



Change is Constant in the Disability Sector

From the Desk of the Executive Director

During our lifetimes there has been constant change in the Disability Sector.

Before the 1960s, children born with an intellectual disability were generally institutionalised in Kew Cottages or other institutions around Victoria (e.g. in Sunbury, Ararat and Colac). During the 1960s, parents were encouraged to take their children home and told to make the best of their lives. There were no support services, no funding, no respite for parents and/or carers, and no counselling. Worse still – if your child had an IQ of less than 70 they couldn't attend school.

Organisations like Nadrasca grew out of the unmet needs of children who couldn't go to school – which also meant no respite for parents. Activity Centres were set up, funded by parents and community organisations who raised money conducting quests, walkathons, selling oranges from a semi-trailer – even selling Christmas trees! This money paid staff to train and support children, and provide parents with respite. Ironically, Nadrasca no longer supports children.

Eventually the Government opened up Special and Special Developmental Schools for children with an intellectual disability. Our previous Chairman used to say that, at that point Nadrasca should have closed as we had achieved our mission – it was now the Government's responsibility to educate children with an intellectual disability, rather than community service organisations.

However, by this time some children had grown into adults needing support services. Day Services and workshops (now known as supported employment services) commenced in the 1970s. Houses with Cottage Parents opened to provide accommodation for children and respite for parents.

Support services then commenced, with the Government funding facility-based services which later changed to community-based services, as the concept of social participation and community inclusion became the norm. These services were block-funded by government. The provider received the funding and had limited vacancies for people needing support.

Then the concept of Individual Support Packages (ISPs) and Case-Based Funding was introduced. People with ISPs could access individual support, take their money when they left a service and use the funds elsewhere.

Accommodation Services has moved from simply offering accommodation to providing lifestyle choices for residents. Support staff, rather than working from a welfare approach, have moved towards active support, encouraging people with disability to do the things they are capable of doing, rather than staff doing it all for them.

Next year from 1 November and shortly after Nadrasca

celebrates its 50th anniversary providing support to people with disability, the NDIS will roll out in the inner and outer east of Melbourne. This new change is a major market restructure. People with a severe and profound disability will be assessed and, if determined to be eligible, will have an entitlement to receive funding that provides them with supports to improve their lives because they have a disability they didn't choose to have.

According to the NDIS, it will give them Choice and Control in their lives to achieve their goals and aspirations, with reasonable and necessary supports. Who says change isn't constant?

The Nadrasca Board and management wish you a Merry Christmas and a Happy New Year.

Gus Koedyk
Executive Director



Season's Greetings

Diary Dates

The Rooks Road Head Office and Nadrasca Industry are closed from midday 22 December 2016. We will reopen on 9 January 2017.

Community Options (Witt Street, High Street and My Life, My Future) is closed from 24 December 2016. We will reopen on 18 January 2017.

Fundraising

You may have read some bad publicity recently regarding third parties collecting donations for charities and a very small percentage of the money raised going to the Charity. Nadrasca does not:

- Use third parties to collect and/or raise donations
- Employ a specific person to fundraise

Nadrasca only

- Uses donations for Capital projects
- Uses donations to directly support people with a disability.



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Nadrasca Community News

Nadrasca Farewells Two Valuable Staff Members

This past year has been filled with excitement and many challenges.

Farewell Betty Hamilton

Betty Hamilton, Programme Manager at Witt Street, is retiring on 23 December. Betty has worked at Nadrasca for 22 years. She started at High Street as a Support Worker, then became Assistant Programme Manager and finally Programme Manager of that site. In 2009, the organisation went through a restructure and Betty moved to Witt Street. Betty has always worked hard to advocate on behalf of our participants. Over the years, Betty has been involved in many Nadrasca committees and has represented the organisation on regional committees. We thank her for her valuable contribution over the years. Betty will be missed. Her retirement is well earned.



Betty (left) being farewelled by her colleagues at Nadrasca

Farewell Diane Parsons

Diane Parsons (right) has been with Accommodation Services for over 25 years. She started as a House Mother in our Independent Living Training Centre in 1983 and has seen many changes during her Nadrasca journey. After taking 12 months annual leave and Long Service Leave, Diane is retiring. Diane was farewelled at the Staff Development Day in June. She was presented with a certificate for 25 years of service and a gold watch in recognition of her contribution to the residents of Nadrasca Accommodation Services. We wish Diane a happy retirement and thank her for her valuable contribution over the years. Diane will be missed.



On behalf of everyone at Nadrasca Community, I wish everyone a very happy and safe Christmas and holiday break.

Raeoni Turner

General Manager, Nadrasca Community

My Life, My Future News

'Tell me and I'll forget, teach me and I'll remember, involve me and I'll learn.'

At My Life, My Future, people are always learning and growing. We take every opportunity for active involvement in as many aspects of life as possible:

- Blake and Megan are working diligently in their Certificate 1 in Work Education classes.
- Thomas is studying to obtain his Learners permit.
- Cary has learned to travel to and from work.
- Sharon, Daniel and Peter are continuing to learn new skills in the kitchen. They have mastered making sensational spaghetti bolognaise.
- Eugene has learnt new skills on the Nadrasca Industry production line.
- Damian is teaching us about human rights at our weekly meetings.
- Eleanor and Laura are learning new work skills volunteering at the RSPCA, including stacking and organising items for the shelves.

We also have a team ready to embark on further studies in Certificate I in Transition Education.

Along with a number of other staff in Nadrasca, Stacey, Paul and Ian have recently completed a Certificate IV in Training and Assessment.

In addition to on-the-job learning and accredited courses, two groups of third year FFYA participants meet every day for an hour. A major focus has been learning about the Universal Declaration of Human Rights.

Below is a snapshot of what one team learned when studying Human Rights: **'We are not all the same, but we are all equal.'**

Teghan: *Everyone has the right to freedom of speech. We are all born free.*

Daynah: *In saying that, people have to respect other people's Human Rights.*

Jordy: *Everyone is equal.*

Chris Mc: *Everyone has the right to all Human Rights.*

James: *Without Human Rights, there would be so many more wars.*

Dani: *Don't discriminate, no one can be tortured.*

Chris H: *The right to life.*

Estelle: *I really enjoyed the sessions*



Third Year FFYA participants at MLMF: front row (L-R); Teghan, Katie, Estelle, Diane. Second row; Jodie, James, Daynah, Jordy, Dani. Not in picture: Chris Mc, Chris H, Cody, Dean, Aaron.

where we learned about human rights.

What have people liked about the sessions?

- Interesting, fun, we learn from each other
- We learn about other people
- Listening to other people's comments and thoughts
- We are all supportive of each other

At My Life, My Future, we truly believe that learning is the key to achieving a person's full potential.

Maryanne Weir

My Life, My Future Coordinator

Witt Street News

Another year has flown by with many challenges, achievements and some fun times.

Training sessions were offered to staff and a number successfully completed Certificate IV in Workplace Training and Assessment. Participants are currently being offered further education, knowledge and skills training.

Witt Street participants have been supported by staff in a variety of forums through the Victorian Advocacy League for Individuals with a Disability (VALID), most recently participating in 'Staying Safe; Abuse and Neglect is Never Okay'. Staff also attended a session on 'Understanding Abuse'.

VALID will be running sessions on Building Inclusive Communities as we move further towards the NDIS rollout. The VALID website provides information on what can be accessed through the NDIS by carers and support people.

The Art shows this year have been successful with enjoyable, colour-filled art. Some participants were very happy to sell art pieces.

Betty Hamilton
Manager, Community Options



Patty Rodgers (L) and Samantha Barry (R) with their Footy tipping certificates

High Street News

We said goodbye to **David Weston** and **Rose Pote** and welcomed **Travis Geary** and **Carolyn Rawlings**. Travis moved from *My Life, My Future*.

Thanks to The Farm crew, our front garden now looks very tidy. **Maria, Steven M, Daniel B, Theo, Samantha** and **Linda** will be working on the vegetable patch, planting watermelon, carrots, chillies and corn seedlings.

Everyone enjoyed the Footy Grand Final Day on 29 September. There were lots of games, fun activities and singing. Everyone enjoyed hot pies and pasties for lunch. The day ended with the presentation of certificates for 'Footy Tipping'.

Further activities are planned for the International Day of Disability on 2 December.

Hema Kumble
Manager, Community Options



Brian McColl Jones and Rick Allanson (President) of the Lions Club Blackburn North, Raeoni Turner and Louise Webster (Pandino Lions Club Italy).

Farm News

In September we had a visit from representatives of the Lions Club of Blackburn North. In conjunction with the Lions Club of Pandino in Italy, they have donated funds towards the installation of a new drinking water fountain at The Farm. The cheque was presented to Raeoni by Mr Brian McColl Jones (Blackburn North) and Louise Webster (Pandino). We thank both clubs for their kind donation.

In November, eight participants at The Farm commenced their Certificate 1 in Transition Education.

We are going to grow asparagus, chilli, zucchini, beets and pumpkin in the garden beds in the main paddock, which have been prepped for these summer vegetables.

Rodney Kayne
Coordinator, Nadrasca Farm

Accommodation News

All of the residents and staff at Accommodation Services congratulate **Meghan** and **Gerard** on the safe and very much anticipated arrival of the gorgeous **Wallace Coulter Lyons**. We wish them all a very long and happy life together, with many joy-filled memories along the way.

We welcome **Ritchie** to our house at Woodcrest Road and **Hannah** to Gardenia Street. We hope they share many happy times with us as they enter this new phase of their lives. We also welcome several new staff members and wish them a positive and rewarding career with us.

All staff are taking advantage of every training opportunity to ensure we have current information about the NDIS process, and know how best to support residents and their families through the process.

Accommodation Services are busily planning for Christmas, after the excitement of the Grand Final and Melbourne Cup festivities. The majority of our houses will remain open over the Christmas period.

Maryanne Harding
Acting Accommodation Services Manager



The second half of the year has seen a number of changes within the Warehouse team. Adam Johnson (pictured above), who began working with Nadrasca Industry in February 2013, has achieved his goal – to commence work in open employment. While with Nadrasca, Adam completed a Certificate II in Warehouse Operations. In September, Boeing Aerostructures offered

Adam a position at their Port Melbourne site, which employs over 1200 people. Adam commenced his exciting new role in October.

Congratulations to the following people who have reached special employment service milestones.

- Simon Tanner - 10 years
- Sharon Morse - 35 years
- Katrina Khoo - 15 years
- Michael Vajna - 30 years
- Peter Leevers - 40 years
- Trevor Sutton - 40 years



Gus Koedyk (L) with Trevor Sutton and Peter Leevers with their certificates for 40 years of service

Nadrasca congratulates Linda Leonard on 20 years of service. During this time, Linda has been Production Supervisor in Nadrasca Industry and is currently a Training & Support Coordinator. She has contributed to Nadrasca Industry's success, particularly in training and supporting employees. The 20 years service award reflects the time and dedication Linda has given to ensure that Nadrasca's values and principles are maintained. Nadrasca thanks Linda for her enduring loyalty, diligence and reliability and looks forward to her continued service.

Nadrasca Industry welcomes James Barry, who was appointed Printing Supervisor in September. James is a fully qualified printer with 30 years' experience in the printing industry. James also has a Certificate IV in Frontline Management. James will focus on improving efficiency, growth and employment opportunities within Nadrasca Commercial Printing.



People News



Judy Roberts

Nadrasca welcomes Judy Roberts to the newly developed role of Manager Training Operations. Judy is a qualified

Secondary Teacher who taught VCE and was Head of Department for several years at a large Secondary School. An interest in the VET (Vocational Education and Training) sector prompted Judy to join Box Hill Institute as a teacher in Education, Government and Business. That led to a Senior Educator role. In recent years, she has moved into full-time management roles, managing teams across several different subject areas. We welcome Judy to Nadrasca as she delivers training and learning outcomes for the people Nadrasca supports.

Vale: Leigh Mclver

Leigh passed away suddenly on 14 October. Leigh started work at Nadrasca in October 2006 and was due to be presented with his 10 year



service award. He was always keen to be treated like everyone else and was prepared to give anything a go. Because of this, he

worked on a wide variety of tasks over the years. At the end of the day, Leigh would grab a broom and help to clean up; he saw no reason why he could not help. And he did a good job too! Leigh was quietly spoken at work. He enjoyed a chat and a laugh with his friends at Nadrasca Industry and he was well liked by all. He will be missed.



Introducing: Wallace Coulter Lyons

Meghan (Coulter) and Gerard Lyons are proud to announce the happy and safe arrival of Master

Wallace Coulter Lyons, born 1.13am on 13 October 2016 weighing 8.2 pounds.



Christy with members of her family at the morning tea.

Retirement: Christine Davis

Christy joined Nadrasca Industry in June 1985 and retired in September 2016, after over 30 years. Christy experienced firsthand the diversity of jobs and is happy that she acquired new skills. She was farewelled at a morning tea, to which members of her family were invited. Christy says she will continue to keep in touch with her colleagues by coming to morning tea or lunch. We wish Christy all the very best and thank her for her contribution over the years. We will all miss you, Christy – enjoy your well-deserved retirement.