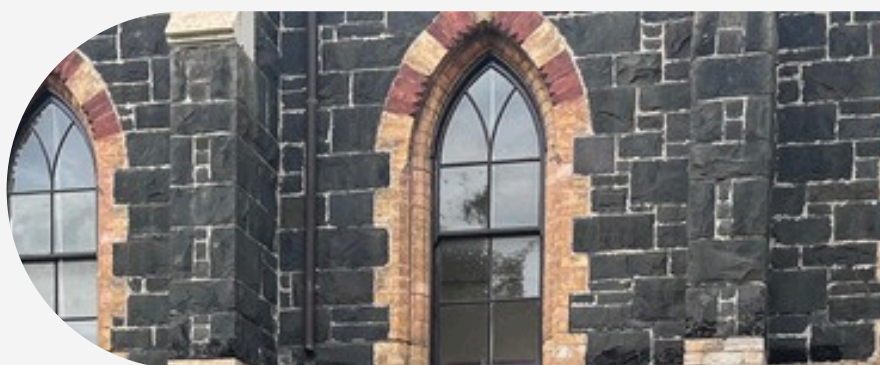


# making waves

WINTER | 2025

## Preserving history, creating opportunity

Our Grounds Maintenance team impresses Deaf Children Australia at their heritage listed site.



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# MESSAGE FROM OUR CEO

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Hi Waverley Family,

Brrrr – how cold is it at present! I'm encouraged by the fact we've already passed the darkest day of the year though. And I'm cheered on a daily basis by the wonderful people I see every day turning up no matter what winter throws at us!

I'm pleased to introduce the first edition of our new-look Waverley newsletter. Our team has worked hard to refresh it. We want to show off even more of what makes Waverley special – from partnerships with clients, to the achievements of our employees, and the ways our community can help us grow.

In this issue, you'll read how our Grounds Maintenance team is preserving the historic Deaf Children Australia site, the success of our first Walk for Waverley fundraiser, and how our partnerships with businesses like Kincrome, L'Oréal and Winslow show what's possible when social procurement and meaningful employment go hand in hand.

You'll get a glimpse behind the scenes as our incredible Workmates of Waverley learn new skills, build friendships, and take pride in every job well done.

We're excited to share that we've embarked on a major project to redesign the employee experience, building a workplace that puts joy and belonging at the centre of everything we do.

Together, we're creating something truly special. Thank you for being part of this journey.

**Nick Williamson**  
CEO, Waverley Social Enterprises



# Preserving history, creating opportunity

For the past nine months, our Grounds Maintenance team has been proudly working at Deaf Children Australia (DCA) helping to care for one of Melbourne's most historic and important sites.

Our team members, including Peter, Amit, and Tim, supervised by Rob, have been busy mowing, pruning, weeding, edging, and maintaining the beautiful gardens. Their hard work is helping to preserve the rich history of DCA, while showcasing the skills and dedication of people with disability in the workforce.

To recognise their efforts, DCA recently hosted a special morning tea for our team. Noel Henderson, Property & Heritage Manager at DCA, shared his appreciation:



**Above:** The team at Deaf Children Australia with Peter, Tim and Rob from Grounds Maintenance.

**"Thank you for all the work that you're doing – it's awesome. We absolutely love having you here and we see you as part of our team."**

This partnership is a wonderful example of how social procurement can deliver high-quality outcomes while making a real difference in people's lives.

Thank you to Deaf Children Australia for embracing inclusion and supporting meaningful employment through Waverley Social Enterprises.

# Designing a brighter future for Supported Employment

We're thrilled to announce that we've kicked off an exciting new project to redesign the Supported Employee Experience at Waverley Social Enterprises.

This isn't just a few tweaks around the edges – we're thinking big. This project is about reimagining what supported employment could look like. It's about creating a workplace where joy, purpose, and a true sense of belonging are front and centre for our employees with disabilities.



**Above:** Catalina from WeShift.



**Above:** Joanne, Helen and Antoinetta having fun in packaging.

Over the coming months, we'll be inviting a wide range of people to get involved, including our supported employees, their families and carers, our staff, and even people outside our organisation.

We want to hear your ideas, stories, and suggestions. The more voices we bring into the process, the stronger and more inclusive the future we can create together.

To guide us on this journey, we've partnered with Catalina from WeShift.

Catalina specialises in helping social impact organisations improve the way they serve their communities, so they can make even more of a difference. With her support, we'll be exploring bold new ideas and co-designing a better experience for everyone involved.

Let's imagine what's possible and then build it!



# Step by Step: Our First Walk for Waverley Fundraiser!

Our first-ever Walk for Waverley fundraiser ran for the entire month of March and what a journey it has been!

Designed to kickstart 2025 with a focus on fitness and fundraising, Walk for Waverley brought staff and supporters together under the powerful theme, "Walk Today, Transform Tomorrow."



**Above:** Leon gives Walk for Waverley the thumbs up.



**Above:** Sarah, Manda and Natalie go for a walking meeting.

Every step taken and every dollar raised moves us closer to our goal of providing meaningful employment opportunities for over 1,000 Victorians living with disability, creating lifelong friendships and a more inclusive future along the way.

Over the course of the challenge, 32 walkers stepped up, embracing creative ways to reach their goals – from walking meetings to extra time on the Stairmaster! Together, they covered a total of 242 kilometres and raised \$2,844.

Thank you to everyone who took part, supported, or donated. Your efforts are helping us transform tomorrow for so many in our community. We can't wait to build on this success next year!

# Driving Change: Community Support in Action



## New Car Donated to Waverley!

We're excited to have a new vehicle on the road at Waverley, thanks to a generous grant from Community Bank Pinewood.

Part of Bendigo Bank, Community Bank Pinewood has supported the Monash area since 2002, contributing over \$2 million to local initiatives and we're proud to be one of them.

The vehicle is already supporting our Grounds Maintenance, On-site Labour, and Catering teams, helping us deliver services efficiently and expand our impact.

Its arrival comes just as we begin major facility upgrades to create a better workplace for supported employees and prepare to welcome up to 700 new team members.

## Waverley Chosen as Charity Partner for ALDE Golf Day!

We were thrilled to be the charity partner for the recent Golf Day hosted by the Association of Land Development Engineers (ALDE). Not only was it a great day on the green for the 100 attendees, but also a generous show of support for our mission.

A special thank you to Winslow Construction for sponsoring the event and for recently engaging our Grounds Maintenance team at one of their sites.

Their support demonstrates how meaningful employment for people with disabilities can be seamlessly integrated into the business world.



**Above:** Scott accepts donation from ALDE and Winslow

**If you'd like to support Waverley's mission or make a donation, please contact us at [fundraising@wavind.org](mailto:fundraising@wavind.org) or visit our website.**

# Lucy Bolan, New Chapter Talent

At Waverley, we're incredibly fortunate to be supported by a growing community of like-minded partners who believe in inclusion, opportunity, and creating meaningful change. In this edition's Friends of Waverley Spotlight, we're thrilled to highlight Lucy Bolan, founder of New Chapter Talent.

Lucy is an experienced recruitment professional who specialises in marketing recruitment for not-for-profits, social enterprises, and values-led businesses. Through New Chapter Talent, she connects organisations with marketing professionals who are not only skilled but aligned with a greater purpose – something we truly admire and appreciate.



**Above:** Lucy Bolan of New Chapter Talent

Beyond her professional support, Lucy recently made a generous donation to our Walk for Waverley campaign, helping us raise vital funds to continue creating meaningful employment opportunities for people with disabilities.

We're so grateful to Lucy for her partnership, generosity, and commitment to making a positive impact. Thank you for walking alongside Waverley and helping us build a more inclusive world – one new chapter at a time.

## Interested in becoming a Friend of Waverley?

Partner with us, volunteer, advocate and refer us in your networks, or make a donation – there are plenty of ways to show your support!



[Click here](#) or scan the QR code to join the Friends of Waverley group!



# Behind the Scenes

## Learning New Skills

Isabelle and Claudia have been practicing their money handling and customer service skills. Their goal is to work on the register in the canteen!

They are doing a great job and these skills could even help them work in retail one day. We are very proud of them both!



Isabelle practising her money handling skills.



Claudia makes the correct change.



## SPOTLIGHT ON EMPLOYEES

# A Change of Scenery

For six weeks, our amazing on-site team was busy at Kincrome's Scoresby HQ, labelling and boxing 8,000 power tools!

We're proud to celebrate over five years of partnership with Kincrome – a business that truly champions social impact and inclusive employment.

Congrats to the On Site team for a job well done!



**Above:** Supervisor Matthew with On Site Team Andre, Arcie and Leanne.



## Trying New Things

Eric has been working in catering on Tuesday mornings and is doing a great job!

He loves making food like these antipasto skewers and is always excited to share what he's learned each week.

Great job Eric!

**Right:** Eric makes antipasto skewers.

## SPOTLIGHT ON EMPLOYEES

# Lights, Camera, Action!

We had a special visit early this year from our amazing client L'Oréal, who came to film a video celebrating our incredible partnership!

Our wonderful Workmates of Waverley, Michael and Lisa, were interviewed about their journey with us!



**Above:** Michael is interviewed for L'Oreal video

Their passion, dedication, and hard work are great examples of what makes Waverley unique!

A huge thank you to L'Oréal for championing social impact and supporting Waverley.



**Above:** Lisa working in Packaging.



You can [click here](#) or scan the QR code to watch Michael and Lisa in action!



## SPOTLIGHT ON EMPLOYEES

# Game On!

The Catering team have been turning their breaks into fun-filled Uno tournaments, sharing laughs, building friendships, and enjoying some healthy competition along the way.

At the end of each month, a new Uno Champion is crowned! It's been a great way to unwind, connect, and bring even more joy to the workday.



**Above:** Marc, Jonathan, Adam, Leon and Tim on their break.



**Above:** (Left to Right) Joanne, Leanne, Anthony Koutoufides, James, Pasquale, Lisa, Marie, Tim



**Above:** (Left to Right) Anthony, Colin & Isabelle



**Above:** Anthony & Tristan

## AFL Legend Anthony Koutoufides Visits Waverley!

We had a very special visitor at Waverley Notting Hill in May – AFL footy legend Anthony Koutoufides!

Anthony is the Director of All Inclusive Life, a group that helps people with disabilities enjoy fun, inclusive activities and events in the community.

So many of our footy fans were thrilled to shake hands, take selfies, and have a chat with a real football star!

# Get Involved!



## UTILISE OUR SERVICES

For catering, grounds maintenance, packaging, assembly or on site labour, contact:



[sales@wavind.org](mailto:sales@wavind.org)

## BECOME A WORKMATE OF WAVERLEY

To join us as a Supported Employee, contact:



[wow@wavind.org](mailto:wow@wavind.org)

## BECOME A FRIEND OF WAVERLEY

To show your support of our mission, contact us on:



[communications@wavind.org](mailto:communications@wavind.org)

