



2018 **2019**  
Annual report



**Blairlogie**  
LIVING & LEARNING INC.

**P:** 03 5978 7900

**F:** 03 5978 7922

**E:** [admin@blairlogie.org](mailto:admin@blairlogie.org)

[www.blairlogie.org](http://www.blairlogie.org)

PO Box 1440, Pearcedale 3912

685 North Road, Cranbourne South 3977

## Contents

About Blairlogie Living & Learning	1
Our Purpose	2
Our Key Strategic Areas	4
Organisational Chart	5
Board of Management	6
President and Chief Executive Officers Report	7
Project 28	8
Client Services	13
Residential Services	20
Human Resources	21
Volunteering	24
Make a donation	25
Acknowledgements and donors	26



**Here are some testimonials from families and carers of people supported by Blairlogie**

- “Our children have been able to stay, grow and develop as they got older”
- “We liked the openness of Blairlogie – there was a warm feeling compared to other providers”
- “Open, friendly and approachable”
- “Great facilities”
- “My son loved it – he chose Blairlogie”
- “She picked Blairlogie – she loves it”
- “Felt that goodwill started at the top – great leadership”



# About Blairlogie Living & Learning

Blairlogie Living & Learning is a non-profit community organisation that has been supporting people with a disability since 1987. We provide supports to people living in the Local Government Areas of:

- » Casey
- » Frankston
- » Mornington Peninsula
- » Kingston
- » Knox
- » Monash
- » Glen Eira
- » White Horse
- » Cardinia

The organisation was born from the hard work and dedication of a small group of parents who wanted their children to be *"part of an outdoor facility, where people could work with their hands and get exercise daily."*

This group of parents worked tirelessly to establish Blairlogie and to create a facility that their children would go to upon completion of their formal education.

Since 1987 Blairlogie has continued to evolve. The growth of the organisation, both in numbers of people supported and services offered has always been in direct response to unmet needs of people with a disability and their families/carers.

In 1987 Blairlogie, a registered Day Training Centre, opened its doors to 18 clients from its site in Baxter. Blairlogie is now a multi-faceted organisation providing support to more than 400 people across a range of services including



- » Individual and group supports
- » Facility and Community based respite,
- » Outside School Hours Care
- » Support Coordination
- » Teenage Services
- » Supported Independent Living
- » Plan Management
- » Supported holidays
- » Social and Recreational support
- » Allied Health

Blairlogie recognises and appreciates the power of partnerships. We actively seek out like minded partners, those that share our vision, and want to play a role in creating thriving communities. Communities in which diversity is celebrated and embraced and people with a disability are recognised for the valuable social and economic contributions they make.

Blairlogie is Governed by a Board of Management comprising of parents and carers of people with a disability as well as business and community leaders.

The Leadership team of the organisation has significant experience, skills and knowledge in the disability sector and represent a passion and a dedication that is a unique feature of Blairlogie.

## Our Purpose

---

### Our Purpose

*We exist to:*

Provide opportunities for people with a disability to pursue interests, achieve goals and participate in community life

Empower people with a disability to make decisions and choices on matters that affect them

Extend the skills, knowledge and experiences of people with a disability

Respond to the needs of people with a disability and their families and carers

Allow people with a disability to experience maximum independence

Enable people with a disability to make social and economic contributions to the community

## Our Vision

---

Blairlogie is the preeminent community based provider of holistic quality support and services to people living with a disability.

## Our Mission

---

Our purpose is to enhance each person's opportunities for learning, growth and community participation. We are equally committed to advocating for our clients and their support networks.

# Our Values

---

## Openness and Integrity

We pride ourselves on being honest, reliable and professional in our dealings with each other and with all our stakeholders

*We will:*

- » be honest about what we can and cannot do or deliver; follow through on what we commit to do;
- » not compromise our commitment to meet the needs of each individual;
- » value all contributions regardless of their size.

## Respect for All

We pride ourselves on our energy, sense of community, passion and acceptance of each individual

*We will:*

- » respect diversity and foster inclusion;
- » value each individual and their needs;
- » demonstrate cultural sensitivity and flexibility;
- » respect client choice;
- » value the right of every individual to grow and learn.

## Communication and Engagement

We are committed to effectively engage with our stakeholders to ensure we understand their needs and where we can, meet those needs.

*We will:*

- » respect and value the importance of our community;
- » create and strengthen our ties with the communities within which we work;
- » listen to and actively engage with our stakeholders;
- » actively seek partnerships with like-minded organisations and community groups.

## Continuous Improvement and Leadership

We pride ourselves on our quality leadership and on continuously improving Blairlogie for the benefit of our stakeholders.

*We will:*

- » commit to developing our knowledge and skills;
- » continually seek better solutions and ways of doing things;
- » reflect and learn from what we do;
- » work on the principle that leadership can and should be shown by all in the organisation;
- » celebrate our successes.

# Our Key Strategic Areas

---

## **Providing Appropriate Infrastructure and Facilities**

We are planning for and providing the infrastructure and facilities to maximise the positive outcomes for our clients

## **Developing Partnerships**

We are developing a range of partnerships with 'like-minded' organisations to improve the viability of Blairlogie and increase the range of opportunities for our clients

## **Building Financial Sustainability**

We are planning for the implementation of the NDIS and ensuring Blairlogie's financial viability during the transition and beyond

## **Providing Best Practice Support and Services**

We are constantly reviewing our support and services and implementing improvements to better meet the needs of our clients and their networks

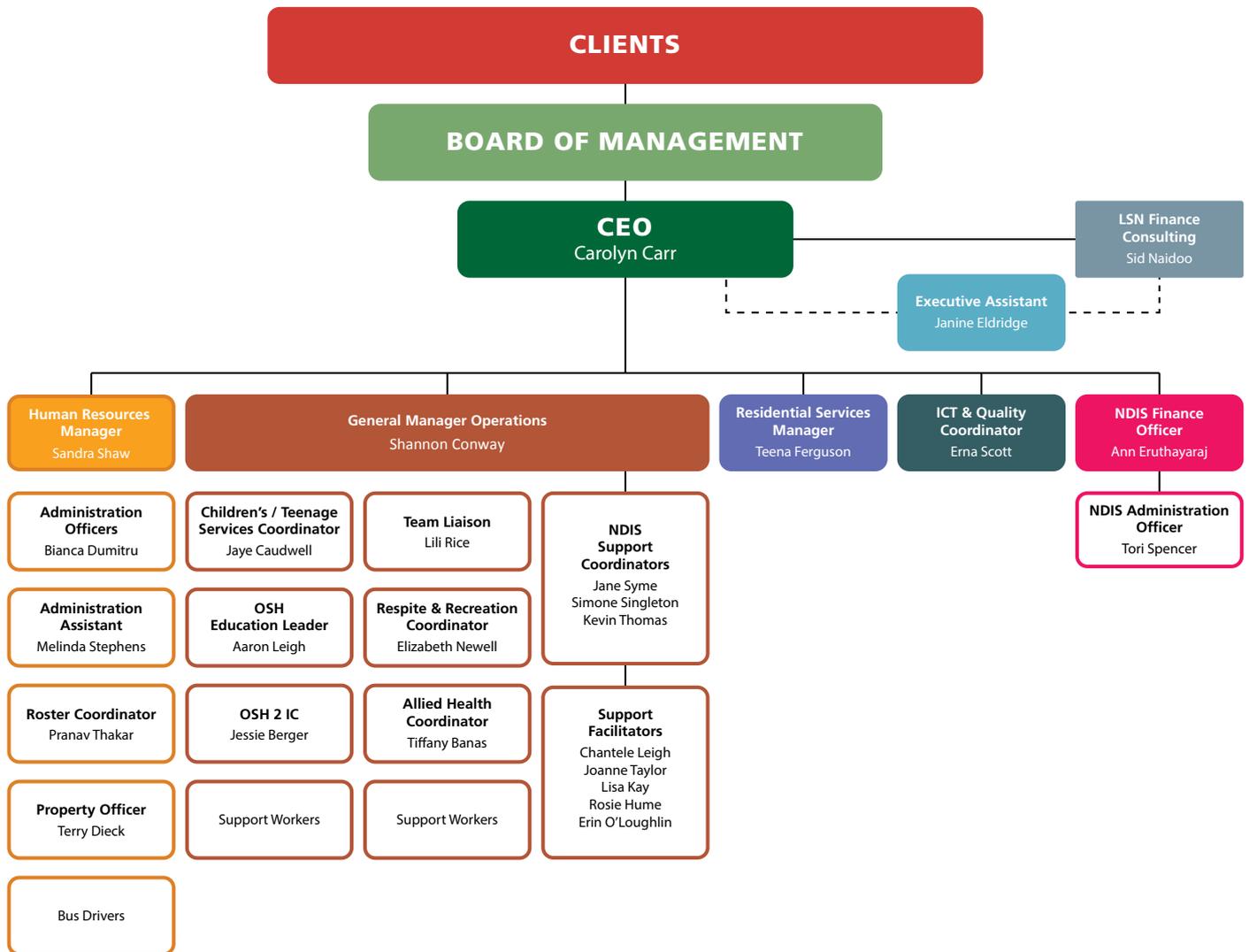
## **Building a Highly Capable Organisations**

We develop and support our staff and provide an optimal organisational structure to ensure they are best equipped to improve the lives of our client

## **Strengthening Communications and Engagement**

We continuously review and improve our communications and engagement processes to strengthen the links across Blairlogie and our community

# Organisational Chart



# Board of Management



**Mrs. Carol Pollard**

*President*

Carol has been involved with Blairlogie from its very beginning in 1984, firstly on the steering committee then on the Board of Management.

She has been President since 2004.

She is a qualified nurse by profession and was a foster mum for ten years. Carol has a daughter attending Blairlogie.



**Mr. Ken Scott**

*Vice-President*

Ken first joined the Board of Management in 1995 and was President for seven years, during which time he was involved in the building of the North Road facility.

Ken is a retired plumbing teacher, and has a son who attends Blairlogie.



**Mr. Peter Eaton**

*Honorary treasurer*

Peter has been a Board member at Blairlogie since 2002.

He is a qualified Civil Engineer with over 35 years experience in water supply with Melbourne Water and the State Rivers & Water Supply Commission. Now working part-time with Melbourne Water, he has a son who attends Blairlogie.



**Mr. Colin Butler**

Colin joined the Board of Management in 2006.

He is a businessman/ Farmer, running a Miniature Mediterranean Donkey Stud and Belted Galloway Cattle Stud. Real Estate agent for the past 10 years and former Mayor and Councilor of the City of Casey. Former charter president of the Lions Club of Balla Balla.

Vice President of the Board of the Tooradin Sports Club, Board Member of Casey Scorpions Football Club. President of the Cranbourne Shire Historical Society. Colin has been a local resident for 38 years.



**Ms. Megan Austin**

Megan joined the Board in 2015. Megan worked as a property lawyer both in Melbourne and London for 12 years.

In 1996, after the birth of her children, she moved in to the area of legal costing. Since this time, Megan has worked part-time in this area of law.

Megan is also heavily involved with voluntary work. This has included being on school committees, Meals on Wheels, teaching RE at the local state school and working in an Oxfam charity shop. She currently volunteers one day a week at Cabrini Palliative Care.



**Mr. Sidhen Naidoo**

*Resigned October 2018*

Sidhen has more than 20 years' experience in financial management, management accounting and corporate governance.

After several senior corporate roles Sidhen established his accounting and consulting practice in 2013 and specializes in servicing clients in education, health care, not for profit and small to medium businesses.

He is a member of various not for profit Boards and Committees, advisor to senior management and mentors finance graduates. Sidhen qualifications include Bachelor of Accounting Science degree, Bachelor of Commerce Honors degree, Post graduate Diploma in Business Administration and Chartered Institute of Management Accountants.

Sidhen is currently a member of Chartered Management Accountants, Chartered Global Management Accountants and Australian Institute of Company Directors.



**Mr Steven Pham**

Steven joined the Blairlogie Board in 2017. Steven is an Agile Squad Coach at ANZ and a Disability Advisor at Maribyrnong Council.

Steven is passionate about changing perceptions and breaking down the invisible and attitudinal barriers that prevent full community participation and inclusion for people with disability.

Steven has a brother who has a disability, it is his brother that inspires Steven to use his knowledge, experience and position to empower others and to make a positive difference for people with disability. Steven's work in the corporate sector has given him the ability to think and tackle business problems with an open-mind and strategic approach.



**Mr Steven Alexander**

*Joined January 2019*

Steven joined the Blairlogie Board in 2019. Steven has been advising executives and their broader teams for over twenty years.

He has worked in multiple areas of finance and digital transformation. Steven has lived experience in disability, with three nieces and nephews on the autism spectrum he constantly thinks about what their future will look like and he wants to contribute to ensuring all people with a disability enjoy a quality of life that we all strive for and deserve.

Steven feels that working with Blairlogie is a great opportunity to apply his commercial skills and also be more actively involved in helping shape what that future might look like.

# President and Chief Executive Officers Report

It is difficult to express in words the last 12 months. We would like to open this report by acknowledging the employees and volunteers of Blairlogie. To every employee and volunteer at Blairlogie we thank you for your commitment, your willingness, your adaptability, your positivity and, most importantly your courage to ride the turbulent waves with us and continue to strive for excellence, even in the most challenging circumstances.

Martin Luther King Jr said *“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.”*

The National Disability Insurance Scheme (NDIS) has certainly tested us this year, but we have weathered the storm and achieved some incredible things. With the transition into the NDIS almost complete we can only hope for smoother waters in the near future.

Blairlogie Living & Learning now support close to 400 people across all our services. We support people aged between five and sixty-five years and deliver supports to people 24 hours a day, seven days per week, 365 days per year. Blairlogie is now a significant employer with over 170 staff including a number of graduates who undertook their Certificate IV in Disability placement hours at Blairlogie and then went on to secure paid employment.

We have seen rapid growth in our residential services. Blairlogie now operates four residential sites, three in Cranbourne and one in Doveton.

In September 2018 we commenced delivering After School Care and Vacation Care programs at Officer Special School and Yarrabah School. This service is being delivered as part of a Victorian Government demonstration project that seeks to address an identified gap in Outside School Hours Care (OSHC) services for students with a disability. While we were unsuccessful in retaining the contract at Yarrabah School in the second contract we continue to deliver services at Officer until the current contract expiry of 31 January 2020.

In October we bid farewell to Bev Connor (retired). Bev had been with Blairlogie since 2006 as the Corporate Services Manager and was an extremely well liked and well respected member of our Executive Team. She had many strings to her bow, including leading our administration and finance division, coordinating transport and looking after property maintenance. She was a tireless worker and will be greatly missed by us all.

In March we welcomed Teena Ferguson to Blairlogie. Teena commenced in the newly created role of Residential Services Manager. Teena brought to the organisation many years of experience in the sector and we are excited to have her as part of our team.

*“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.”*

We would also like to acknowledge the efforts of retiring Board Member Colin Butler. Colin has been on the Blairlogie Board since 2006 and we thank him for his contribution over that time.

We are looking forward to the much anticipated completion of our first build as part of Project 28 – an initiative of the Wolfdene Foundation that aims to deliver 28 units for people with a disability by 2028. More information about Project 28 is contained in this report.

To all our partners, clients, families and community we also say thank you for your continued support. It is an incredible team that is able to shine bright in even the most challenging times. Blairlogie is made of a very large number of people that will always be prepared to work hard to ensure the people we exist to serve receive the best possible service we can deliver.

## **Carol Pollard**

*President*

## **Carolyn Carr**

*Chief Executive Officer*





## Project 28

### OUR SOCIAL ENTERPRISE MODEL

IN JULY 2016, THE NATIONAL DISABILITY INSURANCE SCHEME (NDIS) INTRODUCED A \$22B FUNDING PROVISION WITH THE POTENTIAL TO ALLOW THOUSANDS OF AUSTRALIANS WITH DISABILITY TO MOVE INTO ACCESSIBLE AND AFFORDABLE HOUSING.

Wolfdene has partnered with disability service provider Blairlogie to create a social enterprise model that will supply much needed local housing to the NDIS' Specialist Disability Accommodation (SDA) market.

Wolfdene is providing seed capital for the acquisition of land, planning, design and construction of these dwellings.

Once completed, ownership of the asset will be transferred to Blairlogie. The equity will then be leveraged to scale the roll out of future homes for their clients with Wolfdene providing ongoing technical advice and fundraising support.

BUILDING BETTER LIVES FOR PEOPLE LIVING WITH DISABILITY



**Blairlogie**  
LIVING & LEARNING INC.



**Wolfdene**  
Foundation



# WHY Project 28



**28,000**

THERE IS A SHORTFALL OF 28,000 DWELLINGS AUSTRALIA WIDE FOR PEOPLE LIVING WITH A DISABILITY.



**28 Units**

OUR TARGET IS TO ROLL OUT 28 SDA UNITS BY 2028



**28 Families**

WHO WILL SEE THEIR SON, DAUGHTER, BROTHER OR SISTER LIVING INDEPENDENTLY.



BLAIRLOGIE  
**Carolyn Carr (CEO)**



**The current disability accommodation market is fragmented and underfunded, with limited choice of local living options close to family, friends and existing support networks.**

There are thousands of Australians with disability who are forced to live in unsuitable homes because there are no alternatives. Often that means accommodation where people are segregated from the broader community.

This includes those currently living at home with ageing parents, residing in hospitals and young people living in residential aged care facilities.

We deal with parents on a daily basis who are wondering what is going to happen to their children once they're gone. Parents in their 60's and 70's who have been the primary carers for their adult children suffering from a range of disabilities that require ongoing care."

*Blairlogie Living & Learning is a not-for-profit community service organisation that supports adults living with disability in Melbourne's south-east.*



WOLFDENE

**Jon Atchison (Director)**



As a major developer of land in the City of Casey, we admire the positive role local organisations such as Blairlogie play in creating a strong community.

From our very first meeting with Carolyn and her team, what really hit home was the challenge their clients and families faced when needing local independent housing solutions.

Somewhere their adult children felt comfortable and supported, and somewhere close enough for these parents to have easy and regular contact with them.

Given Wolfdene is a developer of residential land and housing, we felt it was a natural fit for us to partner with Blairlogie to help them make a difference by providing a solution for people living with disability.”

*Wolfdene is a multi-disciplined property firm with in-house acquisition, design, planning, project management, construction and sales and marketing capabilities. Wolfdene develops new communities and townhouse projects throughout Melbourne’s growth corridors.*



DONATION FORM

# Project 28

BUILDING BETTER  
LIVES FOR PEOPLE  
LIVING WITH  
DISABILITY

Once completed,  
please return form to:

Wolfdene Foundation  
24 Anchor Place  
Pahran, VIC 3000  
or email to  
accounts@wolfdene.com.au

TITLE: FIRST NAME: SURNAME:

ADDRESS: POSTCODE:

SUBURB: STATE:

EMAIL:

**DONATION** (Please tick appropriate)

Principal Partners: \$100k+  Major Partners: \$50-100k  Partners: \$10-50k

Donation amount: \$

**METHOD OF DONATION** (Please tick appropriate)

**Credit Card** Please fill in details below:

CARD NUMBER:

NAME ON CARD:

EXPIRY: CVV #: SIGNATURE:

**Direct Deposit** Our bank details are:

Wolfdene Foundation Pty Ltd  
BSB: 033157  
Account #: 565756



**Note:** The Wolfdene Foundation Pty Ltd is registered as a charity with the Australian Charities and Not-for-profits Commission (ACNC).

Eligible tax-deductible donations have Deductible Gift Recipient (DGR) status with the Australian Tax Office.

# Client Services

---

“Each year I always look forward to gathering all the information to be included in the Client Services area to report on, and I also believe for it to be a great way to reflect on the countless opportunities presented throughout the year to the individuals we support whether it be through group support or as individual services. Having watched majority of the people we support transition across to their NDIS plans and seeing an increasing trend in them having their plans support their individual needs more realistically has significantly expanded our current workforce and services on offer.”

**Shannon Conway,**

*General Manager Operations*

## Tri State Games:

---

This year the Tri state games was held in Port Adelaide where our wonderful team of eight competitors did a sensation job representing the Blairlogie Bears!

**Day one** was spent at the Lefevre Community stadium which was the host for the indoor sporting events. Mel won the Bears a silver medal in the upright bean bag throw, followed by Jamie taking a gold and Katie taking a bronze in the basketball throw group.

**Day two** at Angles Park Aquatics Recreation Centre made for the perfect place to spend out of the sun. Medals were collected abundantly by the Bears during this day with Angus achieving two gold, one in 100m Freestyle and one in 50m backstroke.

Jamie scored a gold for 25m backstroke whilst Katie picked up two bronze in both her races of 25m freestyle and backstroke. Jason snatched up a bronze in the 50m freestyle and also a silver in the 25m freestyle to wind up the fast paced swimming events.

Later in the day was a change of pace where the Bears were represented by Aaron winning a gold in the 24m Pool walk and an additional silver for the 14m walk, Mel also with a gold in both 24m walk and noodle race and Rebecca at the end of the day winning a bronze in her noodle event.

That night was a black and red themed disco enjoyed by all with an announcement that the Blairlogie bears had come in at 3rd place overall for swimming.

**Day three** was a free day off from sports which was spent enjoying lunch on a cruise, dolphin watching and dinner out at the lighthouse wharf Hotel for dinner.

**Day four** was at Port Adelaide Athletics Club for the track and field events which again the Bears dominated in with Angus getting a gold in Long jump and both 400 and 200 meter run.

Katie picked up bronze in both 50 and 25 meter runs, Barry a silver in the 25 meter walk and picked up a personal best in the 50 meter run. Rebecca put in an amazing effort unassisted in the 25 meter run and picked up silver, Jason a bronze for 100 meter sprint before joining the relay team alongside Angus, Katie and Jamie coming second in the final.

**Day five** Angus participated in the Team Sports at Swan Terrace, Port Adelaide and played three games of soccer which was an amazing effort. Angus won the title of runner up best male athlete of the game!



## Performing Arts:

---

This year our performing Arts group presented 'Grease Lightening' featuring the music from the hit TV musical and all of the favourite cast members alongside handmade props and sets designed and created by the group themselves. The group all contributed to the creative process in developing, casting, writing, choreography, and rehearsing the production.

Each year we watch our performers new and old grow in their confidence over the year ready for the big night to show off their achievements.

Our production is rehearsed at Lyndhurst Community Centre and performed at a Cranbourne

Community theatre in front of family members, staff, friends of the participants and community members not associated with our organisation.

Another aspect of our production is the large involvement of volunteers from the community who lend their time and skills to assist with the tasks associated with the back stage and front of house components of our production.



## Partnerships

---

One of our great partnerships is the enthusiasm and involvement alongside the Southern Masters Cycling Club, where they provide an all-inclusive activity ran by its dedicated group of volunteers. This is a weekly event held at Casey fields which tailors equipment to allow for everyone to have a go on hand cycles, tricycles, motorised tricycles as well as conventional bicycles.

Frankston Bowl's club continues to offer the use of its extremely large and friendly environment twice a week where we open up our activities for anyone to come along and join. Monday's we enjoy some fun recreation dancing with the well-known Bam dancing group then followed by an inclusive African drumming session. Fridays a game of Bingo followed by Karaoke and singing and dancing to whatever is selected from a large collection provided by Matt Stone.

We still continue working with Catalyst training who provide two training groups with the opportunity to learn and study Certificate 1 in Transition Education. This nationally accredited course is aimed to develop skills to find the most appropriate options in the community, which has included employment volunteer work or further study. The course builds confidence, enhance independence, and explores community connections and access as well as working towards best possible health and wellbeing.

We work alongside many different service providers throughout the week with all of them always putting in a fantastic effort to encourage our participants to achieve the best they can and in turn to have a brilliant day.

Andy's disco is a mixture of old and new songs where several other organisations gather for a fun morning of singing and dancing. Optima gym in Mornington provide us with quality personal trainers that understand how to encourage exercise in a fun way and the lovely Kaylah our Belly dancing teacher offers in her workshops the joy of movement whilst dancing with sparkly belly dance scarfs.



## Toy Library:

Cranbourne Toy Library where our clients volunteer twice a week on a Tuesday morning and Thursday afternoon has seen the Client committee take more of a lead role in developing this.

Each week the people involved work on a variety of skill development including Money Handling, customer service, back of house operations such as cleaning, storing, stacking and stocktake.

This is a great setting for all the people involved with our volunteers helping the customers to choose toys, lend them out and take toys out to people's cars whilst offering quality customer service.



## Out, about and around the community:

A variety of experiences have been offered over the past year from our Day Services as an opportunity for people to relax, be sociable and further explore activities of interest.

We current run five community access groups each week and each term discuss with the participants what they would like to do and are involved in the planning aspects so everyone gets a say.

Some of the sights over the year include Zumbo's in the city, Coal Creek, Maru Koala Park, Yarra Valley Chocolate Factory, motorbike grand Prix at Phillip Island, Formula 1 at Albert Park, Movies, BBQ's and nature walks, Melbourne Museum and supporting local community talent at theatre shows between Bunjil Place, Drum theatre and the Frankston Arts Centre.

We also access many Local Community Centres and venues where we regularly facilitate activities from. In return we receive positive support and contributions by all these centre as they always make everyone feel welcome. These venues include: Selandra Rise Community hub, Lyrebird Community Centre and Lynbrook Community Centre.



# Selandra Rise

~ By **Melinda Penn**

The Transition Group began in 2018 and was joined by four new participants this year, expanding to 14 participants and four staff on a Monday.

Twice a week the transition group use the facilities at Selandra Rise Community Hub Clyde North and everyone has built positive relationships with the staff at Selandra Rise, who look forward to seeing everyone on Monday and Friday.

On a Monday, the group lead by our amazing staff (Chantelle Phillips, Kelly Adams, Sam Louise Stewart and regular casuals), arrive at Selandra Rise for the groups weekly cooking and personal training.



The year has seen some amazing outcomes and we have some very talented members that have become increasingly independent and work together to undertake the weekly shopping to purchase their ingredient for each weeks meal, then preparation (slicing, dicing, following the recipe to mix, stir, bake or cook on the stove top to create some mouth-watering dishes from their own menu list.

The group has enjoyed a variety of meals from Home-made Chicken Kiev's with Salad and Sweet Potato Chips to Chow Mien, Lasagne, Sushi, Pita Bread Pizza, Curried Sausages and the perfect mashed potato, Chocolate Self Saucing Pudding, Apple and Rhubarb Crumble and numerous other fine dishes.

The best outcomes are when our families give us feedback, we've had a lovely message to say Lauren came home and prepared Spaghetti and Meatballs for dinner, she replicated exactly what she had learnt on Monday at home and it was delicious.

On a Friday the Transition Group has almost completed two courses facilitated through Catalyst Training and nearly everyone has successfully completed their work placement in a field they wish to work in.

We've seen Marshall do his placement at Coles, Lauren go to Spotlight, Joel work in the Mornington Art Gallery, Jayde assist the toddlers at Kids on Clyde, Tahlia go to Cranbourne Aquarium and Reptiles a Jackson is hoping to work beside the gardening team at Blue Hills Retirement Village and Teresa is currently looking for work placement for Christopher.

The group have learned what is expected of them in the workplace and we're sure they'll be successfully in graduating from the course by the end of the year.

Congratulations to everyone who is part of the Transition Group, Lauren, Tahlia, Andrew, Jamie, Josh, Lachlan, Marshall, Adrian, Samual, Joel, Jayde, Matthew, Christopher and Jackson.



# Children's Out of School hours and Vocational Care

~ By Aaron Leigh

From the start of the year until now we have had a massive increase in our enrolments. In January 2019 we were averaging 8 students per day and now we are averaging 28 students per day

During the school term we have an educational program set up for the students to participate in. every experience that we have set up for the students to participate in has an educational purpose behind it. The 3 main experiences that are very popular with the students are

**MAGNETIC POLYDRON:** They are an open-ended construction experience that really gets the students thinking. It also helps the students to increase their ability to build two and three-dimensional shapes, which allows the child to visualize three-dimensional creations

**LOOMBANDS:** Is an experience which helps the students gain the ability to recognise and predict patterns, which is an *important mathematical and critical thinking* skill. It also combines visual perceptual, problem solving/cognitive skills, finger dexterity, hand strengthening, frustration tolerance and hand coordination

**PLAYGROUND:** Swings, slides, climbers and other types of equipment encourage students to develop their balance, speed, agility and coordination. Getting students in the habit of exercise and making it a fun activity can help encourage students to stay active throughout their lives Playgrounds also encourage children to build social skills.

During the school holidays we offer the students a holiday program for the children to either go out on excursions or stay onsite and participate in fun and interesting activities.

Some of the excursions we have offered in the past have been going to the movies, playing Mini Golf and Bowling, trips to Healesville Sanctuary and to Melbourne Zoo. All these Excursions are great for the children to get out into the community and do things that don't always get a chance to do during the year plus also hang out and socialise with other students that they don't normally play with during the year, which helps the students develop their social skills



## Mini Break holidays

### ~ By Jaye Caudwell

The Mini Breaks offered to everyone for 2019 were:

#### **Albury – February 2019 - 4 days 3 nights**

The Albury mini break gave participants the opportunity to experience staying in a caravan park at the Big 4 caravan park. The caravan park offered BBQ facilities and swimming pool. Participants enjoyed swimming and relaxing by the pool. The Ettamogah Pub was one of the many dining venues to eat at.

The Beechworth honey shop offered an education of how honey is made and we enjoyed trying different honeys. Participants visited the Woolshed falls. Participants toured the jail and enjoyed hearing the stories of the jail. We enjoyed a couple of games of tenpin bowling and eating out at the Chinese restaurant.

- » Visiting Beechworth Honey shop
- » Visiting the local jail
- » Ettamogah Pub
- » Ten Pin Bowling

*“We enjoyed walking around the town shopping and visiting the jail and the games arcade in town and had fun playing the basketball game”.*

#### **Phillip Island – March 2019 – 4 days 3 nights**

The Phillip Island accommodation was staying Ripples n Tonic in Ventnor provided 15 acres of farmland surrounded by a variety of animals from cows, sheep, alpacas, goats, pigs and egg laying hens. This gave us the opportunity to get up each morning to walk around and see the animals.

Phillip Island offered a great holiday experience for all participants:

- » A tour of the Phillip Island Race Track circuit
- » The Penguin Parade
- » The Phillip Island RSL
- » Phillip Island Wildlife Park
- » San Remo Hotel

We enjoyed making our own pizza's and making a bon fire at night. "I enjoy collecting sticks and wood to add to the bon fire and toasting marshmallows by the fire".

*“We enjoyed visiting the Phillip island Wildlife park gave us the opportunity to get up close with the kangaroos and emus”.*



#### **Melbourne CBD – June 2019 – 4 days 3 nights**

The accommodation for the Melbourne CBD was in Luxury apartments in the centre of the city. The location offered a tram stop right out the front of the accommodation. This proved easy accessibility around Melbourne city.

The sightseeing activities and dining that were chosen by everyone were:

- » Melbourne Zoo
- » Observation Wheel
- » Double decker bus to sightseeing around Melbourne city
- » Visited Crown Casino
- » Dined at Jackson and Young

*“Enjoyed walking around the zoo looking at the animals”.*  
*“Enjoyed sightseeing around Melbourne city”.* *“Enjoyed watching the movie ‘The Croods’”*



## Client committee

---

### ~ By Brandon Parker Frost

On Sunday the 3rd February 2019 the client committee went to the Have a Say Conference in Geelong where the participants joined in with many seminars to encourage advocacy and speaking up about their rights.

On Monday they all went to the Deakin University Opening Ceremony when everyone joined in the celebration of their 20 years anniversary!

The having a say conference is a great place for us to establish new friendships and to trial some new activities that we may have an interest in.

Tuesday we all had the pleasure of sightseeing Geelong in a limousine where we cruised around the waterfront. Some of the other amazing activities that were offered included badge making, Balloon Netball and Football, creative writing, hair and makeup, Harley rides, Jewellery making and surfing. Some were even lucky enough that they even got to kick alongside the Geelong Cats AFL team.

On Wednesday night we attended the 20 year have a say closing ceremony and enjoyed a Disco which was themed and we all got dressed up, it also had a band. While at Geelong we also went Shopping and had a BBQ along the lovely picturesque waterfront.

On Thursday we went shopping at Kmart to get some picture's printed up from our trip. Then we made our way back to Blairlogie it took us 2hours and 10min to get back.

October Spooktacular was one of the exciting fundraising events that had a really good turnout on a Friday evening. People were invited to dress up and come along for a BBQ and disco. The night was full of laughter and dancing to some old time favourites such as the Monster mash and Thriller.

The biggest morning tea again was hosted onsite by the committee who committed to raising money for the Cancer Council foundation. Approximately 70 family and friends of Blairlogie attended bringing along with them a lovely snack to share and joining in the fun and games presented on the day.



## Media

---

### ~ By Graham and Jen Rudd

Since this activity began it has significantly increased in popularity in 2019 and has over its time watched the skill level of its participants increase to a point where they are achieving a diversity of operation that offers choice and delivers benefits to our participants.

Growing from a single camera to multiple camera environment with a new desk and backdrops and a level of equipment unprecedented in the broader sector, our participants have the opportunity to have hands on experience in production and presentation.

Currently in this space, the program offers three actioned packed days per week, Tuesdays is a filming production of the Morning variety show and the Footy show. Wednesday produces a quality news and weather show with Thursdays being a new games media production with big things to show off in the future.

Participants are more than ever, being afforded the choice and opportunity to create and learn at a unprecedented level of support in a working studio and doing the workshops on offer, internally or externally.

Further in 2019, through a series of grants, the multimedia building will undergo structural upgrades, soundproofing and heating/cooling. Infrastructure enhancements will deliver a comfortable, quiet and clean media space.

# Residential Services

It's been an exciting year for Blairlogie as we are now providing residential services. In April last year we leased our first facility in Cranbourne comprised of 9 studio units. These have been utilised for both permanent residents and respite services.

I'd like to thank Carolyn (CEO) and the board for being willing to provide such a needed service. I'd also like to acknowledge Shannon Conway, Emma Psyhakis, Steve Parker and Melinda Penn for the initial set up of accommodation Services. It's been an enormous effort to establish this service and a credit to all involved. There's been many challenges along the way but our quality framework ensures we continuously learn and improve.

As many of you would be aware there is a large shortfall in available housing for people with disabilities. The NDIS is all about choice, control and community participation. Blairlogie is playing a big part in making this a reality.

We opened another 9 units in Doveton in October last year and another 2 sites in Cranbourne, each with another 9 units. In total we 36 units. All our accommodation sites are located close to shopping centres and public transport.

The opening of these facilities has provided people with the opportunity to move out of home and live on their own with the supports required to access the community and live independently. We have a wonderful team of staff who are dedicated to supporting people to achieve their goals.

We have put in place a structure to support the delivery of our residential services. We have a Site Manager based at each site to ensure our residents are receiving support to achieve the goals identified in their NDIS plans.

The story below highlights the need for appropriate and affordable homes for people with a disability and the stress and worry that families endure because of the crisis in disability accommodation.

## **Teena Ferguson**

*Residential Services Manager.*

**“Earlier this year, I made the heart wrenching decision to place my child in permanent care, as I was finding it increasingly difficult to continue caring for my son myself.**

*A place at Blairlogie became available and I contacted the manager Teena Ferguson and organised a time to visit, and see if this residential facility was going to suit my child's' needs.*

*I was welcomed warmly, and Teena answered all of my questions. She made me feel that no question was too hard, or silly. She was empathetic and went out of her way to reassure me.*

*Support workers were employed and my son's transition has been very smooth. I regularly receive feedback on how he is settling in, and the support workers take video's and photos and send them to me. I cannot express how much this means to me. They also facilitate FaceTime with my son so that I can see him regularly and he can see me.*

*Following the advice of a behaviouralist who has been working closely with my son, I have not physically seen my child since I brought him to his new home, as we all felt it would confuse him to see me but not come home with me. Receiving regular feedback and photos and video has helped enormously to ease my mind.*

*I am confident that they are taking very good care of my son, as he always clean, and well groomed, but above all else, looks happy and that's all that I've prayed for.*

*I am very pleased with how well the transition has gone, and very impressed with how Blairlogie has facilitated this process.”*

*~ Janine Irwin.*

# Human Resources

This year in order to match the growth in services that we offer and the NDIS rollout, we have doubled the size of our workforce.

Attraction for new staff and volunteers at Blairlogie is still being done without the need to use much advertising. We experience a very low turnover of staff.

Our staff are committed to delivering quality and consistent services to our valued clients.

A number of staff achieved their 10 years service this year with Blairlogie, Jack Boorsma, James Peake, Christine Smith and Shannon Conway.

This year also saw the retirement of a number of staff that had made a significant contribution to Blairlogie Ron Hyder, Kathleen James, Jack Boorsma, Bev Connor and Kris Stone. We thank them for their contributions and wish them a long, happy and healthy retirement.

The Student program is continuing along well and this year we have had around 50 students come through the program. About 70 of our current staff have come from these programs over the last few years.

We have partnered with Projectable with the National Disability Services which is a program educating High school students on people with a disability and also jobs in the sector.

We have a number of volunteers working with us they add value by assisting the support workers with their group activities and provide an extra pair of hands when required. This program also allows volunteers to experience the sector before committing to doing further study and /or changing careers.

This year we have implemented a new onboarding system to assist in capturing required information for when staff are commencing. This will assist with capturing all the required information as staff commence their employment journey with us.

A number of our staff have been working towards their Certificate 4 in Disability at RMIT over the last year. This has been completed during their own time and represents a big commitment to their own development and training. Congratulations on achieving your Certificate 4 in Disability Graham Rudd, Dinah Armstrong, Marlee Read, Colleen Homicki and Greg Taylor.

We take this opportunity to thank all our people for their contribution and continued commitment to Blairlogie's vision and values.

Following is a published article on our student placement program and how it has contributed to our recruitment strategy.

## **Sandra Shaw**

*Human Resource Manager*



## Workforce Learnings:

# Can student placements be a recruitment tool?

The University of Melbourne recently released a report on the perspectives of NDIS providers on student placements in rural Victoria. One of the findings was that many disability providers chose not to offer student placements during transition to the Scheme. Reasons included a need to focus time and energy on transition, as well as limited organisational capacity and resources to provide supervision to students.



NDS recently spoke to Sandra Shaw, Human Resources Manager at Blairlogie, about some of the ways her organisation has implemented successful workforce techniques to support their expansion during the rollout of the NDIS, and how – contrary to the findings of the report – an increase in their student placements has proven successful, now forming a significant part of their recruitment process.

### Background

Blairlogie is a disability service provider with a 30-year history in Cranbourne South. Over their transition to the NDIS, they experienced significant growth. From a workforce of 40 staff five years ago, they have now expanded to over 150 employees. Their service offerings have moved from a focus on day services to also delivering one-on-one support, and more recently expanding to accommodation services.



### Recruitment

Disability providers continue to find it difficult to recruit workers (Australian Disability Workforce Report) with the most common reason cited that providers experience a lack of suitable or qualified candidates (NDS Workforce Wizard).

Contrary to this, Blairlogie does not need to advertise for disability support workers at all (except for niche skills, such as fluency in a particular language). They are able to make this work primarily through leveraging strong personal and organisational relationships, and by striving to be an employer of choice.

In contrast to many organisations significantly impacted by the NDIS in the University of Melbourne's report, Blairlogie ramped up their intake of students through the rollout of the NDIS. From originally accepting about 10 students a year, they now take on 60 to 70 students annually – both those doing work experience and those completing placements for Certificate IV in Disability. A central part of this process involved forming strong relationships with the local TAFEs, who are a conduit for high-quality students and workers. Sandra estimates that about half of their current workforce first came to Blairlogie as students.



Sandra acknowledges that significant supervision is required by existing staff. However she highlights that the majority of the existing workforce are invested in the process, primarily due to the fact that many of them were themselves students on placements or work experience at the organisation at some point. In this way, the staff appreciate the value and potential in supporting students in the organisation.

Under supervision, the students are expected to carry out the support work themselves, which allows them to gain experience first-hand. Then, when it's time to hire, students are a natural first cohort to consider. The advantages are many. Not only do students have an existing familiarity with the clients, the staff and the organisation, but the organisation itself has had some time to consider the capabilities of the student. 120 hours of placement time is "a pretty good interview", says Sandra.

According to information collected as part of NDS's Workforce Wizard, one of the most common reasons new employees gave for leaving is that they were not suited for the job. Recruiting students ameliorates this: for those doing TAFE/RTO placements, the chances that they don't understand the type of work involved is lower than other prospective employees who may have no knowledge of the sector. Additionally, for those doing work experience, the placement gives them a significant amount of time to understand what disability support work entails, meaning fewer surprises when they begin paid work.

Blairlogie has also leveraged personal relationships to make recruitment easier. One of the local communities the organisation has tapped into is the African community. Sandra explains that it has often been the case that a staff member from the African community has recommended another community member as a worker, and this worker has recommended another person – and so the workforce expands, often by word-of-mouth.

Other engagement with the local community involves Blairlogie working closely with the local primary school and partnering with NDS's own projectABLE team. Much of this, Sandra emphasises, is important in working to normalise disability in the minds of school children. The impact of this may not be immediately apparent, but Sandra says it's not uncommon for people to want to volunteer with Blairlogie after having a positive impression much earlier in life.

### Retention

There has been a trend towards disability service providers hiring casually-employed workers over past years – albeit not as significantly as they might have expected. Casual workers generally have higher turnover, and we have observed this in the disability sector. (See the Disability Workforce Report.) Despite Blairlogie having a largely casual workforce, employee turnover is low. One of the factors Sandra attributes this to is Blairlogie's recognition of the strengths and interests of the people who work there. When staff and students come to Blairlogie, the organisation considers both the areas they have existing strengths in, and their personal and professional interests. Blairlogie then works to match them to roles which will use their strengths, and does what it can to help them to work their interests into the way they work. One example Sandra provides is of an employee who came to the organisation with a passion for multimedia. Blairlogie fostered this interest and the employee now runs a full multimedia program and maintains a multimedia studio for clients.

### Conclusion

Sandra had some final advice for other disability providers considering their staffing options:

*"If you're looking to increase your workforce, look at students," Sandra says. "You're shaping the workers of the future, and you get the benefits out of it too. You get to look at the workers before anyone else does!"*



# Volunteering

---

Have you some spare time and energy and would like to make a contribution to Blairlogie?

*This year our volunteers have:*

- Participated in Working Bees
- Cleaned up the property
- Helped out at Open day, Bingo and Trivia nights, Theatre production & Harvest day
- Helped with catering
- Supported Clients in textiles, woodwork, music, community access and other activities
- Contributed to the strategic plan
- Provided governance as a member of our Board of Management
- Plus many other contributions.....



Volunteering

We thank everyone for their generous contributions it certainly helps us be a great organisation.

## Would you like to get involved?

---



Call Sandra today on 5978 7900 and see how you can enjoy the benefits of volunteering and make a valuable contribution to our community.

# Make a donation

Please consider making a donation to help Blairlogie continue to provide valuable services and supports that improve the lives of people with a disability and their families.



To: Carolyn Carr.  
Chief Executive Officer

**Blairlogie Living & Learning**

PO Box 1440  
PERARCEDALE VIC 3912

Please send my tax receipt to:

.....  
 .....  
 .....  
 .....

I am delighted to make a donation to Blairlogie Living & Learning.

Please find enclosed: **cheque/money** order for the amount of \$ .....

**OR**

Please charge my credit card for the amount of \$ .....

**Type of Card** (Visa/Master Card): .....

**Name on Card:** .....

**Card Number:** .....

**Expiry Date:** .....

Please consider making a donation to help Blairlogie continue to provide valuable services and supports that improve the lives of people with a disability and their families

# Acknowledgements and donors

## Donors

Our thanks and appreciation to the following organisations and people who have generously supported Blairlogie during the year:

- |                                  |                            |   |
|----------------------------------|----------------------------|---|
| » Euan Kilpatrick                | » Corrigan's Produce Farms | » Jo Boylan                                     |
| » Bendigo Bank                   | » Favero Gardens           | » Amanda Stapledon                              |
| » Brett Lindstrom                | » Arnotts Vegetable Farms  | » Carol Drysdale                                |
| » Country Womens Association     | » Peter Cochrane and Son   | » Amanda Rawlings                               |
| » Rotary Club of Cranbourne      | » Clyde Plant Nursery P/L  | » Flinders Sourdough                            |
| » The Great Chase                | » Peter Schreurs and Sons  | » Jessie Gordon                                 |
| » Nancy Stone                    | » Schreurs and Sons        | » Gravity Zone                                  |
| » Rie Schreurs                   | » Tom Schreurs             | » Pearcedale Fire Brigade                       |
| » St John's Quilters Cranbourne  | » Louisa Towan             | » BAM All Stars                                 |
| » Pharma Science                 | » Shannan Donovan          | » Frankston Ladies Choir                        |
| » Rie Schreurs                   | » Kelly's Motor Club Hotel | » Marnabek - Rope Rockateers                    |
| » Silent Riders Social Club      | » iBare Boutique           | » Dave Stergo                                   |
| » Mark Sharman                   | » Sue Pratt                | » Kellie De Stefano                             |
| » Robin Dzedins                  | » Linda McKee              | » Matt Stone                                    |
| » Beach Street Veterinary Clinic | » Carol Pollard            | » Wolfdene                                      |
| » Terry Dieck                    | » Chris Eaton              | » Port Phillip Historical Machinery Society Inc |
| » Ron Hyder                      | » Stevee-Lee Anderson      |   |
| » Mr Fix it                      | » Janine Eldridge          |   |

## Blairlogie Living & Learning Inc.

ABN 95 083 038 654 REGISTERED NUMBER A00011191

## Life Governors

- |                  |                  |                |
|------------------|------------------|----------------|
| » Greg Campbell  | » Cathy Campbell | » Sandra Darby |
| » George De Lany | » Denyse Dick    | » Mabs Lay     |
| » Jan Parker     | » Sue Robinson   | » David Jarman |

## Auditor

Crowe Horwath Australia

# In loving memory of

---



## **Paul Andrew Langdon**

*6th June 1970 – 24th January 2019*

Paul attended Blairlogie. Paul loved anything sport and particularly loved the Essendon Bombers. He had travelled extensively and loved exploring new places and meeting new people. He was determined and would always do things his way. He loved spending time with family and friends. He loved music, particularly live gigs.

---



## **David George Jarman (OAM)**

*9th March 1940 – 10th March 2019*

David was a Life Governor of Blairlogie. He served on the Board from 2002 to 2013. He was the inaugural Mayor of the Mornington Peninsula Shire. He dedicated much of his life to supporting the community. He was a charter member of the Dromana Rotary Club and Paul Harris Fellow.



**Blairlogie**  
LIVING & LEARNING INC.

**P:** 03 5978 7900

**F:** 03 5978 7922

**E:** [admin@blairlogie.org](mailto:admin@blairlogie.org)

[www.blairlogie.org](http://www.blairlogie.org)

PO Box 1440, Pearcedale 3912

685 North Road, Cranbourne South 3977