Warida
Wholistic
Wellness

PUBLIC IMPACT REPORT

Impact Report 2026

What our records show about the difference our work makes, to November 2026.

A First Nations founded and led social enterprise on Kaurna Country, Adelaide

Supply Nation Certified | Social Traders Certified | People and Planet First Verified

warida.com.au

WHY WARIDA EXISTS

Change begins with being heard

Since July 2019, Warida has delivered 2,500 client hours of culturally integrated support, and 99 per cent of clients who gave feedback would recommend us.

2,500
client hours, July 2019 to May 2026

502
attended sessions in our current records, April 2020 to November 2026

264
sessions in 2026 to 9 November, up from 141 in 2025

9.8
average client rating out of 10, from 74 feedback forms

99%
of clients scored 9 or 10 for recommending Warida

8
organisations with active EAP agreements

Warida Wholistic Wellness is a First Nations founded and led social enterprise on Kaurna Country in Adelaide. Too many First Nations people, particularly women, meet mental health, wellbeing and workplace systems that are not culturally safe and that treat people as problems to fix. Many go without support, and workplaces miss the strength of their First Nations staff.

Warida starts from a different place. People are capable, not broken, and they already hold their own answers. Our role is to walk alongside them as a guide, creating culturally safe, relational spaces where they can reconnect with that knowing and move forward on their own terms.

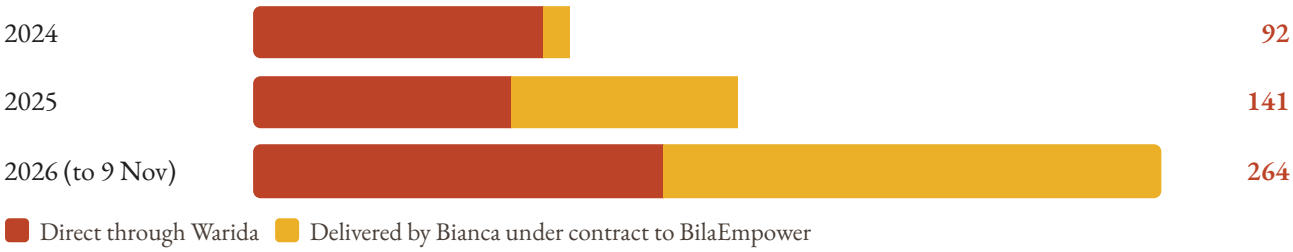
This report shares what our records show about the difference that work makes, up to November 2026. It covers sessions delivered directly through Warida and sessions Bianca Stawiarski delivers under contract to BilaEmpower, with the two pathways kept separate and nothing counted twice.

OUR REACH

Sessions nearly doubled in 2026

The sessions we deliver rose from 141 in 2025 to 264 by 9 November 2026.

ATTENDED SESSIONS EACH YEAR



Bianca's clinical records log 2,500 client hours of Warida work between July 2019 and May 2026. Our practice management records show 502 attended sessions and 862 hours of support to 106 clients, from April 2020 to 9 November 2026, including sessions delivered under contract to BilaEmpower. The two records overlap, so they are not added together. Our earlier practice system adds around 250 client contact days between 2020 and 2023, and our first Impact Report, covering 2021/22 and 2022/23, recorded around 800 people reached.

THE ORGANISATIONS WE WALK ALONGSIDE

As at November 2026, eight organisations have active Employee Assistance Program agreements with Warida: Animal Instincts Australia (Outback Equines), Argyle Recruit, City of Playford, Eden Local Aboriginal Land Council, KSJ Consulting Service, Murawin, Waringarri Media Aboriginal Corporation and Warntapinthi Wellbeing Aboriginal Corporation. We are also providing EAP and crisis support to the Australian Indigenous Doctors' Association while its EAP agreement is finalised. The Torrens to Darlington Alliance and Cairns and Hinterland Hospital and Health Service engage Warida for yarning circles.

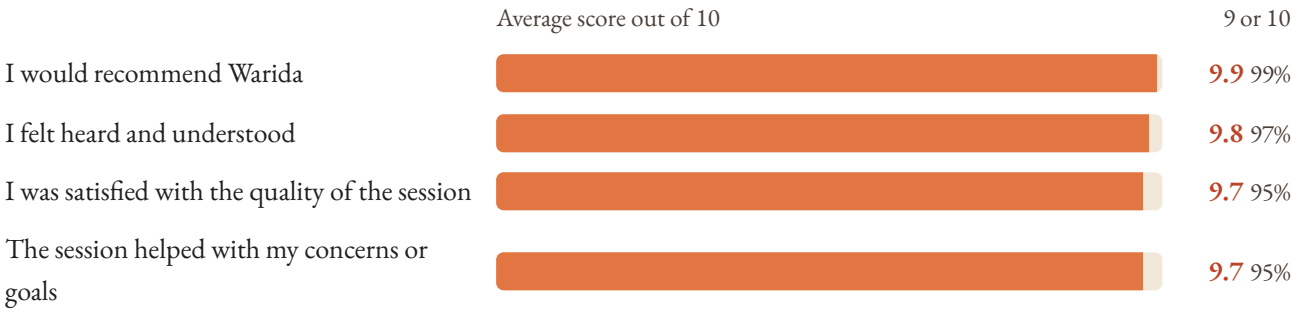
Between July and November 2026 we also delivered twelve training, wellbeing and yarning circle sessions with ten organisations, in Adelaide, Port Augusta, Ceduna and Brisbane. These ranged from women in business workshops to staff wellbeing forums on Country and ongoing monthly yarning circles on a major infrastructure project.

WHAT CLIENTS TELL US

Feeling heard comes first

Clients rate their sessions 9.8 out of 10 on average, and 73 of the 74 people who gave feedback would recommend Warida.

Warida invites every client to complete a short anonymous form after each session. Between December 2024 and 6 November 2026, 74 forms were returned for Bianca's sessions.



Of the 56 people who answered whether they felt empowered after their session, 52 said yes. In 57 of the 74 forms, the client gave a perfect 10 on every question.

> *Feeling heard is where the Warida Method begins, with Deep Listening. We read these results as a sign that Deep Listening is landing, and as the ground other change grows from.*

THE RIPPLE

Into workplaces, communities and practice

Warida's work reaches beyond the person in the room, into the teams, health services and practitioners who walk alongside First Nations people every day.

WORKPLACES

Organisations increasingly engage Warida for ongoing support rather than one off sessions. In 2026 this includes monthly yarning circles for the Torrens to Darlington Alliance (Bouygues Construction Australia and John Holland), with EAP support now in discussion, and a combined package for the City of Playford of monthly on site yarning circles at Marni Waeindi, clinical and cultural supervision and EAP counselling. In November 2026 we prepared de identified service reviews for Animal Instincts Australia, City of Playford, Eden Local Aboriginal Land Council, Murawin and Warntapinthi Wellbeing Aboriginal Corporation, so each could see how their people were using the service.

HEALTH AND COMMUNITY SERVICES

In July 2026 we delivered immersive training for BreastScreen SA radiographers on the barriers First Nations women face in accessing breast screening. Participants rated the facilitator 9.7 and the workshop 9.3 out of 10, and both people who answered the question said they would change their practice.

FIRST NATIONS PRACTITIONERS

Our EAP is delivered by First Nations practitioners, and Bianca provides clinical and cultural supervision to other practitioners. In 2026 Warida hosted and supervised a counselling student through a 12 week placement, helping to grow the next generation of culturally grounded counsellors.

A FIRST NATIONS SOCIAL ENTERPRISE

Built on trade, not grants

Warida is 100 per cent First Nations owned and sustains itself through trade, so every engagement also builds First Nations economic self determination.

Bianca founded the business as Empowerment4Riders in January 2016 and, in October 2018, transitioned it to a company and rebranded it as Warida Wholistic Wellness. In the two years to November 2026, Warida received no grants or external funding; its income came from the services it delivers.

- Between 2019/20 and 2024/25, Warida paid more than $380,000 in wages and superannuation.
- As at November 2026, Warida's team is one employee and three First Nations contractors.
- Our first Impact Report recorded about 9,642 hours of paid or volunteer work for people experiencing disadvantage, and two First Nations people supported into employment.
- Organisations that engage Warida are buying from a Supply Nation Certified business, which supports their own Indigenous procurement and Reconciliation Action Plan commitments.

Warida is a Supply Nation Certified, Social Traders Certified and People and Planet First Verified social enterprise. These certifications confirm who we are; the evidence in this report shows what we do.

HOW WE MEASURE, AND WHAT COMES NEXT

From how people feel to what changes

From 2027, Warida will track 42 indicators across six areas, so we can show not only how people feel after a session but what changes in their lives over time.

The six areas follow the Warida Method, from Deep Listening through Inner Fire to the Ripple Effect: reach and access; cultural safety and the healing relationship; individual wellbeing and Inner Fire; relational and workplace change; community, culture and Country; and economic self determination. Yarning and stories of change sit alongside the numbers, so people's own words always travel with the figures.

In 2027 we plan to:

- add questions on cultural safety and on feeling stronger in who you are to our feedback form
- offer a gentle check in three to six months after support ends, to see whether change has held
- pilot a LISTEN Framework reflection tool, and use the Growth and Empowerment Measure where clients choose it
- gather stories of change with consent, and share findings back with the organisations and communities that contributed them

Data about First Nations people is held in trust and governed by the Maiam nayri Wingara Indigenous Data Sovereignty principles and the CARE Principles. Every measure is optional, and declining never affects the service someone receives.

ABOUT THE FIGURES

- Client hours for July 2019 to May 2026 come from Bianca's PACFA clinical records.
- Sessions and hours come from Warida's practice management records (Halaxy), April 2020 to 9 November 2026. Sessions Bianca delivers under contract to BilaEmpower are counted once, as Warida's contracted delivery.
- Client contact days for 2020 to 2023 come from Warida's earlier practice system, with any days already in the current records left out.
- Feedback figures come from 74 anonymous post session forms for Bianca's sessions, December 2024 to 6 November 2026. Other practitioners' sessions are not included.
- Reach, volunteer hours and employment figures for 2021/22 and 2022/23 come from Warida's first Impact Report and are approximate.
- Wages and superannuation come from Warida's financial records. Training sessions are those recorded by Warida for July to November 2026.
- No individual client or participant can be identified from this report. Client organisations are named, but their logos are not used.

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