



Carols at Minda

Guests enjoying the carols

Minda glowed like a Christmas tree on Friday 5 December as nearly 500 people, including staff, clients and members of the public, united in song at 'Carols at Minda', hosted by media personality, Summa Edwards.

The gathering of some rather ominous clouds did not deter people from arriving early and the first rugs were laid on the lawns from 5pm. Following an official welcome by Minda President, Roy Arnold, the gold-coin donation concert began with an exciting performance of 'My Grown Up Christmas' and 'All I Want for Christmas' by Charmaine from internationally-acclaimed act, Ding.

Students from local school, Brighton Secondary, showed their talents on the stage and Club Tutti, Tutti, Jessie O'Toole, Grace Bawden, the Australian Girls Choir and the Warriparinga Brass Band also came on board to entertain the crowd in spectacular fashion.

Children who attended enjoyed not only the carols, but were also entertained by CirkoBats, face painting and a special guest appearance by Father Christmas himself.

The wonderful children who made the effort to come dressed up each received a prize on the night.

Minda is grateful for the support of Bank SA, as event sponsor, as well as that of GHD, as

presenting sponsor. Special thanks also to the staff and volunteers who helped to make Carols at Minda a magical event!

To view photographs from the event, visit: <http://ronza.smugmug.com/MINDA>.



Ding!



BOARD UPDATE

From the President

Welcome to the first Around Minda of 2009.

The fun and excitement of Christmas is well behind us; but we are now back at work and looking forward to Easter!

The Board of Minda is deeply conscious of its governance responsibilities and conscientiously applies itself to further improving its role as the custodian of the people and assets of Minda. As many of you would be aware, the Board recently endorsed some changes to Minda's Aged Care and Disability Support services.

There was a limited number of Association members who had some concerns relating to the new position of Manager, Aged Care and Disability Support and subsequently, I called a Special Association Meeting, on Wednesday 28 January, to provide further clarification and to address any concerns.

Providing a forum for members to better understand the reasons for the proposed change, the meeting proved valuable in allowing for a number of opinions to be expressed. All members were invited to comment, and any fears were allayed as the Board and Executive were able to respond to concerns and questions raised.

It was pleasing to have the interchange of views both during, and after, the meeting.

It is very much the policy of the Board to have an open approach to members of the Association and other family members and to keep all stakeholders informed of what we are doing and to ensure good channels of communication are maintained.

Further information on the change to Aged Care and Disability Support can be found on page 3.

In these challenging economic times, it is essential to plan and maximise future opportunities. We must adapt to a changing world and we ourselves must seek the kind of change which brings improvement as we continue to implement the priorities of the client base.

I am pleased to announce that the Board and Executive are participating together in the development of Minda's Strategic Plan. A two-day planning session was held to develop a strategic plan, which will shape the future direction of Minda. I will share more with you as we develop the plan into a working document.

The second day of the two-day planning session was spent with Connor Holmes (the consultants developing the Brighton Campus Master Plan), considering the results

of the consultation process. Discussion then followed the path of understanding the Board's strategic direction, which will assist in the development of the Master Plan.

The first cut of the Master Plan will be presented at the mid-year Association Meeting, scheduled for June 2009. We have a great opportunity at hand to set the scene for the next 50 years of Minda. I urge all members of the Association to attend the mid-year meeting and join on the discussion of some very important and exciting aspects of Minda's future.

We have difficult times ahead in that we see increasing client needs for care together with tightening of budgets, and as I write, the news of "Rudd's \$115 billion deficit" is coming over the radio. I am confident that by Minda Association, the Board and Executive working closely together, that we will overcome these difficulties and achieve our common objective of helping people with intellectual disability.

Roy Arnold

Changes within Minda's aged care and disability support services

In recent times, mounting pressure has been placed on staff and resources within Minda's aged care and disability support residential services.

This pressure is a result of Minda's ageing client base and its ever increasing supports needs. In an effort to address identified needs, the Minda Board has endorsed a review of campus services. In the wake of this recent review, a number of changes are to be implemented that offer significant strengthening and streamlining of services to clients.

Specifically, a new service unit has been created that combines the services of the Pat Kaufmann Centre (PKC) with Symon/ Champion and subsequently, a new position of Manager, Brighton Aged Care and Disability Support, will be established.

This new position will have the responsibility of ensuring that aspects of the business such as case management; service provision; risk management; audit compliance; record keeping; and workforce leadership are strengthened and improved. The manager will also have the responsibility of developing a team to ensure that client services and outcomes are maintained as a minimum requirement and enhanced where possible.

This change to Minda's leadership structure is only one component of the plans of Executive to reduce the deficit and streamline service delivery.

Executive will also undergo a review of purchasing practices with the aim of making significant savings on the cost of goods and services. Executive will continue negotiating with Government to increase the level of funding provided to Minda for the provision of accommodation and other services to clients.

The Minda Board is committed to strategically responding to the challenges we are presented with and has a responsibility to use resources to address the growing demand for our services. The Board believes that if processes, resources and leadership are efficiently managed, we will be in a much better position to ensure the provision of ongoing services to our clients.

The aforementioned changes to part of the Brighton campus residential management structure is about securing the long term and viable future of our services.

These changes will streamline the management of our campus based aged care services and work towards providing an improved quality of services to our clients in those areas.

Clients are, and always will, be the focus of Minda, and the Minda Board has the responsibility of ensuring appropriate client care in this changing economic environment.

For more information on the changes, please contact Gary Hubble, Executive Manager Residential Services, on 8422 6339.



Clients are assisted by SRS staff to play Wii

Wii love to exercise!

During 2008, clients of Burnell House utilised their Leisure Bank monies to purchase a Nintendo Wii console after a staff member suggested that the Wii would be a good means for in-house fun and fitness for the Burnell clients.

The Wii has been a huge hit at Burnell and each session is jam packed with people playing and cheering along others who are getting involved in the game.

The game console has been a great success and has enabled Minda clients to be active whilst having lots of fun.

It has provided an opportunity for clients to socialise and display their skills in coordination and game playing, which otherwise may have remained unknown. Equally, it has provided opportunities for skill building and skill maintenance.

Thanks must go to the Burnell and Leisure Options staff for their support in making Wii time possible and in facilitating such an enjoyable recreation activity for the clients.



Update from the CEO

I would like to take this opportunity to wish everyone a happy and prosperous 2009.

This year promises to be an exciting time at Minda, with a number of key projects and initiatives either progressing, or commencing, that will continue to shape Minda for many years to come.

The biggest of these projects is the development of the Brighton Campus Master Plan. Connor Holmes, the consultants developing the Master Plan, have completed their first round of consultation and will be presenting their findings to Minda's Board in February.

The results of the consultation phase, which sought feedback from Association Members, families, clients, staff and key stakeholders, will drive the development of the Master Plan. It is envisaged that the first cut of the Master Plan will be developed in March, after which further consultation will occur.

Minda is also involved in an exciting project, 'Moving People to the Community', headed by Deb McGrath, Client Services Project Manager. This project expands upon 'Project 105', an initiative of Minda and supported by the State Government, that aims to provide more community housing options for the individuals currently living at home or on campus, subject to the prevailing principles of choice.

Minda is planning to expand the area of community accommodation with the building of up to 12 new community group homes over the next two years. These homes will enable more campus based clients to choose community living and will also contribute to further reduce the state-wide Urgent Accommodation Waiting List.

Part of this project also involved an interactive forum held in the South Australian Learning Centre in December of last year. This session provided an opportunity for staff and family members to learn more about options in community accommodation and to discuss aspects of these various models that could potentially be used or adapted to suit Minda's clients' needs. Speakers from various Government agencies and non-profit organisations provided an excellent panel in reviewing the various models for consideration.

This year will also see changes to how the Federal Government refers to business services provided by the disability sector. From 2009, 'business services' will be referred to as 'Australian Disability Enterprises'. In line with these regulatory changes, Minda's Business Services will now be referred to as 'Minda's Disability Enterprises'.



This name change and rebranding is a requirement from the funding body to develop a unified brand to assist in building a stronger corporate image for the supported employment sector.

2009 looks to be a financially challenging year worldwide and Minda is proactively taking numerous steps to ensure financial viability for the years to come.

Over the coming months, I shall be meeting with ministers and senior government officials to identify additional funding opportunities, as well as any other opportunities that will assist Minda financially.

Whilst we are working in difficult and challenging times, we had a very successful year in 2008, and are well positioned to meet the challenges ahead.

Susan McInerney



Peter Grant and Ellen Mitchell with Tutti participants

They thoroughly enjoyed their time here," he added.

And it seems the clients equally enjoyed the interaction.

"The clients really enjoyed meeting the young people. They enjoyed meeting new, fresh faces and it offered a chance to build one-on-one relationships with people outside of Minda, and to build friendships," said Reverend Whitney.

Trevor was approached by the Uniting Church, which he is a part of, in the hope that Minda would be willing to participate in the first year of the program. He says that the partnership was a wonderful success and he hoped that Minda could be involved in future years.

"The Big Year Out was a positive experience for both the program participants and Minda. Peter and Ellen were well received by staff and clients alike. Minda has a lot to offer young people and I think it's important to develop greater awareness by familiarising young people may not otherwise have an understanding of life with a disability.

"Visiting Minda's Campus provides the opportunity to breakdown misconceptions and prejudices. These young people then go out into the community and speak positively about the organisation, the residents and what Minda does. This can only be a good thing for Minda, the clients and also the outside community," Reverend Whitney added.

For more information on The Big Year Out, visit <http://thebigyearout.com/>.

The Big Year Out in Minda

During 2008, Minda was host to two young people who were undertaking hands-on mission placements through the 'Big Year Out' program.

The 'Big Year Out' is a person's chance to have a new adventure, to get some space, to make new friends and to do something that makes a difference. The cultural exposure program, organised by the Uniting Church, is designed for people outside of school to expose them to different workplaces, cultural settings and to broaden horizons.

Peter Grant, aged 22, and Ellen Mitchell, aged 18, began their placement at Minda in August 2008 and for a duration of eight weeks, were given a bright opportunity to learn more about intellectual disability, about how they relate to clients and subsequently reflect on the experience.

Minda's Chaplain, Trevor Whitney, acted as mentor and supervisor and said that the pair were really thrilled with their time at Minda.

"Peter and Ellen enjoyed their time here at Minda so much that they expressed real desire to come back to Minda and have promised to keep in contact, particularly with Tutti Arts, a program they were particularly interested in," said Reverend Whitney.

"Coming on campus one day a week, Peter and Ellen had a great mix of going out to different areas of Minda including Tutti Arts, Sturt Cottage Craft, Chuaninga, Building Abilities and other Day Options programs, as well as visiting the Pat Kaufmann Centre. The idea was for the pair to meet residents, to engage with them and to share in their activities and get really quite involved and become acquainted with people with a disability.

"As a result of their time at Minda, Peter and Ellen developed a much greater awareness of people with a disability and they really did rise to the challenge. It can be confronting, especially if you have little experience in the disability sector, but the students were great.



Robert Cairney

Appointment of Deputy Chief Executive Officer

The Board of Minda is pleased to announce that Robert Cairney has been appointed to the position of Deputy Chief Executive Officer.

Robert brings with him a great deal of experience as well as a proven track record in financial management and strategic positioning of organisations in both the not for profit sector, as well as commercial enterprise.

The new role of Deputy Chief Executive Officer will be accountable for the provision of strategic financial advice, as well as maintaining a strategic overview of the business - which includes evaluation of future opportunities and/or acquisition of commercial business and other revenue streams, along with optimising the assets and performance of Minda.

In the current economic climate, this role will be a critical one for Minda to ensure the long term sustainability of the organisation.

Robert commenced with Minda on Monday 19 January.

Picture Perfect

Following an incredibly successful launch of Arts Access SA's 'A Frame Exhibition' on Sunday 16 November, two Minda clients, Vivienne Maynard and Jennifer Kirk, have both had their pieces of artwork sold at auction.

Each Wednesday evening participants of Minda's Scope program, Vivienne, Jennifer and Tim Cannell (who is also involved in Tutti) attend a community bridging group. The group is part of Arts Access SA, providing access to the arts for people with a disability. At these classes Vivienne, Jennifer and Tim develop their artistic skills and create artworks such as those sold at the auction.

Kim Parish, Scope Accommodation Manager, said that the program is a wonderful outlet for their artistic expression.

"This program has so many benefits - improvement in self-esteem and it is an opportunity for clients to demonstrate their abilities and also to participate in community activities. The chance to exhibit work is a great avenue for some much deserved recognition," said Kim.



Jennifer Kirk sold her artwork at auction

"Usually the guys do really well at the annual Arts Access SA presentation, but this year they have really excelled – it's just fantastic," she added.

And it seems that the trio are drawing quite the crowd of influential people, with FiveAA radio personality, Amanda Blair, purchasing Jennifer's painting at auction, and Scott Hicks previously purchasing one of Tim's pieces.

Congratulations to Jennifer, Vivienne and Tim!

For more information on Arts Access SA, call 8224 0799 or visit www.artsaccess-sa.org.au.

New website to alleviate disability distress



A new website, www.disabilitydistress.com has been launched by Senator Cory Bernardi to offer an interactive, two-way communication channel between stake- holders in the disability sector.

The website allows anyone who has experience in the sector (be that as a carer, interest group, organisation or person with a disability) to submit their story or their concerns about the sector and how it can be improved.

For information on the web site contact Senator Bernardi's office on 8346 1433.

Client safety

In May 2008, Minda established a 'Client Safety and Empowerment Committee' to develop an organisational approach to client safety, and to ensure Minda implements best practice in relation to preventing abuse including updating all policies and procedures and staff skills in preventing, reporting and responding to abuse.

The objectives of the Committee are to:

- Develop one policy and procedure that captures the identification, prevention, reporting and response to alleged abuse
- Review the Support Officers role. (currently only deals with allegations of sexual abuse)
- Address the issues of how to respond to clients who may be involved in sexual activities but from whom it is difficult to determine if they are consenting
- Develop a training program (and deliver it to all staff and volunteers) to provide essential education in recognising and addressing the broader scope of abuse to ensure a preventative approach is adopted within all service delivery settings.

The training will also provide strategies to effectively deal with instances of abuse that may occur.

Substantial progress has been made in relation to these objectives.

The Board has now approved the new Client Safety and Protection policy and procedure. A copy of these documents are available to any family member upon request.

A review of the Support Officer role has occurred and they will continue to provide support to clients where there is an allegation or suspicion of sexual abuse.

The psychologists are working on the issues of how to assess a clients ability to consent to sexual activities.

The training program for all staff will be mandatory. The program is in its final stages of development. Tutti are working in partnership with Minda to produce a DVD consisting of a number of scenarios that will be used to stimulate discussion in the training. Training will commence in early March. Consideration is also being given to providing information and training to clients and family members.



A Leverington sale

Minda's sale season

Heading into Christmas, the Minda community was treated to two very different, but equally exciting sales: the Sturt Cottage Craft Christmas Sale and the Leverington Christmas Sale.

Held on Friday 21 November, the Sturt Cottage Craft Christmas Sale showcased the skill and capabilities of Day Options attendees, with a wide array of quality handicrafts made by clients on sale. Items ranged from jewellery and accessories to gift cards and haberdashery.

The sale was a great success, with \$700 raised, which will go towards continuing the activities for the clients at Sturt Cottage Craft.

The Leverington Christmas Sale, held on Friday 28 November, shared similar success, raising over \$1,000. Leverington's Day Options attendees produced a range of pottery, plants, crockery, homemade jams, herbs and wooden mobiles for the sale.

A gold-coin donation morning tea was held during the sale, and many clients enjoyed helping out on the day.

Shadow Minister visits Minda

On Thursday 11 December, the Shadow Minister for Disability, the Honourable Stephen Wade MLC, visited Minda for a tour of the Brighton campus and to gain a better understanding of the key issues facing the organisation.

Mr Wade spent valuable time with Minda CEO, Susan McInerney, during which they took the opportunity to discuss current

issues associated with intellectual disability such as accommodation, respite and disability enterprises, as well as support for clients with health and ageing related needs.

The tour enabled Mr Wade to learn more about Minda - including the size and scope of the organisation's services. Minda appreciates Mr Wade's time and interest in Minda.



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Movember Trak

Visitors to Trak in November will have noticed more than a moustache or two floating around at the Lonsdale plant.

'Movember', the month formally known as November, was kicked off at Trak on November 1, 2008, when staff and supported employees alike went to work cleanly shaven in preparation to grow their 'mo'.

Glenelg Golf Club Ladies Day - Bakers Required!

The Glenelg Golf Club has been supporting Minda for 40 years with proceeds from the Ladies Golf Day.

As this year marks the event's 40th anniversary, we are hoping to have a bigger and better trading table and urgently require bakers.

If you have a spare day or even a few hours, we would welcome your support with the provision of jams, chutneys, cakes, slices or any other hand-crafted goods for the day. New health legislation requires that all perishable homemade goods have correct ingredients and date prepared labels attached. These can be obtained from the Minda marketing department.

If you are able to assist us, please contact the marketing department on 8422 6514.

For those not too familiar with the campaign, for the duration of the month of November, the male participants (known as MoBro's) have the opportunity to grow and groom their moustache and along the way, raise as much money and awareness about male health issues as possible.

The Trak Movember team was made up of over 15 Trak staff and supported employees. Many of the participants jumped at the opportunity (or excuse) to grow a moustache, some for the first time. Once the campaign started to progress, a keen competition developed amongst the participants to see who could grow the most formidable mo.

The opportunity was a lot of fun for the participants, who received donations from countless numbers of staff, family and friends, raising nearly \$300.

Congratulations to all the MoBro's, and their supporters!

Calendar of Events

Glenelg Golf Club Ladies Day

Tuesday 24 February,
Glenelg Golf Club.

Major Donor Reception

Tuesday 3 March,
Government House.

Eamonn Vereker Supporter Function

Wednesday 20 May,
Eamonn Vereker Glass Studio.

Event information

For more information please contact:

Marion Zafry on 8422 6286,

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or go to www.mindainc.com.au

Together, we can do it.

We Can Do It