

making waves

SPRING | 2025

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Above: Wei Ji, Danny, Lilly, Netta, Manny and Simon celebrate our award win.



Dear Waverley Family,

What a wonderful time it's been for our community! I am proud to share the news that Waverley was named Business of the Year at the Monash Business Awards as well as Best Not-For-Profit Organisation. This recognition belongs to every one of our Workmates, staff, supporters, and partners who make our impact possible each day.

Our partnerships continue to grow, with Laing O'Rourke showing what's possible when businesses commit to social impact, and volunteers from ANZ and L'Oréal rolling up their sleeves to work side by side with our teams.

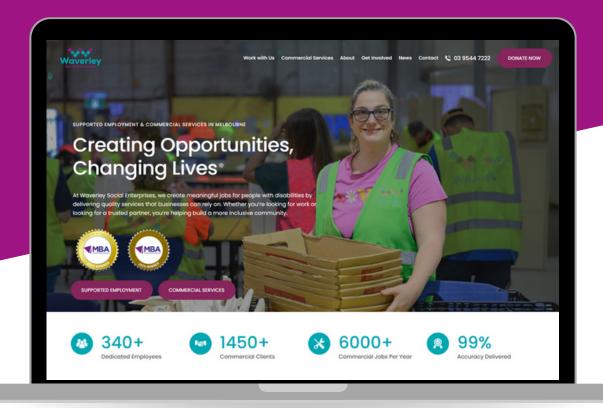
In this edition, we also share personal stories, like Rob's journey in grounds maintenance, which remind us that meaningful work is about much more than tasks - it's about pride, purpose, and camaraderie. And with the Mike Russell Awards returning in October, we look forward to recognising the dedication and spirit of our Workmates who inspire us all.

As you read through this edition, I hope you see what I see every day: a thriving community where commercial success and social good go hand in hand. Thank you for walking this journey with us - your support ensures that we can continue to grow opportunities, celebrate achievements, and create lasting impact.

Nick Williamson
CEO, Waverley Social Enterprises

Our New Website is Live!





We're delighted to announce the launch of Waverley's new website.

The site has been built to reflect the heart of Waverley – our people.

Visitors can now more easily explore our services, discover ways to get involved, and learn how we create meaningful employment for over 340 people with disability.

We've also made it simpler for businesses to understand how partnering with us can help achieve social procurement and ESG goals, while making a real difference in the community.

Check out the new site and please share it with your networks to help spread the word.





Waverley Wins Business of the Year!

Waverley Social Enterprises has been recognised with two major honours at the 2025 Monash Business Awards, winning Best Not-for-Profit Organisation and the prestigious title of Business of the Year.

The gala evening brought together leading organisations from across the Monash area to celebrate business excellence, innovation and community contribution.

These accolades highlight the unique value Waverley brings to the business community – delivering high-quality commercial services while creating social impact.

Above: Kate, Nick, Paul, John, Vivian & Zoe accept the awards at the gala event.

With a workforce of 340 supported employees, we have achieved industryleading accuracy and reliability for our clients, while enabling greater inclusion and opportunity in the workplace.

In a time when businesses are searching for meaningful ways to support their communities, Waverley offers a powerful and proven model where commercial success and social good go hand in hand.

Winning these awards is a testament to the hundreds of individuals who have found purpose and pride through Waverley over the past 40 years, and the thousands more we hope to support in the decades ahead.

SPOTLIGHT ON PARTNERSHIPS: LAING O'ROURKE

Building Social Impact with Laing O'Rourke

For the past two and a half years, we've been proud to partner with Laing O'Rourke, a company that truly walks the talk when it comes to social impact.

They've engaged our Grounds
Maintenance crew on a new park and
playground in Burwood delivered as
part of Suburban Rail Loop East works
and have used our catering service for
their meetings and events.

Beyond services, Laing O'Rourke has opened doors for inclusion. Some of our supported employees have been invited to present at their staff meetings, sharing personal stories about life and work with disability. These moments help build awareness, empathy and connection.

They've also supported us in practical ways, donating furniture and funds from decommissioned sites, and promoting our fundraising campaigns within their networks.

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"Leaving a social legacy on projects is a fundamental driver for Laing O'Rourke. This is one of the reasons we love working with Waverley and their team of highly talented individuals."

Salam Al-Mulla, Project Director/MC Representative for the Suburban Rail Loop Initial & Early Works.

Laing O'Rourke's approach shows what's possible when a business is committed to leaving a lasting social legacy. By working with us, they're creating real jobs, meaningful opportunities and stronger communities.

We're proud to call Laing O'Rourke a partner, and even prouder to showcase what's possible when businesses choose to do good, while doing business.

Above: Grounds Maintenance working at a playground.

Corporate Volunteers Lend a Hand & Make New Friends

Throughout June, we were thrilled to welcome several corporate volunteer groups to our Notting Hill and Hallam sites. Teams from ANZ and L'Oréal spent the day working alongside our supported employees and left with more than just a great team-building experience.

At Waverley Social Enterprises, volunteering is more than a feel-good day out. It's a hands-on opportunity for businesses to step into our production spaces, experience the work done by our Workmates of Waverley, and connect directly with them on a personal level.

These shared experiences build stronger team bonds, promote understanding of disability inclusion, and create lasting memories for everyone involved.





Above: Tristan has a laugh with ANZ volunteers.

"They're our besties now!" said one of our Workmates after spending the day with L'Oréal's team at Hallam. The feeling was mutual.

"We've absolutely loved the experience," said one of the volunteers.

"Chatting to the teams, getting to know them, finding things we have in common and having a laugh – it was such an eyeopening experience."

We're so grateful to our corporate partners for making time to connect with our team. If your organisation is interested in volunteering, we'd love to hear from you.

Left: L'Oreal volunteers join the team at Hallam.

SPOTLIGHT ON WORKMATES OF WAVERLEY

Rob's Story: Finding Purpose and Pride in the Great Outdoors

Rob has been a supported employee at Waverley Social Enterprises since 2018. Over the years, he's built skills across both packaging and grounds maintenance but it's clear where his heart lies.

"I like the freedom of being outside," Rob says with a smile. "Being able to enjoy good weather is the best part."

Rob is a key member of Waverley's Grounds Maintenance Team and, for the past three months, he's been working on a Native Space site. It's a job that combines his love of the outdoors with practical skills and a strong sense of teamwork.

"I like how quiet it is. The open space. While you're working you can admire your handy work and enjoy the fresh air."

For Rob, the job has been a great opportunity to learn and grow. He enjoys the variety in his role: "There's mowing, whipper snipping, leaf blowing, and litter pick-up, so lots of different skills you can use."



Above: Rob from Grounds Maintenance uses the ride on mower.

That practical know-how has a personal payoff for Rob too. "I'm preparing myself for what could happen in the future at home," Rob explains. "My parents are getting older, and my dad won't be able to mow the lawns at home much longer. At least now that I've got the skill set, I'm well prepared for it."

But what really makes the job rewarding for Rob is the team around him. "I just like the camaraderie amongst the fellow workers here. We help one another if something needs to be done. Setting up jobs, setting up equipment for the day – the guys all help each other out and it makes it easy to get the job done."

Waverley Social Enterprises is proud to partner with Native Space to provide meaningful employment for people like Rob, where hard work, fresh air, and a strong team culture come together every day and prove that social good can be good for business too.

SPOTLIGHT ON SERVICES

Our Workmates in Action



Preparing for a Fizzy Christmas!

Wizz Fizz season officially began in July at Waverley! Our Workmates are once again packing one of our all-time favourite jobs – the iconic Wizz Fizz Christmas stockings for our long-time partner, Fyna Foods.

This job is always a hit with the team. It's colourful, fun, and brings out the festive spirit.

Left: Nick and Andrew working on Wizz Fizz stockings.

Focus, Consistency and Pride

We've been working with Pact Group Holdings Ltd to label 10,000 pails for Dulux's Texture Series, and it's not your average labelling job. The curved, tapered surface of each pail means the label needs to be applied just right – no creases, no misalignment.

It's detailed work, but our supported employees are experts at it and have a tremendous sense of pride in getting the job done right!





Transforming a Green Space

Our Ground Maintenance crew helped breathe new life into the courtyard at Compnow's head office. What started as a reset has flourished into a thriving green space thanks to the hard work of our team.





Big Batches for Big Smiles

Our catering team recently baked 3,300 muffins for Metro Trains and as you can see from the trays, it was no small task!

This kind of order shows the scale our team can deliver, while keeping the quality and care that our clients expect. The feedback from Metro Trains was fantastic, and we're proud to have fuelled their events with something sweet.

Aromatherapy While We Work!

We're proud to be working once again with our long-time client L'Oréal on their iconic Aesop brand. Our team was busy packing 5,000 of their Evergreen Exhilaration packs and our Workmates of Waverley loved the smell!

Right: Lisa and Marie work on the Aesop job.





Packing & Shrink-Wrapping for Dulux

We recently completed a job for long-time client and supporter Dulux, carefully packing colour cards for their Porter's Paints range and shrink-wrapping the finished boxes.

Set to be an ongoing job with us, it's the kind of detailed, high-volume work our team does best.

CELEBRATING OUR WORKMATES

Mike Russell Awards Returning This October



Above: (Left to right) Heather, Ann, Jenny, & Frankie on the dancefloor.

Each year, we come together for the Mike Russell Awards, one of the most special nights on the Waverley calendar.

This annual gala is our chance to recognise the incredible dedication, hard work and commitment of our supported employees.

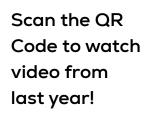
We honour those celebrating major service milestones, including 5, 10, 20 and even 30 years with Waverley, and take a moment to appreciate the impact they've made in our workplace and community.

It's not just an awards night, it's a celebration. There's a sit-down dinner, entertainment, dancing, and lots of laughs shared between staff, supported employees, support professionals, and families.

This year's event will be held in October at The Grand on Princes, and we can't wait to make more memories.

Want a sneak peek of what to expect?

<u>Take a look at the video capturing last</u> <u>year's unforgettable night!</u>







Left: Pasquale and Alberto at Mike Russell Awards 2024.

SPOTLIGHT ON FRIENDS OF WAVERLEY

Deaf Children Australia Donates Gardening Tools



Above: Gardening tools and equipment donated by Deaf Children Australia.

Our Grounds Maintenance team has been proudly caring for the beautiful, heritage-listed grounds of Deaf Children Australia for over a year now. During this time, they've become much more than a client - they've become a true Friend of Waverley.

Recently, Deaf Children Australia generously donated new gardening tools and equipment to our team. This thoughtful gift will help our Workmates continue to keep gardens thriving and grounds in top condition. It's another example of how they go above and beyond to support meaningful employment for people with disability.

At Waverley, we're fortunate to have the support of our Friends of Waverley community: impact-minded individuals and organisations who share our mission for a truly inclusive society. Friends of Waverley play a vital role in helping us build the best possible environment for our employees – whether it's through fundraising, in-kind donations, or opening new doors for employment opportunities.

If you're inspired by this story, we invite you to become a Friend of Waverley and join us in empowering more people with disability to thrive at work and in life.



Click here or scan the QR code to join the Friends of Waverley group!

Redesigning the Waverley Experience

Waverley has been working with WeShift to completely reimagine supported employment, not just for today, but for the future.

We recently held a full-day workshop bringing together voices from across Waverley. Led by Catalina Bonavia from WeShift, the session explored new ideas to create a workplace where every employee feels valued, connected, and proud of their work.

The research told us what matters most: people come to Waverley for growth and real jobs, but they stay for the friendships, safety, and purpose they find here.

Our challenge now is to build on that foundation with clearer systems, stronger communication, and spaces that truly support inclusion.



Above: Catalina from WeShift

From skills and training programs, to co-designed experiences, to everyday rituals that celebrate and recognise achievements — we're exploring what is possible to reinvent the supported employment experience.

This is just the beginning. Catalina and the team will now use the workshop results to shape a roadmap that balances quick wins with long-term change.

Together, we're building a Waverley Experience that sets a new benchmark for supported employment.

SPOTLIGHT ON SUSTAINABILITY

Waverley Partners with Victorian Container Deposit Scheme

We're excited to announce that Waverley Social Enterprises has partnered with the Victorian Container Deposit Scheme as a charity partner! This collaboration provides a fantastic new way for our community to support us.

When you return your eligible drink containers to a Return It location, you can now donate the proceeds directly to Waverley Social Enterprises.

Not only does this program contribute to a circular economy, but your nomination can also help us create an ongoing impact in the lives of our supported employees.



Above: Return-It Victoria Website

To make your donation, simply download the CDS Vic East app and search for Waverley Social Enterprises as your donation partner.

Thank you for helping us make a difference, one container at a time!

Click here to download the app or scan the QR code.





What can I return?

Most aluminium, glass, plastic, and liquid paperboard (barton) drink containers between 150mL and 3 litres are eligible. You can keep the lids on as these are recycled too!

Shaping Waverley Through Diverse Voices

Over the past year, our Insight Circle has been making a real difference in how we work and connect at Waverley. This group of supported employees has shared ideas, given feedback, and helped shape initiatives that improve both our workplace and the experience of our customers.

Some highlights from this year:

Welcoming New Participants

Refreshing our onboarding survey so newcomers feel supported from day one.

Living Our Values:

Helping shape the values that guide our culture and daily work.



Above: Insight Circle Notting Hill - (Left to right, Back Row) Clinton, Brendan, Tim, Joel. (Front Row) Lauren, Rose, Fleur, Leanne, Isabelle.



Above: Insight Circle Hallam - (Front to back) Peter, Vicky, Jess, Rachel, Heath, Ari, Andrew.

Bringing People Together

Launching an Employee Events

Calendar filled with activities that spark
fun and connection.

Sharing Ideas Easily:

Creating a quick feedback system where anyone can scan a code and share suggestions.

Connecting Beyond Waverley:

Representing us at networking events and meeting with customers.

The Insight Circle shows what's possible when voices are valued. Their contributions are strengthening Waverley from the inside out, creating a more inclusive, innovative workplace while also enriching the experience for our clients and community.

If you are a Workmate of Waverley interested in joining the Insight Circle, speak to Manda or Sarah or email experience.support@wavind.org

Celebrations for Each Month!



Pyjama Day!

In June, we celebrated Pyjama Day and our Workmates came dressed for comfort!

We love seeing the joy and connection these little moments bring to our workplace.

Left: Kayla, Brooke, Wendy, Claudia, Isabelle & Alison wear their PJs with pride!

Christmas in July

July brought some mid-year cheer to Waverley with a festive BBQ, Christmas carols, and even a visit from some Christmas characters!

It was a great way to lift spirits and share a few laughs during the winter chill.

Right: John, Robert, Heather and Megan pose with our dancing Christmas Tree and Snowman



SPOTLIGHT ON EMPLOYEES

Creative Month







Celebrating Self Expression!

For the month of June, our Workmates of Waverley shared the creative things they love to do in their spare time. Pictured here are just a few examples, including painting, diamond dot art, and embroidery. But that's not all! We also saw singing, dancing, drawing, crafting and so much more.

Having creative outlets is so important. It gives us all a way to express ourselves, unwind, and find joy.

At Waverley, we celebrate and encourage creativity in all its forms, and we're so proud of the passions our employees bring to life.

Above: Heather's shows us her embroidery work.





Learning & Development











Graduates Unlock More Career Pathways!

In May, we were proud to see nine of our Workmates of Waverley completed their Certificate I in Work Education through one of our valued training partners.

This achievement was more than just a milestone. It's a reflection of the motivation and dedication our team brings to personal and professional growth.

Many of the graduates have gone on to their next goal of completing Certificate II in Work Education, where there is a focus on hospitality and customer service skills, opening doors to even more diverse career pathways.

Congratulations to all our graduates!

Top Left to Right: Joanne, Michael and Eric with trainers from Brace

Left: Alberto and Clayton with trainers from Brace

SPOTLIGHT ON EMPLOYEES

Behind the Scenes



Above: Ian working on a CFA radio unit

Teamwork in Action: CFA Project

Our Hallam and Notting Hill teams are working together on an important CFA project, upgrading old analogue radio kits to digital.

By sharing the workload, we've already completed more than twice the number of units originally planned. Hallam is managing the first stage of disassembly and drilling before sending the kits to Notting Hill for final assembly. It's been a fantastic example of cross-site collaboration and the power of teamwork.

Thuy Gets the Job Done With Fun!

Packaging Supervisor Thuy is always finding fun and innovative ways to get jobs done efficiently while keeping the team engaged. Great work Thuy!

Right: Thuy shows the team how to apply six stickers at once.





New Ride on Mower for Grounds Team

The Grounds Maintenance team got a new rideon mower! The team is super excited about this upgrade and they look forward to learning how to operate a machine without a steering wheel!

Left: Daniel, Matt, Amit, Ryan, Tim, Rob, Anji, Jordan, Andrew, Peter, Paul

Get Involved!



USE OUR SERVICES

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



sales@wavind.org

BECOME A WORKMATE OF WAVERLEY

To join us as a Supported Employee, contact:



wow@wavind.org

BECOME A FRIEND OF WAVERLEY

To show your support of our mission, contact:



communications@wavind.org

