williams Refrigeration, Winjaulupna Women's Service, YSAS Frankston & Dandenong.

And finally, very special thanks to...

qubeGroup and Lithocraft, for sponsoring this Annual Report, Windana staff members, talented photographer Karena Goldfinch and editor of the Annual Report, Fiona Jordan.

The Windana Philosophy

We believe that **change** and **growth** are possible in all individuals as long as they so **choose**.

We acknowledge the **diversity** in the nature of **individuals** and the many aspects of their lives (physical, psychological, spiritual, social).

We therefore will be **holistic** in our attitudes, **universal** in our approach and provide as many facilities, options and stratagems as possible. We will ensure that not just one aspect of life or one single basis for change will dominate the whole.

We believe that growth is an ongoing learning process and that it will be sustained by providing a **safe, caring** environment where new behavior and ideas can be freely experienced in an **open, honest interaction** with the whole Windana Community.



windana

Drug & Alcohol Recovery

Windana Society Inc.

ABN 68 398 137 238

88 Alma Road (PO Box 372) St Kilda Vic 3182

Tel (03) 9529 7955 Fax (03) 9521 3581

Email : windana@windana.org.au

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*Windana is a fully registered not for profit organisation
with no religious or political affiliations.*