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## Graduation Ceremony

Over 400 people gathered at Minda to attend the 2009 Graduation Ceremony and launch of the Personal Power Program on Thursday 11 June at Minda's Brighton campus.

The event was attended by various MPs and dignitaries, as well as a number of high profile individuals from external organisations with whom the South Australian Learning Centre has partnerships.

Minda's Patron, The Governor of South Australia, His Excellency Rear Admiral Kevin Scarce, and Dr Ken Baker, CEO of National Disability Services, both gave highly interesting key note addresses.

The graduation celebrated the achievements of 329 students in various areas, such as Certificate III in Disability Work, Certificate III in Occupational

Health & Safety, Certificate IV in Disability Work, Certificate IV in Training & Assessment, Certificate IV in Frontline Management, Certificate IV in Language, Literature & Numeracy, Certificate IV in Business Administration, Diploma in Frontline Management, Certificate IV in Mental Health, and Certificate IV in Aged Care.

Guests also enjoyed a lively performance by Tutti and the event was led by the very entertaining and charismatic Channel Nine personality, Keith Conlon.

Audra Fletcher was the well-deserving recipient of this year's 'Student of the Year' award. Audra, Minda's Food Services Manager, undertook the Certificate IV in Frontline Management and achieved remarkable results.

*Continued page 3*



**Roy Arnold**  
President

**“At completion, we can be sure that the clients of today and those of tomorrow will be receiving the best available services from a sustainable and progressive organisation.”**

## From the President

During the past six months, the Board of Minda, in conjunction with Executive, has been working diligently to ensure the systems and process of day to day operations, as well as the 'Strategic Vision' of Minda are not only tracking well, but are positioning Minda to lead the disability sector.

On Wednesday 10 June, Minda held its mid-year Association meeting, at which the 2009 - 2012 Strategic Plan was released. The Strategic Plan is a consolidated plan that has been developed in consultation with Minda's Board, Senior Management, clients and their families as well as with input from industry experts and specialists to ensure Minda continues to lead the way in the disability sector.

Importantly, this strategic plan has been developed with the future, as well as the present, in mind. At completion, we can be sure that the clients of today and those of tomorrow will be receiving the best available services from a sustainable and progressive organisation.

Minda was pleased to host Dr Ken Baker, the Chief Executive of National Disability Services, as the special guest speaker at the Association meeting. Dr Baker spoke on the changing face of funding for the disability sector and the consideration the Federal Government is giving to a National Disability Insurance Scheme.

He also spoke on the very likelihood of changes to individual funding for people with a disability with the discretion of the funding spend being with the individual who then is able to choose how he/she will demand for that spend. Dr Baker suggests disability service providers will need to demonstrate to its clients and families that its service is one that first and foremost focuses on the needs and desires of the client and provides outcomes at an individual level.

At the meeting, I also announced that the Board have adopted the principles of the United Nations Convention on the rights of persons with disabilities, and endorsed a policy of service delivery which focuses on the individual. The UN Convention aims to make sure that people with disability enjoy the same human rights, freedoms and respect as other people (see page 6 for further information).

In this, Minda's 111th year, we need to be mindful of the changing landscape of the disability sector. As a Board, we have a duty to ensure Minda remains relevant to this changing world. Historically, an institution was a place where people with an intellectual disability would reside. In 2009, as a service and support provider, we need to ensure the service and support we provide each and every client is tailored to their individual needs and aspirations. There is no 'one size fits all' approach and as a Board, we have a duty of care to ensure this individual centred thinking becomes practice.

It was pleasing that Dr Baker was also able to join us to officially launch the Personal Power Program and present certificates at the 2009 Graduation on Thursday 11 June (see page 11).

I would like to take this opportunity to again extend my congratulations to the 329 individuals, many of whom were Minda employees, who graduated on the day.



*Minda President, Roy Arnold, pictured with 'Student of the Year', Audra Fletcher and Minda's Patron, His Excellency Rear Admiral Kevin Scarce*

*Continued from cover*

In 2008, Minda celebrated the opening of the South Australian Learning Centre (SALC), with the facility promising even greater contribution to the community services sector in providing trained, skilled staff. With an increase in the numbers of individuals successfully completing training and also the continual expansion of Minda's training scope, less than a year on, the results have exceeded all expectations.

Of the many successes, one has been the up-skilling of 42 managers with Certificate IV and Diploma in Frontline Management.

"This up-skilling has been one of many strategies Minda is adopting in achieving best practice in making Minda a better place to work and moving Minda towards becoming an 'employer of choice', in which staff are led by trained managers who are up-to-date in the latest management practices," said Roy Arnold, when addressing the graduates.

"We have also aimed to address unemployment issues in the state and also tackle the skills shortage in the disability sector.

I am pleased to announce that with the

up-skilling of one-hundred casual staff with Certificate III in Disability, we are addressing both issues with many of these graduates being offered contract positions within the community services sector," Mr Arnold continued.

"As we look forward, the future of Minda and the SALC is looking even brighter. 2010 will have a training focus on further empowering staff, as we expand our training options to include a multitude of new accredited courses and continue to develop 'e-learning' alternatives. This is an exciting time for Minda and will see the SALC at the forefront in terms of flexible approaches to learning," Mr Arnold said, in closing.

Congratulations to 2009's graduates!  
Thank you to all volunteers involved and also to Bank SA for donating the marquee for the occasion.

**For more information on training, contact the South Australian Learning Centre on 8422 6530.**



## Brighton Master Plan Update

Minda's Blue Print Master Plan for Brighton Campus continues to progress well.

At Minda's August Board meeting, Connor Holmes, the consultants developing the Master Plan, will be delivering the first version of how Minda's campus could look.

The Master Plan is being developed along the principles and philosophy of understanding what clients and families want and the provision of choice for all of Minda's current and future clients. It was important that the built form or development is shaped around the services offered now as well as future requirements.

As has been outlined in previous communications, the Master Plan has some non-negotiable criteria, which include:

- No land from Brighton Campus will be sold
- The 'village-like' environment will be retained
- The sand dunes will not be developed.

The development of the Master Plan for Minda's Brighton Campus holds exciting times ahead for Minda, playing a pivotal role in Minda meeting its charter of creating opportunities for people with an intellectual disability to lead valued and fulfilling lives.

Minda's Brighton Campus Master Plan is planned to be presented to Association Members at a Special Association Meeting to be held at 6pm at Isabel's (Brighton Campus) on Tuesday 13th of October 2009.



**Susan McInerney**  
CEO

## *I am pleased to announce the release of Minda's 2009 - 2012 Strategic Plan.*

**The four strategic pathways that have been developed include:**

### **Support**

Enhance and improve the current range of services, and pursue opportunities to meet the changing needs of people with intellectual disability.

### **Safety**

Create a safe place to live and work at Minda.

### **Staff**

Retain and attract quality staff for current and future service delivery.

### **Sustainability**

As leaders and custodians, we will ensure a sustainable organisation to meet the current and future needs of clients.

# From the CEO

Minda's 2009 - 2012 Strategic Plan has been developed as a road map to guide the organisation to ensure we meet the needs of all of our clients who use our services. The plan and its associated strategies reflect Minda's philosophy and vision that every person in South Australia with an intellectual disability has the care, support and stimulation they need to lead a rich and fulfilling life.

A series of targets, actions and projects sit beneath these strategic pathways, which will ensure the strategic vision becomes a reality. Service delivery models have significantly changed over recent years and will continue to change in the future.

This Strategic Plan is a significant shift for Minda as we continue to build a model of service around individualised service for clients, otherwise known as Person Centred Planning (PCP).

The Person Centred Planning approach is about building a life for a person, not a service, and takes into account the individual's aspirations and wishes. PCP is designed to enhance a person's self-determination and empowerment and is a three-fold approach that:

- reflects the aspirations of the person, rather than just address their deficiencies
- attempts to make use of a person's natural support network as well as formal supports offered by community organisations
- emphasises providing the support required to achieve a person's goals, rather than limiting goals to what the disability service already provides.

Paralleling Minda's values, this approach is based on the values of human rights, independence, choice and social inclusion enabling people to direct their own support and services rather than fit into the pre-existing service system.

PCP is accepted as good practice and is used as a means of responding to problems associated with social exclusion, disempowerment and devaluation. It is our intention that PCP is to be complimented with the 'active support' model, which aims to improve and increase a client's engagement and participation in daily activities. 'Active support' was developed in the UK and has been successfully adopted by several agencies in Australia and South Australia.

The primary focus of 'active support' is on how staff work with clients in a way that empowers the individual and meets the desired of PCP. The model supports staff to move from a 'hotel model' of doing everything for the residents to an 'active support model' where residents participate to the fullest extent.

This is a time of rapid change and improvement and I have every confidence that Minda is up to the task of delivering on the goals of this strategy and meeting its commitment to South Australians with intellectual disability. Information sessions on Person Centred Planning will be held at Minda during August, please see page 8 for further information.

I look forward to reporting back on the many achievements this plan will bring for the organisation.



*C'mon the Crows*

## Something to crow about

Twice this year, Minda has been fortunate enough to have tickets donated to clients to attend home matches of the Adelaide Crows at AAMI Stadium.

With so many die-hard AFL fans amongst our clients, it was not hard to impart with 100 passes to the Round 4 match on Saturday 18 April, with the Crows taking on Geelong. Despite an 86-point loss to the Cats, the spirits amongst those who went remained high, with some clients venturing back to the Crows Shed for their chance to meet some of the players. The opportunity to attend this match was made possible by the generous donation of 100 tickets by Mr Peter Kittle, Peter Kittle Toyota.

Grateful for the opportunity to attend once in the season, Minda was pleasantly surprised

to find that another 100 tickets were donated for Round 12, Saturday 13 June, by Darren McCormack, Cornes Toyota. This provided an opportunity for those who missed out earlier in the season to attend an exciting match.

Despite some treacherous weather, the mood could not be dampened with a 44-point victory to the Crows over North Melbourne!

On behalf of clients and carers who had the opportunity to attend both of these matches, Minda would like to express its sincere thanks to Mr Peter Kittle and Peter Kittle Toyota, and also Mr Darren McCormack and Cornes Toyota, respectively, for their generous donations. Combined, the value of this sponsorship was around \$6,000 – a mighty effort!

Thanks must also be extended to carers, staff and volunteers who kindly helped many clients attend both of these fabulous matches.

## A non-event success!

As we are all too well aware, the impact of the Global Financial Crisis has reached our shores. Not-for-profit organisations across the board are experiencing an inevitable drop in donations and in some instances, have to postpone or cancel events, as individuals and organisations (justifiably) reassess their philanthropic dollars.

Minda regrettably had to cancel what was to be a new, unique event scheduled for May, 'Creative Delights'.

Initially, this was met with much disappointment by those who had purchased tickets and event organisers alike - all were looking forward to a night of fine food, wine and a visual feast with glass-blowing demonstrations by Eamonn Vereker.

However, despair soon turned to optimism and gratitude as donations for the event continued to come through as countless people who had purchased tickets opted to donate the cost of the ticket back to Minda, rather than accept a refund.

Close to \$2,000 was raised for the event that wasn't!

A sincere thank you to those who made donations and also to the suppliers and, in particular, Eamonn Vereker and his team for their support of the event.



## save THE DATE

### Corporate Golf Day

Friday 16 October, Blackwood Golf Club

For more information on upcoming events, please contact:

Nicole Anderson on 8422 6514, email [nicole.anderson@minda.asn.au](mailto:nicole.anderson@minda.asn.au)

or go to [www.mindainc.com.au](http://www.mindainc.com.au).



# Minda adopts United Nations Convention on the Rights of Persons with Disabilities

Minda has a vision for the future that sees all people with a disability enjoy the same rights, inclusion and opportunity as any other person.

At the recent mid-year Association meeting, Minda President, Roy Arnold, announced that Minda has adopted the principles of the United Nations Convention on the Rights of Persons with Disabilities.

The Convention acknowledges that universal human rights fall short when it comes to people with disabilities unless specific measures are taken by nations, states and governments to tackle the structural barriers to true inclusion for people with disabilities.

The United Nations Convention on the Rights of Persons with Disabilities were adopted at the United Nations Headquarters in New York on 13 December 2006, and entered into force internationally on 3 May 2008.

The Australian Government ratified the Convention in July 2008, being one of the first Western countries to do so.

Significantly, the purpose of the Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms for all people with disability, and to promote respect for their inherent dignity.

## **The Guiding Principles of the Convention are:**

- Respect for inherent dignity, individual autonomy and independence
- Non-discrimination
- Full and effective participation and inclusion in society
- Respect for difference and acceptance of people with disability as part of humanity and human diversity
- Equality of opportunity
- Accessibility

- Equality between men and women
- Respect for the capacities of children with disability and their right to preserve their identities

Dignity and justice for all persons are established universal principles. The Convention is a vehicle by which we, at Minda, can ensure that barriers faced by people with a disability are broken down and that people, equally, experience the same civil and political rights. The four key principles of Freedom, Respect, Equality and Dignity in the Convention address this.

## **Freedom**

- Freedom of movement, assembly, expression and association.
- Rights to liberty and security including due process and protections in the legal system.
- Freedom of thought, conscience, religion and belief.
- Property rights.

# Make a difference, in the Minda Association

## Respect

- Right to life.
- Protection of families.
- Protection of children.
- Cultural rights.

## Equality

- Equal recognition before the law.
- Entitlement to enjoy rights without discrimination.
- Equality before the law and protection from discrimination.
- Entitlement to participate in public life (including voting).

## Dignity

- Prohibition on torture and cruel, inhuman or degrading treatment.
- Prohibition on forced work/
- Protection of privacy and reputation/
- Humane treatment when deprived of liberty.
- Appropriate treatment of children in the criminal process.

Internationally, the Convention has profound importance in bringing about positive change for people not only in Australia, but around the globe. The adoption of the convention promises to raise awareness of disability issues and foster a more inclusive and cohesive society.

In adopting the Convention, Minda continues to cement itself as one of the most progressive and forward-thinking disability service providers in South Australia, and indeed, nationally.

Minda is about to begin a new membership year and everyone with an interest in the organisation is invited to apply to become a Minda Association Member.

Family members of a person receiving services from Minda are entitled to join the Minda Association, and individuals who do not have a family member receiving but have an interest in Minda are also able to join the Association, simply with the nomination of two current Association members.

As the controlling body of Minda, Association members are able to contribute to the direction of the organisation and its priorities, including major strategic initiatives undertaken.

Minda is governed by a Board consisting of ten Association members, with the Chief Executive Officer, Susan McInerney, reporting directly to the Board. Through the Board, the Association provides independent governance and ensures peak operations such as finances, acquisitions, disability standards, and corporate identity are performing to the highest level

and meeting the needs of clients.

All Association members receive direct information from the Board and management on service priorities, achievements and challenges, through an Annual Report and Minda's publications, *Around Minda* and *Vocal Point*. Those in the Association are also eligible to nominate to be a member on the Board and all have the opportunity to vote for up to six association elected Board Members. Moreover, the Association is a coherent body to lobby the Government on policy relating to the disability sector.

The membership fee is \$20 per annum; however for an additional \$20, Minda Association Members are also eligible to subscribe to *Interaction* (Australia's premier journal focusing on issues affecting people with an intellectual disability).

**For further information, please contact Minda's Marketing Department on 8422 6200, or download an application form via Minda's website: [www.mindainc.com.au](http://www.mindainc.com.au)**



# Introduction to Person Centred Planning



Robbi Williams

In order to meet the Board's adoption of the UN Conventions Guiding Principles for persons with a disability (see article page 6), Minda will be changing the way in which clients are supported (the model of service).

The enhancement in service delivery will occur through a 'person centred' approach, where the individual client is empowered with the choices they want for their life. Person Centred Planning (PCP) increases the level of service provided to clients, instead of focusing on clients deficits. The PCP model empowers clients to use the skills they have and embrace goals to continually develop.

Not a new concept, Person Centred Planning has been utilised internationally, as well as in other parts of Australia. The enhancement of the model of service delivery at Minda presents a very exciting time for the organisation, as it will result in improved outcomes for current and future clients.

Minda will be conducting four information sessions for family members, association

members and interested stakeholders on Person Centred Planning. The sessions will include a presentation on PCP from Robbi Williams.

Robbi is an expert in the disability field who has implemented and studied PCP for a number of years both in Australia and internationally. A psychologist by background, Robbi has over 20 years international experience working across a range of social issues including disability, mental health, primary and specialist health services.

He is currently the CEO of the Julia Farr group, a trio of non-government organisations working to improve the life chances for people living with disability and their families, through research, policy, housing services and grant-giving.

Robbi also regular writes for national disability magazine Link, and is the developer of a well-being planning framework known as the Q50™ and a leadership development model called the Little Big Box™.

## **The sessions will be conducted at Minda's South Australian Learning Centre on:**

**Tuesday 25th August, 3pm - 5.30pm**

**Tuesday 25th August, 6.30pm - 9pm**

**Wednesday 26th August, 10am - 12.30pm**

**Wednesday 26th August, 1pm - 3.30pm**

RSVP is essential for these events. RSVP should be made to the South Australian Learning Centre on 8422 6530 and must be received by Friday 21st August 2009.

# 'Open Mind' sessions

From the late 1960's to the early 1980's, Minda conducted information sessions known as the 'Minda Lectures'. These lectures focussed on best practice relating to the disability sector at the time.

Minda is pleased to announce the launch of a new, contemporary series of seminars 'Open Mind' that shall focus on current best practice and cover topics specific to the disability sector, with the main intent of enhancing the lives of people living with an intellectual disability.

The Open Mind sessions will be open to family members, the disability sector and anyone with an interest in the changing world of disability. The seminars will be held periodically throughout the year and as the Minda Lectures did, will include a notable list of national and international presenters who are, in their own right, leaders in the disability field.

The Open Mind seminars, to be held at the South Australian Learning Centre (Minda's Brighton campus), shall commence on the 19th August with a session on 'Ageing and Disability'. Professor Christine Bigby, La Trobe University, will present the seminar, followed by a presentation by Dr Caroline Ellison from Flinders University.

## **Open Mind Seminar one - Ageing and Disability, Wednesday 19th August 2009**

**Afternoon session: 1pm - 4pm or**

**Evening session: 6.30 - 9.30pm**

To reserve your seat at the first 'Open Mind' seminar 'Ageing and Disability', please contact the South Australian Learning Centre on 8422 6530, by Friday 14th of August.



Presenters at the LifeSpan event (pictured with Susan McInerney)

# The 'LifeSpan Study'

Researchers contend that mental illness is two-to three-times more prevalent in people with an intellectual disability than in the general community.

Over the past three years, Minda has been involved in one of the largest, most comprehensive studies yet to investigate the mental health in adults with intellectual disability.

Known as the 'LifeSpan Study', the research has been undertaken by Monash University's Centre for Developmental Psychiatry and Psychology, in conjunction with Minda and the Intellectual Disability Services Council (now Disability SA) and the Department of Education and Children's Services (DECS).

On Thursday 7 May, Minda was pleased to host over one hundred people who visited Minda's Brighton campus to hear the results, implications and recommendations of the LifeSpan Study.

For Minda, the opportunity to participate in this important study offered the chance to build upon research which had previously been conducted into ageing and disability, from which the Developmental Behaviour Checklist was developed.

"Poor mental health has a significant negative impact on a person's quality of life by restricting access to work and educational opportunities, limiting choices about where to live and making it harder for people with intellectual disability to be as independent

as possible. There are also higher rates of self-harm and harm to carers and a greater burden of carer and family stress," Caroline Mohr, Researcher at Monash University.

An Australian assessment checklist completed by carers of people with intellectual disability, the Developmental Behaviour Checklist for Adults (DBC-A), is an invaluable help in doing a good mental health assessment, arriving at an accurate diagnosis and therefore helping people with intellectual disability receive effective treatment for mental health problems.

"The LifeSpan Project was an investigation into the mental health of people with intellectual disability in SA. The DBC-A was completed by over 1,600 carers of people with intellectual disability during 2006-2008. As well as providing more information to improve the checklist, the results of this huge survey also describe the behaviour and emotions of many people with intellectual disability and this information may help services in SA to better meet the mental health needs of people with intellectual disability," said Caroline Mohr.

Several hundred Minda clients have been involved in the study, which assessed participants' physical and mental wellbeing through the Developmental Behavioural Checklist.

## The major findings of the LifeSpan survey were:

- 21 per cent of adults with intellectual disability in SA have significant behavioural and emotional behavioural problems (at any one time), and they need a comprehensive assessment of their mental health by a skilled clinician.
- People with moderate and severe levels of intellectual disability and people with autism are the groups who have the greatest need for these services.
- About 40 per cent of people with intellectual disability in SA have very few activities or work to do during the day, and often stay home doing very little. This low level of engagement may be the result of a person having significant mental health problems and/or contribute to their poor mental health.

Two PhD students, Barbara Pennington and Phil Flint, also completed projects in conjunction with the LifeSpan Project, studying the mental health of older people with intellectual disability and Aboriginal and Torres Strait Islanders with intellectual disability.

Up until now, mental illness in those with intellectual disability has often gone undetected and therefore untreated, with one of the greatest obstacles being that tools used to assess and assist in diagnosis of mental illness in the general community are unsuitable for use with individuals with an intellectual disability. In the past, the situation has been further compounded by a disparity in health services provided to those with intellectual disability.

The LifeSpan Project was conducted by the Centre for Developmental Psychiatry and Psychology, Monash University. It received funding from the Australian Research Council through a Linkage Grant. Researcher partners were Disability SA, Minda and DECS.



## On the Board

In each edition of *Vocal Point* we profile one of our Board Members and let you discover more about them and the skills they bring to Minda. In this edition we are profiling Tony Harrison (pictured above).

Growing up in Penzance Street, Glenelg, Tony Harrison was very much aware of Minda's Brighton Campus and the service that is provided to persons with an intellectual disability.

Mr Harrison joined the board in mid 2008, and immediately became familiar with the services Minda provides and gained a better understanding about the complexities of providing residential accommodation support both on and off campus.

"I had for a number of years been considering options in respect to participating in Board work for what I believed to be a worthwhile organisation.

When the opportunity was presented to me to join and support the Board of Minda, it was an obvious choice when considering what I could offer to the Board and the personal satisfaction of making a contribution", he said.

Tony is the Assistant Police Commissioner (Crime Service), responsible for specialist crime investigation branches, some 550 personnel. The branches include detectives who have responsibility for investigating

offences including drugs, major fraud, organised crime and homicide.

"As an external member, I bring to the Board considerable executive management experience in a service delivery organisation. In addition, I have been responsible for project managing large initiatives and strategies to ensure that service delivery models are both responsive and progressive," Mr Harrison added.

In addition to his position on the Minda Board, Tony is also Chair of Minda's Business Development Committee, as well as being a member of the South Australia Police (SAPOL) executive team, Chair the Australia New Zealand Policing Advisory Agency- Crime Forum and a Director on the Crime Stoppers Board.

Tony's leisure time involves time with family, holidaying, occasional round of golf and wines.

## Family Services Committee

Minda is excited to welcome Mr Richard Bruggemann who will be joining the newly established Family Services Committee of the Minda Board.

Richard brings with him a wealth of knowledge in the intellectual disability field, with vast experience from both an academic, policy development and service delivery perspective.

Richard was the Chief Executive Officer of Intellectual Disability Services Council, a position he held from 1994 until 2006, when he joined Flinders University as a Professional Fellow of the Department of Disability Studies.

Over the last 20 years, Richard has maintained active connections with the tertiary sector and has often contributed to the academic program at the undergraduate and post-graduate levels in Disability Services.

Richard also has an interesting and extensive list of publications, reports and presentations surrounding issues in disability. He will be an invaluable member on the committee and Minda is pleased to have the input of such a highly regarded member of the intellectual disability field.

An overwhelming number of expressions of interest from family members wishing to be part of this committee was received, which



*Richard Bruggemann*

made the final selection for the committee very difficult.

The selection panel has chosen members based on a representative cross section of Minda services. It was important that all services provided by Minda receive representation via this committee.

# Personal Power

The United Nations Convention on the Rights of People with Disabilities states that all people living with a disability have the right to be free from exploitation, violence and abuse. It is recognised that many of the components of self determination and empowerment have been absent from the lives of people with intellectual disability.

On Thursday 11 June, Minda launched an innovative and unique training package, the Personal Power Program, which proactively addresses such issues.



Key note speaker Dr Ken Baker

The program was officially launched by Dr Ken Baker, CEO National Disability Services, prior to the graduation ceremony and was attended by various Members of Parliament and other dignitaries, as well as graduates.

"People with a disability have the right to live free from abuse. We need to be courageous enough to question our own and others behaviour and to realise our responsibility to take action," said Susan McInerney, Minda CEO.

"The Personal Power Program is a training program focusing on raising awareness and it is specifically intended to provide information about recognising and preventing abuse to those staff working in the area of disability," said Ms McInerney.

### **The program is innovative, unique and is centred around:**

- considering the outcome of the support given to a person with intellectual disability;
- reflecting on current practices; and
- challenging and improving how we provide support to people living with disability.

The program utilises a combination of theory and case studies to provide a powerful learning environment that addresses the various forms of abuse. The program equips staff with the skills to identify practices that may be violating the rights of individuals living with disability and provides practical strategies on how to deal with such a situation.

A Registered Training Organisation, Minda identified a gap in the sector in educating staff about what constitutes abuse and saw this as an opportunity to develop an initiative for both its own staff and the disability sector.

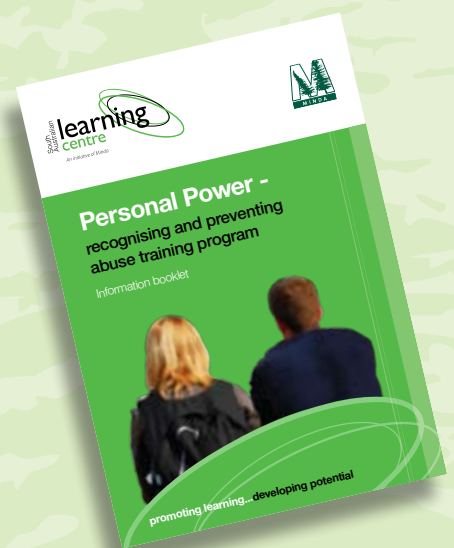
The Personal Power Program is available for purchase by the Disability Sector and can be developed to meet organisational needs. By undertaking this training, organisations are making a commitment to instigate measures to safeguard people with a disability by:

- Empowering clients and staff to challenge accepted practices
- Training all staff to understand their responsibility in reporting any suspicion of or alleged abuse.

"The Personal Power Program is our opportunity to ensure that, as service providers, the legal and human rights of people living with disability are always respected," said Ms McInerney, in closing.

**Please contact Muriel Kirkby, Senior Manager, at the South Australian Learning Centre on 8422 6530 if you would like further information on the Personal Power Program.**

The Personal Power Program was produced in conjunction with the Minda Client Reference Group, Minda's Client Safety and Empowerment Committee, Staff, the South Australian Learning Centre and Tutti.





# It's time again for our Winter Appeal

**Creating opportunities for people with an intellectual disability to lead valued and fulfilling lives has been the foundation of our activities throughout our 111 years of operation.**

In pursuing this vision, we assist over 1,500 South Australians in the development of a wide range of skills necessary for the achievement of individual goals.

Over the years, the South Australian community, whether it be through individuals or large companies, has generously supported the important services Minda provides for people with an intellectual disability and for this, we are most grateful.

However, particularly during these tough economic times, in order to continue to provide these services, we seek your support.

Please help us with this year's Winter Appeal by making a tax-deductible donation today.

Our fundraising aim is to raise \$25,000, which will go towards the furnishing of community homes, ultimately maximising choice, inclusion and quality of life for people with an intellectual disability.

**To make a donation to the Winter Appeal or for more information, contact Fundraising on 8422 6270.**

**Vocal Point is the official newsletter of Minda Incorporated**

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**Board of Minda Association**

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President

**Mr Wes Ashman**  
Vice President

Mr Tony Harrison

Mr Kym Hancock

Dr Bronwyn Halliday

Mr Tony Innes

Mr Peter Krieg

Mrs Lyn Magee

**Chief Executive Officer**

Ms Susan McInerney

**Patron**

His Excellency Rear Admiral Kevin Scarce -  
AC CSC RANR Governor of South Australia

## Yes, I would like to make a donation to Minda's Winter Appeal.

Name

Address

State  Postcode

Phone  Email

Payment 1) My Cheque/Money Order is enclosed and made payable to Minda Incorporated.

2) Please debit my  Visa  Mastercard

Cardholder's name  Expiry Date  /

Signature

[www.mindainc.com.au](http://www.mindainc.com.au)

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\$ Other

Please return completed coupon with your donation in the supplied reply paid envelope; OR

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Email: [fundraising@minda.asn.au](mailto:fundraising@minda.asn.au)

Phone: 08 8422 6270

Fax: 08 8422 6330



Minda is a registered Charitable Organisation ABN 37 020 000 711



We Can Do It