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Merriwa acknowledges the support of the Victorian Government and Federal Government



Annual Report
2018/2019

www.merriwa.org.au



Our Dream:

We are part of a future where people of all abilities reach their potential and they feel respected, happy and confident

Our Purpose:

We provide an environment which encourages people to reach their potential while delivering quality products and services to our customers and clients.

Our Values:

The Merriwa team has shared values which result in taking PRIDE in our work and our role in supporting our community;

Prosperity

We are prosperous and successful in the provision of our products and services, and having a positive working environment.

Responsability

We treat the Merriwa business like it is our own

Integrity

We are honest, ethical and work to high standards

Diversity

We acknowledge that every person has different abilities and we welcome, accept and celebrate our differences

Excellence

We are committed to being the best we can be, everyday, as we serve our clients and our customers

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Board of Directors:



Danny O'Donoghue
Chair



Joe Caruso
Deputy Chair



Michael Carlile
Treasurer



John Joyce
Director



Libby Hosking
Director



Margaret Bennett
Director

Senior Management Team:



Bart Crawley
Chief Executive Officer



Mark Currie
General Manager of
Operations Wangaratta



Scott Grant
General Manager of
Operations Wodonga



Joanne Ryan
Finance Manager



Jacque Pavlik
Quality and Safety Manager



Lisbeth Long
Human Resources and
Culture Manager

Divisional Management Team:



Paul Rundell
Contract Packaging



Maria Wadley
Park Lane Nursery



Mark Umanski
Timbers



Matthew Fraser
Contract Processing and
Packaging



Annemarie Noonan
Child Youth and Family



Chairman's Report

Merriwa Industries

"Success is not how high you have climbed, but how you make a positive difference to the world".

Roy T Bennett.

On behalf of the Directors of Merriwa Industries Ltd., I welcome you to the 2018/19 Annual Report.

Merriwa's highly capable CEO, Bart Crawley, the senior management team and all the staff have worked relentlessly over the past five years to create a formidable and diversified business model that is achieving financial success for the organisation.

Whilst financial success is imperative for any business, it is not Merriwa's raison d'être; it is much more than that.

Merriwa is about people as best summarised in "Our Dream": "We are part of a future where people of all abilities reach their full potential and feel respected, happy and confident".

In this context the 2018/19 year was characterised by our strategic move to establish a presence in Wodonga; that move has enabled many people of all abilities in that community to gain valuable employment and has provided them with an opportunity to enhance their lives in a way that previously was not available or possible.

What happened in Wodonga during the year is a microcosm of what has been happening in Wangaratta for many years and was a unique opportunity for Merriwa to demonstrate how we make a positive difference to the world in which we operate.

This report contains further information and examples of how Merriwa Industries makes a positive difference to the world and I commend it to you.

In closing I would like to acknowledge and thank:

- Colleague Board Members for your loyal and professional contribution to the sound governance of Merriwa.
- CEO Bart Crawley, his dedicated management team and all staff for your quality work.
- Customers, Contractors, Partners including all levels of Government – we appreciate your support.
- Members of Merriwa past and present who have helped make Merriwa great.

Danny O'Donoghue
Chairman – Board of Management



At Merriwa we have a broad diversification amongst our people:

- Skills
- Ethnicity
- Abilities
- Ages
- Religious Beliefs
- Sexuality

We don't only play lip service to recognising diversity, we celebrate our differences together. We continuously explore ways of creating new opportunities and foster an environment which allows our teams to flourish.

What does...

diversity mean to Merriwa?

How do you do that?

To better understand each other's differences, we work tirelessly developing an environment where people feel safe to explore their differences. We create this setting through one on one support, peer to peer interaction and team engagement.

Some four years ago, Merriwa introduced the philosophy of continuous improvement. This involves a set of principles and tools underwritten by the belief that it is okay to make mistakes, and by having a go we create the opportunity to learn and grow as individuals and teams. At face value this may sound simple, however sadly it's a concept which, at times, people find difficult to comprehend as many of us have been raised in a society where being different or failing is frowned upon. As a product of this negativity, many of us continue to live our lives through fear.

By the celebration of our differences we are constantly working to build an organisation encapsulated by inclusion. When we as individuals take the time to reflect on our lives, the thought of being excluded from our friends, family and community can trigger high levels of anxiety and stress. By working as a team, having common goals, and working together to achieve those goals, at Merriwa we create a place where people are valued, and peoples voices are not lost or ignored, regardless of their differences.

I have said many times, it is a true privilege to lead this organisation and as the CEO I am extremely proud of what we have been able to achieve. Whilst not without its challenges, our future is looking bright and we look forward to growing our all abilities team for many years to come.



Bart Crawley
CEO

Contract Processing and Packaging:

Contract Processing and Packaging (CPP) has had a very successful 12 months and is starting to transform its business, making it both an exciting and challenging time as it grows and broadens its product range.

The business has materially increased its products range from 18 to 23 product SKU's over the 2018-19 period, increasing sales by more than 10% and has strong profitability.

We are continuing to see growth in the health food category range with products such as buckwheat (part of the Woolworths Macro range) and hemp products, which is reflective of changing consumer trends in the market.

This growth has positioned CPP well to grow its workforce over the next 12 months.

Continuing to upskill our team through training has been a real focus and will remain so over the next few years as the business increases its supported workforce. The team is focused on building a strong culture in food safety, making this a priority in everything we do, not only to deliver a quality product but to mitigate risk for consumers, our customers and Merriwa.

Our annual Quality Management System audit which resulted in AA rating under our accreditation system is testament to capability of both the CPP and Quality teams.

CPP has set a course to grow its packaging volume and diversify its customer base further over the next 12 months in response to market opportunities and will be creating additional supported employment opportunities.

In support of its planned growth CPP is planning to upgrade its packaging facility to build capacity and realise operational efficiencies.

CPP remains focused on offering the most flexible packaging solutions and being a great organisation to do business with when packaging dried fruits, nuts, grains and powders in Australia.

Matthew Fraser

Contract Processing and Packaging Manager

Contract Packaging

Wangaratta

The 2018/19 year continued to reflect the growth encountered over the previous 2 years. Effectively, the Contract Packaging operation was at, or over, capacity for most of the 12 months. With our anchor customer seeing a significant change in their retail landscape, the demand for our service has continued grow in both scope and volume. With that growth comes the requirement for flexibility and collaboration with the customer to ensure outcomes for both parties are achieved. At times this has presented challenges, but we have continued to satisfy our customers needs and strengthen relationships.

Over the year we entered some relationships with a small number of new customers, pleasingly those customers continue to engage in discussions about upcoming job lot or ongoing work.

Our team of 75+ had some of the expected changeovers that every business experiences, but it's always a reflective time when some of our long term employees retire. On the flip side, we've had some fantastic new employees join the team via our relationship with the Wangaratta District Specialist School.

We enter this year with a renewed focus on continuous improvement activities that will allow us to adjust our layouts and raise our efficiencies. These enhancements will cater for the expected growth in customer base and volumes across the Wangaratta site.

Paul Rundell

Contract Packaging Manager, Wangaratta

Wodonga

Wow. Just wow. What an amazing 12 months it has been at the new Contract Packaging facility in Wodonga. A new facility; a new team; a supportive customer; a supportive board, management team and project team. There were significant unknowns and a great deal of nervousness around this move; but a huge awareness that this 'leap of faith' would support long term opportunities in the region.

An unbelievably enthusiastic team of 20+ joined us from Kalliana, bringing with them an immense amount of team work and care for each other. This was an enormous change for this group of people, they supported and encouraged each other that this would be a great opportunity. The team is glued together through the nature of Naomi Leslie and her team, who are ensuring each day that people are informed, comfortable and happy. For those who attended our Annual Awards dinner this year, it's pretty clear to see that they are a happy and supportive team.

After a year of operation, we have reached a level of sustainability that will allow us to plan for growth in operations in the coming year. We are undertaking renovations currently that will allow for growth in our team numbers, and have a factory set out that allows significant flexibility for any customers that come on board. We all look forward to future challenges and celebrations at the Wodonga site.

Scott Grant

General Manager of Operations Wodonga



Naomie Leslie, Production Supervisor
with our Wodonga Packaging team

Merriwa Timbers

Merriwa Timbers has continued to build on the successes of 2017/18, increasing our market share in the engineered timber product industry, which is rapidly developing and growing in Australia. This is evident in the emergence of CLT (cross laminated timber) factory upgrades and developments at locations including Barnawatha and Tasmania confirming growth in this industry.

Our focus on producing a high quality product and our ability to deliver within efficient timeframes has enabled us to build relationships with major customers including Meyer Timber, Dindas, Bowens and Bunnings. These major wholesale customers have been critical to our growth and business development in the past 12 months and we have seen an increase in sales from the previous financial year of 4.2 million in sales to 5.2 million in the 2018/19 period, with projected sales to increase to 8.7M in 2021/22.

Our division has also seen significant change with a shift away from producing traditional products such as timber flooring and contract work.

This has seen us transition our Gibson Street site to focus more on processing work for the supply of hardwood beams, which will improve our capability, increase security with supply of raw materials, and compliment the strategic direction of our division.

In alignment with this, our Timber division has begun planning for the new design and layout of our facility to cater for increased production, volumes and output. As part of this, our management team attended the world's largest timber trade show in Germany and visited large manufacturing businesses to identify new specialised production equipment and give insight into how we can build on our capabilities, adapt, and align that with our dream, values and purpose as an all abilities employer.

We are extremely proud of our hard working team who continue to meet targets, improve processes and support each other along the way. A highlight for one of our team members was winning the award for excellence at Merriwa's annual awards evening, where we also had several team members as

finalists and receive awards for their years of service.

It is extremely rewarding to see the capabilities and skill base continue to improve for our all abilities team, as we provide opportunities for upskilling and development.

As we look forward to the next 12 months, our division will be focused on continuing to meet customer demands for high quality engineered wood products, whilst maintaining our sector leading turnaround times in production output and delivery. We have ensured a smooth transition for our Gibson Street site and will maintain a positive team culture as we continue to grow and evolve in the timber industry.

Mark Umanski
Timbers Manager



Community Service Delivery

Our Community Services division has seen its share of challenges and successes, with a key focus on developing our Business Plan incorporating, safety and quality, human resources, and growth and development.

At the beginning of 2018/19 a strategic business decision was made to reassess our core service delivery, which saw the handover of our disability services to Kirrinari. Merriwa's team worked with Kirrinari to ensure a seamless transition for our clients, families and staff to transfer to Kirrinari's services for those in disability housing and day service programs.

Building our team and culture has been a priority, which has seen us recruit approximately 17 staff but in this time had approximately 8 staff leave our division. We have also focused on our structure, going from having a Team Leader in each house to introducing two full time Coordinators. In addition to this, we have also introduced an Administration Support Officer to assist the leadership team with their core responsibilities.

To compliment this, we have focused on skills based training, mandatory training requirements, and will pursue training for support staff in the area of disability to ensure we are providing the best possible service and outcomes for our young people.

Through all of this, our team have worked tirelessly to ensure our young people have had the care and support they need to develop, grow and move forward onto bigger and better things. We have had several success stories as a result of this support, including transitions to independent living, moving back with families of birth and moves into permanent care.

We are also excited to be building community partnerships, which will allow us to offer better support services and outcomes, particularly for young people leaving our care.

We are extremely proud of our team - they are faced with many pressures and challenges on a daily basis, and their hard work does not go unnoticed. We have received tremendous support from senior management and the board, particularly with the implementation of our Business Plan and the commitment and dedication that has been shown by the team. We look forward to the next 12 months and continuing to support our young people.

Annemarie Noonan
Community Services Manager

Human Resources and Culture

The Board and Senior Management team have remained absolutely committed to being the best supported employer in Australia, having set this intention in early 2018 as Merriwa navigated the new world presented by the NDIS.

As a result, Merriwa is proud of its achievement of employment of just over 30% of people with a disability with full integration into the workforce across all divisions, achieving their self-determined and meaningful economic and social participation goals.

The Wodonga expansion has also meant that Merriwa's strength in integrating and engaging a diverse workforce of all abilities across its Wangaratta operations has been able to be successfully replicated at pace, while continuing to strengthen customer and community relationships and deliver on significant safety, quality and production objectives within a new operational footprint.

In order to deliver this success, Merriwa has invested heavily in its resources to support all its employees, with the recruitment of new Support Officers and ongoing development of its people and corporate systems to assist participants, employees, families, carers and key internal and external stakeholders effectively navigate the changing landscape as NDIS is implemented within our region.

As a result, Merriwa continues

to build its reputation as a preferred employer for people of all abilities, and is focussing on further developing its recruitment, training and personal development practices to ensure the highest level of candidate is attracted to Merriwa, particularly as we look to delivering against the exciting growth plans to be implemented over the next 5 years.

Merriwa's key objectives over the coming 12 months include:

- Further strengthening the recruitment pipeline and key stakeholder relationships in order to reach and sustain our goal of 140 supported employees and attraction and retention of key personnel at all levels
- Continuing to develop the employment, performance, remuneration, personal development and information systems required to support Merriwa's existing and future social enterprise and operational goals
- Establishing a base line understanding of our employee engagement levels in order to find out the factors that help our employees use their strengths and perform their best, as well as give our employees a significant and influential voice at the table to provide feedback about what does not work for them
- Developing and implementing an effective employee

assistance program and overarching health and wellbeing strategy that will support all of Merriwa's employees achieve their personal economic and social participation goals

The achievements and progress of the past 12 months would not have been possible without the invaluable support of the dynamic, energetic and engaged workforce that is Merriwa's heart and soul and very reason for being. Their support, dedication and passion for making a valued contribution to the organisation is all part of how Merriwa is able to continue on its journey of delivering on its dream of being part of a future where people of all abilities reach their potential and they feel respected, happy and confident.

Lisbeth Long
Human Resources and
Culture Manager

Park Lane

Nursery

2018/19 has been another busy year at Park Lane Nursery, where we have been focussed on working on the heart of the business – what are we here to do, and how do we deliver our goals. This has involved developing a Business Plan for the Retail department of the nursery, with some interesting and exciting developments in the pipeline. In addition to this, we are beginning the same journey for the Commercial/ Production department.

The Retail Business Plan has seen us engage with local company Dutch Media to undertake customer journey mapping and customer satisfaction research. This information will contribute to our new Marketing Plan and ensure that we can continue to satisfy our enthusiastic and loyal customers, as well as build on a new customer base.

We have added three new retail staff members who bring great knowledge and enthusiasm to our team. In doing this, we have also increased our supported employee presence in Retail, which is something we will continue to grow.

Our production team maintains its reputation for producing high quality tube stock – in fact we have had a great deal of feedback from our commercial customers about the quality of product and service from our hard working and diligent team.

We continue to be supported by a number of regional Councils, as well as local Landcare groups, DEWLP, and NECMA. We continue our work with several threatened species in the region, a legacy which we are all proud of.

We are also making headway in expanding our expertise into more agricultural fields, delivering another batch of heritage varieties for Bailey's of Glenrowan – our process and quality improves every year. We also undertook our first export project this year, processing scion cuttings of hazelnuts for Carboor Farms to export to Mountain Hazelnuts in Bhutan. This was quite a different and interesting experience for the team, with a number of new processes including hot water treatment to kill pathogens and dipping the cuttings in melted wax to seal for export. Our customer, who was onsite and assisted through the project, was impressed by the production team's enthusiasm, quality work, and teamwork values.

The Contract Gardening crews have been working diligently to service our existing customer base through the region. There are continual enquiries and opportunities presenting themselves from new and existing clients. 2019 has been a year of consolidation, but the process has commenced to develop the team, our

capabilities and our customer base through 2020 and beyond.

Another nomination, and win, for the Agricultural Business of The Year Award at the Wangaratta Business Awards, which was an absolute thrill for everyone at Park Lane. We are so proud of this because it illustrates that we are leaders in our field, and that this team delivers excellence. It was a very enjoyable evening, made even more special as we were presented our award by the dynamic community leader, Margaret Bennett.

We also had a good representation at the Merriwa Awards Night with a 15 year service award, as well as four of our team members making it through as finalists, and two winners! It's a privilege to be part of a team that supports each other every day.

We look forward to the coming year, I'm sure it will be filled with challenges, growth, and rewarding outcomes.

Maria Wadley
Park Lane Nursery Manager



As reported last year we have continued to focus on growth and efficiencies covering all of Merriwa's divisions. Increased information on the performance of each division in addition to a detailed business and marketing plan has enabled that success.

Throughout the year, Board and Management have acted diligently on all matters of financial governance and risk. The success of the 2018-19 year is directly related to focusing on reducing waste and increasing efficiency.

Our results for this year have once again exceeded our expectations

- Total Revenue increased 7.21% on Budget
- Total Revenue increased 11.44% on Last Year
- Loss on Fixed Assets caused our Net Profit to be down on Budget by 15.67%
- Net Profit Result \$741,176

Romet Road Packaging, our new packaging division in Wodonga managed a massive result with

- Total Revenue increased 18.46% on Budget in its first year of operation

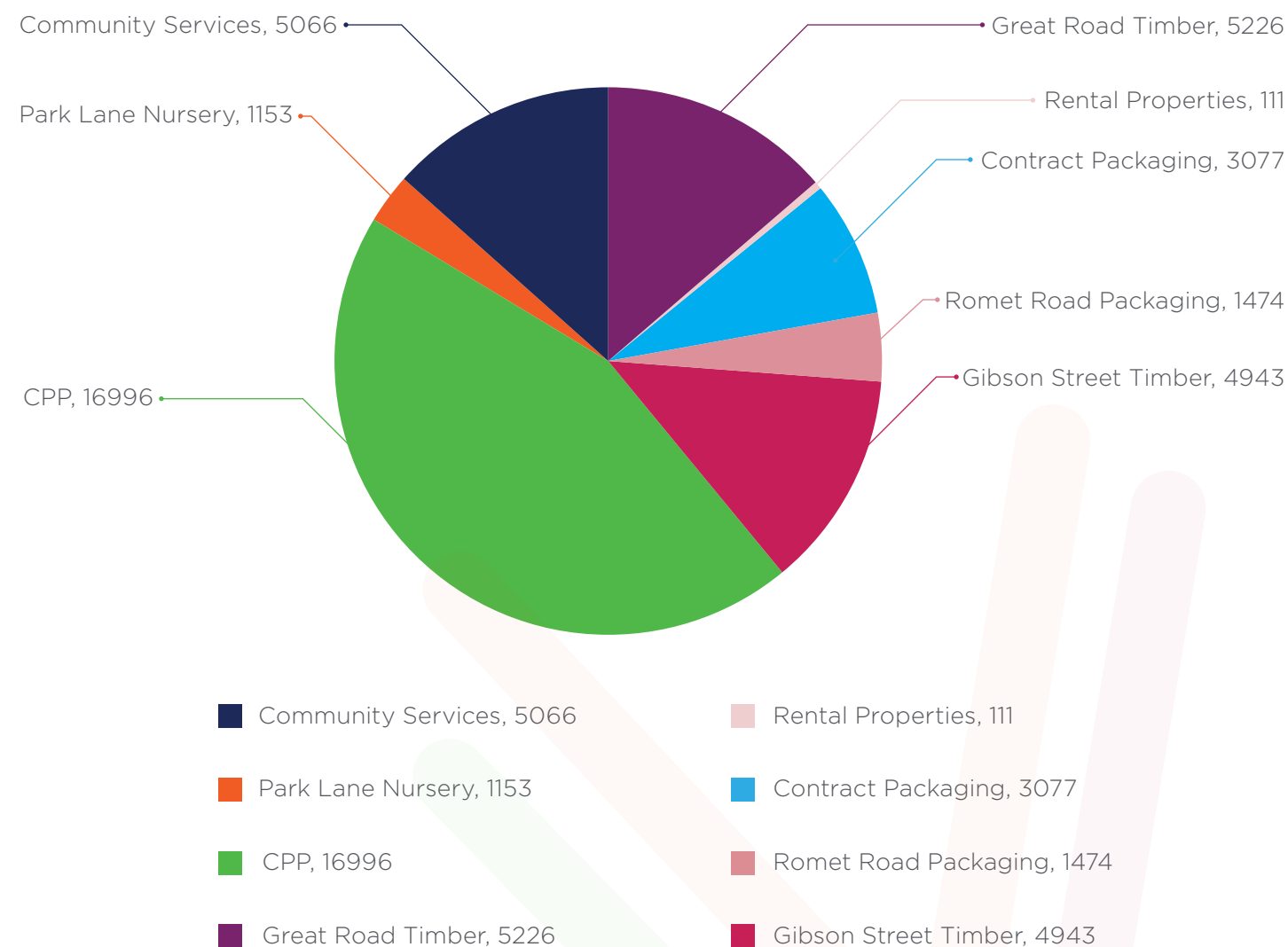
Other highlights include

- Timbers Greta Road increased 11.42% on budget
- Contract Packaging increased 28.75% on budget
- CPP increased 12.16% on budget
- Purchase of 15 Romet Road, Wodonga to expand our packaging division

Merriwa is committed through strong fiscal management to remain focused on achieving the best outcomes for our organisation.

Jo Ryan
Finance Manager

Sales Analysis



Awards Night

2018/2019

Merriwa's Annual Awards night celebrates and recognises the achievements of our incredible team. Award recipients and nominees are recognised for excellence in their work throughout the year and have been nominated by their peers. We also present the years of service awards, recognising our team members incredible commitment and dedication to Merriwa.

Our awards night was our biggest yet, with over 300 guests in attendance at the Wangaratta Turf Club including employees, families, carers and our valued supporters, customers and community guests.

Jack Lyle Award for Achievement:

Kylie Hughes

This award is not just for achievements at work, although learning new work skills and mastering new processes are certainly good reasons for a nomination. People can achieve personal growth which in turn benefits their work for example, overcoming obstacles, bearing bad habits etc. This award is open to supported employees only.

The finalists for the Jack Lyle Award for Achievement were Kylie Hughes, Tanya Berger, and Joanne Gordon.

The recipient for this award was Kylie Hughes, who was recognised for her standard and consistency of work. Kylie is a quiet achiever who has shown a willingness to learn new skills by asking to use the computer to learn new skills. She volunteers to come outside to work on orders, completes paperwork and is a hard worker in the team.

Graham Gales Award for Endeavour:

Rebecca Sefton

This award is for an employee who has grown in their personal development. For example, they are self-motivated, have empathy for their fellow employees, demonstrate enjoyment of their role, has grown as a person, is prepared to go the extra mile, is prepared to try new skills, demonstrates respect towards their supervisors/managers and takes instructions in a positive manner. This award is open to supported employees only.

The finalists for the Graham Gales Award for Endeavour were Brad Howarth, Rebecca Sefton, Chris Black, and Jeremy Kelly.

The recipient for this award was Rebecca Sefton, who is always willing to try anything and challenge herself. She is courteous, polite and helpful, and has grown as a person, picking up new skills and tasks really quickly.

Mary Sanders Award for Enterprise:

Toby Butler

This award recognizes initiative and new growth. For example learning completely different work skills; taking on Work Health and Safety responsibilities; using the telephone to communicate. The drive recognized in this award comes from the employee him/herself. This employee is taking on extra duties without being asked, to challenge themselves and taking the lead in learning new skills. This award is open to supported employees only.

The finalists for the Mary Sanders Award for Enterprise were Toby Butler, Emma Arnol, and Meron Melnyk.

The recipient of this award was Toby Butler, who has come tenfold from where he was when he first started at Merriwa. He has knuckled down and has adapted and accepted the transition to the Wodonga site with ease. He is always happy and loves a sing along.

Hugh Elford Award for Excellence:

Vanessa Brambley

This award recognises exceptional role-modelling and/or mentoring skills in the workplace. People nominated for this award will have strong interpersonal or "people" skills, and lead by example at work and in life in general. Many excellence award nominees will have made a valuable contribution to the community. This award is open to all employees.

The finalists for the Hugh Elford Award for Excellence were Erin Ross, Vanessa Brambley, and Joanna Bate.

The award recipient was Vanessa Brambley who was recognised for her great mentoring and people skills. She always keeps a level head and also hosted the Biggest Morning Tea to raise funds for cancer. She is very approachable and has wide knowledge in her role.

Ray Byrne Award for Quality:

Gianna Kalc

This award is for outstanding professional workmanship or outstanding customer or client service. Nominees for this award will have met or exceeded quality-related targets, and will have added value over and above what is reasonably required of them. Quality award nominees have made a valuable contribution to company objectives. This award is open to all employees.

The finalists for the Ray Byrne Award for Quality were Craig Lewis, Gianna Kalc, Carolina Cabalar, and Thomas Elligate.

The recipient of this award was Gianna Kalc, who was recognised for her professional workmanship and leadership. She involves everyone in the process and leads by example. She works tirelessly towards our goal of excellent product quality and exceptional customer service.

Award for Safety:

Murray Kingston

This award recognises outstanding contributions to Occupational Health and Safety (OHS) within the individuals work group and Merriwa as a whole. Nominees for the Award will have effectively communicated the OHS message in their workplace, for example communicating an important safety message or as an ongoing program in the workplace. They will have followed, used and have guided others in their workplace in OHS policies and procedures. This person has supported fellow workers and made a positive difference to work safety culture at Merriwa. This award is open to all employees. The finalists for the Safety Award were Murray Kingston, Sheree Willoughby, Belinda Clarke, and Peter Martin.

The recipient of the Safety Award was Murray Kingston, who was recognised for being an exceptional role model and OHS representative for Wodonga. His safety awareness, understanding and protection of the Wodonga staff and site is foremost. His ability to translate, see issues and provide understanding, training and guidance to eliminate is priority.

Service Awards

2018/2019

10 Years

Eleonore Brook

Wodonga

Elly started employment at Merriwa in Wodonga in October 2018. Elly transferred over from Kalliana and works on many different tasks and lines at Wodonga. She is a well-respected team member at Merriwa. Congratulations to Elly!

Scott Grant

Over his 10 years, Scott has contributed to Merriwa in significant ways, including the Manager of NETE (Park Lane Nursery), Business Services Manager in Merriwa's Senior Management Team, and more recently General Manager of Operations in Wodonga.

An exceptional team member and we congratulate you on your 10 years!

John Petersen

Wodonga

John started employment at Merriwa in Wodonga in October in 2018. John transferred over from Kalliana and has settled well and has learnt many new skills including the glue gun and packing the outfeed pallets. Congratulations John on your 10 years of service!

Talitha Dahaley

Wodonga

Talitha has been working at Merriwa Wodonga since October 2018 when she transitioned over from Kalliana. Talitha is a hard worker and has enjoyed learning new tasks and skills since her transition. Talitha is a caring and respected member of the Wodonga team. Congratulations Talitha on 10 years of Service.

Rebecca Sefton

Wodonga

Rebecca started employment at Merriwa in Wodonga in October 2018, transferring over from Kalliana. Rebecca is a fun-loving happy employee who enjoys her job and is a pleasure to have as an employee. Congratulations Rebecca!

Mary Skinner

Contract Packaging

Mary commenced work at Merriwa in March 2009, working on the cake boards for many years until production ceased. Mary works at Contract Packaging and is a very valued employee at Merriwa. Congratulations Mary on your 10 years of service!

Cyril Skinner

Contract Packaging

Cyril started employment at Timbers in Greta Road in March 2009, spending a short time in engineering and then transferred to Contract Packaging. Cyril works Contract Packaging and is a well respected employee at Merriwa. Congratulations Cyril!

Adam Sylwestrzak

Gibson Street Timber

Shortly after finishing school, Adam gained ongoing part time work at Park Lane Nursery, which was the perfect transition after completing work experience and structured workplace learning at the Nursery. Adam was keen to further his horticultural knowledge, so successfully undertook a Cert 3 In Horticulture. Over the last 12 months Adam has made a transition to Gibson St timber to broaden his skill range. Adam is looking forward to the further challenges that a move to Greta Rd. A wonderful 10 years Adam.

15 Years

Adam Cameron

Contract Packaging

Adam started working at Merriwa in January 2004. He enjoys learning new tasks and his attendance over the years has been exceptional. Thanks Adam for your 15 years of service to Merriwa!

Karen Collison

Contract Packaging

Karen commenced work at Merriwa in December 2003 at Plant 2, then transferred to Plant 3 where she worked for the next 3 years. Karen returned to Plant 2 Packaging and has been a very valued employee at Merriwa. Well done Karen!

Geoffrey Gregory

Contract Packaging

Geoff began working at Merriwa in December 2003 at Plant 2 Packaging. HE has worked at Newman Street, Timbers at Greta Road and Gibson Street, and also Plant 3. Congratulations on your 15 years of service!

Kylie Hughes

Park Lane Nursery

Kylie's skill set in the nursery is quite unique and exceptionally valued. One of our quiet achievers, Kylie powers through mountains of plant cutting material to provide quality tubestock. Kylie relishes challenges and pushes outside her comfort zone to learn and apply new skills. Kylie's skills in the nursery also mirror some of her passions outside of work, including tending to her garden and drawing plants and flowers. Congratulations Kylie.

Craig Lewis

Contract Packaging

Craig began working at Merriwa in November 2003 as the fork lift driver at Plant 2. Craig has done exceptional work in the warehouse at Plant 2 and is now in a Supervisor role at Plant 2. He also worked for a short time at Plant 3, working many tasks on the floor. Thanks Craig for all your wonderful services you have given Merriwa over the past 15 years which is greatly appreciated by everyone.

Leslie Mathews

Contract Packaging

Les commenced work at Merriwa in August 2003 and has worked many roles across Merriwa, including Timbers at Greta Road, Plant 3 and now at Plant 2 Packaging where he works many different tasks that suit his health. Thanks Les for your 15 years of service at Merriwa which is greatly appreciated.

James Sherwill

Contract Packaging

James commenced work at Merriwa in August in 2003 at Plant 2. James was transferred to Newman Street to work in the Defence services and then came back to Plant 2 where he is a much valued member of the team. He has also spent time at Timbers on Greta Road. Thanks James for your 15 years of service at Merriwa.

Jerry Wayenberg

Wodonga

Jerry started employment at Merriwa in Wodonga in October 2018. Jerry transferred over from Kalliana and is Wodonga's Footy Expert. Jerry has learnt many tasks since starting with Wodonga and is always looking to learn new skills. Congratulations Jerry on your 15 years of Service.



Service Awards

2018/2019

20 Years

Ruth Belan

Community Services

There are people who talk the talk and then there are people who walk the walk and Ruth is the latter. Her passion for supporting young people is boundless reinforced by a professional career of 40 plus years starting out in nursing. Ruth is an incredibly resilient person, nothing much phases her, a strength of character which has held Ruth in good stead during countless difficult and challenging situations over a lifetime of working with troubled people. Over the 20 years working with Merriwa her greatest achievement has been her ability to adapt and make good with often few resources available and continue to provide support for people in their lives. Ruth has delivered this services without complaint and always with a smile. On behalf of Merriwa, thank you for your service.

Clinton Lewis

Gibson Street Timber

Clinton started at Merriwa in October 1998 at Plant 1 and then was transferred to Gibson Street Timber where his skills have been well utilised. Clinton has obtained his forklift ticket, working at heights ticket and has also got his truck licence. During his 20 years at Merriwa, he has won the Jack Lyle award in 2002. He is a valued member of the team – congratulations Clinton on 20 Years of Service.

Wendy Deed

Contract Packaging

Wendy commenced work at Merriwa in August 1999 and worked at Timbers in Greta Road for 12 months. Wendy also worked at Newman Street and then moved to Plant 2 when it was built to work in Contract Packaging. Wendy has exceptional skills and has now been promoted to Line Coordinator at Plant 2. Thanks Wendy for your 20 years of outstanding service to Merriwa, well done!

Dianne Wellington

Community Services

Dianne Wellington commenced work with Merriwa in 1998 and was originally employed to work in the timber division. In 2000 Dianne expressed an interest in working within the then CAASS division. At this stage CAASS mostly consisted of day programs and a bit of respite. Dianne has gone on in the following years to work in the accommodation services across the many different houses. She studied and gained her CIVICS Certificate and received a promotion as team leader across two houses. In 2017 Dianne applied for the SRS Managers position at Merriwa Grove and was successful in gaining this position. Dianne is a valuable member of the Community Services Team.

Well done on 20 years Dianne!

25 Years

Andrew Foster

Contract Packaging

Andrew started working at Merriwa in July 1993, beginning work on the cake boards for many years. Andrew now works at Plant 2 and has achieved a great attendance record over the years and enjoys his days off to be involved in other community activities. Thanks Andrew for your amazing 25 years of service to Merriwa – well done!

Brendan Higgs

Contract Packaging

Brendan began working at Merriwa in August 1993 and has learnt many tasks and skills over this time. Over the last 3 years, Brendan has worked at Plant 2 on Greta Road where he enjoys learning new tasks and nothing is too difficult for Brendan to have a go at. Brendan is a much loved employee at Merriwa, thanks for your wonderful 25 years of service!

Russell McIntosh

Wodonga

Russell started working at Merriwa in Wodonga after transitioning over from Kalliana in 2018. Russell currently works one day per week and is looking at increasing his days. Russell enjoys working on bolts and washers and is learning how to use the glue gun. Congratulations on your 25 years of service!

Paul Dundell

Contract Packaging

Affectionately known as Candles, Paul is an integral part of the Merriwa family. Over the 25 years Paul has worked in or headed up several different business and for many years now Paul has headed up one of Merriwa's most successful social enterprises, Merriwa Packaging. Leading an all abilities team with 80% of the team supported employees, year on year they have successfully not only kept their major customer happy, they have delivered consistent profits. Paul's love and respect for his team shines through. Couple this with his detailed and thoughtful nature it has allowed him to grow as a manager and nurture business opportunities which ensures Merriwa will achieve its Purpose now and in the future, thank you Paul and keep up the great work.

Service Awards

2018/2019

Recognition of Retirement

Tony McGill

Tony commenced work at Merriwa in 1998 starting out working on the cake boards. He then moved across to Greta Road Timber division, and finished working in the warehouse at Contract Processing and Packaging, Plant 3. Tony travelled from Benalla everyday for work, which shows his commitment to Merriwa over his years of service. Congratulations Tony on your retirement, you have been a highly valued team member at Merriwa and we wish you all the best!

Vales:

Stephen Lawford:

It was with great sadness that we said goodbye to a great friend of Merriwa, Stephen Lawford. Stephen started at Merriwa back in 1988 working predominately within our Contract Packaging Division.

Stephen always kept busy helping out within the community by collecting monies for the Royal Children's Hospital, delivering pamphlets to businesses in Wangaratta and undertaking volunteer work for the Jazz Festival and Wangaratta Show.

Stephen was a loyal, hardworking and fantastic employee and friend at Merriwa and has contributed so much to our community.

Stephen was a valued employee at Merriwa Industries for many years and will be sorely missed. Our deepest sympathy to Stephen's family for the loss of a wonderful person.

Annette Jasper:

Annette Jasper had been a member of Merriwa Industries since November 2001. It was with great sadness that we said goodbye to this kind lady in March 2019. Our condolences to Ken, family and friends. May loving memories ease their loss and bring them comfort.



Community

Partnerships

In the 2018/19 period we worked closely with Brand Bureau as our marketing consultants who have driven our marketing strategy for the past 5 years. As Merriwa continues to grow and expand our services into Wodonga, a strategic decision was made to transition our marketing consulting to a local company, Dutch Media, who are based in Wodonga. We have built a strong relationship with Dutch Media, who have been supporting us with developing our new website, as well as supporting Park Lane Nursery, and more recently developing a new Communication and Branding strategy for Merriwa.

A focus for our marketing has been on telling our story. Our people are what makes us who we are, and our organisation is extremely proud of our team's achievements and successes, which is what we want to share with our stakeholders. We have done this through local media, with bi-monthly double page features for Merriwa, as well as social media and feature stories on our website, which we will continue to build upon over the coming 12 months.

Community partnerships and sponsorships with the Merriwa Magpies (Wangaratta Football and Netball Club) and also the Wangaratta District Specialist School (soccer team) have been extremely rewarding as we continue to support them into 2019/20.

We look forward to building on our internal and external communication and branding with the support of Dutch Media, and continue to share our story.

