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CALENDARS

We still have some Nadrasca Calendars left. Please contact Lee on 9873 1111.



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Christmas function at Rooks Road: Employees lining up to meet Gobbledok. Story on page 2.

One Thing that is Constant is Change

From the Desk of the Executive Director

The Editorial in the December 2010 issue noted that Disability Services faced significant changes, which would ultimately impact the way we operate. Some recent announcements have confirmed this.

- In 2011, following the Productivity Commission’s report, the Commonwealth Government committed to the National Disability Insurance Scheme (NDIS). Circulars and individual support (over 108,000 online), morning teas (the DisabiliTea) and lobbying local MPs, helped achieve this outcome. While the details of the scheme are yet to be determined, the principle is that people with a severe and profound disability will have an eligibility and entitlement to services, following assessment. The system will be person-centred.
- The Australian Disability Enterprises (ADE) Vision: the final report recently released

provides strategic advice to the Australian Government about developing a *Vision for Inclusion for People with Disability through Sustainable Employment*. The report outlines a new 10-year vision to increase participation and community inclusion for people with disability, through quality supported employment. The document, *Advisory Group: Vision for Sustainable Supported Employment*, is available at www.fahcsia.gov.au

- The Equal Remuneration Case decision announced by the Full Bench of Fair Work Australia provides wage increases which aim to ensure pay equity for non-government Social and Community Services workers in the community sector. Governments (both Federal and State) need to confirm their commitment to fully fund the cost impact on non-government service providers. Non-government service providers do not have the capacity either to absorb the wage increase or to pass it on to service users, who are among the

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Make a Donation



GiveNow

Did you know that you can make a donation to Nadrasca online? Go to www.nadrasca.com.au – on the home page, click on the GiveNow ‘Make a Donation’ icon and follow the prompts. Your donation will help us to continue to provide much needed services and programs.

One Thing that is Constant is Change – from p1

poorest members of the community. The wage increases should help relieve the workforce shortages experienced in the disability sector, which will increase significantly, when the proposed NDIS is established.

The well-deserved wage increases (disability support staff are sometimes undervalued and underpaid compared to similar work in other sectors) will vary between 19% and 41%, depending on the Grade Level of workers and will be implemented over the next 8 years, commencing 1 December 2012.

- The Australian Charities and Not-for-Profit Commission (ACNC) has been set up to seek comment on design and implementation of the new reporting framework for charities. The framework will be administered by the ACNC and is a central platform for the Government's vision of 'report once-use often' reporting for the Not-for-Profit sector.

We are moving into some interesting and challenging times that will impact our business and service models, and possibly our future sustainability.

There have been a number of recent staff and volunteer changes at Nadrasca. In December 2011, after seven years as General Manager Nadrasca Industry, **Peter Ray** announced his retirement. Peter's contribution to Nadrasca is immeasurable. He inherited a business/service which was operating in deficit after many years of stagnant revenue growth, and going through immense change due to the 2004 government reforms. Over seven years, Peter, with the assistance of staff and employees, grew the sales revenue by almost 90% and turned a loss-making service

into a well-recognised, respected, sustainable and viable business, which now operates in surplus and supports other underfunded areas of the company. While in the role, Peter developed a passion for supporting people with a disability, while never underestimating their abilities. Thank you, Peter, for your contribution.

Nadrasca welcomes **Chris Bourke** as Peter's replacement. Last year, Nadrasca decided to close its Timber Processing & Assembly operation, expand our building and focus on becoming a Third Party Logistics provider (3PL). Chris has expertise in this area and will assist Nadrasca's expansion into this niche market.

Nadrasca would also like to welcome **Doug Mitchell**, our newest Board member. Doug is a Chartered Accountant and Partner of Mitchell Wilson. Doug's skills, attributes and his experience assisting small to medium enterprises will add further value to Nadrasca's Board of Directors.

In July this year, Nadrasca will celebrate 45 year of service to people with a disability. That brings with it ageing clients, ageing parents of ageing clients, and issues associated with ageing and deaths. Nadrasca has lost seven members of the Nadrasca Community in the last four months. Four were parents, two clients (one under tragic circumstances), one employee and a long serving staff member who was a Life Member of Nadrasca Incorporated. We extend our condolences to all their families and friends.

Gus Koedyk
Executive Director



Nadrasca Industry News

In December, Nadrasca Industry Service Awards were awarded to the following employees:

- 10 years – **Katrina Khoo**
- 15 years – **Rita Battaglini**
- 25 years – **Michelle Garrett, Craig Hammond and Michael Vajna** (who received gold watches)
- 30 years – **Sharon Morse**

On 17 December 2011 the Christmas function for Nadrasca Industry employees was held at the Manhattan Hotel with a great night of dining and dancing.

A catered Christmas lunch for employees and staff at Rooks Road was again supported by PepsiCo Smiths. There was a visit from Santa and the ever popular Smiths' Gobbledok.

Sadly in December, Nadrasca Industry lost Craig Hammond, one of its long-term employees, after his battle with cancer. Our hearts go out to Craig's family and friends. Craig will be sadly missed.

Building works on a warehouse expansion commenced in December on the Rooks Road site. The warehouse will introduce extended Supply Chain Management Services to Nadrasca Industry's existing customer base, generating additional revenue and providing expanded supported employment opportunities.



Craig Hammond receiving his 25 year Award and watch from Peter Ray.

The current business climate in Victoria is difficult. Nadrasca Industry will continue to work hard to provide quality services to our existing and new customers. With the ongoing support and hard work of Nadrasca Industry employees, staff, parents and carers, we will ensure our customers' continued patronage during the challenging times ahead.

Chris Bourke
General Manager
Nadrasca Industry





The Farm News

The Farmers are back in full swing after a few weeks off in January. We welcome two new workers: Ben and Jordan. The grass is growing fast so we have been spending a lot of time on contract gardening. The sheep have been shorn, thanks to Michael the shearer and Jarrod who rounded up the sheep. Renovations to the Good Guys' barn are going well with the roof, the floor and the windows being fitted and most of the external walls re-clad with corrugated iron. Thanks to Rod Nicholson for working so hard to keep this project up and running. Most of the summer vegies have finished and some pumpkins have fruited. Remember to visit us whenever you can – the Farm is open to everyone.

Rodney, Glen and the Farmers



The Nadrasca Industry painting presented to Peter Ray.



Seniors at the Box Hill Community Arts Exhibition.

Seniors@Nadrasca

The Seniors and staff worked hard to achieve their 2011 goals. It was a mad scramble to finish the large painting for Nadrasca Industry to present to Peter Ray before his retirement. The theme was industry, time and Nadrasca Industry's customers. Client representative, David Rogers, presented the painting to Peter with pride. Peter was thrilled. The painting will take pride of place in the corridor leading to Nadrasca Industry.

The Seniors were included in the Box Hill Community Arts Exhibition held on the 15 December 2011 and attended the official opening by Cr Ellis.

In 2011, attending art exhibitions inspired the Seniors, who applied the ideas in their own art. The Seniors service is a learning environment. All staff ensure that when a member wants to learn how to achieve a certain brush stroke, a task sequence analysis is developed which helps them achieve goals within their own capability.

The Arts nourish creativity, curiosity and communication skills in those who create and experience art. Success in the arts can translate into success elsewhere.

Paula Euthimiou
Seniors Service Manager

In 2012 we complete our accreditation process. Many changes have been introduced within **Community Options** (Witt Street, High Street, the Farm and the Seniors Program) and **Residential Services** (Shared Supported Accommodation, Home Share and Outreach Support).

In a recent issue of 'Thinking about families and building visions for the good life', Michael Kendrick wrote:

'Life's inherent possibilities are not always appreciated by us. Nonetheless, there is a relationship between what we can envision and

what we are likely to attempt in our lives or in the lives of others. Visions are the mental pictures we create that enable us to visualize our world in old and new ways. We see these images in our mind's eye much as we see the material world with our regular eyesight.'

How do we capture the true meaning and vision of an individual's life goals, dreams and aspirations? How do we, as an organisation, help fulfil these goals, dreams and aspirations? How do we capture this in the day-to-day service we provide to people?

Walking the Talk – Living Nadrasca's Organisational Values

In November 2011, Community Services Staff participated in a training session on the issues of values and attitudes, power and control. The challenge is to keep those positive discussions alive in our day-to-day work practices. As a follow-through, Jodie Blobel, our Facilitator of Active Support and Advocacy, conducted a staff development/brainstorming session for Community Options Staff on 19 January.

Staff were trained in the language to be used throughout the organisation – language that is empowering; language which is important in the Cycle of Respect graphically represented to the right.

Values are the beliefs an individual holds to be true, affecting choice, attitudes and the way we act. They are the moral or ethical judgements made on matters we consider more important.

How can we *live* Nadrasca's values and be: Trustworthy; Caring; Respectful; and Supportive?

Nadrasca's values can be linked together and focussed on by the way we speak with and spend our time with the people we support. The training session focussed on typical 'disability language scenarios and real-life examples'. The focus was how to be mindful, in all we do throughout a day.

During 2012, all Community Staff will be encouraged to use appropriate empowering language when supporting people who access our services. This is another positive step in the continuing improvement of Nadrasca providing quality services.



The Good Guys Nunawading



Robert Finch, Good Guys Nunawading, retired at the end of December. Robert and his team have been wonderful supporters of the Farm over many years, being committed to the philosophy and direction which Nadrasca was taking. The Good Guys Nunawading have helped create a wonderful environment at the Farm. Gus and I recently presented Robert with a plaque in appreciation of his support. Robert's son, Jonathon, has taken over from his father, and we look forward to working with him and the team at The Good Guys Nunawading.

Raeoni Turner
General Manager
Nadrasca Community



Accommodation Services

2011 ended on a sad note with the unexpected death of Jonathan Tozer. Our thoughts and prayers are with Jonathan's family, and with his co-tenants who shared so much history with him. The staff have fond and vivid memories of Jonathan – his cheeky smile, wise eyes and love of the great outdoors. We have all felt his passing. He will be sadly missed.

During the Christmas break many people headed home for time with family and friends. Two houses remained open over Christmas, where people enjoyed having more time with staff. A group of people enjoyed a break at Wagga with Leisure Options. Parents & Friends of Nadrasca again donated gifts to those without a family. Thank you for your kind generosity. The recipients very much enjoyed discovering their surprises. People also travelled to Sydney, Gisborne, Shepparton, Canberra, Tasmania, Somers, Phillip Island, and toured Victoria and South Australia. Everyone came back refreshed and rejuvenated, full of tales of families, old and new friends and new experiences, ready for 2012.

Many staff took the opportunity to take a break over Christmas and recharge their batteries. There have been some staff movements between the houses due to vacancies over the past couple of months. Hopefully, these vacancies will soon be filled. We are now planning 2012 Staff Training Days. With many changes in the industry, ongoing and current training is essential.



Christmas presents from Parents & Friends

Meghan is overseas attending a friend's wedding before we face the final stretch to accreditation. In her absence, we have continued working on upgrading policies and procedures. 2012 promises to be a challenge, which we will meet confidently as we see service delivery to our residents growing and improving.

Maryanne Harding
Acting Accommodation Services Manager

Nadrasca Community Options (Witt St & High St)

After a good break, everyone at Community Options is looking forward to an exciting 2012. There are busy times ahead, preparing for our external Audit and Accreditation under the Quality Framework being implemented by the Victorian Government.

Each week there are two flexi/activity-free days for staff to spend time with the people they support to ensure they are aware of their choices and wishes, and who they want to invite to their planning meeting. Personal Plans for each person are then written up by staff. Witt Street flexi days are Tuesdays and Fridays; High Street flexi days are Mondays and Tuesdays. People are enjoying these days with their key workers.

Overall, the people we support are happy to be back reconnecting with their friends.

High Street

High Street said goodbye to **Michael Beavis** who is in Taiwan teaching English, and welcomed **John Burger** to our team. Two new people, **Deanna Cotaidis** and **Shuoxian Liang**, started on 6 February. **Nicole Harrap** is now full-time. A big welcome to all of them.

The renovations are finally over and the new toilet looks fantastic. **Rhonda Hussey** has transformed the computer room into a core group room, and **Tarah Chaplin** has moved with people she supports into another room.

The Art Group have been producing some wonderful pieces of art.

The new 'Jewellery Making' activity seems to be enjoyed by all who attend.

Hema Kumble
Manager Community Options – High Street

Witt Street



Jon Tozer

We were sad to start the year without **Jonathan Tozer**. Jon will be greatly missed by his friends and the people who supported him at Witt Street. He loved to be part of our staff meetings and delighted in going from staff member to staff member, chatting and putting a smile on our faces. Our thoughts are with Jon's family at this sad time. Jon's smile, his cheeky, happy ways, his quirky sayings and his love of music will live on in all of our memories.

At Witt Street, all those interested in Art are busy producing art pieces. We are getting applications ready for 2012 Art Exhibitions.

Betty Hamilton
Manager Community Options – Witt Street

Peter Ray

In September 2004 I started a new job as General Manager, Nadrasca Business Services (as Nadrasca Industry was then called). Little did I know how much my life was going to change over the next seven years.

When I joined Nadrasca, we had significant challenges. The business had not been growing and was running at a deficit. The Federal Government was changing the way Disability Enterprises were funded, with the introduction of Case-Based Funding, evaluating the viability of every organisation to assess future funding. For the first time, employees' wages would be assessed against an Award. The introduction of the Federal Disability Standards meant an annual Audit would ensure we were doing the best for our employees.

Through the dedication of staff and enthusiastic application to their work by our employees, Nadrasca Industry met every challenge and has become recognised as one of the leading Disability Enterprises in Australia.



The past seven years have provided immeasurable satisfaction to me personally, and I thank those who have assisted me in achieving the necessary goals and targets. It is always a pleasure and a tribute to our employees to have visitors express amazement at their dedication and ability in performing tasks 'far better than able-bodied workers'.

The highlight of my time at Nadrasca has to be my marriage to Jessie, who supported me not

only in work but also after the death of my first wife. Our relationship is truly a joy and we look forward to a wonderful retirement together. It's not very often one marries their Production Manager; except now in retirement, she has become the boss. Such is life.

To everyone I have met at Nadrasca, thank you for your support and kindness. I wish you all and the organisation the very best for the future.

Peter Ray



Brian Porter

Brian Porter, Dispatch Supervisor Nadrasca Industry, retired on 20 December 2011, after almost 22 years of service. Brian started at the Blackburn facility in George Street and worked there until the transfer of operations to Rooks Road Nunawading. At Blackburn, Brian was known as the 'Father of the Workshop' as he performed supervision roles, and was also responsible for machinery maintenance, fixing the toilets and repairing the female employees' jewellery.

At Rooks Road, Brian took on the role of Team Leader Contract Services for almost 8 years and was responsible for ordering all raw materials for the department.

The employees and staff of Nadrasca Industry thank Brian for his dedication and commitment during his time at Nadrasca and wish him and Claire all the best in their retirement.



Keith Jenkins

After 35 years in the industry sector (including 27 years with Nadrasca), Keith has decided to retire, to enjoy the fabulous properties that he loves working on. Keith has been instrumental in the setting up of the original Farm (which was situated in the middle of Eastlink between Cadbury's and the Manhattan Hotel, Canterbury Road), then the relocation to Morack Road, Vermont. Keith has always been passionate about the Farm. We wish him all the very best for the future. Keith says it may be farewell but not goodbye, as he would still like to use his talents at the Farm when the need arises.

Jette Steffensen

We also celebrate Jette Steffensen's retirement. Jette has worked for Nadrasca for the past 23 years and contributed to many Art Programs and the Nursery at Witt Street. Jette was always very diligent in her paperwork and enjoyed working with the people she supported. She was a great advocate. She will be missed. We wish her all the best.



Introducing...

Chris Bourke



Chris Bourke started with Nadrasca on 12 December 2011 in the capacity of General Manager, Nadrasca Industry, replacing Peter Ray. Chris has qualifications in Accounting and Business Management/Supply Chain Management from RMIT University. He has managed a number of Supply Chain Management businesses in

private industry and the Not-for-Profit sector, including MacMillan Publishing, Ausdoc, Brotherhood of St Laurence, and Nestle. Most recently Chris ran his own company which recycled consumer waste plastic film into plastic film products.

Chris is married to Elisa and they have three children: Grace 13, Kate 10, and Patrick 8. He enjoys spending time with his family, motorcycling, football and swimming.

Chris looks forward to continuing the great work of Nadrasca Industry and meeting future challenges. He is excited about expanding the business and providing employment growth opportunities to employees and staff in Nadrasca Industry.



Father & Son Team Bowls Them Over

Wayne Farmer, who has been with Nadrasca Industry since 1982, recently won the Blackburn Bowls Club Pairs Championship, competing with his father, Ron. This is the first time in the Club's 85-year history that a father and son have won the title. Ron has bowled for around 40 years and Wayne took up the sport about 10 years ago. Since then, Wayne has represented Victoria in lawn bowls competitions on a number of occasions. Ron says, 'As a family, we have done a lot of things together over the years. Now, we get our names together on the honour board and this means everything to me.' Wayne says his dad (who is also his coach) is his favourite person to play with. Wayne is also a keen player of basketball. Congratulations, Wayne and Ron.

PEOPLE NEWS

Doug Mitchell



Doug is a Chartered Accountant and Partner of Mitchell Wilson. He has a brother with a disability who is a client of Oak Enterprises in Tasmania, a Nadrasca alliance partner of 'The Outworks', an ADE National Alliance.

Hailing from the Apple Isle, Doug qualified as a chartered accountant while working at his first firm and became a partner at Moore Robsons in Hobart at just 30. He made the move with his schoolteacher wife, Leonie, and their young children to Melbourne in 1990, when his chapter of the Mitchell Wilson story began. Son, Chris, is now a secondary school teacher and daughter, Julia, is embarking on a career in law.

Doug has a strong commitment to community care through his local church. He also sits on the Board of Access Ministries, which provides chaplains to Victorian schools, in addition to his position as Nadrasca's newest board Director.

When the opportunity for a break arises, Doug can be found travelling, indulging in a barbeque and a beer, food and wine, four-wheel driving, or playing a round of golf.

Holiday with Leisure Options

I have had a good camp with Leisure Options. I took part in rock climbing, dancing and singing, woodwork, low ropes, basketball, swimming races and canoeing. I loved accidentally getting wet in Billabong. I stayed at Borambola Sport and Recreation Centre near Wagga Wagga and we had very warm weather.

I have also been away with Mum and Dad with Mum's old school friend from England. We went down the Great Ocean Road and saw some koalas on the way. We went to the arch at London Bridge. It was very windy.

Sarah Gibson

My Holiday in Wagga

I really had a great time at Wagga. The camp is quite large. I shared a bunk room with four other people. I liked sharing a room; I slept on the lower bunk.



Everyone had their meals in a large canteen. There were lots of activities at the camp. I played basketball, had my face painted, danced the night away at the disco, dangled my feet in the pool and chatted with my friend, wearing a life jacket. I made a fish out of wood and sang lots of Christmas songs on Christmas Day.

I have lots of lovely memories I can now share with friends. I have a photo book from Leisure Options.

Bill Daniels

NOT TO BE MISSED...

The Nadrasca Music Theatre Group presents...



at the Whitehorse Centre on

Saturday, 30th June 2012

*Sponsored by:
City of Whitehorse and R. E. Ross Trust*

The Nadrasca Music Theatre Group members, supported by the Nadrasca and local community, will showcase their abilities in 'Chicago – The Musical', an exciting satire based loosely on the world of vaudeville.

Mark 30th June 2012 in your calendar...

Enquiries: (03) 9872 3922



Vacancies for Independent Living at Almondsbury Court

We have vacancies for people to live independently in the Almondsbury Court house in Blackburn. This is a non-staffed and non-Home Share situation. If you are interested in sharing with other people with a disability who love living independently, while sharing the rental and utility charges, please contact Raeoni on 9873 1111. It is a great place for a couple and there is plenty of room for single people.



Tenant Required for Accommodation Opportunity in a Shared House

Are you, or is someone you know, looking for accommodation within our Home Share tenancy program? Do you have an interest in supporting people with disabilities? If so, this is a unique opportunity for the right person.

Nadrasca Community Services is seeking a volunteer to be an informal support to residents in their home.

This may include ensuring clients maintain the house, assisting residents to fulfil their household

responsibilities and in solving problems. The Support Tenant works in partnership with the Outreach Support worker, and lives in the residence rent and utility free.

The successful applicant must have the appropriate personal qualities for this position; be caring, supportive, patient, and skilled in negotiation and conflict resolution; and supportive of the rights and responsibilities of residents. They must be a good role model and lead by example. As a guide, the minimum expectation of hours of support is four nights a week during meal times, and one half-day at weekends. The Support Tenant continues their usual employment during the day.

Ring Raeoni on 9873 1111 if you are interested in being interviewed for the position, which is located in Vermont. Police Checks are mandatory.



Nadrasca News is a regular publication.

Contributions or ideas for future editions are welcome. Please contact Dina Tanphanich on 03 8872 5715.

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Need something printed? Call Robert Martin at Nadrasca on 03 9873 3001.