



Blairlogie
LIVING & LEARNING INC.

ANNUAL REPORT 2016-17





Blairlogie
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ABOUT BLAIRLOGIE LIVING & LEARNING INC.

Blairlogie Living & Learning Incorporated is a non-profit community service organisation that has been providing supports to people living with disability since 1987. Blairlogie Living & Learning is:

- » registered as a charity with the Australian Charities and Not-for-profits Commission
- » endorsed as a Public Benevolent Institution with the Australian Tax Office
- » endorsed as a Deductible Gift Recipient with the Australian Tax Office.

The Association operates the following services:

- » Individualised Services & Supports
- » Facility Based Respite
- » Community based respite
- » After hours services
- » Vacation care programs
- » Weekend social groups
- » Supported holiday opportunities

It is our intention to maintain, through our Quality Management System (QMS), a level of quality of service and reliability that shall equal or surpass the expectations of our clients. We have a rigorous QMS in place to ensure continued compliance with the National Standards for Disability Services (2013) as well as the Human Services Standards (2011) (VIC). It is through this QMS that compliance with relevant State and Commonwealth legislation and regulation is also achieved.

The organisation adopts an outcomes based approach in the provision of services and supports to ensure that we can measure goal attainment for individual clients. The provision of quality, outcome based services and supports is the responsibility of all staff. It is the recognition of this shared responsibility that has led us to a culture of quality that:

- » involves all stakeholders,
- » values feedback and uses feedback and evaluation mechanisms to identify opportunities for improvement,
- » reports back to stakeholders on progress and performance,
- » strives to create an integrated quality system,
- » adopts a fact-based decision making approach,
- » 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.

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.

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

- » 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

- » 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.

- » 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 & Leadership

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

- » 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.

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 Organisation

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

Strengthening Communications and Engagement

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

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

Honory 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 and real estate agent, former mayor of the city of Casey, member and charter president of the Lions Club of Balla Balla, chairman of the Cranbourne Racing Centre, Board Member of Casey Scorpions Football Club and Committee member and Junior Coordinator of Tooradin Dalmore Football Club. Colin has been a local resident for 30 years.



Ms. Amanda Stapledon

Amanda joined the Board in 2015. She is an active member of the Casey community having served as a Councillor for many years. Amanda has previously served as the Mayor & Deputy Mayor of Casey. She is a strong advocate for people with a disability and particularly parents and carers. Amanda has a son who attends Blairlogie.



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

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.

LEADERSHIP TEAM



Carolyn Carr Chief Executive Officer

Carolyn was appointed Chief Executive Officer of Blairlogie in November 2012. Carolyn has worked in the disability sector since 1999. She has extensive experience in Management and Leadership and enjoys leading a team to achieve set organisational goals. Carolyn is a strong believer in people with a disability having maximum control over their lives and being empowered to make decisions that affect them. As Chief Executive Officer Carolyn has overall responsibility for implementing the organisational Strategic Plan, as well as providing leadership, innovation and advocacy that ensures the delivery of a high quality service. Carolyn says that one of the most enjoyable aspects of her role is the community and stakeholder engagement.

Shannon Conway Manager Service Development & Strategy

Shannon has been working in the not-for profit Community Services Sector since the beginning of 2003. Shannon commenced at Blairlogie Living and Learning in 2009 in the role of Assistant program Manager and progressed to Client Services Manager in 2011. As Client Services Manager, Shannon is responsible for developing and implementing strategic initiatives that lead to achieving the best possible outcomes for the people supported by Blairlogie. Shannon enjoys the dynamic and rewarding nature of her job. Shannon loves the challenge of learning new things and is excited about the future of the disability sector and Blairlogie.

Sandra Shaw Human Resources Manager

Sandra is an experienced Human Resources Manager with considerable knowledge in Employment Relations, Payroll, Work Health and Safety, Recruitment, Systems and Processes. In addition, Sandra has extensive business and management experience in the retail corporate sector, including a strong operational background with project management. Sandra's previous work has included national and international exposure. Sandra has made a conscience choice to join the not for profit sector and is excited about using her experience and learning more to further add to the Blairlogie community and the disability sector in general. Sandra loves coaching and encouraging people to reach their own decisions, whilst providing guidance where required.

Ron Hyder Manager Individual Services & Supports

Ron has worked in the disability field since 1982. He has vast experience working for both Government Departments and the Not for Profit sector. His career has included being a Support Worker in direct care and many management roles in Residential, Health, Children Services, Aged Care Services, Day Placement, Vocational and Pre-employment Settings and Teaching / Training areas. Ron is a qualified teacher and has three nursing qualifications. Ron has taught and trained people across the state of Victoria. He is very creative, passionate and forward thinking in ensuring the best outcomes and support to all people with needs. Ron and his wife, are hugely active in Breeding and Showing Clydesdale horses.

Nicole Watson Support Coordinator

Nicole has been working in the Disability Sector since 1991 where she started out in Residential Services for DHHS. In 2004 Nicole went to focus where she started out as a Residential Team Leader and then worked her way up to Manager Client Support. In 2014 Nicole resigned from her position to take time off to spend with her husband and beloved pooch Ebony. Nicole is extremely happy that she is so close to work which allows her more time with her husband and that better work life balance that she has wanted. Nicole has completed her Cert IV in Disability, Advance Certificate in Disability, Diploma in Business Management and her Certificate IV in Workplace Training and Assessment.

Beverley Connor Corporate Services Manager

Bev has worked at Blairlogie since March 2007, coming from a banking background she holds both banking and accounting qualifications. Bev has seen a lot of change in her years with Blairlogie, including the number of people supported almost double. Bev says that she enjoys working at Blairlogie as she sees the daily the difference we are making in people's lives. She also sees the organisation constantly striving to provide quality service. Bev's areas of responsibilities include transport, property maintenance, finance, OH & S and quality.

Lili Rice Team Liaison

Lili has worked in the disability sector for a number of years. Working with people that have behaviours of concern for seven years as well as a Team leader in a group home. And support worker in youth services. Lili has been with Blairlogie since 2011 when she commenced as a Support Worker. She was then appointed as a Team Leader and assumed the newly created Team Liaison role in 2017. Lili has completed Cert IV in Disability, Diploma in Disability, Advance Diploma & Management in Disability and Workplace Training and Assessment with LLN.

Rebecca Barter Support Coordinator

Rebecca was guided towards studying and working in the disability sector as she wanted to find out what was out there and how the system works as she has a son living with Autism. Rebecca was employed at Blairlogie in mid-2011 after completing her work placement as part of her Cert IV in disability. Rebecca has also completed her Advance Diploma in Disability. In November 2014 Rebecca became a Support Co-ordinator. Rebecca loves this role as it gives her the opportunity to work closely with individuals and families to showcase the abilities of people and support them to reach their full potential.

Chantele Leigh Support Coordinator

Chantele has been working in the disability sector since 2005. She started working for Blairlogie in 2007 as a Support Worker and worked her way up to a Team leader position, Assistant Program Manager and now working as a Support Coordinator. When Chantele was 17, she volunteered on a holiday program for people with disabilities. For the most part of her life she has grown up with a family member with a disability and that's what guided her towards working with other people with disabilities. Chantele enjoys seeing people achieve milestones in their lives.

Steven Parker Support Coordinator

Steven has worked in the disability sector for over 20 years. He has significant experience working with people that have complex behavioural support needs. Steven also worked in the remote Northern Territory, supporting young Aboriginal people that had Acquired Brain Injuries. Steven adopts a mentoring approach to support and gains a lot of satisfaction seeing people overcome barriers that prevent them from living a full life. Steven was appointed to the role of Support Coordinator at Blairlogie in November 2016.

Jessy Gordon Allied Health Coordinator

Jessy completed her Bachelor of Occupational Therapy in 2013. After finishing her degree, Jessy worked as a Therapist in the Mental Health Sector, providing a range of Sensory Therapies and management of complex needs, and assisting others to increase their independence within the community. Jessy also volunteers at her local church, running activity programs for youth and young children during the week. In 2017, Jessy joined the Blairlogie team, and became the Allied Health Coordinator. She is responsible for managing Blairlogie Allied Health Services, developing and/or managing individualized Therapy Programs, easing transition from school based services to day services and promoting client independence. Jessy loves her role, as she is able to work closely with the participants and support them in achieving their goals.

Elizabeth Newell Respite & Recreation Coordinator

Elizabeth has a Bachelor of Teaching and a Graduate Diploma in Special Education and Human Services. After finishing her degree in 2001, Elizabeth taught in mainstream Primary Schools and Special/Special Developmental schools around Melbourne and the Mornington Peninsula. In July 2011 she began working part-time at Blairlogie as a Support Worker. In 2014, Elizabeth became the Respite & Recreation Coordinator at Blairlogie. She is responsible for planning, developing, implementing all weekend activities, such as the Meet Me @ Program, Respite and the Blairlogie Holiday Programs which occur during the breaks throughout the year. This year, Elizabeth will also be organizing Blairlogie's annual camp in September.

Jaye Caudwell Teenage Services Co-ordinator

Jaye has been working in the disability and aged care sector for 20 years. She has worked in various settings including Home and Community Care, Respite, Residential and Recreation and Leisure in the Disability field organising recreational activities e.g. V8 Supercars at Phillip Island, Melbourne Zoo, Melbourne Show. Jaye was employed at Blairlogie in 2016. Jaye has studied and completed Certificate IV in Disability, Diploma in Leisure and Lifestyle, Advanced Diploma in Disability and the Advanced Diploma in Community Sector Management. Jaye enjoys her role as Teenage Services Co-ordinator and looks forward to seeing the Casey Kids Club and the Teenage Holiday Program grow in 2017 – 2018.

PRESIDENT & CHIEF EXECUTIVE OFFICER'S REPORT

It has been another exciting year at Blairlogie. It is always incredible when we sit down to write our Annual Report and look back on the year that has been and share with you our achievements.

As always there have been many achievements and exciting developments at Blairlogie and we wish to thank our clients and their families and carers, our volunteers, our staff and our supporters for their contributions and the part they have played in making Blairlogie such an incredible organisation.

The National Disability Insurance Scheme (NDIS) became a reality for our organisation during the year with a small number of clients transitioning into the scheme earlier than anticipated. This has provided Blairlogie with an opportunity to learn about the NDIS on a small scale and implement and refine systems and processes in preparation for full rollout in 2018. Blairlogie is now a registered provider under the NDIS. In April 2017 we appointed Ann Eruthayaraj to the newly created NDIS Administration role. This role assumes responsibility for the bookings, claims and payments process associated with the NDIS. This role also ensures that all NDIS participants have a service agreement in place, detailing the supports Blairlogie will deliver.

The start of the 2017 year was a hectic time for the organisation with 18 new clients joining us. We welcome all new clients to Blairlogie and hope their time with us is enjoyable and fulfilling. We trust Blairlogie will play a significant role in supporting you to achieve your goals.

The significant growth at the beginning of 2017 also prompted us to review our organisational structure and allocate additional Human Resources to support our team. We introduced an additional Support Coordinator – Steven Parker. Steven re-joins our organisation after spending some time pursuing his careers elsewhere. Steven has a wealth of experience and knowledge about supporting people with complex behaviours and his guidance in this area has proven beneficial. Lili Rice commenced in the newly created role of Team Liaison. Lili has been with Blairlogie since 2011. Lili has held a number of roles within the organisation and is proving to be a great support to the team.

With the official opening of our Therapy room in October 2016 there has been a renewed focus on therapy supports provided by Blairlogie. In January 2017 we were fortunate to recruit Jessie Gordon, a qualified Occupational Therapist to the newly created role of Allied Health Coordinator. Jessie has made an immediate impression at Blairlogie and her enthusiasm an innovation is an asset to our organisation.



Between June and September 2016 Blairlogie undertook an extensive Strategic Planning process. This process was facilitated by Ian Try from Try Consulting. Ian met with families and carers, staff, Management as well as the Board. The extensive and thorough consultation process resulted in Strategic Plan that sets a path for where Blairlogie wants to be in 2021 and the steps we need to take to ensure we reach our destination. We will review our progress against our Strategic Plan on an annual basis and make any changes to our plan should it be necessary.

In February 2017 we were advised that we had been successful in our application to operate the Casey Kids Club following a decision by Marillac to discontinue operating this service from December 2016. Blairlogie made application to both the City of Casey and the Commonwealth Department of Social Services to operate this service. Our application was successful and funding was transferred to Blairlogie.



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The Casey Kids Club offers both after school care and vacation care for teenagers with a disability. Jaye Caudwell was appointed to the position of Teenage Services Coordinator and has taken the lead role in implementing the new services.

There has been considerable investment on capital improvements during the year. Most notably the sealing of the driveway at North Road and the addition of a carpark to cater for the increased number of cars on the property each day.

Blairlogie changed Information Technology providers during the year. We are now working with Solution One and have upgraded our server during the year and have commenced planning for future upgrades and continued transition to higher utilisation of cloud based systems.

As a registered provider of disability services, Blairlogie is required to comply with a number of standards. We are audited against these standards every three years to ensure continued compliance and ongoing certification. Our Quality Management System (QMS) is driven by Erna Scott, our Quality and ICT Coordinator. Lead by Erna, the Blairlogie QMS has continued to become more robust over the last 12 months. Our QMS is now cloud based with rigorous review and evaluation processes built in. The Quality Committee meets regularly and our policies and procedures are a direct and accurate reflection of our practices. We are preparing for our next certification audit that will occur in August 2017 where we will be seeking continued certification against the Victorian Human Services Standards 2011 and initial certification against the National Standards for Disability Services 2013.

There are a number of events on the Blairlogie calendar. We would like to particularly acknowledge the efforts of many people who make our two biggest annual events possible, our Open Day and our Performing Arts. The 2016 Open Day was a tremendous success, made possible by an army of volunteers. The 2016 Performing Arts Production – “Christmas Crackers” showcased the many talented performers we have at Blairlogie.

As always we would like to thank our community partners for their continued support of Blairlogie. We would like to particularly acknowledge the ongoing support of St Johns Quilters who have been supporting Blairlogie through fundraising for a number of years. The Rotary Club of Cranbourne has also been a significant partner for a number of years and we thank them for their fundraising as well as volunteer support over the year.

Blairlogie has an incredible team of employees who never waver in their commitment to providing the highest quality supports to each person. We thank each employee for their contribution over the year. We recognise that Blairlogie is extremely fortunate to have such a team of high calibre professionals, committed to the people we support and the strategic direction of the organisation.

As you are aware Blairlogie has been working towards the creation of accommodation services for a number of years. We are extremely excited to announce that Blairlogie has partnered with the Wolfdene Foundation to make the accommodation project a reality. The Accommodation Project Committee has been working hard all year and it is fantastic to finally be making inroads on this enormous task. We would like to thank Megan Schutz who has been supporting us in this project for many years. Megan was also instrumental in introducing Wolfdene Foundation to Blairlogie and establishing this incredible partnership. We would also like to acknowledge the work of Scott Torrington and Michael Goldthorp from Wolfdene who have embraced the project and our vision for providing homes for people living with disability. You can expect to hear much more about the accommodation project very soon.

We would also like to acknowledge the work of the Board of Management and the Leadership Team over the past 12 months. Great organisations start with great leadership and Blairlogie has this in abundance.

We have no doubt that the coming 12 months will be just as busy and just as exciting at Blairlogie and we look forward to your involvement in our continued journey.

Carol Pollard President

Carolyn Carr Chief Executive Officer

2016 ART COMPETITION

The theme for the 2016 Blairlogie Art Competition was "The Art of my Imagination"

There were 29 entrants in the 2016 competition from the mediums of photography, ceramics, woodwork, recycled designs, mixed media, acrylic and textiles.

Judged by Helen Clow and Belinda Donald from the Coastal Villages Art Group.



1st Place - "Sims City"

Liam Abbott



2nd Place - "Glowing Sky"

Claire Johnson



3rd Place - "Black and white Nature"

Chris Eaton

Highly Commended



Birds of a feather

Shelly Waterfall



Miss Piggy

Jessica Michalsky



Princess Unicorn

Rebecca Nelson



Llamas

Peter Benjamin

SERVICE DEVELOPMENT & STRATEGY

One very positive change that occurred this year was in the way that supports were being provided during the day by grouping activities/opportunities and experiences into themes.

Within each theme there is a range of offerings for individuals to select from creating greater flexibility into people's days and also to enhance the degree of choice and control each person has over how they spend their time.

It is hoped that, as this way of scheduling evolves, staff will be creating more and more opportunities for people to experience. Expanding the range of activities within individual themes and having outcomes based on the individual goals of each person participating.

It is safe to say that a significant increase has occurred in what activities we currently have on offer working with twelve activity streams with around 54 different opportunities within these running during the week. In addition to this another successful outcome that has occurred through this change is that staff are assigned to each theme for the whole day where as previously they may have supported a number of different people throughout the day. This has decreased the number of people suffering from anxiety and confusion during the busy start to the day.

Work ready

It is fantastic to report that we currently have approximately 10% of our individuals scattered around the southern part of Melbourne and the Bayside Peninsula either volunteering or working in a paid capacity. Our volunteers certainly make a difference, not only enhancing their own lives but also the lives of those that benefit from the time donated. These opportunities range from a few hours per day to several days per week with glowing reviews given from the employers. These employers include: Meals on wheels (individual and group volunteer opportunities), St Vincent De Paul Society at Carrum Downs and Frankston Op shop, Community Kids Cranbourne, RDA Mornington Carriage driving, Salvation Army Hastings, Canoe Innovations, Somercare Aged Care, Elpor Granny flats and Pergolas, Red Cross Frankston Op shop and Blind Bight Community Centre.

Other group volunteer positions include: The Briars at Mount Martha where a small group assist with the upkeep of this delightful environment. Our Nursing home assistants attend to provide company and assistance with games such as bingo each week at Regis.

Sport and Recreation



An exciting day to look forward to is on a Wednesday when we team up with the wonderful volunteers from the Southern Masters Cycling Club. These experts pass on their skills and experience to ensure all that attend are able to be involved regardless of their skill level. The club offers hand cycles, tricycles, motorised tricycles and conventional bicycles so no matter what, the opportunity is there to skill develop, improve health and fitness or have a valued role in administrative tasks.

Health & Well-being

A welcoming addition is Remedial Massage conducted once a week by a qualified therapist Hazel Sheldon who comes with 23 years of experience in the industry which includes Aged Care facilities across the Mornington Peninsula. On offer is a range of techniques including Relaxation, Remedial, Bowen Therapy, Cupping and Dry Needling.

Casual Explorers

Many opportunities are provided through our Casual explorer's stream which facilitates two groups on a Thursday and three groups on a Friday. During these days a group of dedicated staff members plan activities of interest as determined by the participants themselves. Activities range from Miss Maples Tearoom at Sassafras, Berry picking at Red Hill, Frankston Sand Sculptures, Science works, Gran Prix, Caldermeade Farm, Coal Creek or a Train trip to the City. These are just to name a small few of what is actually offered over a twelve month period.

Art & Craft

An upgrade occurred to our existing Art and Craft which was facilitated by a staff member with extreme passion in creating opportunities through various projects. This was run from an environment that was both relaxing and open to allow for friendship building based on common interests. The projects over the time included knitting, recycled designs, jewellery making, soft toy making, card making and Paper Mache creations.

Entertainment

This opportunity offers two things, one being the chance to volunteer and learn new skills associated with the running of Bingo either in the Kitchen or the main area. The Kitchen area offers planning, preparation and cooking of afternoon snacks for the patrons that participate in the bingo games. The main area involves setting up the environment, assisting people to play the game, calling the bingo games and table service of the afternoon snacks.

The second opportunity this offers is to be a part of the fun action associated with playing a game of Bingo to win a small prize.

The facility this runs from is Frankston Bowling Association who offer a wide open space which allows us to invite other services along to enjoy a game of bingo.

Also on Friday we have introduced a Karaoke session which is also open to other service to attend. This sessions offers a range of fun interactive songs and allows for people to build their confidence and self-esteem.

Multimedia in 2016-2017 has continued to see growth in capability and complexity of video productions. The ensuing momentum in the two areas is due in part to fundraising and upgrading. Funds from an annual Trivia night and a Bunnings Sausage Sizzle day went to the purchase of new equipment; this heralded the upgraded capacity of cameras to maximum of six in studio. Microphone equipment was purchased for presenters in front of camera. Upgrade of video production software was purchased; allowing for recording and broadcasting/streaming.

Training workshops are held regularly to keep all participants abreast of new equipment, upgrades and new software implementation.

Green screen work continues with a plan to running a News, Sport and Weather program using virtual sets in the future.

First planned project in 2016-2017 was Doveton Special Soccer and the possibility of broadcasting to YouTube of selected matches of the senior side. We have been successful in a trial broadcast from Doveton Soccer club grounds. The Doveton Special Soccer School have shown enthusiasm towards our joint venture and we look forward to continuing to offer our services.





Our volunteers certainly make a difference, not only enhancing their own lives but also the lives of those that benefit from the time donated.



Out of Hours Opportunities

One very enthusiastic staff member has been creating exciting opportunities alongside Maygan who is supported by Blairlogie. Maygan indicated strongly that she simply wanted to make more friends. It is this request that drove the staff member Shannan Donovan to plan some fun outings for her to meet new people.

In the attempt to cultivate friendships Maygan started by inviting a few other young girls from Blairlogie to the movies. The girls watched Alice in Wonderland and Suicide Squad. This then progressed to Musical Theatre with a super cool outing to Matilda. The girls were all excited meeting up earlier to have lunch in the city beforehand.

In February a Galentines Day Luncheon was held at Blairlogie, where girls were invited to come along with their mums, sisters, carers and friends. Galentines for those unaware is the best day of the year. Every February 13th (or close enough to), all your lady friends come together and leave their husbands, boyfriends or dads at home, and celebrate their female friendships. It was a great day of laughing and chatting had by all that attended. It was so great to see Blairlogie female clients and families get together, chat and bond with each other.

In April Alex and Maygan requested to go to Supernova in Melbourne, which is a pop culture exhibition. Alex dressed up as a Game of Thrones character and Maygan wore an Adventure Time dress. It was a great day with the girls spending most of it shopping.

Maygan and Shannan hope to continue hosting girl adventures in the coming year. It has been great to see the support shown to our girls in the community and helping them build lifelong friends.

The Great Chase

We participated in a community event called The Great Chase. This is open to any organisation that cares for the intellectually or physically disabled members of the community.

It is a fun day spent firstly at Sandown race track for the first heat and should your selected race dog make the next round then the fun is moved to the Broadmeadows track. Each organisation is allocated a race dog to run with the first three receiving prize money and the chance to proceed to the next round.

The organisers of this event do a remarkable job to showering us with kindness by providing the entire group with free catering, photos, complimentary merchandise packs and entertainment on the day. We were lucky enough on the day to receive money that was put towards the Tri State Games team.

Performing Arts

In November our talented Blairlogie Performing Arts group presented their 2016 production "Christmas Crackers" on stage at the Cranbourne Community Theatre. The production featured well known comedy skits and variety acts including; Fawlty Towers, Vicar of Dibley, Some Mothers Do Ave Em and Big Bang Theory in the first act. The second act included a mix of modern and traditional Christmas singalongs. Our MC, Colin Butler along with the comical antics of the Muppet show hecklers kept the audience entertained during set changes. Raffles and prizes were awarded at the end of the night by Board President Carol Pollard.

Performers had creative input in designing costumes, writing scripts, networking ideas for stage props, working to develop their roles and rehearsing each week at Lynbrook Community Centre.

Special thanks to all the volunteers who gave their time to assist at front of house, backstage and with catering at the matinee and evening shows. A great time was had by all.

Also as part of our fundraising effort for 2016 "Feral Beryl" was born! The Blairlogie Performing Arts production team along with enthusiastic participants and eager volunteers presented the lively "Feral Beryl Bingo". The fun filled fundraiser was held at the Tooradin public hall and featured comical Bingo calling, laugh out loud fun, DJ and prize winning games. Audience participation and the Bogan theme certainly added to the belly laughs and hilarity.

All proceeds from the night went towards purchasing a storage container for props and costumes and towards staging the 2016 production "Christmas crackers". The night was such a success it has been permanently added to the Blairlogie calendar.

Shannon Conway

Manager Service Development & Strategy

OUR PEOPLE - CHANTELE LEIGH

Chantele Leigh recently celebrated her 10 years of service as an employee of Blairlogie Living & Learning Inc.

This is her journey so far...

"In 2004 I graduated year 12 and then spent the next 12 months finding out what I wanted to do. I started working at a disability service that provided respite in the home and in the community. In 2006 I decided I would complete my Cert IV in Disability Services.

I started at Blairlogie in April 2007. When I started, there were fifty clients and around eight staff all located at the 685 North Road site.

When I had started at Blairlogie the new Disability Act 2006 had come out. There was a big push for a Person Centred Approach and Community Participation.

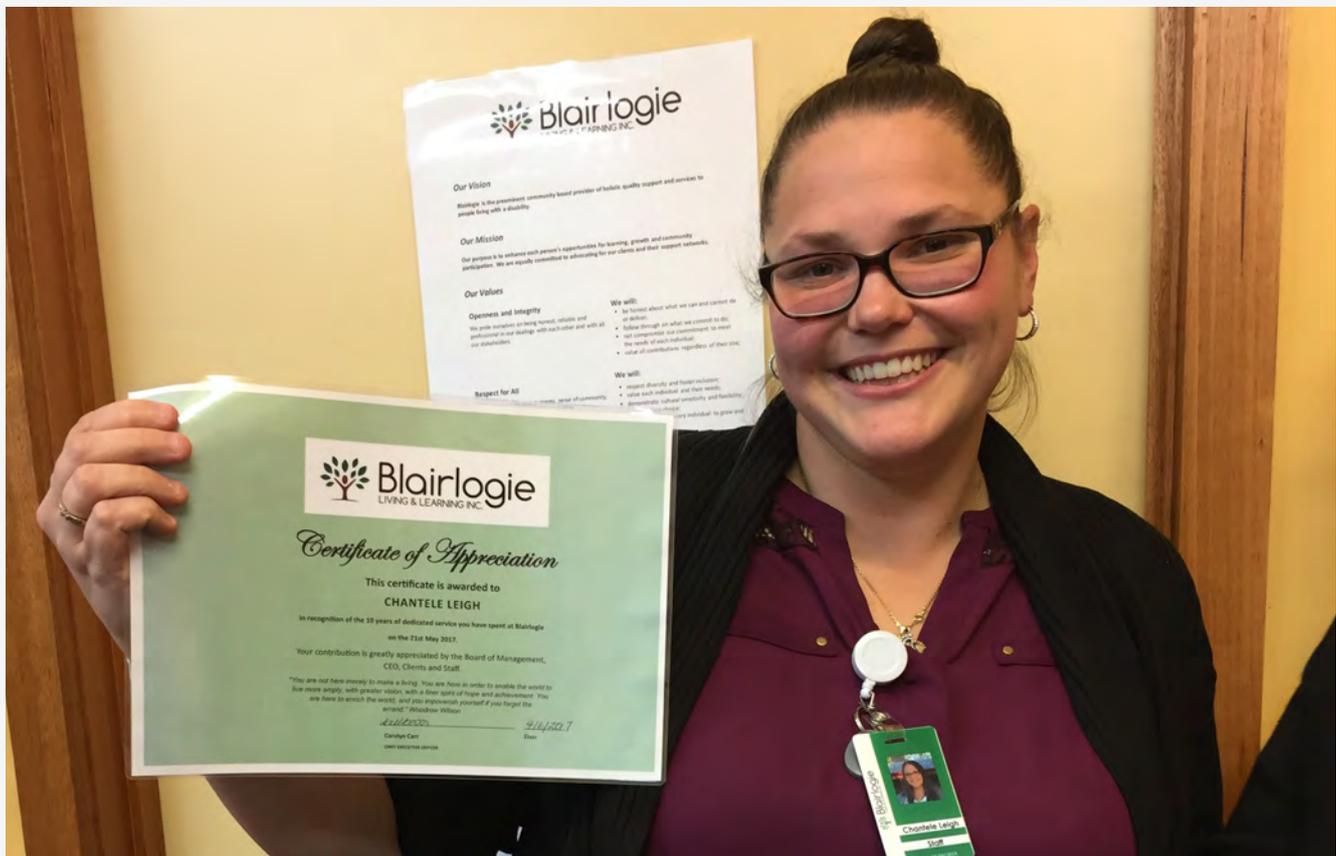
During my time at Blairlogie I have had various positions from High Support team leader, Assistant Program manager, Acting Client Services Manager and now Support Coordinator.

My roles over the years have had me supporting clients, having close contact with families and other service providers.

One of the rewarding parts of my current role is helping clients set their goals and watching them achieve them.

I've had the pleasure of watching Blairlogie as a small service of fifty clients and eight staff turn into a service of over one hundred and fifty clients and eighty staff. I've seen Blairlogie go from offering only group support to now providing seven different types of support to people.

I am looking forward to the future and what the NDIS can bring to the clients we support."



INDIVIDUAL SERVICES & SUPPORTS

The last 12 months have been a challenging but very productive year.

We have streamlined our Daily Timetable and we refer to it now as a Daily Schedule. We have simplified its content and the activities have been grouped into the following:

Creative Arts & Design, Daily Living Skills, Entertainment, Green Thumbs, Health and Well Being, Sport and Recreation, Stretches and Movement, Tranquil Space, Work Ready and Individual Supports. (Shannon I believe has mentioned similar in her report).

This provides clients the opportunity to participate in their activities of choice but allows support staff to provide consistency and more flexibility. So far this appears to be working well and we intend to fine tune The Schedule as required.

As a result of substantial increase in participants attending Blairlogie we have introduced the role of Team Liaison. This role has been taken on by senior staff member Lili Rice. She prepares the Schedule every day and liaises with participants and support workers. She is supported in her role by the Manager Individual Services and Supports. With the significant increase in client numbers this role is crucial for the successful day to day running of client activities. The Team Liaison role is the pivotal role and the first point of contact for the daily issues that arise.

A feature of this year were eight of our participants preparing for and competing at the Tri State Games held in November last year in Horsham. The games are based on a similar sporting model as the Paralympics. Our participants trained very hard and were very successful winning, gold, silver and bronze medals. Fantastic achievements during the games included:

- » Aaron scoring four amazing goals in the soccer games
- » Brooke and Jason both swam personal best times
- » Lance, Aaron, Katie and Phillip all achieved personal bests on the athletics track
- » Brooke won a silver medal for 50m run
- » Bryan won bronze for 25m run
- » Rebecca won bronze for 25m walk unassisted
- » Jason won silver
- » Aaron won bronze for basketball throw

They are again training and preparing for the 2017 Games to be held in Horsham in November. We are confident that they will all shine again.



During the past 12 months we have enjoyed continued successful relationships with schools such as Pearcedale Primary School, Bayside Christian College and the Southern Autistic School. The interaction with these groups have been amazing.

This year the Men's Shed had its official opening. The Shed is located on our North Road site. This is a community based resource and functions as the base for the Cranbourne Men's Shed. It has been a fantastic initiative and is ensuring that our participants have opportunities to work with wood and machinery. The Men's Shed is being used by community groups such as the Croatian Men's Group.

We continue to utilise many Community Services such as Cranbourne Darts, Lyrebird Community Centre for artistic expression "Bam" Dancing group at Frankston Lawn Bowls, Optima Gym for exercise regimes, Andy's Disco Ability at Cranbourne and Performing Arts at Lynbrook Community Centre.

We would like to take this opportunity to express our sincere gratitude to all the support received from Clients, Staff, Management and the Board. We are very lucky to have such back up and no doubt this plays a significant role into what makes Blairlogie Living and Learning Inc. unique and a stand out from the rest.

Ron Hyder Manager Individual Services & Supports

Lili Rice Team Liaison

SUPPORT COORDINATION

Well what a year it has been. With Blairlogie expanding our services and numbers we required another Support Coordinator to join our team.

Whilst we have tried to remain true to our Local Government Areas some participants will have Steven Parker as their coordinator due to some rather complex support requirements.

For those of you that may not know Steven (also known as Parker) he has been working at Blairlogie on and off for approximately 5 years. Previously Steven has been in roles of Management within residential services as well as having years of experience working with participants with more complex support requirements. Steven is a wealth of knowledge and we are lucky to have him join our team.



At the beginning of the year a small group of participants went up to King Lake to meet Murray from One Moon Tipi's. The group were involved in looking at the manufactory process of the tipi and investigated if this was something that Blairlogie would like to acquire. Shortly after this visit a deposit was put down for the purchase of a Tipi. There has been a lot of talk and excitement in relation to the tipi. It has now been approximately 4 months and the tipi is ready to be installed. For this to occur we are waiting on council approval for the construction of a 10 x 15 meter deck for the Tipi to sit on. Whilst we are waiting on the approval there has been a lot of interest in a working bee to ensure that the deck and the surrounding area is prepared and ready for the Tipi installation. Our aim is to hopefully have this all completed and ready for use prior to Blairlogie's Open Day.

With this year flying by, the Support Coordinators focus has been learning and participating in a variety of information sessions and forums around the National Disability Insurance Scheme (NDIS). This is a massive change in the way Disability Services will run and we have all been working hard to prepare for when the NDIS rolls out in our region. Below are the anticipated months that the roll out of the NDIS should be occurring:

Local Government Area/ Region	NDIS Roll Out
Baw Baw	October 2017
City of Monash	November 2017
Frankston	April 2018
Mornington Peninsula	April 2018
Kingston	April 2018
Glen Eira	April 2018
City of Casey	September 2018
Dandenong	September 2018
Cardinia	September 2018

There have also been a number of participants that have been identified as transitioning to the NDIS early. Currently there are three participants that have had a successful transition onto the NDIS. We have been working closely with these families to work out how they wish to spend their funding and what supports and services they would like to purchase from Blairlogie. Part of our role is also to ensure that service agreements are written for each participant. One of the Support Coordinators was invited by a participant and their family to attend a planning phone call and face to face meeting with a representative from the NDIA. This was a valuable meeting for us so we could learn, see and understand the planning process and how it all works.

This was an amazing opportunity and it gave us a very clear insight into how the phone conversations are conducted and how requesting for a face to face meeting is listened to and granted.

“With this year flying by, the Support Coordinators focus has been learning and participating in a variety of information sessions and forums around the National Disability Insurance Scheme.”



Our families have been amazing in sharing their NDIS plans with us. By understanding and going through the plans we have been able to suggest a variety of different opportunities that families have previously not been able to access such as a variety of different therapies, home modifications, communication devices, accessing the community more, 1:1 support and more individualised activity planning to name a few.

We have also been working on a NDIS Workbook which has been developed to assist participants and their families in understanding the National Disability Insurance Scheme so when the time comes to have the NDIS plan completed families are informed and aware of what they are entitled to.

At the start of the year we had one of the largest school transitional groups that we have ever seen. Sixteen new participants choose Blairlogie to be their Service Provider for 2017. With the end of 2017 fast approaching it looks like 2018 will see another large cohort of school leavers. We have been working closely with schools and families to facilitate trials for these students at Blairlogie.

Another key part of our jobs this year was preparing for the audit. We spent the first half of the year reviewing and updating all participants' supportability files and checking we have all correct information. Most of our participants were ready to have their 12 monthly My Life plan reviews.

Meetings were held to review goals and activities to ensure everyone was working towards what they wanted to do and all timetables and plans were amended where needed. Some participants changed their supports around to individualise their funding packages and we supported participants and their families through that process. This is proving to be successful for those participants that have chosen to spend their funding packages this way.



In the next 12 months we anticipate that most participants will be part of the NDIS which is very exciting. The opportunity to provide a variety of different services that may not be viable in the current funding situation is a wonderful thought and brings a whole new life to the way that we may deliver our services. There are exciting times ahead and we are all looking forward to supporting you through this process.

Chantele Leigh, Nicole Watson, Rebecca Barter and Steven Parker

Support Coordinators

OUR PEOPLE - JOHN CAIN

John Cain first came across Blairlogie in 2015 when he was looking for a suitable program for his foster son Chris.

The house where Chris was living was unable to transport him to Blairlogie but John insisted that Blairlogie was the place to be. So John volunteered to transport Chris to and fro and assist with transitioning Chris to Blairlogie.

Once Chris had successfully transitioned to Blairlogie, John had free time on his hands and offered to volunteer. John has an extensive background of over 34 years' experience in disability services and doesn't like being retired. John's first volunteering project was with an individualised project for Liam.

Liam is extremely creative and had drawn a detailed picture of a train with tracks, buildings etc. John looked at it and said to Liam "We can build this, would you like to?". And the project was born. Later another client John who really enjoyed Thomas The Tank Engine also showed interest and joined the project. The project went most of the year and included lots of elements that built skills with Liam and John.

Since that time John has volunteered extensively around Blairlogie, he is a member of the Casey Men's Shed and also works as a staff member in a regular woodwork program once a week.

Another project that John worked on recently was clearing the back part of the Blairlogie property. John says Blairlogie is magic nowhere else has he seen volunteers working alongside board members and maintenance staff.

John states that Blairlogie is the best program he has ever seen. In fact if he had seen this 17 years ago he would not have bothered starting another service that he was instrumental in setting up.



RESPIRE & RECREATION

Meet Me @

The Meet Me @ program is a planned group activity on two Saturdays a month. The program is targeted to those people with complex support needs, aged between 18 and 65 years old, and living at home with family and/or Carers in the City of Casey.

The Meet Me @ program has provided participants with the opportunity to partake in a range of enjoyable activities within their community. Each participant is picked up from their homes and then taken out and about in the Community. Everyone has a great time and Parents and/or Carers gain a few hours of Respite. The group has enjoyed outings to:

- » DMark Music and Lunch
- » Blairlogie Movie Club and Lunch
- » Oz Tenpin Bowling
- » Moonlit Sanctuary
- » Dinner and The Bridge Disco
- » Karaoke with Matt and BBQ Lunch
- » Fish and Chips at Mornington Park and a walk along the Mornington Pier
- » The Big Goose
- » BBQ lunch and a walk in the Dandenong Ranges

Our Blairlogie Movie Club and Lunch is still our most popular activity and runs every 2nd month. On the day, participants make the choice on which restaurant they would like to dine at. The group are then given a list of movie options and are then supported by the staff to see the movie/s of their choice at Fountain Gate Village Cinemas.



Karaoke with Matt

In September 2016, we introduced “Karaoke with Matt”. This program occurs on the last Saturday of each month and is based on site at Blairlogie. This program is designed to meet the needs of people with higher, complex support needs. Anyone with a Disability can participate in this program and over the past 12 months we have been introduced to many new faces who have come along to the music session with their Carers. This program is a great way for participants to move their bodies and sing along to a variety of different styles of music, from the 60’s to today, with some novelty songs thrown into the mix! Karaoke with Matt is a great way for the participants to decrease their stress and anxiety, while boosting up their confidence and increasing their social connections.

Respite

Respite is designed to give carers a much needed break for a limited period of time in order to allow them to attend an activity or simply relax. Blairlogie over the last 12 months has been extremely busy in this area providing respite weekend stays almost every second weekend. These weekend stays not only provide a much need break to the families but also promote socialising and community access opportunities. This weekend usually comprises of dinner at a restaurant one night, an activity of interest outing on the Saturday and some daily living skills training by doing cooking and housekeeping.

Other Respite opportunities during the year included longer stays during the scheduled centre closures where the participants would stay over and join in the fun of the holiday program activities during the day.

In addition, two football matches were organised for people to be supported to attend. Other people had chosen to have respite opportunities facilitated from their home so they are able to go out with the comfort of knowing a trusted support worker was overseeing the care required whilst others wanted to do activities such as bowling or going to the movies.

Holiday Program

The Holiday Program is a vacation care initiative that was developed in response to Families and Carers needing support during the traditional day service holiday periods. Both the Peninsula and City of Casey Holiday Programs cater for people with a disability aged between 18 and 65 years old, living at home with Family and/or Carers. The Holiday Program offers a large range of experiences and opportunities to participants who would otherwise not be able to access them without support.

So far, we have had 68 people who have participated in the Peninsula and City of Casey Holiday Programs from July 2016 – July 2017.



We have had lots of great positive feedback from participants and their families, with everyone having a fantastic time and some people have even tried something they have never done before.

This year the group has participated in the following activities:

- » Paint a Pot
- » BBQ lunch at Fingal and walk to the Lighthouse
- » A Maze N Things
- » New Release Movies and lunch
- » The Big Goose
- » Live Audience of Family Feud
- » Royal Melbourne Show
- » New release movies
- » Karaoke Party and BBQ lunch
- » Maru Koala and Animal Park
- » Tree Surfing
- » Dance Party and BBQ lunch
- » Silvers Circus
- » Dinner and movies
- » Eagle Skylift and Pub lunch
- » B Creative! Arts and Crafts
- » Melbourne Zoo

Beautiful Bright Mini Break

Bright, being renowned for its beauty regardless of the season definitely did not disappoint the team, allowing them to soak in the natural beauty that it had to offer. The group stayed at Morses Creek in Bright which was the base for rest between the exciting adventures.

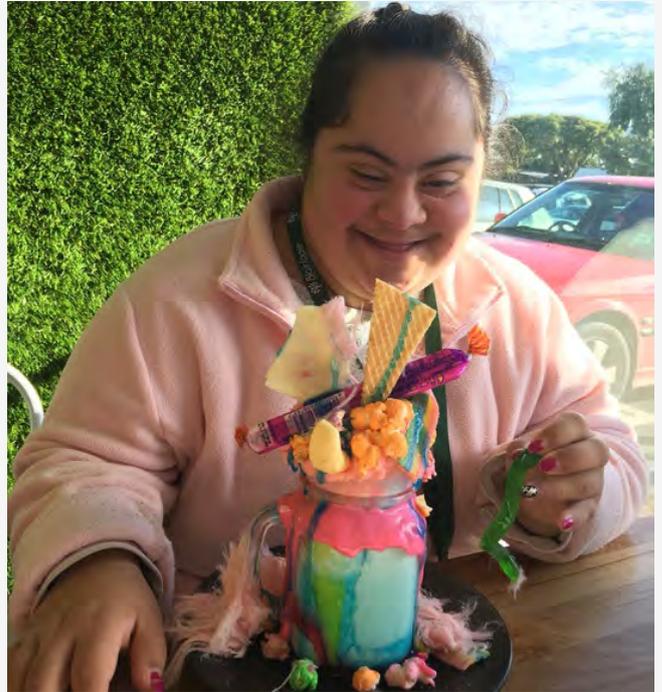
- » Had a BBQ for dinner one night
- » Visited Beechworth and went shopping
- » Lots of lollies from Beechworth Sweet Company and afternoon tea at The Beechworth bakery.
- » Picnic lunch at lake Sambell in Beechworth
- » Exploring Wandiligong hedge Maze
- » Deer farm
- » Walks through Bright
- » Dinner at The Star Hotel in Bright on the last night

“ We have had lots of great positive feedback from participants and their families, with everyone having a fantastic time and some people have even tried something they have never done before. ”

Wilson's Promontory Mini Breaks

Being one of Victoria's most loved places to spend time away from the hectic city life, this wonderful Mini break offered spectacular scenery being based at Tidal River. This Mini Break was designed to suit the energetic people with a passion for long enjoyable hikes.

- » Lilly Pilly circuit with a picnic lunch
- » Squeaky beach for some beautiful squeaky sand and beach
- » Tidal river with whale rock
- » Norman Bay beach walk
- » Wildlife exploring – Kangaroos and wombats mostly
- » Coal Creek
- » Night walks and spot lighting



Phillip Island Mini Breaks

Another popular spot not too far out of Melbourne and just of Australia's southern coast was the perfect Mini Break Location, Phillip Island. Staying at an accessible house Wheelies Rest allowed for a mixture a different ability levels to attend for four days of action packed, fun activities including:

- » Farming experiences at Caldermeade Farm
- » Panny's amazing world of chocolate
- » Fish and chips at San Remo and feeding the Pelicans
- » Shopping at Cowes
- » Exploring the Nobbies
- » Maru Koala and Animal Park

Peninsula Mini Breaks

With access to a fully accessible house in Tootgarook, this Mini Break was open to all ability levels with so much to do and see on the Mornington Peninsula. The exciting opportunities given to this group ranged from relaxation to adventure.

- » Moonlight Sanctuary
- » Enchanted Adventure Park
- » Relaxing at Peninsula Hot springs
- » High Tea in Paris, Mornington

Elizabeth Newell Respite & Recreation Coordinator

TEENAGE SERVICES

The Casey Kids Club and Teenage Holiday Program services are designed and targeted at teenagers between the ages of 12-18 who are independent and or may require assistance and support in their daily living tasks to actively participate in incursion or excursion activities.

CASEY KIDS CLUB

Blairlogie took on The Casey Kids Club after school support program in April 2017. The aims and objectives of the out of school support is to provide families respite hours for after school hours on weekday, Monday to Friday. The advertising for this program is on the Blairlogie Website, City of Casey Website, and Facebook and is also circulated to a few schools in the area – Marnebeck SDS in Cranbourne, Dandenong Valley SDS in Narre Warren and Officer SDS at Officer. There is also scope for advertising within other schools around Casey.

The Casey Kids Club program is delivered at the Beaconhills Secondary College in Berwick between the hours of 3pm to 6.30pm. We are fortunate to have a classroom that provides IT equipment for DVD's, Laptops. The Casey Kids Club team provides activities and games for participants to select from in the time they attend the after-school support program. Games provided are UNO, battleships, dominoes, trouble, pickup sticks, barrel of monkeys and educational puzzles. The program provides the participants with the opportunity to create new social networks outside of school. The parent feedback has been positive that this program meets their needs regarding respite breaks either at home or work full time or part time.



TEENAGE HOLIDAY PROGRAM

The Teenage Holiday Program provides excursion and incursion activities to participants from Casey and Cardinia shires the opportunity to socialise and network with teenagers outside their usual environments. The Teenage Holiday program operates from Monday to Friday over the four school holiday periods. The program promotes the opportunity to choose and attend a variety of activities of their own choosing. This year has seen Blairlogie offering the Teenage Holiday program starting in the April school holidays.

TEENAGE HOLIDAY PROGRAM APRIL 2017

The activities included:

- » The Big Goose
- » Tunza Fun
- » Gumbuya Park
- » Movies
- » Computer Games
- » Indoor and Outdoor Games
- » Bowling and BBQ

The Big Goose offered a variety of animals and reptiles that participants were shown their habitats, feeding process and holding animals correctly without fear of hurting themselves or the animals/reptiles. The facility proved to be very popular with the participants that attended the activity, talking about how they had never seen some of the animals and reptiles up close.

Tunza Fun offered a variety of fun activities and participants participated in Mini Golf, Time Freak, Rusher Laser Tag and Dodgem Cars. One of the participants displayed intense concentration when driving.



This activity created a lot of excitement and team work amongst the participants. There were prizes for everyone at the end of the treasure hunt.



Gumbya Park offers a display of animals and birds, a variety of safe rides that the participants were extremely excited to choose from. There were exciting rides on the day cars, go karts, toboggan rides. Everyone participated in the rides and they said that they enjoyed their day at Gumbya Park and would like to go again.

The Treasure Hunt created excitement with many of the participants. Reading the clues about what animals are hidden around Blairlogie. This activity created a lot of excitement and team work amongst the participants. There were prizes for everyone at the end of the treasure hunt.

TEENAGE HOLIDAY PROGRAM JULY 2017

The July 2017 Teenage Holiday Program doubled in numbers from the previous holiday program. There were excursions to:

- » Werribee Zoo
- » Movies
- » BBQ Casey Fields
- » Cranbourne Botanic Gardens
- » Healesville Sanctuary
- » ACMI to see the Wallace and Gromit exhibit – Melbourne Central District

The Werribee Zoo highlights for the day was the Safari ride through the zoo viewing the Rhinoceros Giraffes, then onto see the Meerkats, Cheetah and Hippopotamus. The Zebra statues at Werribee Zoo

The participants communicated that visiting the ACMI exhibit of Wallace and Gromit was great and they enjoyed fame zone and relaxing having lunch listening to the band at Federation Square.

The incursions provided:

- » Cooking experiences at Blairlogie
- » Treasure hunt at Blairlogie
- » Games competition
- » Reptile Encounter at Blairlogie

Cooking with Chef Monika proved to be a very popular activity. Learning to prepare, mix and decorate ingredients and these photos portray the process from start to finish.



The Reptile Encounter was a major hit with all the participants. The Encounters offer educational exhibits for all age groups. The experience of holding a turtle, lizard, snake, and touching a barn owl and a crocodile was welcomed by all the participants and for some participants this was their first experience up close with any of these reptiles and bird.

The September/October 2017 will offer Life skills day, Sports day, Wilson Botanical Gardens, Science works, Melbourne Zoo, Cupcake Day, Melbourne Show, Travel Training day, Onsite Games Competition, Farm Visit, Phillip Island. Looking forward to seeing previous participants joining us again and welcoming new participants to the program.

Jaye Caudwell Teenage Services Coordinator

CORPORATE SERVICES

Another exciting year has passed here at Blairlogie with lots of projects completed.

In March we welcomed a new staff member Bianca Dumitru, to our administration team which we have expanded to assist in a smooth transition to NDIS. Bianca has taken over the front line role of reception, receipting of funds paid and transport. She has quickly become a valued member of our team.

The rollout of our client information system Supportability has continued and we are now directly transferring invoice details from supportability into the Xero accounting system. We can also transmit invoice information directly from Supportability into the NDIS portal to receive payments. Support workers are using the information on Supportability daily to better support clients, and record outcomes against client goals.



The Old house has received some major upgrades in the last 12 months. The front windows of the old house has been replaced with two new windows and all the glass in the building has been upgraded to safety glass. Two new external glass doors have been fitted in the kitchen area improving access. An additional safety switch turning off the electric stove has been added and the dishwasher and couch have been replaced. A new outside bistro blind has been installed to give some protection from the weather for those enjoying the outside space. We have converted the storage room into a massage room with its own separate entrance. This has included purchasing a new reverse cycle split system, electric treatment table, stools, towels, blind and other equipment. We now provide myotherapy on a Thursday in this room.

Scott Cottage has also received some upgrades which includes new vinyl flooring in the kitchen and dining area, a new television, and remodelling of the television cabinet. The cottage has been joined to the new therapy room via ramps and a seating area covered with a shade sail has been constructed. This is a great improvement, well used during the warmer months.

The grounds now have asphalt paving from and including the bus parking area and road around to the other gate. Speed humps and bollards have also been installed along this internal road. A new car parking area has been created behind the Orchard doing away with fenced garden bed areas which were not utilised. The Poultry shed has been relocated and repurposed as storage for the Men's shed.

The shipping container has been moved to a new location next to the new car parking area and a new larger shipping container for storage and archiving has also been purchased. This new container is now next to the existing container. Fencing has been installed around our underground water tank at the end of the main building.



Thank you to all the support workers, bus drivers, Terry Dieck and the administration team who assist us in organising time slots and transport...



The Main Building has seen a number of changes this year. The music media room has been relocated to the previous woodwork workshop and the computers have been returned to this room. The computer room in the newer part of the building has now become the Support Co-coordinator's office and additional computers and office furniture purchased. The previous sensory room has now been converted to a meeting room. New round tables and chairs have been purchased for the main client rooms along with new tables for the BBQ area. Two new ovens with side opening doors have been installed in the client kitchen and the washing machine in the main building has been replaced.

Another improvement is the purchase of a new ID card printer allowing us to print professional ID Cards for both the staff and the clients. This year has also seen the purchase of a vehicle. Staff and clients alike are delighted with the new vehicle with its various seating configurations.

Our transport resources have been stretched to the maximum with the high number of school leavers starting this year. We now have an additional bus run in the mornings. Our transport can only run smoothly with everyone's co-operation and assistance. Thank you to all the clients, parents and carers who notify us of any absence promptly, to all the bus drivers who conduct their duties in a reliable, professional and caring manner and to Ann and Bianca for co-ordinating all the transport runs amongst their other duties.



Thank you to all the support workers, bus drivers, Terry Dieck and the administration team who assist us in organising time slots and transport for essential vehicle repairs, servicing and maintenance. This all assisted us in successfully passing the Bus Safety Audit in June.

Thank you to the Blairlogie OHS Committee both past and present for their active and effective roles in reviewing all completed Maintenance / Near Miss forms, incident reports, injury reports and maintenance schedules, looking for possible improvements and their implementation. Our thanks to the staff who raise issues and possible solutions with their representative who presents these issues at the meetings.

Thank you to the administration team of Janine Eldridge, Ann Eruthayaraj, Bianca Dumitru for your tireless work and support. Thank you to our Property Officer Terry Dieck for his hard work in co-ordinating, assisting, building and completing many of these improvements listed here.

All in all we have completed a very busy and exciting year, with lots of achievements to celebrate.

Bev Connor Corporate Services Manager.



ALLIED HEALTH

There have been many positive developments within the Blairlogie Therapy Room this year.

Firstly, participants requiring specialized “pressure care” have had the opportunity to have time out of their wheelchairs on a regular basis throughout the week. Participants who are assessed by our Physiotherapist attend the Therapy Room regularly, and complete their “Stretches and Movement” Programs with the assistance of the Occupational Therapist and Support Staff. Stretches and Movement Programs are always completed in a fun and effective way, to assist participants to develop and maintain their independence and ability to move. Participants especially enjoy the group Stretches sessions, when exercises are completed all together in circle. It’s a wonderful social opportunity, and offers extra support and motivation for the participants.

Every Thursday participants have the opportunity to receive a massage from a qualified Remedial Massage Therapist – this has proven to be a very popular experience, with positive feedback from all involved. With the addition of an Occupational Therapist at Blairlogie, individual programs have been developed for participants requiring additional support with their daily living or sensory needs. These programs offer intensive 1:1 guidance to develop skills or enhance engagement, and allow participants to maintain or increase their skills.



The Therapy Room has proven to be an environment loved by all participants. As the space has been so positive this year, there are many developments planned for the near future.

- » Additional “Sensory Processing” Equipment and Activities
- » Obstacle Courses
- » The use of “Wilbarger Brushing” techniques
- » Increased use of Communication devices
- » Sensory lights
- » Crash Mats
- » Additional Physiotherapy and Upper Limb Equipment
- » Upper Limb Pulleys
- » Recumbent Bike
- » Provision of afterhours Occupational Therapy Sessions
- » Morning “Regulating Sessions” to assist with Sensory Processing issues and to increase engagement throughout Scheduled Activities
- » Increased collaboration with other Allied Health Services
- » Speech Pathology
- » Hydrotherapy
- » Falls Clinic
- » Transition Programs for participants leaving school and entering the Day Service Sector – ensuring they are provided with supports and/or therapies required to maintain and develop skills.

Jessy Gordon Allied Health Coordinator

CLIENT COMMITTEE

Client committee 2016 - 2017 was represented by the following people:

- » Debbie Taylor (President)
- » Phillip Cavanagh (Vice President)
- » Angus Kilpatrick (Secretary)
- » Alison Bush (Treasurer)
- » Iva James
- » Craig Rowlands
- » David Dadds

During this year the Client Committee have been very active members throughout Blairlogie by continually organising special events during the year and fundraising for different events.

Fundraising included

- » The Biggest Morning Tea, which again was another great success with many Blairlogie friends contributing to this event
- » Hot Cross Bun drive to raise funds for the 'Having a say conference'
- » Pie drive

The client committee also took full responsibility over planning the Client Christmas breakup lunch which was held onsite at Blairlogie this year. For lunch there was a BBQ with beautiful salads and played games where prizes could be won. Matt played music which we enjoyed singing and dancing, there were lots of parents, clients and support workers to help celebrate Christmas.



A new addition to this year and one of the biggest highlights for its members was doing a live presentation at the 'Having a Say conference' in Geelong. The theme for this was 'All in a Day's Work'

Phillip spoke of his dream to become a singing artist, a celebrity or a fashion model and his desire to work in hospitality. He included his main reason for coming to Blairlogie which was to meet new people and to find a job. He spoke about the hard work involved in completing Certificate I in Work Education and following through to obtain a position with Meals on Wheels in the kitchen which he really loves.

Debbie and Angus also spoke about the reasons they like coming to Blairlogie each day and the different activities on offer. Debbie's favourite activity is lawn mowing especially when she gets to pat the customer's dogs and give them some treats.

The Committee is also dedicated to supporting their sponsor child through world vision, a young man who is now fourteen years old named Diogene.



HUMAN RESOURCES

Our revised mission, vision and values are a direct reflection of our people and our culture. It is our people that bring meaning to our mission, vision and values.

This year has once again seen tremendous growth in the organisation and our staff numbers have increased accordingly. The role of our staff continues to evolve in a changing environment and staff have adapted to new ways with trepidation at times but mostly with positivity and trust.

One of the biggest changes this year has been the way we utilise technology in the organisation. This has been challenging at times but all staff are now using their mobile phones, computers and iPads to access and record information on systems.

We thanked and celebrated with Chantele Leigh this year when she achieved her 10 years of loyal service with Blairlogie.

In March 2017 and we took over a new service for Blairlogie the Teenage holiday Program and Casey Kids club this has opened up some new opportunities for our staff to utilise and/or further develop their skills with teenagers.

We have continued with a very low turnover of staff and I am pleased to report we have a waiting list of staff wanting to join our organisation. Growth of individualised packages and respite and recreation areas has created more opportunities to bring in new staff including some of the students that have completed their work placement with Blairlogie.

During this year we have had fifty five students do their work placement component of their Certificate IV Disability and eight students do their work placement component of their Diploma of Community Services with Blairlogie. In addition to our Certificate IV Disability students we have also provided work experience to three year 10 students, two Year 11 VCAL student placements and two 2nd and 3rd year student Occupational Therapists. These are win-win programs providing better resources, service and care to our clients, providing education to our students and showcasing and spreading the ethos of Blairlogie far and wide educating more people on the possibilities and abilities of our client group. We also actively recruit from our student pool when required.



This year we have held four professional development days for client services staff. Topics covered included Human Rights – Zero Tolerance, strategic planning, sexual awareness, Prader Willi syndrome, professional boundaries and goal recordings.

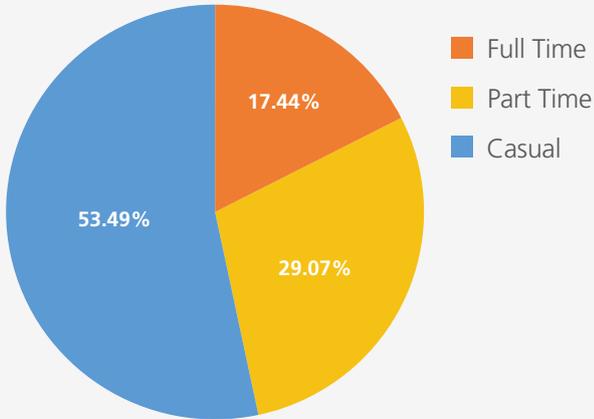
This year has seen a continued increase in volunteers. Volunteers are an important part of Blairlogie and highly valued. In May we held a lunch to celebrate and thank our volunteers. Our volunteers come from all different experiences of life and are an integral part of our service. Some volunteers are here long term, others want experience in the disability sector before moving forward in their careers, some are after an ongoing position with Blairlogie. Typically they volunteer 1-3 times a week.

As we continue on our journey with the NDIS implementation our people are innovative, caring, hardworking, and flexible and we are certain our staff will be a major part of our continued success. We take this opportunity to thank all our people for their contribution and continued commitment to making Blairlogie a wonderful community.

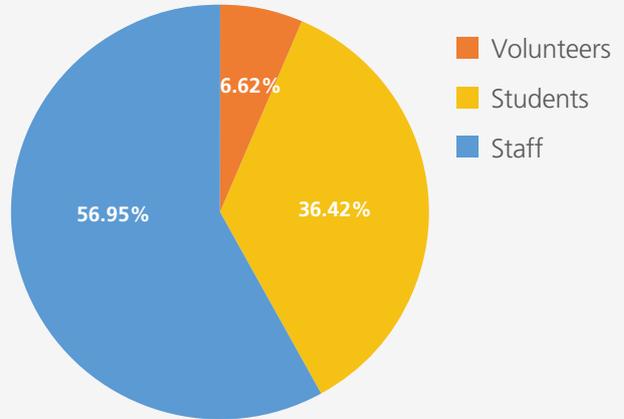
Sandra Shaw Human Resources Manager

PEOPLE PROFILE

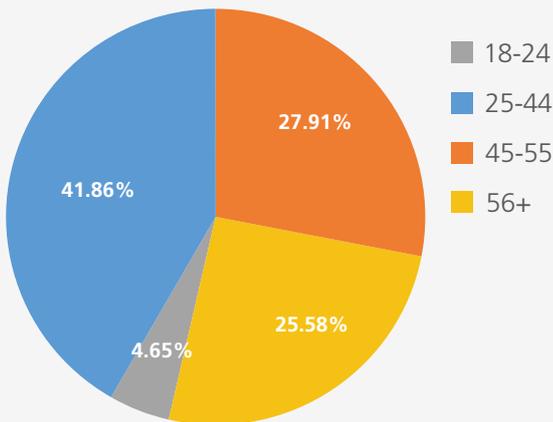
Employment Status



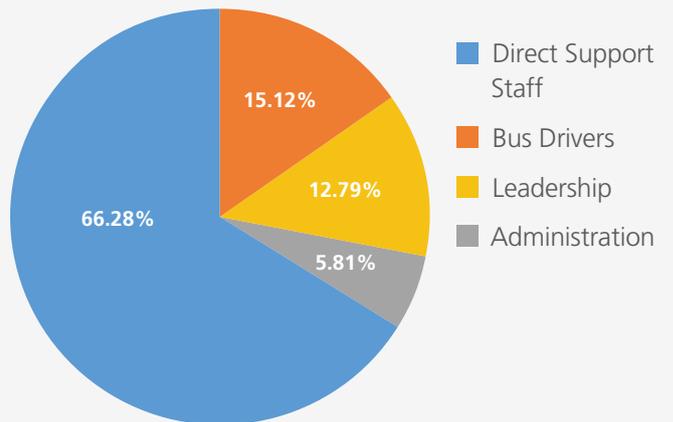
Staff, Volunteers, Students



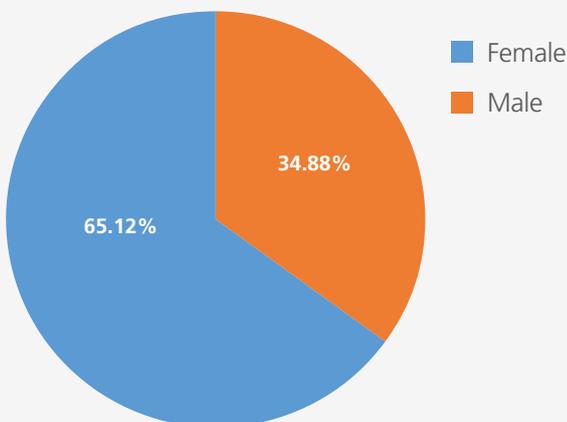
Staff Age Profile



Staff Role Distribution

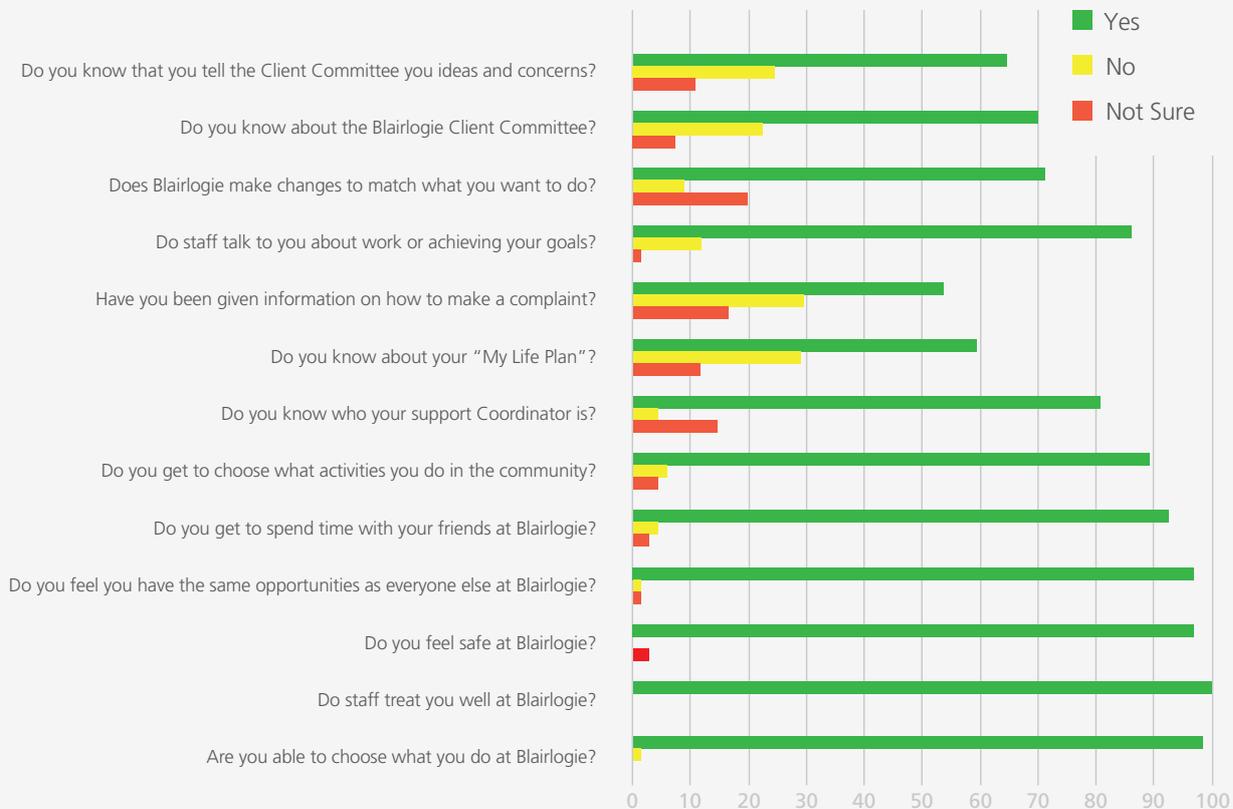


Gender Diversity

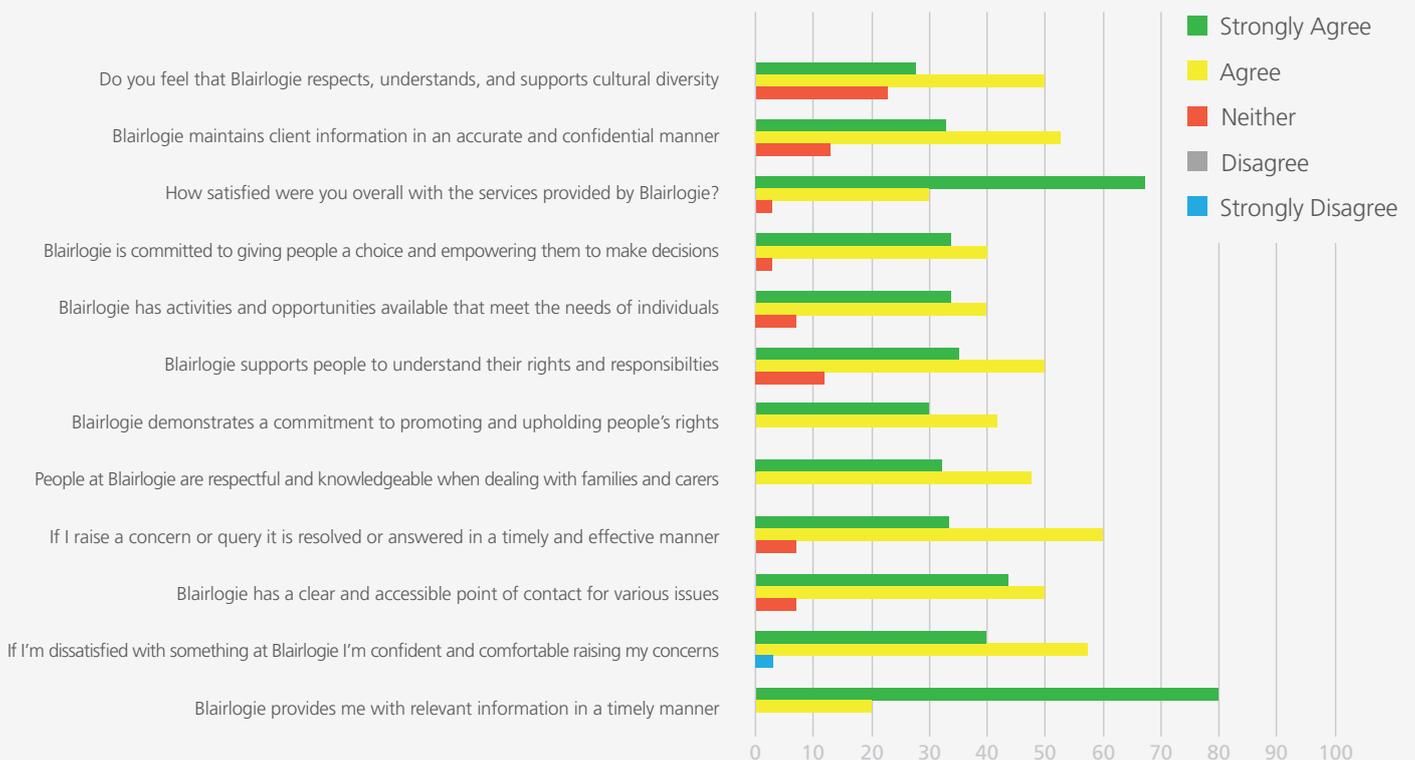


SERVICE ASSESSMENT

Participants Assessment Results 2016-2017



Parents and Carers Assessment Results 2016-2017



VOLUNTEERING

Have you got spare time and energy and would like to make a contribution to Blairlogie Living & Learning Inc.?

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...

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 living with a disability and their families.

All donations over \$2 are tax deductible.



To: Carolyn Carr
Chief Executive Office
Blairlogie Living & Learning
PO Box 1440
PEARCEDALE VIC 3912

I am delighted to make a donation to Blairlogie Living & Learning.
Please find cheque/money order for the amount of \$_____ enclosed.

OR

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

Please send my tax receipt to:

Type of card: Visa / Mastercard
Name on card: _____
Card Number: _____
Expiry Date: _____

ACKNOWLEDGEMENTS & DONORS

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

Robin Dzedins	Karingal Hub Management	BAM Allstars Troop
Rie Schreurs	Port Phillip Historical Machinery Inc	Pearcedale Fire Brigade
Peter Eaton	Pearcedale Community Bank Branch @ Bendigo Bank Limited	Schreurs and Sons
Terry Dieck	Spectacle Warehouse Frankston	Peter Schreurs and Sons
St John's Quilters	Cranbourne Food Truck	Arnotts Vegetable Farms
Tilley's Cups	Kmart Cranbourne	Corrigans Produce Farms
Rob Phillips, Phillips Autospark	Hanick Services Pty Ltd	F G Favero
Kurt Jones, Mr Fix It Mobile Mechanics	JVD Excavations	A & F Lamattina and Sons
The Country Women's Association	TAB Great Chase	Cranbourne Casey Mens Shed
Euan Kilpatrick	Frankston AMF Bowling	Comics Lounge
Graham Rudd	Frankston Ladies Choir	Matt Stone
Jeanette Rudd	S E Sheppard & Co Pty Ltd	Ian James
Grace Elizabeth	Good Guys Cranbourne	Phil Hume
Georgia Back	Bunnings Cranbourne	Shannon Donovan
Louisa Towan	Scienceworks	Mohit & Dr Jessica Dhir
Jeanette Walden	Rotary Club of Cranbourne	P Y Fencing Pty Ltd
Edward Nass	Melbourne Costume Group	A & S Containers

BLAIRLOGIE LIVING & LEARNING INC.

ABN 95 083 038 654 Registered No. A00011191

Life Governors

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

Auditor

Crowe Horwath Australia

BLAIRLOGIE WOULD LIKE TO ACKNOWLEDGE OUR FUNDING PARTNERS





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