



Nadrasca News

Dignity. Diversity. Community. Industry.

Easter 2011 Issue 23



Multi-Sensory Room
The Blackburn South Community Bank Branch of Bendigo Bank has donated \$30,000 towards the equipment for the Multi-Sensory Room at High Street Community Options. What a wonderful, community-minded banking facility. Maryanne Weir has been very busy working with Wilkins International to set up this room which will be used, not only by the people at Nadrasca, but by members of the larger community. Stay tuned for the grand opening.

Future Directions

A Message from the Chairman

Nadrasca's purpose in accordance with the Constitution is 'To Establish & Develop a Range of Services for People with a Disability'. The organisation currently provides a variety and choice of services and programs, accommodation services and supported employment for approximately 370 people in the eastern suburbs of Melbourne. We have a longterm, established and stable workforce of 150 full-time, part-time and casual staff to achieve this.

Over the last two years, the Board has conducted a number of special meetings to discuss, review and plan the future direction of Nadrasca. You may recall Nadrasca conducted a *Needs Analysis Survey* in late 2008. Part of that process was to take into account future issues, concerns and needs identified in the survey by the respondents.

The future direction/indicators for Nadrasca are that by 2020, we intend to:

- Achieve or Exceed Standards in Disability Services
- Increase Revenue & Expand Nadrasca Industry Capacity
- Expand Nadrasca Community
- Optimise through Mergers, Acquisitions and Divestments
- Maintain our ISO status
- Meet the Needs of our Clients for Recreation & Leisure
- Address the impact of Ageing on the individual/organisation/employees/clients
- Maintain an ongoing, robust Risk Management Program
- Devise and Maintain an ongoing Succession Plan
- Maximise our Funding Opportunities

The Board has established sub-committees to address these indicators. In addition to the current Audit & Finance Committee, the following have been formed.

- A Marketing Committee
- A Recreation & Leisure Committee
- An Ageing Committee
- A Risk Management & Compliance Committee

Each committee has strategies, action plans, responsibilities, performance indicators and timeframes to work to. The committees are comprised of Board Members and Managers and, where necessary, co-opted staff members.

You will be informed through *Nadrasca News* of developments and initiatives as they occur.

Mike Poole
Chairman



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WEBSITE



Visit our website www.nadrasca.com.au to view videos on Nadrasca Community and Nadrasca Industry.

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Witt Street Update

I will be leaving for a family reunion in Ireland from 21 April to the end of May. Keith will be stepping into my position. I will bore you with some of my adventures in the next newsletter.

There have been some program changes and everyone is settling into their routines. We welcome three new staff members at Community Options: Paulette Kelly, Jacqueline Francischelli and Joanne Rice.

A group of six clients were supported to attend the 'Having a Say' VALID Conference in Geelong over three days in February. (See picture page 4.) Self-Advocacy Group members are busy working on their self-advocacy training each week. They share items of interest during the Witt Street Client Meeting each Friday.

Matthew Clarke is recovering well from a hip replacement. We wish him a speedy recovery. We congratulate Paulette Kelly on her engagement to Mick Abbott. Congratulations to Rhonda Wilkins on the birth of her first grandchild to her daughter Michaela. Fraser Austin Collins weighed in at 8lbs 5½ ozs.

Betty Hamilton
Manager Community Options

Seniors@Nadrasca

There are several projects in the pipeline for 2011. The Seniors have been approached by Nadrasca Industry for a commissioned art piece and are looking forward to creating a theme relevant to Nadrasca Industry. It is envisioned that the work will be completed in the next few months.

After lengthy discussions with High Street managers and clients, the Seniors have decided to go to High Street once a week for a few hours to share their knowledge and skills, helping their peers create art for their centre. This will be an empowering exercise.

Finally, staff have been diligently working towards meeting the accreditation standards – a challenging process for all concerned. Staff are very eager to meet all the requirements for this important outcome.

Paula Euthimiou
Seniors Service Manager



Christmas Celebrations

On 17 December, over 120 Nadrasca Industry employees and their friends attended the Annual Employee Christmas Dinner Dance at the Manhattan Hotel in Vermont. The evening was a great success, with everyone enjoying the good food and music throughout the night. So much fun was had by all that many of the Manhattan employees joined us in the dancing during the evening. Prizes were given for numerous dance events, as well as Door Entry and the raffle. Congratulations to the Employee Representative Committee and Linda Leonard for organising the night.

On the last day of work, Nadrasca Industry had a Christmas lunch at Rooks Road. During the lunch we were visited by staff from Smiths Chips who escorted Gobbledock to Nadrasca and gave out a gift showbag to each employee. We were also visited by Father Christmas who led us all in carol singing and gave a Christmas present to everyone on behalf of Nadrasca.

Service Awards

During the Christmas Celebrations the following service awards were presented to employees. Congratulations to all recipients.

Accommodation Services

Holidays

Over the Christmas break, 10 people from Accommodation and Outreach Services spent four nights at Bendigo Retreats. I wish to thank the Nadrasca Parents and Friends Group for donating gift bags full of presents, individualised for males and females in this group, who have limited or no



Industry



10 years: Fiona Cross
Anne Clark
Tracey Schuurmanns

25 years: Tom de Ryk
Kim Mahoney

Supervisor Training

On 13 January 2011, Nadrasca Industry Supervisors undertook Autism Awareness training auspiced by Autism Victoria. All attendees expressed the opinion that the course was very informative and provided insights which they can use in their daily tasks.

Nadrasca Industry Performance

Nadrasca Industry continues to show strong financial performance, with the income for the first 6 months of this financial year equalling that achieved for the whole year in 2004/5 – a doubling of income in just over 5 years. This increase in income is also backed by a strong surplus position, which sets a good base for the 2010/11 financial result. We have full work commitments until the end of March and the last quarter (April to June) is filling fast.

New starters

We welcome to Nadrasca Industry the following employees who have recently joined us:

Nevitha Arumugasamy	Peter Forsythe
Sarah Atme	Tim Gladman
Stephen Anderson	David Hortin
Paul Baker	Mark Stewart
Dale Bateman	Aden Yong
Damien Dyster	

Peter Ray
General Manager, Nadrasca Industry

family contact at Christmas time. I would also like to thank the 'Mahjong Ladies' via the Parents and Friends Group for their donation towards this Christmas Celebration. The group went on the Bendigo Talking Tram and had a Bistro Lunch for Christine's 50th Birthday.

Happenings

Nadrasca's 42 High Street Nunawading house will be closed for renovations from 28 March to 8 April. Catherine, Jenny, Tracey, Emma, Darren, the staff and I would like to thank Nadrasca Fundraising in 2010 and DHS Minor Works Grant in 2010 for funding the desperately needed

Community

In the last newsletter, I spoke about how Accommodation and Community Options staff came together on 3 November and that we would be having several training days which would include all support workers across the organisation. On 19 January the team worked on the 16 Life Areas, Outcome Standards and Industry Standards of the Quality Framework for Disability Services in Victoria. These are the essence of our service delivery.

The **16 Life Areas** are:

1. Being safe
2. Looking after self
3. Being independent
4. Moving around
5. Paying for things
6. Choosing supports
7. How to live
8. Where to live
9. Always learning
10. Doing valued work
11. Communicating
12. Building relationships
13. Having fun
14. Being part of the community
15. Expressing culture
16. Exercising rights and accepting responsibilities

The Outcome Standards

The Outcome Standards for disability services describe what is important to people with a disability as citizens of Victoria. These standards form the basis for individual outcomes measurement, a practice that collects information from people who receive support and uses this information to improve the quality of service delivery.

- **Individuality:** each person has goals, wants, aspiration and support needs and makes decisions and choices about their life.

upgrade of the bathroom, storage and bedroom robes. While the works are being completed, the residents are going on a two week staff-supported holiday.

Staff Training

From 17-18 November 2010, four support staff attended the **10th ASSID Disability Support Worker Conference '10 Years On: Looking Back but Moving Forward'**, organised by the Victorian branch of the Australasian Society for the Study of Intellectual Disability (ASSID Vic) and the University of Melbourne, and supported by DHS, Disability Services Victoria, RMIT University and the Discipline of Disability Studies Office of the Senior Practitioner Victoria.

- **Capacity:** each individual has the ability and potential to achieve a valued role in the community.
- **Participation:** each individual is able to access and participate in their community.
- **Citizenship:** each individual has rights and responsibilities as a member of the community.
- **Leadership:** each individual informs the way in which supports are provided.

The Industry Standards

Fair and equitable practices that are consistent with funding obligations, applicable legislation and purpose of the service are applied when managing and allocating resources:

1. Service access
2. Individual needs
3. Decision-making and choice
4. Privacy, dignity and confidentiality
5. Participation and integration
6. Valued status
7. Complaints and disputes
8. Service management
9. Freedom from abuse and neglect

As in the past, I will be updating our community on the changes within our service delivery. We are also developing a questionnaire for all people accessing our services in the Nadrasca Community.

We are extremely thankful for a quarterly donation in excess of \$2,000 from The Good Guys, Nunawading as part of their Local Giving Program Token Box.

Raeoni Turner
General Manager, Nadrasca Community

On 16 December 2010, nine support staff from 6 of the 7 Shared Supported Accommodation houses attended a most informative Workshop on **'Overcoming the Barriers – supporting women with a disability to access cancer screening'**. This was conducted by Jane Street (Community Programs Project Officer – PapScreen Victoria) of the Cancer Council Victoria. Information was collated from the '2002 Screened Out! Report', a six-month study funded by PapScreen Victoria that arose from concerns that women with disabilities are less likely than other women in the community to have regular Pap Tests.

Happenings at High Street

After a lovely long break everyone, at High Street is trying to get back to routine. Two staff members left at the end of 2010: Shane Nauta, who is on a scholarly pursuit, and Sam Ingram, who has joined the Police Academy as a trainee. Once he graduates, Sam has promised not to issue any speeding or parking tickets to any of his colleagues from High Street.



We are excited about the new High Street 18-seater bus. It has been equipped with a hoist, funded in part by a kind grant from the Jack Brockhoff Foundation.

After a Client Committee request for a change in the Recreation Room mural, a working bee removed the panels, which were enthusiastically sanded and painted by clients. Paula Euthimiou from Seniors@Nadrasca, Linda Williams and clients will be giving a colourful new look to the Recreation Room.

Hema Kumble
Manager
Community
Options



Tim Vanderstoel

Quality Framework

On 19 January 2011, staff attended an In-Service Day on Person Centred Active Support and Personal Planning. Since then, Laura Ubavin, with the assistance of the Managers of Community Services, has been working on Procedures for Personal Planning (and associated tools), Medication (and recording charts), Intake and Exiting Services, Personal Care and Support, and Payroll (timesheets). Internal auditors will assist with reviewing procedures in preparation for External Auditing later this year.

Meghan Coulter
Accommodation Services Manager

Farm News

Things are going full steam ahead at The Farm this year. We are busy catching up on our contract gardening after a month off and are finally up to scratch. With lots of rain over the summer break, all of our veggies have flourished, with the help of Ray Smith from the Rotary Club of Forest Hill. All at The Farm will be eating healthy over the next few months. This year we will be welcoming some young, enthusiastic workers from the Heatherwood School for work experience; they will have a gradual integration into working on The Farm during the next few terms.



Rodney, Glen and the Farmers



Having a Say

On 9-11 February, I went to the VALID Conference in Geelong, called 'Having a Say'. There were meetings about sticking up for our rights. Jarrod, Sarah, Caitlin, Michael, Agnes, Gary, Bill and I attended. Bill was a contestant on Red Faces, and I went belly and Bollywood dancing. It was really good.

Cath Wakefield

ExxonMobil's Day of Caring

On 17 November 2010, United Way and ExxonMobil Australia partnered to oversee the eighth 'Day of Caring' for ExxonMobil employees. The day attracted 270 volunteers and is one of the largest one-day corporate volunteering events in Australia.

Twenty-three charities were selected by United Way to be involved in projects on 23 sites in communities where ExxonMobil operates. These organisations represent a range of community issues. Nadrasca was one of those organisations.

ExxonMobil's Day of Caring was a wonderful day for people working together in the community – a two-way effort. The team from ExxonMobil was fantastic, working diligently at The Farm to complete the erection of a tunnel house. Ruan de Witt was a wonderful Team Leader – very professional in his approach to setting up the project for his fellow workers and the people at Nadrasca. We also thank United Way for again supporting this project.



PEOPLE NEWS

With Sadness

Kelly Chisholm died on 26 January. Kelly was one of the original members of the new service established on our High Street site in 1993.



Over the past eighteen years, Kelly participated in and enjoyed many programs, and the friendship and excitement of Nadrasca. Sometimes she would laugh out loud at the craziness and hiccups of the day. She had the best sense of humour. Kelly was always our lady of society – she adored going out to lunches and morning tea.

Kelly's Mum Heather, and her sisters Shannon and Leah, have always been supportive of Nadrasca through their involvement with Trash and Treasures, Bush Dances and the recent Book Fair. Kelly will always be a large part of the history of the service, and her memory and her teachings will live on.

Congratulations!

At a Community Service recognition ceremony held at the Banyule Civic Centre in Ivanhoe on 26 January 2011, Roger Alcock was presented with an Australia Day Community Service Award

by Jenny Macklin, Federal Member for Jaga Jaga, and the Minister for Families, Housing, Community Services and Indigenous Affairs. Roger was joined by over forty other award recipients, their families, friends and colleagues at the ceremony which was held to recognise their long standing service to their local community. Congratulations Roger on your achievement.

Jimmy Pattison, a resident of one of our Accommodation Services received his brown belt in Karate (*Go Kan Ryu*). Jimmy has dedicated Sensais who believe in him, especially his Friday Sensai, who says anyone who gives up their Friday nights for karate is here to learn! Jimmy always puts 110% into all of his classes; he never stands on the side line no matter how difficult the session is. Jimmy puts karate first – he loves it and readily gives up his disco nights for karate. Congratulations Jimmy on your great achievement. Next goal, black belt?



On 28 November 2010, Rhonda Cook (Rooks Road) achieved her black belt with the Shito Ryu Shukokai Karate located in Bayswater. Her black belt grading went for 3.50 hours with seven other participants. Rhonda started training in karate in November 2003 and is as committed as Jimmy. Congratulations Rhonda on your black belt. What is the colour of the next belt?



Peter and Kerry were married on 6 November 2010, an event attended by a number of their friends from Industry Services. Peter and Kerry met while working at VATMI in 1995. They spent time at San Remo during their honeymoon. Congratulations to Peter and Kerry from all at Nadrasca. We wish you both a long and prosperous future.

