







## 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.

### Responsibility

We treat the Merriwa business like it is our own.

### Integrity

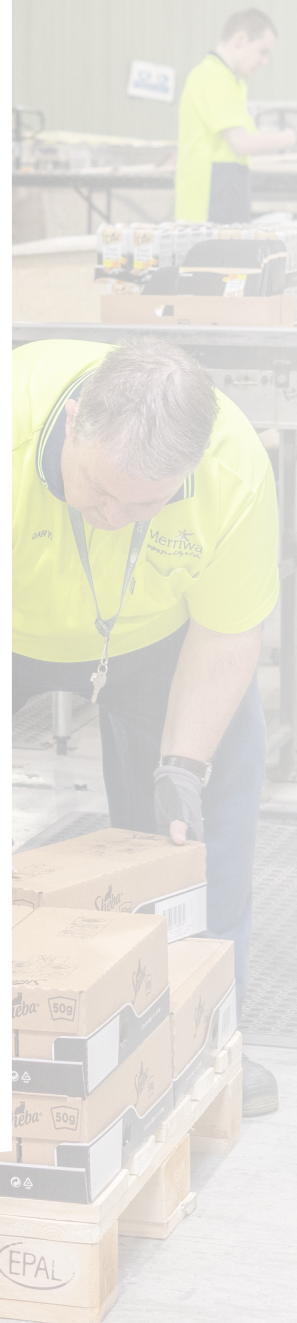
We are honest, ethical and work to high standards.

### 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, every day, as we serve our clients and our customers.





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BOARD OF DIRECTORS



**Chris Cunningham**  
Chair of the Board



**Jonathan Koop**  
Deputy Chair



**Gabrielle Grant**



**Libby Hosking**



**John Joyce**



**Matthew Joyce**



**Danny  
O'Donoghue**



**Craig Thorp**



## LEADERSHIP TEAM



**Bart Crawley**  
Chief Executive  
Officer



**Sasha Oliver**  
Chief Financial  
Officer



**Peter Anderson**  
General Manager  
Packaging



**Tash Arnold**  
Senior Manager  
Business  
Intelligence



**Mark Umanski**  
General Manager  
Timber



**Scott Grant**  
Senior  
Management  
Business  
Development



**Karen Prebble**  
Senior Manager  
Marketing



**Colin McClounan**  
Senior Manager  
Merriwa  
Community  
Services



**Jacquie Pavlik**  
Senior Manager  
Compliance



**Clayton Neil**  
General Manager:  
Nursery & Contract  
Services







**CHRISTINE (CHRIS) CUNNINGHAM**  
Chair, Board of Directors



**BART CRAWLEY**  
Chief Executive Officer

Over the past 12 months, we have focused on consolidation and redefinition of our purpose in a post-COVID world. To achieve this, we have had to summon courage, embrace vulnerability, and make difficult decisions for the long-term benefit and sustainability of Merriwa.

In today's world, we face a multitude of uncertainties and challenges - increasing inflation, elevated interest rates, housing shortages, political unrest, climate change and the threat of ongoing pandemics etc. It is imperative that during these challenging times, we work together, maintain a positive outlook, foster connections, exhibit kindness towards ourselves and others, and recognise the paramount importance of staying connected.

In 2023, after extensive deliberation by our Board, the challenging decision to discontinue our business relationship with one of Merriwa's largest commercial customers was made. This decision, whilst necessary from a financial position, raised uncertainties about its impact on our team members

and other key commercial clients. By working through these issues, we are now able to focus on building new relationships and consolidate our ongoing partnerships.

Another significant decision made this year was to close Merriwa Grove, our Supported Residential Service in Cobram. Quite simply, the facility no longer met the standards of accommodation our residents deserved.

However, the human impact of this decision was felt strongly by all of us at Merriwa as it meant relocating 19 people, separating them from their housemates and daily support and with potential for short-term anxiety. The loyal and dedicated staff of Merriwa Grove were also to be impacted.

We are delighted to report that, after a challenging 12-week period, the Merriwa Grove residents are settling into their new homes well. As an organisation committed to ongoing learning, we understand that making mistakes is an inevitable part of the learning journey.

Merriwa's PURPOSE is to create learning opportunities for people with disabilities (PwDs), enabling them to acquire new skills to support their daily lives. A core principle at Merriwa is to establish a safe workplace, where judgement is absent, potential is recognised, abilities are celebrated, and labels are discarded.

By fostering a sense of safety, we encourage individuals to take risks, make mistakes, and, with the right coaching and support, learn and grow. It takes tremendous courage to place ourselves in vulnerable situations, and we are immensely proud of the Merriwa team for their willingness to embrace this philosophy and learn together.

Our growth is evident as we continually seek ways to introduce new processes and offer more varied and challenging roles for people with disabilities. This year, we have set a challenging goal of creating new opportunities in the fields of marketing, compliance, technology, finance, and business intelligence for these key employees.

A pivotal strategic objective for the next three years (by 2026) is to have 50% of the work within these service functions performed by individuals with disabilities, demonstrating their true abilities and the potential that emerges when we shift the conversation to “we see you!” The year ahead promises excitement.

While challenges persist, new and promising opportunities abound. As we draft this report, our team is actively pursuing several prospects that offer new pathways and potential partnerships, enabling us to showcase the incredible opportunities that arise when working with integrated work teams.

Together we extend a heartfelt thank you to the Board, Senior Leadership Team, and all the dedicated individuals at Merriwa. Without you, there would be no team, and there would be no Merriwa. It is a profound privilege to be part of such an inspiring organisation.

*Chris & Bart*





SON

Merr  
Bringing you...

42 x 75 g

GROSS WEIGHT 4.3 kg

428542

Dine

42 x 75 g



# Packaging Report

## 2022/23

As we reflect on the past year, our vision for 2023 was anchored in the enhancement of our team's capabilities and the advancement of production efficiencies across our operations. It is with great pride that we report significant progress in these areas, highlighted by the exceptional achievements at our Wodonga facility, which saw a remarkable 47% improvement in productivity KPIs and the creation of 18 new full-time roles.

Continuous improvement remained at the forefront of our strategy, leading to the optimization of production lines and the strategic redeployment of equipment across all three of our facilities to achieve superior efficiencies. We enhanced visual communication tools, such as the Hour by Hour Boards, and promoted standardization practices to foster a collaborative and efficient work environment.

Our teams were actively encouraged to engage in problem-solving, especially when production targets were not met, embodying our commitment to inclusivity and collective success.

A cornerstone of our approach this year has been fostering a culture of learning and development. Numerous team members have attained certifications across various skills, from forklift licenses to specialized certificates in Work Education, Warehouse Operation, and Food Production. The success of these training programs is evidenced by the seamless redeployment of team members to new roles within the organization, opening doors to further career development opportunities.

We are also thrilled to report that, through the diligent efforts of our Quality and Compliance team, we have successfully maintained all our certifications, achieving our first-ever AA+ BRC rating.

This accomplishment reflects the high standards of quality that our teams consistently strive for and achieve.

In conclusion, this year has been one of substantial growth and achievement for our packaging operations. We look forward to continuing on this trajectory of improvement and excellence, further contributing to the fulfillment of Merriwa's purpose and the success of our team members.

**PETER ANDERSON**  
**General Manager, Packaging**









# Timbers Report

## 2022/23

This past year has been a testament to our team's resilience, innovation, and collective effort. Faced with significant challenges within the construction sector, we embarked on a strategic journey to diversify our product line. This initiative aimed to lessen our susceptibility to market volatility while leveraging the exceptional skills of our workforce and maximizing our resource utilization.

A cornerstone of our operations has always been a steadfast commitment to a safety-first culture. In this spirit, we implemented several critical safety enhancements:

- The installation of protective fencing and guards around our finger jointer to mitigate potential risks.
- Modifications to our lifting trolleys were made to minimize manual handling, thereby enhancing workplace safety.
- The integration of additional conveyor systems was completed, further improving the safety and efficiency of material handling processes.

Our pursuit of operational excellence saw fruitful collaboration between our production and administrative teams. Together, we refined our scheduling processes, ensuring a streamlined operation and fostering an efficient workflow.

A pivotal aspect of our purpose this year was to foster inclusive employment opportunities, particularly for young people with disabilities. We had the privilege of hosting students for Structured Workplace Learning programs. A standout achievement was witnessing one of our students from 2019, Jordan, transition into a valued team member and commence an apprenticeship as a boilermaker, moving into open employment.

This marks a significant milestone in our journey towards inclusivity and empowerment.

In alignment with Merriwa's overarching environmental goals, we are excited to announce the installation of solar panels at our facility. This milestone is a significant step towards our commitment to halving our environmental

footprint by FY26, underscoring our dedication to sustainability and a reduced carbon footprint.

We extend our deepest gratitude to our dedicated team members, loyal customers, and valued partners for their unwavering support throughout this year. Your contribution has been instrumental in our journey towards innovation, safety, and sustainability.

**MARK UMANSKI**  
General Manager, Timbers





Park Lane  
nursery and garden center

ANTHONY

Park Lane  
nursery and garden center





## Park Lane Nursery Report 2022/23

The year commenced on a hopeful note, with the winter season bringing normal rainfall levels, setting the stage for what was anticipated to be a flourishing spring. However, unexpected flooding events across Eastern Australia altered our course. Despite these challenges, our nursery teams demonstrated remarkable adaptability, utilizing the time to address a backlog of general maintenance tasks efficiently.

A significant milestone achieved in April was the expansion of our retail space. This enhancement grew our indoor area from 40 square meters to 100 square meters, enabling us to broaden our range of indoor plants and giftware.

Our retail team's diligent efforts ensured minimal disruption to our customers during this transition. The positive reactions from our returning customers, often expressing their awe with a simple 'wow', have been particularly gratifying.

Another highlight of the year was our continued involvement with the Winton Wetlands project, where we had the pleasure of supplying and planting native species that contribute to the region's ecological and faunal diversity. This project, which we have been part of for over a decade, remains close to our hearts.

In closing, I extend my heartfelt appreciation to the dedicated individuals at Park Lane Nursery and our loyal customer base. Your support and commitment have been instrumental in navigating the year's challenges and successes.

**SCOTT GRANT**  
Senior Manager, Business  
Development









## Merriwa Community Services Report

2022/23

The past year marked a significant period of transition for Merriwa Community Services, bringing both challenges and change. The closure of the Supported Residential Service at Merriwa Grove in Cobram was a decision not made lightly, and it necessitated a concerted effort from our team to ensure a smooth transition for our residents. It is with a sense of relief and accomplishment that I can report the successful resettlement of the Merriwa Grove residents into their new homes. This achievement was made possible through the exceptional dedication and care exhibited by the Merriwa Grove staff. Their commitment during this period of transition has been exemplary, reflecting the core values of our organization.

I extend my heartfelt gratitude to Ruth Belan, Sharon Collie, and the entire team at Merriwa Grove for their years of service and especially for

their efforts in recent months. Their work has truly made a difference in the lives of those we serve.

This year also saw the development of a new model of care aimed at significantly enhancing the support provided to young people under our care. This model focuses on creating a nurturing environment that enables these young individuals to thrive, pursue their interests, and lead fulfilling lives despite early life challenges.

Our relationship with the Department of Families, Fairness and Housing (DFFH) continues to strengthen, built on a foundation of mutual care, commitment, and a shared goal of providing the best possible support. Our staff's willingness to go above and beyond for the welfare of the young people in our care has been a constant throughout the year.

I am immensely proud of our team's work over the past year and the positive developments I have witnessed in the young people we serve. Their progress is a testament to the hard work and compassionate care provided by our staff.

**Colin McClounan**  
Senior Management, MCS





### Team Merriwa ready to Run!

Merriwa was excited to participate again in the Wangaratta Marathon and Fun Run in 2023 after a successful debut last year with team members taking part in walking and running events, as well as volunteering.

This was a great community event to be a part of as it provided the opportunity for community engagement, social connection with each other and being physically active in an inclusive environment.

Merriwa was a sponsor of the Annual Chronical Fun Run and we were proud to volunteer at the boat ramp water station. This provided a wonderful inclusive opportunity for anyone to get involved and be part of the community spirit.

We look forward to continue our support of the Wangaratta Community Fun Run in the future.



### Sponsorship Of Merriwa Magpies

Merriwa Industries was extremely proud to support the Wangaratta Magpies All Abilities Football team in the 2022/23 season.

The Merriwa Magpies compete as part of the Victorian Football Integration Development Association (FIDA) which provides the opportunity for footballers of all abilities to participate in structured competition across the state.

The competition has a unique round-robin format that encourages more participation and match time on game days. The Merriwa Magpies compete against the Wodonga Jets, Echuca Moama Rockets and Goulburn Valley Stars across multiple venues throughout the year.

We love seeing how much enjoyment and fulfilment the players get from being involved in the team and look forward to our continued involvement with the competition into the future.





### Exciting Future For Wangaratta City FC All Abilities Team

Michael Virgona's vision and passion for developing a competitive all abilities football team in Wangaratta has come to fruition with the support of Wangaratta City FC and wider community.

Merriwa was proud to be a major sponsor of the team as they represented Wangaratta in the Football Victoria All Abilities League each week. It has been really impressive to see the passion that Michael brings to the team and his drive to create this opportunity for people of all abilities in our community.

The all abilities team travelled to Melbourne each week, competing in Division 1 of the league which is highly competitive. We saw huge improvements this season in a short period of time. The club are 100% behind the team and proud to be supporting this opportunity for local players who are showcasing their talent.

Starting out with 11 players, the team now has 20 registered players, including players from Albury HotSpurs.

### Oak FM Sponsorship

Merriwa is proud to have a continued partnership with OAK FM's Community Access Radio, encouraging people of all abilities throughout the year.

It is heartening to see the benefit it brings to our employees who have stepped up to learn new skills. It takes a lot of courage to try something new, and our team members have pushed themselves out of their comfort zone, showing their vulnerabilities to reach their goals.

The 1hr radio program is scheduled every Thursday at 1pm. Our team members learn to use the computer program to play music 'live', integrating sponsor ads in between songs, and how to play the news.



The participants in the radio program are members from our Merriwa Communications Team, formed 3 years ago. Supported employee representatives from each division, learn new skills in marketing and communications and get to experience the joy of taking Merriwa Industries out into the community through this radio sponsorship.





PRIMO  
LINEAR



30-2-20  
Lavora



# Compliance Report

## 2022/23

Reflecting on the past year, it seems to have flown by remarkably quickly, feeling as though it was only yesterday that I penned the previous annual report. This year has been marked by dynamic changes within our team, encompassing both heartfelt farewells to departing members and the warm welcome of new faces. The ongoing expansion and prioritization of Merriwa's commitment to Leadership in Safety, Quality, and People Culture have been central themes throughout the year.

We bid a fond farewell to Lee Turnbull from the quality team, whose presence is greatly missed. However, we also share in the excitement for the new journey that lies ahead of him. Ian Cartwright has joined us as the Safety Manager, bringing with him a wealth of experience in safety management garnered from over a decade in high-risk manufacturing environments and consultancy roles, including work with the Department of Defence.

The past twelve months have seen a dedicated effort to reinforce our Safety-

First Culture, supported wholeheartedly by Merriwa's Board of Directors, Leadership Team, OHS Representatives, and all our employees. Key achievements include:

- Implementation of targeted OHS training sessions tailored to various roles within the organization, including our Board of Directors.
- Conducting a gap analysis audit to evaluate our compliance with the AS/NZS ISO 45001 Occupational Health & Safety Management System standards.
- Launching Merriwa's new Safety Vision "CARE" and a comprehensive Safety Checklist during National Safe Work month.
- Revitalization of our monthly OHS Committee meetings in collaboration with our OHS Representatives.
- Joining the Albury/Wodonga Regional Safety Health & Environment Group to enhance our learning from other local organizations.

In the realm of Quality, despite the challenge of being short-staffed following Lee's departure, we successfully maintained all our external certifications and customer surveillance audits at a commendable level.

Looking forward, our goal for the upcoming year is to persist in our pursuit of excellence in Safety and Quality.

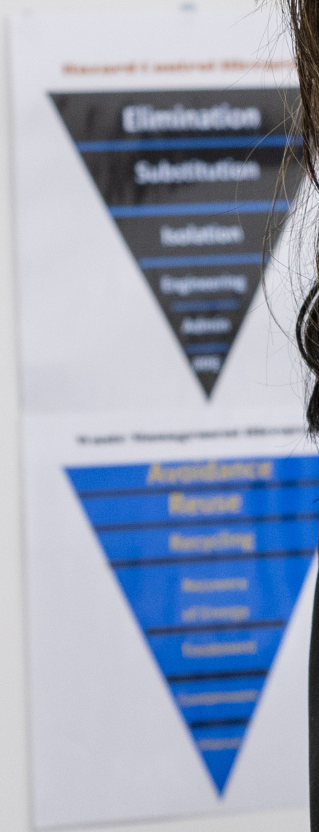
I would like to express my profound gratitude to my team for their dedication and hard work over the past year. A special thanks to Bradley Howarth, Joanne Johnstone, Bonny Rowles- van Rijswijk, Ben Cooper, and Ian Cartwright. It has been an absolute privilege to lead such an outstanding team, and I eagerly anticipate continuing our collaborative efforts in the year ahead.

**JACQUIE PAVLLK**  
Senior Manager, Compliance





**Merriwa**  
Bringing quality to life





# Finance Report

## 2022/23

This financial year, Merriwa navigated through operational hurdles that influenced our financial outcomes. In response, our leadership team embarked on a thorough examination of our operations and financial standing, leading to pivotal strategic adjustments aimed at bolstering our financial health in the years ahead. These adjustments included ending certain longstanding service agreements with clients. While these changes have temporarily affected our finances, they are expected to enhance profitability and ensure Merriwa's long-term viability.

The financial shortfall for FY23 was primarily due to:

- Adverse weather conditions, including floods and fires, which significantly impacted our sales, notably within the Timber and Park Lane divisions.
- The Timber Division witnessed a decrease in sales attributed to a surge in the supply of glulam beams in Victoria.
- Changes in our customer base within the Packaging Division, particularly the departure of a major client, led to a reduction in sales. However, this also resulted in decreased direct materials and labor costs, paving the way for new, financially sustainable customer

relationships and product opportunities that align with Merriwa's purpose.

- Despite the weather challenges affecting the production side of Park Lane, we expanded our retail operations to boost giftware sales. Our Gardening Services maintained operations, with plans for expansion under consideration.

### Financial Highlights:

- Sales and other revenue stood at \$28.7 million, a decrease from \$31.7 million in the previous fiscal year.
- Gross profit increased to \$7.9 million from \$7.2 million in FY22.
- Net assets slightly decreased to \$21.8 million from \$21.9 million in FY22.
- Our current ratio remains strong at 1.7.
- The sale of the Newman Street investment property resulted in a modest profit, reflecting a significant increase in its balance sheet valuation in recent years.

We also made significant strides in governance, developing a comprehensive Delegations of Authority alongside new policies, templates, and processes for capital acquisitions and new business proposals/ expenditure outside of budget.

The Risk Framework, matrix, and reporting underwent a redesign and implementation, with ongoing efforts to fortify controls, approval processes, and documentation.

FY23 saw the initiation of preparations to enhance system integration and transition towards paperless operations. Reviews of the payroll system, financial accounting system, and the credit card acquittal and reporting system were conducted or continued, with some improvements slated for implementation in FY24.

Looking forward, Merriwa is dedicated to a path of financial sustainability, emphasizing the integration of purpose-aligned customers, product diversification, operational efficiency enhancements, and regional expansion.

**Sasha Oliver**  
Chief Finance Officer



**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME**

for the year ended 30 June 2022

	2023 \$	2022 \$
Sales and Service Revenue	28,669,355	31,627,165
Raw Material and Consumables	(9,765,076)	(12,714,357)
Direct Employee Benefits	(11,016,416)	(11,664,018)
Gross Revenue	7,887,863	7,248,790
Fair Value Adjustments	-	381,555
Total Income	7,887,863	7,630,345
Indirect Employee Benefits	(3,423,754)	(3,789,968)
Depreciation And Amortisation	(1,017,293)	(1,131,406)
Other Expenses	(3,601,568)	(2,838,129)
Total Expenses	(8,042,615)	(7,759,503)
Net Surplus/(Deficit)	(154,752)	(129,158)

**Other Comprehensive Income**

Items that will not be reclassified subsequently to profit or loss:

Gain on revaluation of land and buildings	-	4,119,429
Total other comprehensive income for the year	-	4,119,429
Total comprehensive income attributable to members of the Entity	(154,752)	3,990,271



## STATEMENT OF FINANCIAL POSITION

as at 30 June 2022

	2023	2022
	\$	\$
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	215,608	321,123
Receivables and Other Assets	3,593,402	3,376,040
Inventories	3,925,861	4,792,250
Assets Held For Sale	56,000	74,964
<b>TOTAL CURRENT ASSETS</b>	<b>7,790,871</b>	<b>8,564,377</b>
<b>NON-CURRENT ASSETS</b>		
Trade and Other Receivables	-	-
Property, Plant and Equipment	21,171,860	21,757,146
Investment Property	-	1,890,000
Right of Use Assets - Leases	60,112	117,964
<b>TOTAL NON - CURRENT ASSETS</b>	<b>21,231,972</b>	<b>23,765,110</b>
<b>TOTAL ASSETS</b>	<b>29,022,842</b>	<b>32,329,487</b>
<b>CURRENT LIABILITIES</b>		
Payables	2,392,678	3,854,080
Borrowings	624,263	1,100,000
Provisions	1,567,874	1,694,420
Lease Liabilities	51,134	83,348
<b>TOTAL CURRENT LIABILITIES</b>	<b>4,635,949</b>	<b>6,731,848</b>
<b>NON - CURRENT LIABILITIES</b>		
Borrowings	2,489,000	3,550,000
Provisions	119,473	88,828
Lease Liabilities	8,978	34,616
<b>TOTAL NON - CURRENT LIABILITIES</b>	<b>2,617,451</b>	<b>3,673,444</b>
<b>TOTAL LIABILITIES</b>	<b>7,253,400</b>	<b>10,405,292</b>
<b>NET ASSETS</b>	<b>21,769,443</b>	<b>21,924,195</b>
<b>EQUITY</b>		
Retained surplus	12,590,305	11,509,186
Reserves	9,179,138	10,415,009
<b>TOTAL EQUITY</b>	<b>21,769,443</b>	<b>21,924,195</b>



**STATEMENT OF CHANGES IN EQUITY**

for the year ended 30 June 2022

					Re
					Su
<b>Balance at 1 July 2021</b>					11,
<b>Comprehensive Income</b>					(12
Surplus/(Deficit) for the year attributable to members of the Entity					-
Other comprehensive income for the year					
<b>Total Comprehensive Income Attributable to members of the Entity</b>					(12
<b>Balance at 30 June 2022</b>					11,
<b>Balance at 1 July 2022</b>					11,
<b>Comprehensive Income</b>					(15
Surplus/ (Deficit) for the year attributable to members of the Entity					-
Other Comprehensive income for the year					1,2
Asset Revaluation Reserve adjustment on disposal of Investment Property					
<b>Total comprehensive income attributable to members of the Entity</b>					1,0
<b>Balance at 30 June 2023</b>					12,



**STATEMENT OF CASH FLOWS**

for the year ended 30 June 2022

*Full set of Financial Statements are  
Available on request.*

	2023	2022
	\$	\$
<b>Cash Flows from Operating Activities</b>		
Payments		
Suppliers	(15,223,423)	(17,973,700)
Employees	(14,482,173)	(15,328,316)
Receipts		
Customers and Clients	-	-
Government Grants	3,326,184	3,413,666
Memberships/Donations	190	30
<b>Net Cash provided by Operating Activities</b>	<b>(37,292)</b>	<b>1,435,969</b>
<b>Cash Flow from Investing Activities</b>		
Payments		
Purchase of property, plant and equipment	(412,393)	(875,258)
Purchase of assets held for sale	(3,000)	(74,964)
Receipts		
Proceeds from sale of property, plant and equipment	-	71,238
Proceeds from sale of investment property	1,939,319	-
Proceeds from sales of assets held for sale	-	293,050
<b>Net Cash (used in) Investing Activities</b>	<b>1,523,926</b>	<b>(585,934)</b>
<b>Cash Flow from Financing Activities</b>		
Payments		
Advances to Employees and Clients	(3,379)	(502)
Insurance Premium Funding Payments	(429,605)	(265,352)
Loan Repayments	(4,000,000)	
Payments to Reduce Lease Liabilities	(57,852)	(115,244)
Receipts		
Employee and Client Advances Repaid	5,819	4,986
Insurance Premium Funding advanced	827,868	-
Loan Advances	6,037,747	3,950,000
<b>Net Cash (used in) Financing Activities</b>	<b>(1,592,189)</b>	<b>(426,112)</b>
<b>Net Increase/(Decrease) in Cash Held</b>	<b>(105,515)</b>	<b>423,923</b>
Cash and Cash Equivalents at the beginning of the year	(321,123)	(102,800)
<b>Cash and Cash Equivalents at the end of the year</b>	<b>215,608</b>	<b>321,123</b>

# Merriwa

## Service Awards

2022/23

### 10 Years

*Coral Clarke*

#### **MCS**

Coral is a well-regarded team leader within the Merriwa Community Services division and has worked across many of our houses as a support worker. She excels at working with young people who are trauma impacted and uses her knowledge of the autism spectrum to assist others. Her support for their development is highly valued within the MCS team. Congratulations Coral, on 10 years of service to Merriwa, and thanks for all your great work.

*Scott Cooper*

#### **PACKAGING**

Scott is one of the original team members who transferred over from Kirinari in October 2018 to Romet Rd Wodonga. Scott was the lead on a contract brought over by Kirinari completing Kotzur washers & bolts for the silos. Scott now works on our MVMS line, where he undertakes the gluing of cartons. Congratulations Scott on your 10-year achievement and look forward to many more years to come.

*Jacob Grogan*

#### **PACKAGING**

Jacob commenced work at Merriwa in October 2012. Over the ten years, Jacob has learnt many skills and worked across a number of lines at Plant 2 as well as the Plant 3 food rooms. Jacob has grown in confidence and now conducts tool box meetings. Jacob is a fun-loving employee who always has a smile, is respectful and enjoys his work. Congratulations Jacob and thank you for your wonderful ten years of service at Merriwa!

*Jeremy Kelly*

#### **TIMBERS**

Jeremy is a dedicated member of our Merriwa team since November 2012, he is a cherished colleague and friend. Jeremy always ready to lend a helping hand and is known for his willingness to step up and assist others whenever needed. Jeremy is an integral part of our team. We're grateful to have him as a colleague and a friend who enriches our Merriwa family. Congratulations on 10 years of service Jeremy!

*James Parkes*

#### **PACKAGING/TIMBERS**

James Parkes has been a team member across our Packaging and Timbers over the past 10 years. He is always up for a chat and is willing to try new tasks and learn new skills. Also known as 'Jimmy Thunder', he is involved at UFA Boxing Gym, where he supports others and motivates them at the gym. It is a pleasure to have James in our team. It is a pleasure to have James in our team – congratulations James on 10 years of service!

*Matthew Renshaw*

#### **PACKAGING**

Matthew is also one of the original team members who transferred over from Kirinari in October 2018 to Romet Rd Wodonga. Matt works 2 days a week, and the other days he assists his Uncle on a cattle farm. Matt has completed his Certificate 1 in General Education (Introduction) which was a huge achievement. Congratulations Matt on your 10-year achievement and we look forward to many more years at Merriwa.





## 15 Years

*Stephen Campbell*

### PLN

Steve has been toiling away in the Contract Gardening crew for the last 15 years. After commencing work with Park Lane on the tree planting crew, Steve has been the key employee on our Telstra grounds and cleaning contract for the last 12 years. That job has Steve & the team travelling about 45,000kms a year. Steve still enjoys the occasional winter tree planting opportunity, but now concedes that it's a 'young man's game'. Fantastic effort on 15 years, Steve.

*Patrick McDonald*

### PLN

Patrick has been volunteering his services at Park Lane Nursery since June 2008, he is an intrinsic part of the Park Lane team. Patrick has contributed to the nursery in many ways – from production duties, grounds and garden maintenance, joke telling, and generally keeping us in line. He is always willing to help out in any way possible. Patrick is generous, compassionate, witty, and hardworking. Patrick, thank you for 15 years of wonderful service – we are very grateful, and look forward to many more.

## 20 Years

*Lee-Anne Crocker*

### TIMBERS

Lee-Anne Crocker's journey at Merriwa began on August 26, 2002. She has worked in many departments, starting in Plant 2, then Plant 3 and Timber. Today, she is an Administration Leader, overseeing essential administrative functions. Lee-Anne's unique blend of on-the-floor experience and administrative prowess contributed significantly to the success of Merriwa. Congratulations on 20 Years of Service!

*Eril Edwards*

### PACKAGING

Eril began her journey at Merriwa in February 2003 as a production line worker in Packaging and quickly made her way as a Support Officer. Eril is a shining light who can always be relied on for guidance and support. She always goes the extra mile for people and will always lend a helping hand. We are grateful to have Eril on our team, thank you for your contributions to Merriwa over the past 20 years.

*Joanne Gordon*

### PACKAGING

Jo is another of the original team members who transferred over from Kirinari in October 2018 to Romet Rd Wodonga. Jo has a can do attitude and enthusiasm to learn. Jo is a part of the communications team and attends the Oak FM Radio broadcast. Congratulations Jo on your 20-year achievement and we look forward to many more years to come.

*Jason Hocking*

### PLN

A mainstay at Park Lane Nursery for 20 years. Jason is now our lead production horticulturist, but over time has worked in retail, our Day Programs, and ran our first ever off-site gardening crew. Jason has a huge knowledge base on all things horticultural, and is a terrific teacher for any new employees coming into Park Lane. A fabulous 20 years of perseverance and commitment, well done Jason.

*Merriwa Awards Night 2023*



# Merriwa

Service Awards  
2022/23

Darren Metcraft

## PACKAGING

Darren's journey began at our company on November 11, 2002. Darren has been a true asset to our team, showing versatility and willingness to work across all divisions. He's not just a team player; he excels in various roles. Darren is a valued colleague, and someone you can always count on. He recently completed his Certificate 1 in General Education, showing his willingness to learn and challenge himself. Congratulations Darren on 20 Years of Service!

Glenn Moore

## TIMBERS

Glenn, affectionately known as "Chook" among his colleagues. Glenn started back on April 2, 2003, when he joined the team at Gibson Street, formerly "Whitlands Sawmill". Later, he transitioned to Greta Road Timber on September 30, 2019, bringing his enthusiasm and expertise along for the ride. Glenn's dedication to his work makes him a valuable member of our team. Congratulations on 20 years of service!

## 25 Years

Sharon Petersen

## PACKAGING

Sharon commenced work at Merriwa in November 1997 and has seen many changes and new products over the years, including the cake boards which she worked on for many years. Sharon has learnt many skills and tasks over her twenty-five years and enjoys her work and the company of her work friends at Plant 2. Congratulations Sharon on this great achievement, working at Merriwa for 25 Years!

Thank You for the Years of Service



Merriwa Awards Night 2023





# Retirements & Condolences

## 2022/23

Ross Schulz

### PACKAGING

Celebrating 30 years at Merriwa in 2020, Ross has been a huge part of the Merriwa family. In his retirement this year, there were many there to see him on his last day and sad to see him go. Ross started at Merriwa in October 1990 in the Timbers division and from there transferred to Plant 2 Packaging, which is where he retired. He has had a significant contribution to Merriwa, travelling by bus from Benalla to work each day. We are extremely grateful for his contribution to Merriwa and hope you are enjoying your retirement with plenty of drawing and painting!

Dianne Wellington

### MCS

Dianne Wellington commenced work with Merriwa in October 1998 and was originally employed to work in the timber division. In 2000 Dianne expressed an interest in working within the then CAASS division, now known as Merriwa Community Services (MCS). At this stage, CAASS mostly consisted of day programs and a bit of respite care. Dianne went on 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, and we wish her all the best in her retirement.

Peter Wellington

### TIMBERS

Peter, also known as 'Wello' started at Timbers in February 2014 and brought fantastic skills to the team. He would always contribute and share his opinion with the team, looking out for other people and ways to improve processes. He worked in the finishing area of the production floor, predominantly at the thicknesser, but also had the skills to work all areas of production at timbers. We wish you all the best in your retirement.

Raymond Meyers

### PACKAGING

Raymond is one of the original staff transferred over from Kirrinari. Ray worked 2 days a week, and he has a love for KISS the band and has a shrine for the band in his house.

Raymond is a fun-loving, team player who worked at all stations and was loved by all team members. Ray was often called the BIG Ray onsite. Raymond retired earlier this year and was focusing on social activities. Raymond is missed by all Romet Rd staff. We wish Ray the very best for the future and his retirement.

Raymond Hoffmeyers

### PACKAGING

Raymond is another of the original staff transferred over from Kirinari. Ray worked 3 days a week and was often seen around Lavington riding his bike. Ray was a pleasure to have onsite and had a fun-loving personality. Ray was the eldest staff member at Romet Rd. Ray retired earlier this year due to his health, and we wish him all the best for the future.

## Condolences

William Burns

### PACKAGING

It was with great sadness that we heard of William's sudden passing in April this year. He had just commenced at Packaging Plant 2 and was building confidence in himself, also participating in the Wangaratta Fun Run and completing the 10km walk. He was a pleasant and gentle young man who was determined to succeed. Our thoughts go out to his family and friends.



  
**Merriwa**  
Bringing *quality* to life

  
**Merriwa**  
COMMUNITY  
SERVICES

  
**Merriwa**  
PACKAGING

  
**Merriwa**  
TIMBERS

  
**Park Lane**  
nursery and garden centre



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