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**2019-20**



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# A message from the Chair and CEO

Welcome to Windana's Annual Report for 2019-20. It is our story of resilience, a celebration of the Windana community and the tremendous potential of people to change and grow. Throughout this year's report you will read about many achievements – some big, some small - but all equally illustrate why Windana is such a special community to so many. The last twelve months presented great challenges. Our staff were magnificent throughout, never erring in their commitment to supporting our clients and residents to change and grow while the world shifted around them. Our leadership team worked tirelessly too, ensuring that our people were safe, supported and connected during extended lockdowns.

From a business point of view, we continued to work towards achieving the priorities outlined in our [Strategic Plan](#). With significant donations from the Friends of Windana and Gandel Philanthropy we built Australia's first Welcome House; our Grampians Therapeutic Community successfully completed its first audit against the Australian Therapeutic Communities Association Standards; and throughout lockdowns and restrictions our clients and residents were still able to access the support they needed.

All of this is only possible because of the staff, volunteers and Board Members, who together have ensured Windana remained a place of sanctuary and hope in such a tumultuous year. From March 2020 the way we work changed dramatically, and we are incredibly proud of the way Windana staff supported our clients, residents and each other.

We thank all our generous funders, donors and supporters. Their ongoing generosity is vital in allowing us to continue supporting clients and residents on their journey to recovery. We also extend our thanks to Ben Desmond, who resigned from the Windana Board on 30 June 2020. His contribution has made a significant difference to Windana's future.

As we all settle into a changed world, there is much to look forward to in the year ahead. Our services are expanding, and COVID-19 has created opportunities for remote service delivery and new ways of working that we will continue to take advantage of into 2020-21 and beyond.



**Jenny Gillam**  
Director and Board Chair



**Anne-Maree Kaser**  
Chief Executive Officer

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Windana is an Aboriginal word that means which way? Since 1984, Windana has helped thousands of people overcome their alcohol and other drug use to lead healthy, productive and rewarding lives. Our evidence-informed approach and client-centered services help people achieve their full potential.

**Windana is more than a place of drug and alcohol recovery, it's a community. We help people to rebuild their lives.**

Windana acknowledges the traditional land owners of Australia and we welcome all Aboriginal and Torres Strait Islander people to our service. Windana provides a safe and welcoming environment for everyone.



# Withdrawal and Coordinated Care

The Withdrawal and Coordinated Care (WCC) Program includes the Adult Residential Withdrawal Unit in St Kilda, the Youth Residential Withdrawal Unit (Windana Youth Community House) in Dandenong and the Non-Residential Withdrawal Teams in Dandenong, Frankston and Geelong. The program also includes the Admissions Team, the Harm Reduction Practitioner and the Dual Diagnosis Practitioner. Collectively, these teams work together to support clients through any phase of withdrawal treatment.



## 2019-20 highlights

The Adult Residential Withdrawal Unit provided 353 clients with access to residential treatment, while the Windana Youth Community House (WYCH) provided care for 136 young people. Of the clients who came through our care, around 12% of the adult clients and 9% of the youth clients continued their recovery journey in one of our therapeutic communities.

Our Non-Residential Withdrawal (NRW) Teams provided treatment to more than 900 clients in Barwon, Frankston-Mornington Peninsula, Casey, Cardinia and Dandenong catchments, with a number of these clients seeking treatment more than once throughout the year.



**Top:** 88 Alma Road in St Kilda, home to many Community Services and WCC services

**Left:** Members of our Admissions Team

**Right:** Members of the Drug Withdrawal House team



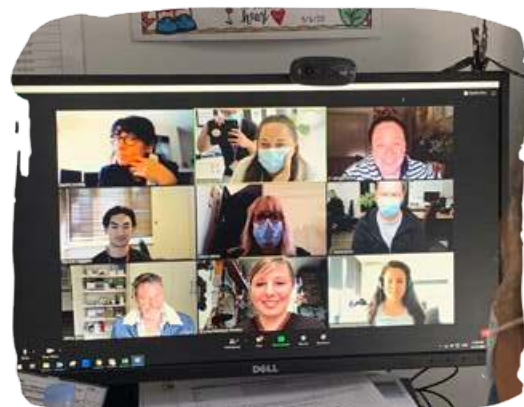
This year we also focused on embedding a trauma informed approach in our withdrawal programs. This helps our staff understand and respond to the impact of trauma, and emphasises physical, psychological, and emotional safety for our clients and staff.

All our WCC staff were trained in the principles of trauma informed practice, with some going on to do further training in the concept of vicarious trauma in the workplace.

In response to COVID-19, we needed to reduce the number of clients accessing residential withdrawal to provide clients with single room accommodation and meet social distance requirements.

Our NRW Teams also experienced a marked increase in referrals from local GPs – most commonly for increased alcohol consumption.

All our teams embraced online platforms to provide services that are usually delivered face-to-face, ensuring clients could still get the support they need.



Beyond COVID-19, there were many other changes happening across the WCC Program. Staff at our Adult Residential Withdrawal Unit got their hands dirty and used composted kitchen waste to set up a sensory garden. Clients can now enjoy home-grown produce in their nightly cooking, and kitchen waste is saved from ending up in landfill.



**Top:** The WCC team meeting online  
**Middle:** Taking care of the sensory garden at DWH  
**Bottom:** Feeding the worms at DWH



The updated kitchen at WYCH

While over at WYCH, the kitchen received a much-needed makeover. Our young people tell us they feel like they are on the set of MasterChef as they prepare their evening meals.

Student placements also continued in the Residential Withdrawal Program at WYCH, and the NRW program at the Windana Stepping up Consortium in Barwon.

## Staff wellbeing

Staff wellbeing was a big focus this year right across Windana. One of the WCC team’s favourite initiatives was ‘Dress-Up Thursdays.’ Our staff, CEO and clients all embraced this fancy-dress initiative and the positive energy it created across the organisation. Photos from the dress-up days have been turned into a memorable 2021 calendar.

This has been a year of flexibility, cooperation, kindness and acceptance of an ever-changing environment. The commitment of the staff across all program areas and the clients who have put their trust in us to look after their health and safety has been critical to the success of the Withdrawal and Coordinated Care Program.



Examples of the Dress-up Day Calendar

## Harm reduction

Harm reduction refers to policies, programs and practices that aim to minimise negative health, social and legal impacts associated with drug use, drug policies and drug laws. Harm reduction is grounded in justice and human rights – it focuses on positive change and working with people without judgement.

Our Harm Reduction Practitioner works closely with all our residential withdrawal clients so they are trained in how to use Naloxone as a first aid measure to reverse opioid overdose.



In 2019-20, more than 100 people were trained. Our Harm Reduction Practitioner also provided training and education sessions to alcohol and drug clinicians, presented at a 2019 Overdose Awareness Day event run jointly with Star Health and the 2019 Australasian Professional Society on Alcohol and Other Drugs conference in Tasmania.

In response to COVID-19, our harm reduction program quickly adapted by providing flexible delivery of Naloxone kits and delivering training online.

By working closely with clients in the community, our Harm Reduction Practitioner also observed the impact of COVID-19 restrictions on the drug market, noting shifts in street prices of methamphetamines and heroin. This drove an increased interest and uptake of opioid substitution pharmacotherapy for some clients whose usual supplies had been disrupted.



Our Harm Reduction Practitioner with his poster from Australasian Professional Society on Alcohol and Other Drugs conference

## Dual Diagnosis

Dual Diagnosis describes someone experiencing both mental health problems and alcohol or drug misuse. Approximately one third of the clients supported by our residential services this year live with a formally diagnosed mental health condition. Treatment from a dual diagnosis perspective integrates mental health and alcohol and drug treatment to support holistic recovery, rather than treating them separately.

Our Dual Diagnosis Practitioners work with clients while they are in our Youth or Adult Residential Withdrawal Units, and Maryknoll Residential Therapeutic Community. Windana's Dual Diagnosis Practitioners are funded through the South Eastern Melbourne Primary Health Network Dual Diagnosis program.

*"Without these people on my side, I would still be struggling with an addiction that had compromised every aspect of my life and was slowly killing me."*

● NRW Client

*"I am nearly 2 years clean. My 5-month old son is doing really well. Thank you - the program has changed my life."*

WYCH Client ●

# Windana's Therapeutic Communities

A therapeutic community is a place where people recovering from problematic use of drugs and alcohol can go for treatment. The community itself, through self-help and mutual support, is the principal means for promoting personal change.

Residents and staff work together to manage and operate the community, contributing to a psychologically and physically safe learning environment.

In a therapeutic community there is a focus on social, psychological and behavioural dimensions of substance use, with the use of the community to heal people emotionally, and support the development of behaviours, attitudes and values of healthy living.

## Grampians Therapeutic Community

The Grampians Therapeutic Community (TC) is a 20-bed residential facility in Ballarat. A resident's stay is based on a program of approximately 3 months.

Grampians TC staff all dressed up



## 2019-20 highlights

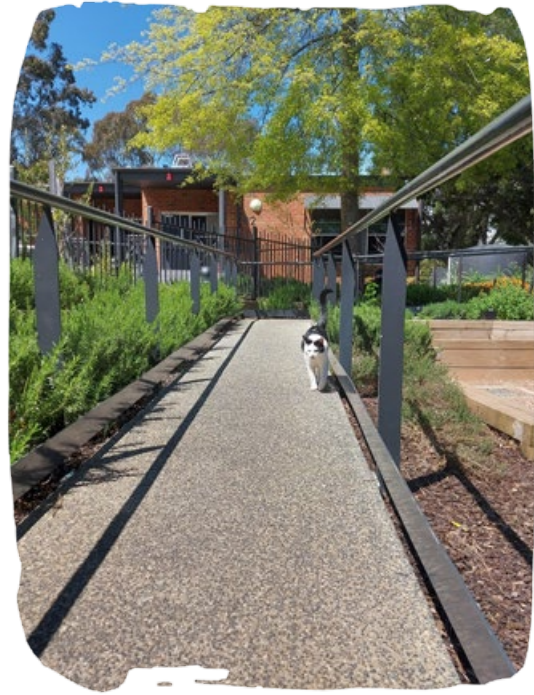
This year marks our Grampians TC's first year of operation and there have been many successes along the way. Despite COVID-19 dramatically impacting operations, all performance targets were exceeded including a monthly average of 14 people in treatment throughout the year. A great result, particularly as capacity was impacted by COVID-19 infection prevention and control protocols in March 2020.

The Grampians TC successfully completed its first audit and has been accredited against the Standard for Therapeutic Communities and Residential Rehabilitation Services, a fantastic achievement for Windana's newest TC.

Grampians TC residents also participated in Deakin University's Our Relationships study, which was delivered remotely and supported by TC staff.

## Response to COVID-19

The Grampians TC made amendments to its program delivery in response to COVID-19. Initially this meant all groups were reduced to 30 minutes, all family visits to the TC were suspended, and there was no leave for residents. Despite the challenges that COVID-19 brought, it highlighted the commitment of the community to ongoing recovery. Peer-led proposals were reviewed, and changes were implemented to support the community, including extra recreation time, optional online seminars, daily fun sessions and targeted self-care time.



Entrance to the Grampians TC



"My life is healthier, freer. I am much more confident and optimistic facing life and its challenges. I have a better self-image, confidence and self-worth. I am a more positive person and not fearful or resistant to change. Windana has given me the opportunity to feel useful, to practise role modelling, and to share wisdom and insight with others new to recovery."

● Grampians TC resident

"My favourite thing (about my time at Windana) is the amount of self-knowledge I left with and how to live functionally in society. I also came away with a couple of lifelong connections and people I can use as support networks in my life."

Grampians TC ● resident

# Maryknoll Therapeutic Community

The Maryknoll Therapeutic Community (TC) is a 77-bed residential facility on a 40-acre property in Maryknoll, Victoria. The program is delivered in four different phases over a period of 6 to 12 months.



**Top:** Construction begins in November 2019

**Middle:**  
Mid-construction in May 2020  
**Bottom:**  
Welcome House in October 2020



## 2019-20 highlights

### Welcome House

After five years of planning and fundraising, construction of Australia's first Welcome House is close to completion.

Entering a long-term residential rehabilitation program can be daunting and the first 30 days are particularly challenging. When operational in early 2021, our Welcome House will provide a 'soft landing' for new residents commencing treatment at Maryknoll TC. By embracing the Welcome House model, we aim to reduce the number of people who leave treatment early, increase full completion rates and achieve even better outcomes for people than we do today. We are incredibly grateful to the trustees of the Friends of Windana, and Gandel Philanthropy for their generous support of this project.

### Responding to COVID-19

The onset of COVID-19 brought significant challenges for both staff and residents as tight restrictions were introduced. The community banded together as residents showed their determination to make the most out of trying times by driving several peer-led groups to provide ongoing motivation while visits and leaves were not possible. The daily timetable was reconfigured to allow for social distancing and other restrictions, all with critical input from residents in order to find the right balance while in lockdown.

## Integration and Transitional Housing

For the first nine months of 2019-20, Integration House residents embraced the recreation and development program. Residents took part in Reclink Football, fishing trips, caving, hiking, ropes course, health and fitness, and Intrepid Landcare. Unfortunately, the outdoor recreation program paused in March 2020 due to COVID-19 restrictions. The restrictions also meant that movement between our Integration and Transition Housing Program properties was not possible. To address this, one of the Houses at the Maryknoll TC was converted to an Integration House so senior residents could continue their recovery path and begin their integration program.

Other important changes were made - such as moving parts of the program and graduations online and reconfiguring timetables for more self-care - so residents could continue their recovery.

## Research

TC residents participated in several research programs including the Burnett Institute's evaluation of the Welcome House and Deakin University's Our Relationships study.

Outside of the TC, Windana stood out at the November 2019 Australasian Therapeutic Communities Association conference in Adelaide where the TC's 'Food as Medicine' program was introduced to the wider TC community. The presentation by Jen Rollings and Sally Chick was well received and international and national guests spoke highly of the initiative. David Scott was awarded for his significant contribution to the Therapeutic Community Movement – a well-deserved honour.



Some of the sites around Maryknoll TC

## First Step Legal Services

Windana's relationship with First Step Legal Services continued to flourish resulting in positive outcomes for many residents addressing legal issues associated with their drug and alcohol dependence. Residents were supported by both organisations in court matters, with many receiving reduced sentences and mostly positive feedback. A number of magistrates recognised the important and dedicated work residents do while at the TC, often acknowledging this in their commentary.

*"Windana gave me the foundation to regroup and move on."*

*"Windana is the perfect place for change."*

*"Windana saved my life."*

● Maryknoll TC residents

## South Eastern Consortium Alcohol and Drug Agencies

The South Eastern Consortium Alcohol and Drug Agencies (SECADA) is a partnership of five alcohol and drug service agencies. SECADA is a single point of contact for a large network of specialist services that support youth and adults with a range of alcohol and drug concerns. Windana has been the lead agency since 2018.

The SECADA team at  
Christmas 2019



## 2019-20 highlights

### Moving the Consortium forward

As the year began, SECADA was consolidating several initiatives:

- KickStart program (forensic counselling program)
- Catchment planning
- Amalgamation of the Area Implementation Committee with the Southern Family Violence Partnership
- Victorian Alcohol and Drug Collection
- Coordination of other sector-wide initiatives including the Family Reunification Orders and the Overdose Awareness program

As the impact of COVID-19 on work and life became clearer, SECADA maintained contact with current clients while keeping the service open and providing a safe environment for staff.

Even though intake numbers fluctuated this year, we reduced the voluntary and forensic waitlist, and provided more bridging support and brief interventions.

Despite disruptions caused by COVID-19, SECADA fulfilled the catchment priorities from Stage Two of the South East Catchment-Based Plan (2019–2021) and set the foundation for Stage Three. Work continued around strengthening linkages with the community through:

- a series of service brochures and information materials
- work with Local Government Agencies
- the systematic collection of cultural data that properly reflected the community profile and service demand in the south eastern region
- widening collaboration efforts with an increasing number of local stakeholders

Many of these actions resulted from the Excellence in Health Promotion Conference, deliberative forums, pop-up health network forum, health literacy training and a major conference involving agencies working in alcohol and drug, mental health, homelessness and family violence, and Local Government.

The ability to keep up with changing priorities and timelines has meant the Catchment Plan remains on track as we enter the final stage of implementation.

*"At SECADA I learnt to stop just surviving and to start living!"*

# Community Services

Community Services comprises Windana Health and Healing, Family Services, Counselling, Care and Recovery Coordination, Intake and Assessment in South East, Moe AOD Day program, Community AOD Support, Art Therapy, Reception and the Windana Peer Support Group.

Building on the successes of the previous financial year, our Community Services program delivered essential services to Windana clients and residents at all stages of their recovery journey.

When COVID-19 restrictions came into place in March, Community Services transitioned smoothly to online service delivery, seizing the opportunities that came with this move so our clients could continue their recovery during these challenging times. Case management and counselling continued remotely, with services such as:

- advocacy and support around referral processes
- legal issues support in court proceedings
- DHHS involvement and family re-unification
- shared care meetings with other services
- assisting clients with navigating complicated AOD, health, legal and other services systems



A king protea in full bloom in the garden at 88 Alma Road



## **Bayside Counselling and Care and Recovery Coordination**

In 2019–20, 328 episodes of care were delivered to voluntary and forensic clients. These included AOD comprehensive assessments, standard and complex counselling sessions, and care and recovery coordination.

A survey of clients accessing these services remotely showed that most clients found their remote sessions as effective and of a similar quality as their usual in-person sessions. This positive result is testament to the hard work of the Bayside team to adapt to the changing landscape and will help inform service delivery in 2020–21.

## **Family Program**

The Family Program combines an understanding of alcohol and other drugs with a commitment to assisting clients to strengthen their parenting capacity and family functioning. A fun family day at Melbourne Zoo in January 2020 attended by 23 clients and almost 90 family members including 34 children was a highlight for the year.

When COVID-19 restrictions came into place, families caring for children impacted by lockdowns were provided with games and other activities to enhance child development and strengthen the parent-child bond.

The Family Program continued delivering parenting groups at Maryknoll TC on a weekly basis.

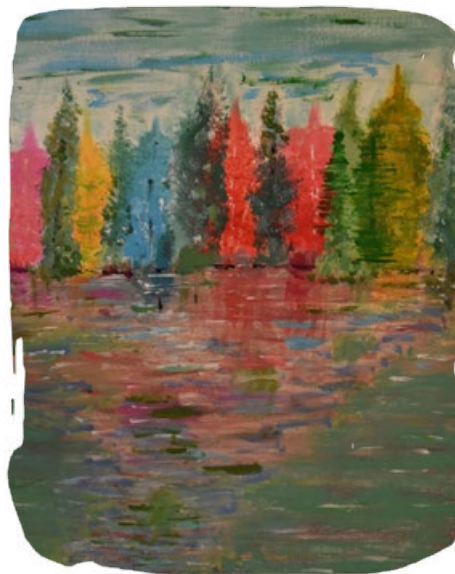
*"The support provided during COVID-19 through the Family Program has been a blessing. Very helpful through the tough restrictions."*

● Family Program client

## Art Therapy

Windana's Art Therapy Program had a hugely successful year. The program was well attended – before and after COVID-19 restrictions. Thanks to some quick and flexible thinking, including transitioning to remote consultations, creating an art therapy newsletter and delivering art supplies directly to homes, clients were able to continue their therapeutic work and creative expression.

The program culminated with more than 70 pieces of artwork exhibited in Windana's first ever online art show.



**From Left to Right:**  
Green Bowls  
The end of the day  
Colourful Trees  
Seven Mile Creek Whyalla  
Me and my dog

## Peer Support

Windana's weekly Peer Support Group offers a space for people in recovery to meet, share their stories, and give and receive support.

Peer Leaders transitioned from in-person to online meetings. Attendance at online meetings has grown (from an in-person average of 12 to an online average of over 20) to include members of Windana's transitional accommodation houses as well as members of Windana's community from rural Victoria and interstate.

*"Windana peer support has given me a chance to stay connected, be accountable, and walk alongside others on a similar journey. Becoming a Peer Leader for Windana has given me focus, responsibility, self-worth, confidence and purpose in my recovery. The online platform I have been involved with has connected me to my peers regardless of distance, giving me personal strength that has allowed hope into my life."*

● Peer Support leader

## **AOD Community Support**

Windana's AOD Community Support program is a partnership between Windana and Sacred Heart Mission (SHM). The Program works with people experiencing homelessness, or at best, living in tenuous accommodation, who are struggling with drug usage and mental health issues and are disengaged from the community and community services. Our AOD Community Support Worker helps SHM client's access AOD services, referrals, and provides psycho-education and harm reduction.

When SHM changed their usual drop-in' meals to takeaway in response to COVID-19, our AOD Community Support Worker was on hand to continue supporting clients. Mobile phones were provided to financially disadvantaged clients to reduce their social isolation and increase social connection with their social supports and loved ones.

*"Your support for me while I was vulnerable and on the streets was unbelievably helpful. Things could have ended up much worse for me but because of the care you provided I was able to stand up and become more resilient, more courageous and more independent."*

● Client

## **Moe Therapeutic Day Rehabilitation Program**

This free six-week program is a partnership between Windana and Latrobe Community Health Service. The program allows clients to remain at home to improve their overall health and wellbeing after completing an alcohol and other drugs withdrawal program. From 1 July 2020, the Moe Therapeutic Day Rehabilitation Program successfully transitioned under the umbrella of the Community Services Program and was welcomed as part of Withdrawal and Community Services.

## Windana Reception @ 88 Alma Road

Reception at 88 Alma Rd in St Kilda is often the first point of contact for people accessing Windana's services. As COVID-19 unfolded, staff adapted quickly and maintained the professional care and compassion Windana is known for. They fielded an unprecedented volume of calls from clients' family members and provided much need information, reassurance and direction. With infection control and social distancing protocols in place, they were able to continue their high level of service to clients and Windana staff.



Windana's  
reception team

"I recently completed an in-house detox at Windana and must say with complete gratitude that ... my experience exceeded all expectations. With genuine care from reception and aftercare Counselling I've not only maintained sobriety and no drugs but am actually looking forward to maintaining this like never before."

Client

## Windana Health and Healing

Windana Health and Healing provides affordable, holistic and professional natural health care and supplements to our clients and residents across all programs and to the wider community.

Our services are delivered by a group of highly trained practitioners and staff including our highly valued volunteer program, contractors and student clinics.

Our Health and Healing team had a busy year beyond COVID-19. They presented at the International Naturopathic Conference and the Australasian Therapeutic Communities Association Conference to resoundingly positive feedback with many people keen to find out more about our programs.



Representatives from Windana Health and Healing and Maryknoll TC presenting at the International Naturopathic Conference

Our Volunteer Program continued to grow with 35 volunteers providing high quality client-focused care.

Our partnership with Victoria University continued with the Osteopathic Clinic at St Kilda and Drug Withdrawal House and the introduction of an Osteopathic clinic at the Maryknoll Therapeutic Community.

We also received funding from the City of Port Phillip to deliver a Remedial Massage Clinic for at-risk members of our community who would not normally be able to access such services.

Our Naturopathic Team also continued to provide high-quality educational programs across all residential services.

On average, the team provided services to 550 clients each month before COVID-19 restrictions came into place.

## Responding to COVID-19

The team responded quickly to COVID-19, with our acupuncturists, naturopaths, yoga instruction and mindful meditation practitioner continuing to assist clients through their withdrawal alongside frontline staff during the COVID-19 pandemic.

Notably, our compassionate and skilled volunteer Community Naturopath provided high-quality therapeutic support online to some of the most at-risk members of our community isolated due to lockdown.

*"It's natural and it works, plus the naturopath is very knowledgeable and wants to find a solution for me to be at my best."*

● Client



# Corporate Services

Our Corporate Services Team comprises People and Culture, Communications, Finance, Information Technology, Projects, Quality, Fleet and Facilities Management, and Fundraising.

## 2019-20 highlights

Our Corporate Services Team worked on a wide range of projects from major infrastructure projects and transitioning to working online to system and process upgrades, to support Windana's growth, staff, clients and residents.

Key initiatives delivered:

### Infrastructure projects

- construction of the new Welcome House facility at Maryknoll
- completion of the sewerage treatment project at Maryknoll
- refurbishment of the Windana Youth Community House – upgrading the offices, kitchen and living areas

### COVID-19 response

- supporting the smooth transition to working from home for staff and the move to Zoom/Teams/Skype for client consultations
- supporting the Windana and SECADA online art show

## System upgrades

- supporting Windana’s transition to the new AOD sector client data collection application – Victorian Alcohol and Drug Collection
- launching Windana’s new website ([www.windana.org.au](http://www.windana.org.au)) and employee intranet (WENDI)
- selecting a new human resources, payroll and rostering provider to automate a number of internal manual processes; to be released in early 2021
- implementing a new reporting system – PowerBI – which introduced a range of client and manager reports to support client treatment progress and support decision-making
- implementing and managing the Portable LSL scheme and JobKeeper

## Finance upgrades

- Windana Future Fund established – monthly cash investments to secure the long-term future of Windana
- rolling-out self-service tools for Windana’s Executive team and managers to review financial information real time, anywhere and anytime

**Left:** Sewerage treatment facility at Maryknoll TC  
**Right:** Members of the Corporate Services Team



# Thank you to our supporters and volunteers

## Our supporters

The ongoing generosity of Windana's supporters is vital in allowing us to provide the most up-to-date and evidence-based care to support clients and residents on their journey to recovery.

We thank the Victorian and Federal Governments, Gandel Philanthropy, the R&L Hecht Trust, Anton Gaudry and all our donors for their continued support.

Projects like the Welcome House at Maryknoll Therapeutic Community (an Australian-first, opening in early 2021) is a prime example of how these contributions make a significant difference. The support has enabled us to pioneer a new concept in AOD residential treatment that has the potential to assist people in recovery Australia-wide.

## Our volunteers

Our volunteers are an essential and highly valued part of Windana. Their dedication, life experience and big hearts are one of the reasons why Windana is such a special place to so many. We thank all our volunteers for their contribution to our organisation and for improving the lives of our residents and clients.





**Left:** Welcome House at Maryknoll TC  
**Right:** Scruffy at Maryknoll TC  
**Bottom:** 88 Alma Road



# Windana Board and Executive

## Board of Directors

### Jenny Gillam

*Director and Board Chair*

- Member Finance, Risk & Audit Subcommittee
- Member Strategic Input & Positioning Subcommittee
  - Joined the Windana Board in 2002



### Dione O'Donnell

*Director and Deputy Chair*

- Chair of Finance, Risk & Audit Subcommittee
- Joined the Windana Board in 2014

### Patrick Baker

*Director*

- Joined the Windana Board in 2019



### Cameron Bird

*Director*

- Chair of Strategic Input & Positioning Subcommittee
- Joined the Windana Board in 2016



**Ben Desmond**

*Director and Company Secretary*

- Member Finance, Risk & Audit Subcommittee
- Joined the Windana Board in 2015

**Andrea McLeod**

*Director*

- Chair of Quality & Safety Subcommittee
- Joined the Windana Board in 2017



**Tony Parsons**

*Director*

- Member Strategic Input & Positioning Subcommittee
- Joined the Windana Board in 2016

**Sara Rowswell**

*Director*

- Member Strategic Input & Positioning Subcommittee
- Joined the Windana Board in 2016



## Executive Team

**Anne-Maree Kaser**  
*Chief Executive Officer*



**Clare Davies**  
*Executive Director,  
Rehabilitation Services*



**Mark Klose**  
*Executive Director,  
Corporate Services*



**Molly O'Reilly**  
*Executive Director,  
Withdrawal and  
Community Services*

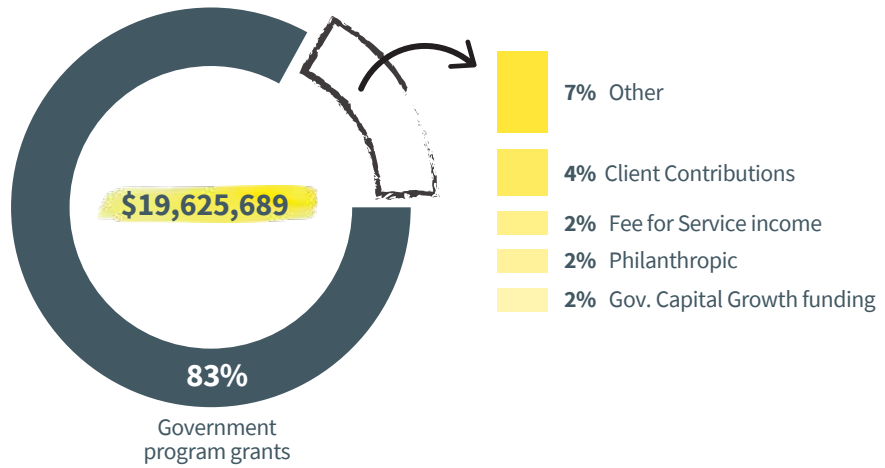


Windana Art Therapy  
Exhibition Pieces  
**Top:** Journeys  
**Middle:** Springtime  
**Bottom:** Dreaming of a  
summer evening

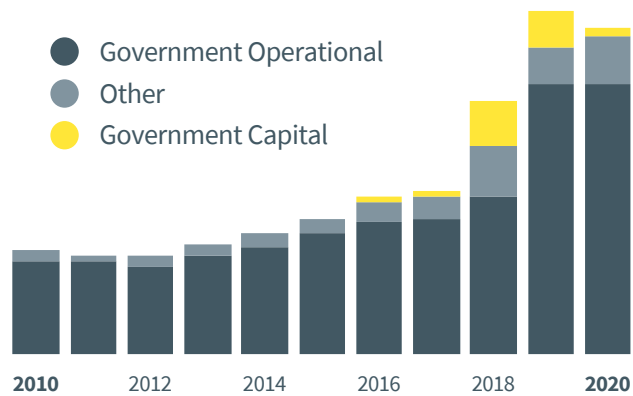


# Financials

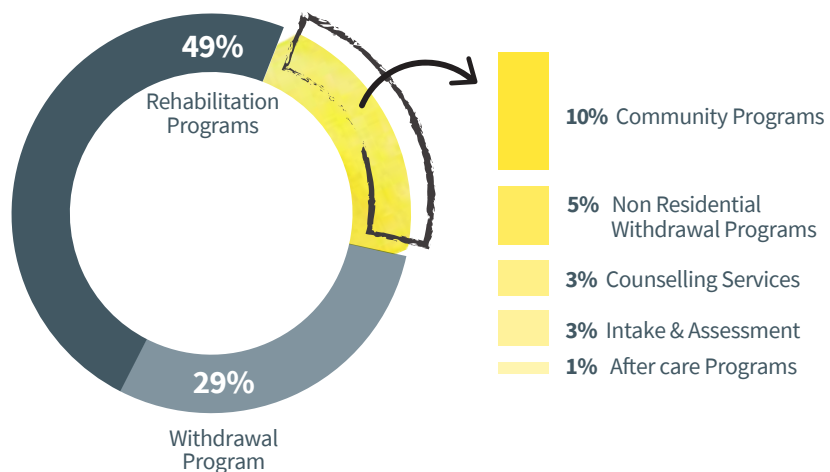
## Income 2019-20

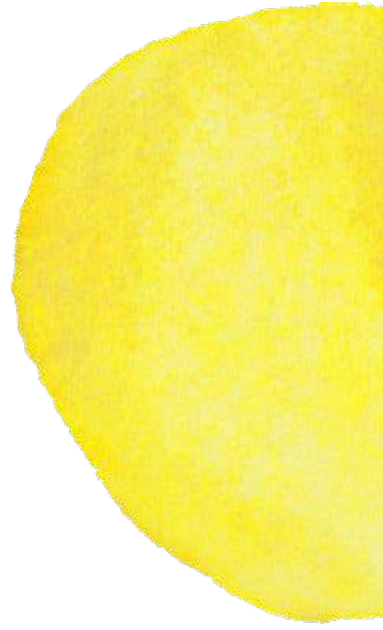


## Income growth



## Expenditure by activity





Windana Art Therapy  
Exhibition Pieces  
**Top:** Freedom  
**Middle:** Moon rising  
**Bottom:** Kim P Abstract 1



**Windana**  
Life. Changing.

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**Contact us**

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