



2020

2019
ANNUAL REPORT



Blairlogie
LIVING & LEARNING INC.

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“

When we asked our families and carers to list the three greatest strengths of Blairlogie this is what they told us –

“ *“Wide range of activities available, including respite and other programs. Nice grounds/environment.”*

“ *“Support for clients and there family's 100% Always there to help and life better. Very understanding of their clients' needs and their family's.”*

“ *“Caring staff, led by management, coordinators and 'on hand' carers, Willingness to go the extra mile to assist and or understand clients and families needs and offer additional supports. The staff have been outstanding during the Covid19 pandemic and have allowed clients and families the opportunity to cope as well as they can in very difficult circumstances. I'm not sure how we would have coped as a family otherwise.”*

“ *“The staff are always helpful & friendly.”*

“ *“Staff are friendly and understanding. Variety of activities. Respite accommodation onsite.”*

“ *“The warm and friendly culture. The willingness to change programs to suit the needs of clients. Good Management.”*

”

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 | » Kingston | » Glen Eira |
| » Frankston | » Knox | » White Horse |
| » Mornington Peninsula | » Monash | » 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 need 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 | » Plan Management |
| » Facility and Community based respite, | » Supported holidays |
| » Support Coordination | » Social and Recreational support |
| » Teenage Services | » Allied Health |
| » Supported Independent Living | » In Home Supports |

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 cares 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

- » 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

Board of Management



Mr. Steven Alexander

President

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.



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.



Mrs. Carol Pollard

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.



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.



Ms. Tania Sacco

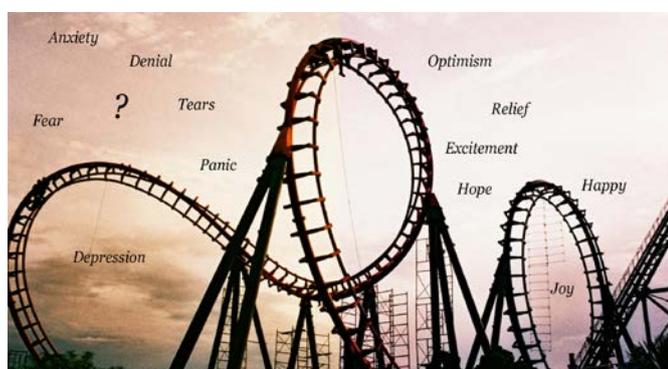
Tania joined the Blairlogie Board in November 2019. Tania has spent the last 20 years in the not-for-profit community sector but has over 35 years of Management experience in the Banking, Telecommunication, Security and Community Sectors. She holds tertiary qualifications in Management, Project Management and Community Sector Management. She is an avid toxophilite (dedicated archer) having represented Victoria at State level and is a Justice of the Peace. Tania has two children on the autism spectrum and her daughter attends Blairlogie.

President and Chief Executive Officer's Report

We thought that 2019 was a challenging year as we navigated our way through the transition to the National Disability Insurance Scheme. Little did we know then what 2020 had in store for us...

Through what has been a tumultuous year Blairlogie has continued to act with purpose and with mission.

We have not lost sight of why we exist and there is no more important time than in the toughest time to demonstrate what you stand for through the actions you take and the decisions you make.



We have always acknowledged and thanked the people of Blairlogie for their resilience and their commitment in our annual report, but this year thank you almost seems inadequate for the effort that each member of team Blairlogie has put in. Throughout the COVID 19 restrictions Blairlogie remained open, we would not walk away from

our commitment to our clients and their families and carers and we were there for those clients and families and carers when they needed our support. Never have we been so proud to lead this organisation.

In August we excitedly held the sod turning ceremony on our first Project 28 build in Cranbourne East. It was an incredible feeling to know that what we had been talking about and working towards for three years was finally going to get out of the ground. Watching the progress of the build was a delight. The day we were told that three units were completed was almost surreal. We are delighted that Justin has moved into his new home and the other three residents will shortly join him. Having the first build completed fills us with confidence that our goal of 28 homes for people with a disability by 2028 is certainly achievable.



SKETCH PERSPECTIVE VIEW NO. 1: VIEW FROM NORTHEAST LOOKING AT SIDE AND REAR OF PROPOSED EXTENSION



SKETCH PERSPECTIVE VIEW NO. 2: VIEW FROM SOUTHEAST LOOKING AT FRONT AND SIDE OF PROPOSED EXTENSION



We are extremely proud of this unique partnership with the Wolfdene Foundation and to Jon and Charlie and the whole Wolfdene team we thank you.

We also continued to progress a major capital project at North Road with a planned extension to our main building to accommodate the increased number of staff. We have engaged MSM Architects in Frankston and after a lot of vigorous discussion and sharing of ideas we have endorsed a final set of plans that have gone to City of Casey as part of the planning application. We are hoping to commence this project late 2020/early 2021.



We completed the solar panel project at North Road during the year. We have 96 solar panels installed on the roof of the main building. This demonstrates our commitment to sustainability while also being a smart investment to reduce energy costs.

We were announced as finalists in the Casey Cardinia Business Awards for 2019, while we were not successful in winning the Social Enterprise of the Year category, we were proud that our achievements had been recognised. The gala dinner was also a wonderful experience for the twenty people that represented Blairlogie. We enjoyed an evening at the Cranbourne Turf Club with delicious food and fantastic entertainment. We also had the opportunity to meet other local business representatives and explore possibilities for partnerships into the future.

We have watched with interest the public hearings at the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with a Disability. Blairlogie welcomes this Royal Commission and hopes that it results in recommendations that can be implemented to not only protect people with a disability but to also create more inclusive communities where people with a disability are afforded the same rights as all other citizens.

Carolyn Carr
Chief Executive Officer

Steven Alexander
President

Our contract with the Department of Education to deliver Outside School Hours Care and Vacation Care at Officer Specialist School was not renewed. We were able to redeploy all staff that wanted to remain with Blairlogie into other areas of our business. We learned a lot from our experience in the schools and we will continue to offer services to school aged people through our holiday programs as well as looking to deliver an after school care program from an alternative site within our catchment area.

We have welcomed a new Residential Services Manager, we bid farewell to Teena and welcomed Jen Cardwell. Jen has 16 years' experience in Disability Services and brings with her an array of technical skills and knowledge as well as a warm and caring personality that we believe will benefit the team.

Our financial position has also been positive, which deserves to be mentioned given the difficult economic circumstances that accompanied the COVID 19 pandemic. We have increased our cash reserves, reduced our creditors and built up equity over the last 12 months.

Thank you to everyone that has contributed to a successful year in a strange and uncertain time. Thank you to the Blairlogie Board for their continued support and guidance throughout the year, to the Blairlogie Management Team who have shown remarkable leadership, strong and decisive actions to ensure we will come out the other side of this pandemic.

To our staff and volunteers – AMAZING – turning up day in, day out with smile on your face and providing reassurance to each other and the people you were supporting is something to be proud of, and of course to our families, clients, friends and supporters, without you we are nothing – thank you for your confidence in us, for your kindness, your thoughtful phone calls and e-mails and for trusting us.

Client Services Report

As yet another productive year concludes and despite the last quarter presenting us with challenging times of uncertainty, service delivery unavoidably needed to be tackled in a responsive, reactive and adaptive manner. Our team of dedicated staff united together to ensure that given the circumstances we still ended the year with countless successful outcomes for the people we support.

I do admire the dedication of our workforce and their ability to rise up to a challenge and never losing sight of what Blairlogie is all about.

Leading up to Covid we had developed many positive relationships with like-minded organisations, whom either providing opportunities to the people we support or the use of their facilities as a base. Southern Masters



Cycling Club runs with its own group of volunteers from Casey fields each week and is tailored to all abilities with access to hand cycles, tricycles, motorised tricycles as well as conventional bicycles. We continued with Catalyst training, providing two groups with the opportunity to learn and study Certificate 1 in Transition Education and Work Education. This is a nationally accredited course which aims to develop skills to find the most appropriate options in the community, which may include employment volunteer work or further study.

The course aims to build confidence, enhance independence, explore community connections and access as well as working towards best possible health and wellbeing

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 centres as they always make everyone feel welcome. These venues include: Selandra Rise Community hub, Lyrebird Community Centre, Lynbrook Community Centre and Cranbourne Uniting Church.

Blairlogie is a strong believer in giving back to its community and we do so in a variety of different ways, whether we are supporting someone individually to be in a volunteer position or facilitating small groups to perform a range of different valued social roles. A small group regularly attend at the Briars where they work on the upkeep of the grounds, Meals on Wheels deliver to those that need and our Lawn Mowers from the Logie Lawn Legends are continuously servicing their customers and creating a professional name for themselves. The progress of this team is simply amazing to the point that the group now share job roles and appoint a Crew Leader each week.

Frankston Bowling club continues to offer the use of its extremely large and friendly environment twice a week and a special thank you to them for their support during the start of Covid in allowing us additional use to allow space to align with social distancing rules.

Monday's we enjoy some fun recreation dancing with the well-known Bam dancing group which is then followed up with African drumming sessions from Rhythm Unites. Fridays is a game of Bingo followed by Karaoke and dancing to whatever song is selected to be enjoyed.

Transition Group

The Transition Group spent their second year on Friday's completing a Work Ready course through Catalyst Training. The group were tutored by Darren. who through his lesson plans was preparing the group for work experience in their own chosen field.

In the third term everyone was ready to go off and undertake the work experience they identified and this was arranged through Catalyst Training's Karena Mitchell.

The students were able to discuss where they wished to do their work experience in class and from this information and with Karena's assistance everyone in the course had an opportunity to have real work experience in a field they had identified as one they would like to work in.



Karena assisted each student to apply and obtain work experience and this saw the students work in a wide variety of places -

- Marshall Connor - Woolworths
- Lauren Agnew - Spotlight Frankston
- Joel Flannery-Serle - Mornington Art Gallery
- Jade Grant - Kids on Clyde
- Tahlia Beardsworth -Aquariums at Cranbourne
- Jackson Triptree - Gardening Maintenance team at Blue Hills, Cranbourne
- Lachlan Clinch - Bunjil Place Library in Narre Warren
- Christopher Sizer - Catalyst Training's Food Truck.

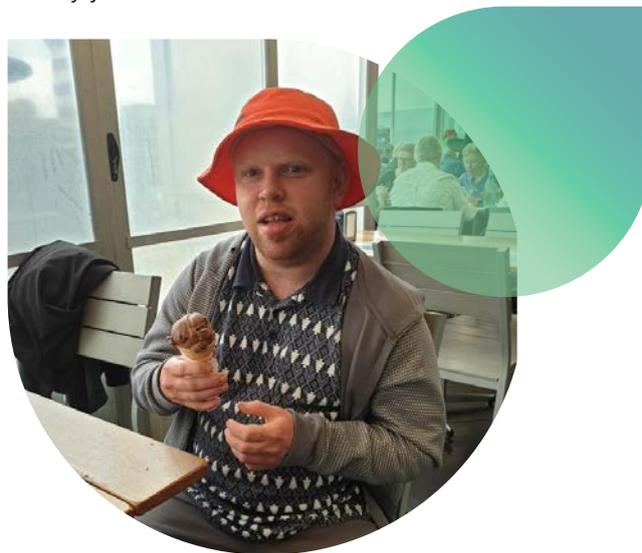
The Food Truck experience was something Chris was looking forward to and arrangements were made with Blairlogie to bring the Catalyst Food Truck to Blairlogie on a Friday and share this experience with everyone.

Staff and participants were invited to place lunch orders prior to the day and the whole group were in attendance to help Chris out with his work experience.

With lunch orders from Management and staff the entire group were busy all day preparing some of the amazing lunches in the food truck and there were even outside orders from our groups families who came to support this day.

Under the guidance of Darren and his team our Work Ready students delivered everyone their order on time, (the toasties were delicious)

The Food Truck experience is one everyone who participated in the Work Ready Course will remember for many years to come.



The Work Ready course groups graduation on the 6th March 2020 at Selandra Rise Community Hub. saw the end of two years of education through Catalyst training and the group had some amazing experiences along the way.

Client Committee 2019-2020

Members: Natalie Foxall, Barry Rotherham, Angus Kilpatrick, Jessica Michalsky, Katie Jones, Josh Medina and Maria Schreurs

Blairlogie client committee has been busy this year by providing opportunities for fun and social events both during Blairlogie Day Service and out of hour gatherings.

Some events were combined with fundraising to assist the committee to make some improvements that had been suggested throughout the year or to contribute to causes with meaning such as World Vision.

The committee dedicated some time into upgrading the available drinks and snacks by introducing more variety of choice.

Two discos were held over the year which achieved great attendance and fun was had by all with the themes being 'Dress to Impress' and 'Spooktacular' for Halloween.

The committee are also dedicated volunteer workers of the Cranbourne Toy Library which offers a range of skill development in customer service and back of house operations.

Have a Say Conference 2020

Venue: Geelong

Duration: 23rd February, 2020 – 26th February, 2020

As always this conference was a hit for all that attended with everyone excitedly trying out various workshops and activities that were put on offer.

Creative writing sessions, Karaoke, AFL skills and drills, Harley rides, Limo rides and Fishing were just some that were enjoyed.

The conference also had an expo area to explore with

many freebies and show bags being handed out and being put to good use.

This event went for three action packed days with this year's theme being 'A Good Life...are we there yet?' with it ending by Valid hosting a Dinner and Disco along the foreshore at The Pier which provided stunning views of the bay and city lights a delicious three course meal and a dance floor.

First Aid Course 2019

Within the last 12 months, Blairlogie had the opportunity to offer a First Aid course designed and modified to suit different learning styles.

This course was run by AAA First-aid (All Abilities) at our onsite property at North Road with a qualified trainer and assessor (Wendy) This is a 10 week course which unfortunately was only able to cover the first five due to Covid 19, but an action packed five it was!

Hands on learning experience in performing CPR on dummies, learning and downloading the emergency for general safety, wound management and skills to ask for help. This course has been ideal for those living at home to feel safer and knowing how to respond by practicing real life scenarios in a simulated environment.

It has been fantastic to see people overcome their fears and learn these fantastic skills.

Media Exciting new developments

In 2019-2020, Blairlogie Media service has emerged through changing times to provide a diverse landscape of Media experiences for our participants. Spanning across 3 days, this diverse landscape has been forged into 3 areas:

1. Tuesday – Variety
2. Wednesday – News, Weather & Sport reporting.
3. Thursday – Gaming Media.

Tuesday's Media group in 2019-2020 has spawned a variety show, presenting local around the town news, entertainment news containing music & movie review segments. Also a Art & Poem segment created and authored by Verna Lipscombe. On a more sporting perspective, a Footy show emerged in this period, headed up by a one eyed Collingwood supporter. Each week, AFL results, ladder placings and related news are presented by a colourful and a lively host, Luke Scott.

Wednesday's Media group in 2019-2020 has evolved into a professional News service. Robert Barton, has brought you local news from the Casey shire, Blairlogie community and also the weather reports. Every fortnight, Robert has gathered, scripted and presented the News edition to a high standard to which people could view on Blairlogie's Facebook channel.

Thursday's Media group in 2019-2020 has emerged as a rising star in a new Gaming Media format.

Group participants have the opportunity to grow their gaming skills in a competitive way and be recorded for reviews and uploading to Blairlogie's Facebook channel. Emerging also, is a gaming tutorial service being created by a group participant, Marshall Conner.

Marshall has also been involved in producing a collaborative effort with Alfonse Artufel, using voice acting with animations. A very exciting creation and such an entertaining emergence to witness in production. Their talents portrayed in voice acting and the knowledge they have acquired around animation content is simply amazing.

This is a week in Blairlogie Media, it's intense, the workload is high, the activity demands input, creativity and passion. To give support to such endeavours and continuance in 2020 and beyond, the quality framework will be manifest in the form of a new studio installation of which some initial work has begun in preparation for builders commencing construction



The new studio once built, will provide a clean and comfortable facility where participants can be part of a production team that is growing, learning and producing quality programming to the greater community.

Therapy Room

2019-2020 has embraced a new Allied Health Assistant Melissa Nolc, who has the privilege of running the new therapy programs and that they continue to be fun, motivating and exciting whilst increasing everyone's health and wellbeing through informal exercise and giving something to be a highlight of people's day. These sessions have been extremely popular and has resulted in an increase in engagement levels in every individual.

Reaching personal goals through group exercise programs and amalgamated our 1:1 supports where both parties engaged in both their individual physio assessment exercises and also general exercises which ensured that not only did they fulfil their therapies, but they were open to new exercises and activities that built up confidence, personal goals. As each week went by, their enjoyments

levels increased which was visually noted through their positive body language in our own little Blairlogie Gym. Some activities included:

- Boxing
- Therapy exercises
- Sensory
- Confidence building
- Fine and Gross motor skills exercises
- Relaxation (Bean bags, Princess chair, tilt table and plinth table/bed.
- Soft music with calming tones and sensory developed environment with coloured lights, rotating lights and neon lighting
- Gentle massages

Exciting new opportunities

Alice from Afford (a qualified therapist) and Melissa have exciting new opportunities for participants to be a part of a group Speech therapy session and OT session once a week at Blairlogie. The overall OT session is still in the planning stage but something that we are excited to get up and running as soon as possible. The Speech Program is to provide participants with the following strategies:

- Practise using AAC devices within a supportive and structured environment
- Social connections with others using AAC devices
- Generalised vocabulary development (so group isn't

just limited to AAC users)

- Supporting clients to increase their number of words they can use in a sentence
- Increase pragmatic functions (i.e. instructing, commenting, requesting etc.) (e.g. 'go' can be used multiple ways: go away, ready set go, 'my go')

Therapy provided is based on the participant's individual needs ranging from fine/gross motor skills to problem solving, physical movements, speech, OT and to provide support to participants to use walking devices and to work on their daily living skills.

Conquering Strength, Fitness & Mobility Allied Health successes for 2019-2020

- Zade Norris is now able to independently and confidently work out addition problems.
- Monique working with weights to build up her strength
- Amanda Rawlings working on her balance
- Lance Landers and Thomas Jackson doing gym mat exercises
- Paige Markby with time out of wheel chair standing and working on strength



Winter Wonderland Formal

Venue: Cranbourne Racecourse.

Dance lessons by our very own Avril Holt

Participants have been working hard with great enthusiasm when practicing their dance routines.

The formal has involved everyone joining together to learn dance routines which was supposed to take place at the Cranbourne Race Course where families were to be invited for dinner and a presentation of their newly learnt dance

abilities. The Winter Wonderland Formal was scheduled to take place in May 2020 but due to Covid 19, the formal has been postponed and will be rescheduled for 2021.

Personal Successes & Achievements

-By Shannan Donovan

We support a lot of participants either in home, community based, residential, respite and onsite at Blairlogie. These supports provided are for various reasons including cooking, cleaning and other ADL's (Activities of Daily Living) that support independence.

Wow, I have been working on a task with a participant Andrew since November 2018. At first he struggled with putting his head under the water in the shower and dressing required major prompts and full support. Slowly over time I created strategies to help Andrew learn the skills moving forward. Firstly, I showed Andrew the correct

way to dress through visual techniques and eventually he could dress himself provided the clothes were laid out the correct way.

Secondly, showering required a game that we played to build Andrews confidence. I would encourage Andrew to put his head under the water and back out again in 2 second intervals. Playing this repetitive strategy game now allows Andrew to put his head under the shower and he is now washing his own hair when staff say "rub rub". Feeling so proud of this young man and his achievements so far.

Performing Arts • Hairspray 2019

The Performing Arts group has come a long way in the 8 years it has been running.

We started off growing their abilities and confidence on stage through smaller productions over the years.

To name a few they've accomplished talent shows, Disney shows, Christmas themed productions and Grease in 2018 (which they had been training to do for 7 years).

This year's production of Hairspray showed just how far this group has come and achieved through small consistent steps.

Staff were able to write the production in a way to give all participants a chance to work on different skill sets,



from learning lines to helping with props and stage set ups.

We also worked hard to customise the dance routines and lines to our participant's individual needs and strengths.

This allowed everyone to feel like a valued member and gave them a sense of accomplishment.

Some Highlights this year -including seeing Brendan Cummings, Brooke Phillips, Robert Barton shine and

learning more lines than they ever have in the past productions. Brooke Phillips and Lauren Agnew helping staff to come up with their dance routines, Stacey Paul, Rebecca Nelson and Chris Eaton helping and mentoring with their peers.

There are so many wonderful stars in Performing Arts and everyone all worked extremely hard and did an amazing job, well done everyone!

Out and About in the Community

Community Access

Blairlogie supports individuals to various community based activities and environments to gain experience together with community inclusion that enhances one's social skills, promotes good mental health and relaxation and to just have fun and explore.

Our community based activities also provide staff with an opportunity to teach valuable life skills whilst helping individuals explore activities of interest. These important life skills include learning road safety, budgeting and social skills.

It is through experience that each individual expresses their likes and dislikes and it's through their feedback

that acknowledge preferred places of interest which can be sourced and discussed as a whole group together. Suggestions are a valuable necessity to ensure that each individual has a choice put on the term list.

Great places of exploration include Coal Creek, Science Works, Swimming at the Wave Pool, Gravity Zone, Strawberry Picking, Maru Koala Park at Grantville, Phillip Island Chocolate Factory, RAAF Base Williamtown, Enchanted Maze, Movies, BBQ's with nature walks and supporting local community talent at theatre shows between Bunjil Place, Drum theatre and the Frankston Arts Centre. Fulfilled enjoyment was had by all.

Recycling

~By James Peake

What a motivated change that required education and training to diminish waste going to land fill. Participants achieved in setting up some colour coded bins with signage. The program is based around participant's helping to try and improve and reduce Blairlogie's waste footprint. The team were shown how to handle the rubbish, i.e. just about everything was going to landfill.

We estimated that at least 75% of our waste could be diverted into recycling streams. Participants were shown some colour coded bin options and helped assess how many bins we would need for different areas. I ordered them and when they arrived the team assembled them and helped prepare and put up signs where they placed the bins.



Tri State Games

-By Tricia Sylvester

Last year during the month of November our Blairlogie Bears travelled to Adelaide and participated in the Tri state games competing against 500 other athletes from two other states. Eight competitors with two volunteers and four staff travelled to and from Adelaide by plane and had accommodation in Semaphore for six days.

Our Bears competed in a variety of activities including: aquatics, track & field Indoor sports, and team sports. There were plenty of personal best medals and many of our proud athletes came home with gold, silver and bronze which they couldn't wait to show off to our Blairlogie family.

Not only did our team compete with enthusiasm they also showed remarkable sportsmanship throughout the games, showing support, encouragement and cheering for the entire Tri State community.

Our Blairlogie Bears were very disappointed in the



cancelling of the games this year and are very excited for the 2021 games to compete again. The Tri-State games that our team attended last year was a fantastic experience for all involved.

Teenage Holiday Program

Activities

The Teenage Holiday program has presented opportunities for young people to access activities in the community and onsite at Blairlogie. The program coincides with the school term breaks, September, January, April and July. running Monday to Friday from 9am to 4.30pm except on public holidays. During these activities, those who participate find they have an opportunity to form new friendships and build

on their social skills within a group setting.

Some of the activities we have offered throughout the year included – Melbourne Zoo, Healesville Sanctuary, Melbourne Show, Sorrento Ferry, Amazing Things, Sports day Blairlogie and Cooking

Quotes from participants

“I enjoyed the Kangaroos and birds” – Georgia

“I had fun in front of the magic mirror” at Amazing Things Phillip Island. – Dylan

“I liked the cooking” – Samantha

Residential Services Report

~ By Jen Cardwell & Lili Rice

Exciting news, over the last 12 months has seen many changes including new residents, great expansion of units at both Mundaring and a new set of units at 21 Dearing Crescent, Cranbourne.

These units did not take long to fill. They opened in May and most residents were ready to move in June, 2019. Residents in Dearing include, Jessica Michalsky, Tony Kohte, Luke Snow, Rosemary, Brooke, Alex, Carol and Annie in Dec 2019, with the last resident moving to Dearing in February 2020.

Natalie moved not far at all, but felt the need for a change from 15 Mundaring Drive to 13 Mundaring Drive to start a fresh in a new unit. Both Julien and Jamie requested to shift from Doveton to the newer units in Cranbourne so that they were closer to their families and other services they used.

Pets are always welcome and one of our residents moved in to Unit 1. Shortly after her move the new resident introduced

the pet rabbit Macca to her new fellow residents who has become part of everyone's daily lives. Macca enjoys spending time overseeing what the residents are doing whilst in his hutch near the pergola. Macca has found a few great hiding spots in its owner's unit when he wants to have a snooze during the day. This rabbit is a very much loved pet rabbit who has his own teddy named Ralph to hang out with. Baby Macca enjoys cuddles with its owner.

Julien is really happy with the Pergola area and over the warmer months, he looks forward to some more BBQ's with fellow residents at 13-15 Mundaring Drive. New residents that moved into 15 Mundaring Drive are Harley Christie and Mr Justin Greenland. Doveton units also took on 3 new residents this year.

Jessica, together with her mother Suzanne have created this amazing garden in Jessica's courtyard at her unit at Dearing Avenue, Cranbourne. Some great moments have been had at both residential sites including respite services and Christmas festivities.



Mini Breaks

Mini Breaks offered to everyone from August to September 2019 were:

Daylesford – August 2019 – 4 days 3 nights

The Daylesford accommodation was staying at the amazing Linga Longa Country House. The nights were cold but Daylesford always offers amazing places to visit.

Daylesford offered:

- Enjoyed a luxurious 2-hour spa at the Hepburn Spa house
- Dining out for lunch at the local bakery
- Walking through the Botanical gardens
- Visiting the famous Chocolate Mill to indulge in chocolate tasting and drinking the famous hot chocolate
- Dining out at a one of the many local restaurants
- Cooking a BBQ for our dinner

Queensland September 2019 – Offered 6 days 5 nights on the amazing Gold Coast.

- The flight to Queensland was exciting and we couldn't wait to get there to explore the amazing experiences on the itinerary.
- Queensland offered many exciting experiences including



- Sea World – Dolphin show, Movies World – “Standing next to Daffy Duck, Sylvester and Bugs Bunny”
- Outback Australia Show, “Enjoyed watching the horses, cattle and dogs. Also enjoyed singing and dancing.
- Boat Rides and squirting water pistols. Dinner at the RSL
- Relaxing by the pool and spa. Walking along the beautiful beaches, travelling on the monorail & going to the pub for dinner.



Club House

-By Jesse Berger

This year, Club House had a revamp with some exciting new activities with friends joining together to create the all new Club House 2.0! This year kicked off with Lawn Bowls at the Cranbourne Lawn Bowls Club and with coach Scotty teaching us this exciting game- with a tournament to be played with external disability support services! We have some star players this year with everyone enjoying the warm afternoons on the turf.

Our community Explorers Group enjoyed investigating the local parks and flora and fauna reserves and it's many wonders. The All Inclusive Sports Program run on site by DM Sports was a favourite afternoon activity with our

team growing each and every week with new friends. Each week a new sport was introduced and played with all participants having a go and being absolute stars!

Swimming was also a popular choice in the warmer months on Thursday's – and in the colder months we were excited to begin with BAM Dance and Blairlogie BAM Drama Club! The Club House week ended each Friday with all of our friends getting together for the Dinner Club, trying out new and hip restaurants as well as some old favourites – and having a great night together with our friends. The Club House really focused on the Social and Community participation – getting to know the local community and building on new friendships both within Blairlogie and within the local community groups.

Adult Holiday Program

-By Jaye Caldwell

Blairlogie offers a Holiday Program that runs for 4 weeks per year. This provides fun and inclusive community based activities for individuals to participate in.

Attendance numbers for the Adult holiday group were 20 participants a day.

July 2020 included a trip from Sorrento to Queenscliff. The group dined with fish and chips from one of the local eateries.

Healesville Sanctuary participants enjoyed the Dinosaur enclosure and extinct animal display. The participants enjoyed seeing many of the various animals and birds up close at this amazing sanctuary.

The movies were limited in selection due to Covid restrictions. Mary Poppins, Red Shoes and the Seven Dwarfs and Spies in Disguise. Participants did say that they enjoyed going to the movies and having popcorn and a drink.

Unfortunately, the last 2 days of the holiday program were cancelled due to Covid 19 restrictions. Instead the activities were held onsite at Blairlogie including coming along in footy colours, board games, quizzes and kicking around the football. Movie Day, participants could bring along a favourite DVD, join in puzzles and games, exercise around Blairlogie and also a bit of Karaoke singing and dancing.



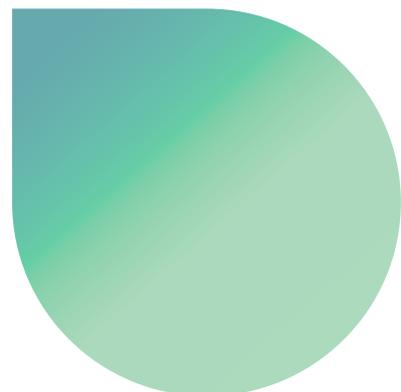
Meet Me @ (MM@)

Meet Me @ program is a planned group activity on two Saturdays a month. The program is targeted to those people aged between 18 and 65 years old. The Meet Me @ program has provided participants with the opportunity to partake in a range of enjoyable activities within their community. Each participant meets at a selected designated place within their local community or at Blairlogie. Participants are 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:

- Blairlogie Movie Club and Lunch
- Queen Forever Tribute band.
- The Great Chase
- Dinner and The Bridge Disco

- Karaoke with Matt and BBQ Lunch
- Eagle sky lift and lunch
- BBQ lunch and a walk at Arthurs Seat.

* 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 Cinema.

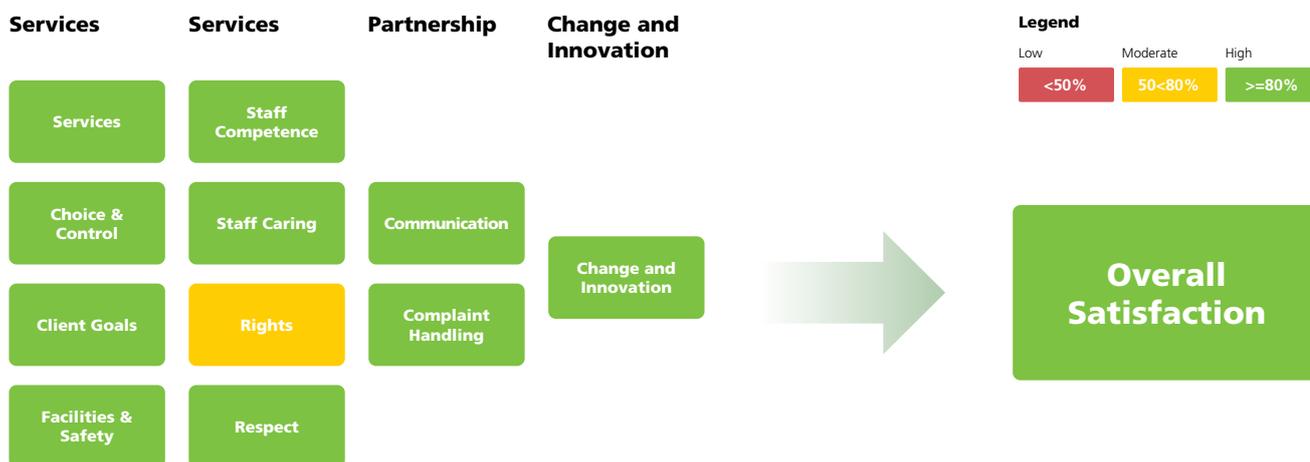


Blairlogie Client & Parent/Carer Satisfaction Surveys

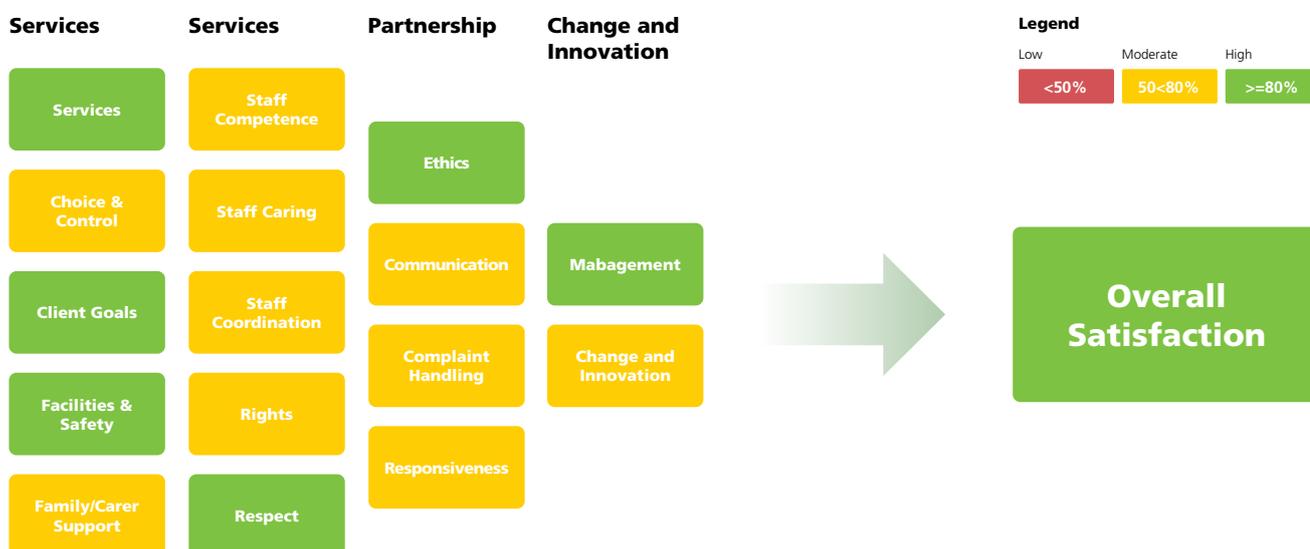
The 2020 surveys of Blairlogie:

- Were based on a core set of questions drawn from the Voice Client and Family/Carer Satisfaction Surveys and a number of tailored questions specific to Blairlogie
- The Client Survey comprised a total of 20 agree/disagree questions, two open-ended questions and four demographic questions. Easy English was used for these questions
- The Parent/Carer Survey comprised a total of 35 agree/disagree questions, two open-ended questions and four demographic questions
- Both surveys were “live” for 3 weeks from Monday 6th July to Friday 24th July 2020
- The Client Survey achieved a response rate of 31% (compared to an industry average of 33%), with 58 completed surveys from a population of 185 clients. The margin of error for this group is 9.8%
- 50 completed surveys were received for the Parent/Carer Survey

Client Satisfaction Performance Overview



Parent Carer Performance Overview



Project 28

BUILDING BETTER LIVES FOR PEOPLE LIVING WITH DISABILITY



Home sweet home for inaugural 'Project 28' residents

Construction is officially complete on the Wolfdene Foundation's first four specialist disability accommodation units, with the inaugural residents set to move in to their new homes in the coming days.

Located at Wolfdene's 'E>ST' development in Cranbourne East, this milestone is the culmination of more than 3 years of hard work by the Wolfdene Foundation and disability service provider, Blairlogie Living and Learning.

"In 2017, I first met Carolyn (Blairlogie CEO) and her team and I was moved by their vision to supply much needed local disability housing for their clients," said Wolfdene Managing Director, Michael Goldthorp.

"As a developer of land and housing in Victoria, I admire the positive role local organisations such as Blairlogie play in a creating a strong sense of community and it felt like a natural fit for Wolfdene to help make a difference," he said.

Collectively, a strategy was developed for a social enterprise model which was formalised as 'Project 28', aimed at helping to address a national shortfall of 28,000 homes by delivering 28 SDA units in the City of Casey by 2028.

"Twenty-eight dwellings may seem like a drop in the ocean in the context of the national numbers, but the difference these homes will make to the lives of the residents and their families is immeasurable.

"To see the hard work of everyone involved come to fruition gives me an enormous sense of pride and we could not have done it without the generous financial support of our major partners; Blueways, Lojac, Arcadia Built, Swan Plumbing and the Mayors Walk for Disability," Goldthorp said

There are thousands of Australians with disability who are forced to live in unsuitable homes because there are no alternative. 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.

"On a daily basis we deal with parents who are wondering what is going to happen to their children once they're gone. Parents in their 70's and 80's who have been the primary carers for their adult children suffering from a range of disabilities that require ongoing care," said Blairlogie CEO, Carolyn Carr.

"The residents for the first four homes were actually selected at the very beginning of the project and they have been waiting patiently for the day they can move in.

"To know that day is nearly here is something I cannot even describe," Carr said.

Planning is well underway for the next set of units to be delivered at Wolfdene's 'Brompton' community in Cranbourne South with construction to commence in early

DONATION FORM

Project 28

BUILDING BETTER LIVES FOR PEOPLE LIVING WITH DISABILITY

Once completed,
please return form to:

Wolfdene Foundation
24 Anchor Place
Prahran, 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: CVW #: 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.



In loving memory of

Rosie Hume



Our hearts filled with sadness and our minds filled with disbelief when we heard that our colleague Rosie Hume had been tragically killed in a motorbike accident.

Rosie had been part of Blairlogie for many years. She actually completed her Certificate IV placement hours at Blairlogie in 2011 and vowed she would return; she did return as a support worker in 2013 where her vibrant personality and her creative flair quickly made an impression. Rosie was a talented musician, an accomplished performer and had a flair for art in all its forms.

Rosie was a pillar of Blairlogie, transforming our Performing Arts program and establishing new and innovative programs for clients. She was enthusiastic about everything, every opportunity Rosie was given for personal and professional developed she jumped at with such enthusiasm and excitement, always taking copious amounts of notes and reporting back in detail about what she had learned.

She was generous in every way. She had a special bond with a client of Blairlogie, Tanie. Rosie and Tanie shared a love of Harley Davidsons and Rosie and her husband Phil would frequently take Tanie with them on rides.

“She was beautiful, but not like those girls in magazines. She was beautiful, for the way she thought. She was beautiful, for the sparkle in her eyes when she talked about something she loved. She was beautiful, for her ability to make other people smile, even if she was sad. No, she wasn’t beautiful for something as temporary as her looks. She was beautiful, deep down to her soul. She is beautiful.” – F Scott Fitzgerald

When Rosie said she would do something, she committed fully to it and took that commitment very seriously, letting people down was not in her character. She would spend countless hours designing, building, painting, making props and costumes for performing arts, often getting Phil to help too.

She loved people, she adored her family and friends. If people needed help and Rosie could help she would. Rosie will never be forgotten, ever.

We received a beautiful message from Rosie’s son, Anthony, on behalf of the family and he asked that it be included in this report –

*To all the staff and clients at Blairlogie Living and Learning
My name is Anthony Brewergray and I am the eldest of Rosie Hume’s sons. I want to say thank you to you all for your wonderful and extremely generous support last November when we learnt of my mother’s tragic passing. It was so heart warming to know that the workplace that Mum loved was not only thinking of us in a real time of need, but to make the effort to fundraise and contribute to Mum’s funeral proceedings just blew us away. Mum really did find her work at Blairlogie more than a job – it was very fulfilling and rewarding; an experience very fitting of such an upbeat and giving person as my mother was. On behalf of my family, thank you once again, and I look forward to seeing you in person to say so sometime.*

*Warmest Regards,
Anthony Brewergray, along with my wife Bronwyn and my two children, Oliver and Harrison, and on behalf of our family, Mark & Racheal, Kym & Seb, Leah & Jono & hubby Phil*

In loving memory of

Rie Schreurs

It was with great sadness that we heard that Rie Schreurs had passed away on 19 June 2020, aged 96.

Rie and her beloved husband Joe (dec.) were incredible supporters of Blairlogie for many, many years. Rie was frequently seen at Blairlogie events such as Open Day, Performing Arts and Annual General Meetings. Rie was also incredible in her financial support of Blairlogie. It was a single donation from Rie that funded the therapy room. Over the years she has donated a significant amount of money, allowing us to purchase resources that we would otherwise be unable to afford. Rie was a woman who did not want a big fuss made of her generosity and I remember the negotiations that had to occur to get Rie to agree to having a plaque put on the therapy room in recognition of her contribution.

Rie came to Australia from Holland with her beloved Joe in 1959. Four years after they arrived they commenced growing vegetables on their 17.5 acres in Dingley. They later moved to Clyde and their farming legacy continues to thrive, with the third generation of Schreurs tending to the crops.

Rie lived an incredible life. With seven children and many grandchildren and great grandchildren she was never short of company. She was an incredible story teller, mostly because she had so many amazing experiences to recount. Rie showed such strength. She was fiercely independent and loved her family with all her heart.

Rie, thank you for everything you have done for Blairlogie. You will be remembered always for your humble generosity and for your determination to do what is kind.



Human Resources

This financial year has certainly provided us with challenges however it has also been a very productive year. Our team have stepped up and shown resilience, creativity and adaptability to the changing and challenging situations we have faced. Never has it been more important to be able to work together as a team and have flexibility.

This year has seen the extension of the Mundaring site. We also saw the cessation of the Officer school program in January. We were able to transfer the staff that elected too, to other areas of the organisation. Staffing wise our numbers settled at 155 by June 2020.

This year we implemented a new system Onboarding system - Cognology. This allowed us to automate and fasttrack, our Safety Screening, commencement and training for new staff. This conversion has also meant a reduction in about 95% of the paper required previously when a new staff member starts. The system also has a Performance Review module this has also now been implemented.

In December a new Enterprise Agreement was voted on by the staff, the vote was successful and the VICTORIAN DISABILITY

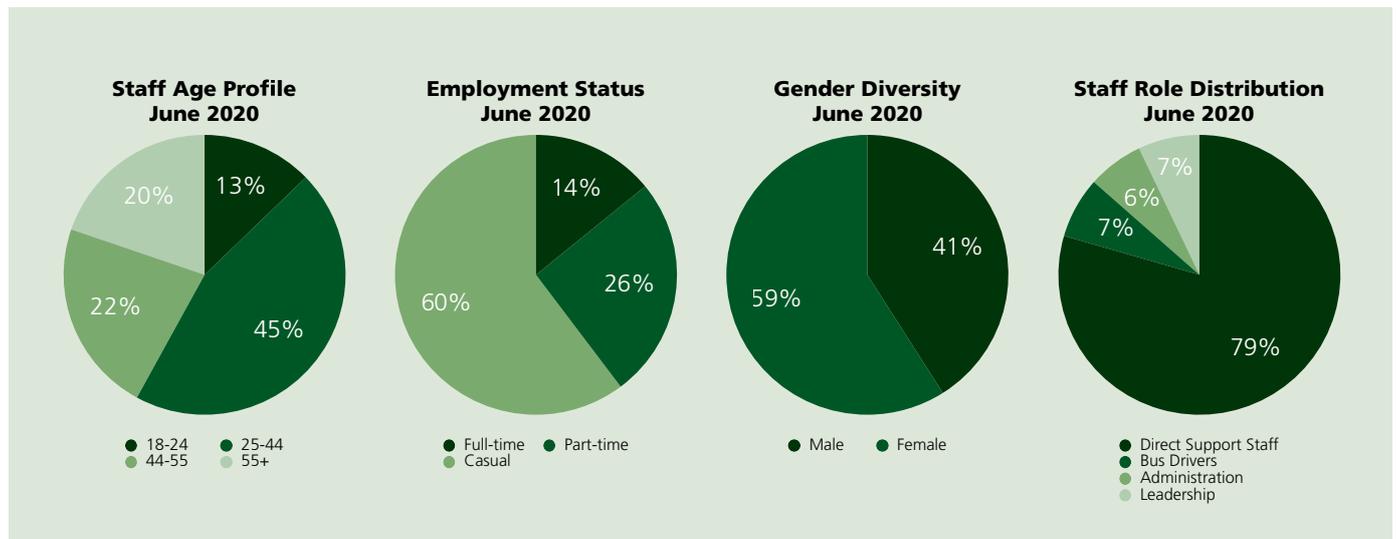
the team and not being able to provide face to face training. Some of these training packages have included NDIS – Quality Safety and You – Workers Orientation, Restrictive Practises and Covid 19 training.

In February we held some Team Building days facilitated by Mark Riches and his team from Level Consulting with every member of the organisation over 2 days. The intention was to follow this with more training days to further develop our teams however with Covid19 these plans are currently on hold, as we are unable to conduct face to face training.

We have had a number of staff that completed their Certificate 4 in Disability at RMIT in July 2019. Congratulations to Dinah Armstrong, Colleen Homicki, Greg Taylor, Graham Rudd and Marlee Read. This was a tremendous effort and a personal commitment by them all.

Congratulations and thankyou for 10 years service to one of our bus drivers Mary Still.

This year we bid farewell to Graham Harris and Malcolm Wright as they retired from the workforce. Graham provided transport for clients at Blairlogie for 14 years and Malcolm for 12 years. We



SERVICE (NGO) AGREEMENT 2019 came in to effect on the 1/3/2020. This was a collective group of approximately 30 other organisations, Jobs Australia and the unions. The Agreement had been worked on and negotiated for many years so it is pleasing that it finally got approved.

Covid 19 has had its impacts on shifts. In residential it is much the same however in the day service there have been much less clients attending which has meant less shifts available to staff. The governments scheme Job Keeper has assisted in keeping employment stable at Blairlogie.

This year we have utilised more Online Training options and these packages have provided invaluable tools when needing to upskill

wish them good health and longevity in their retirement.

In November, our colleague and friend Rosie Hume was tragically killed. Over the years Rosie made a significant contribution at Blairlogie especially into the Arty areas of Blairlogie including the drama production, drumming groups, art programs and art competition. Her most recent role was as Support Facilitator. Rosie is missed by all at Blairlogie.

Our volunteers and work placement programs have been put on hold since March due to Covid19. We hope to have these back up and running in the near future.

We look forward to consolidating what we have achieved this year and for the challenges that 2020/2021 year brings.

CALL FOR VOLUNTEERS

**LOVE AND
SUPPORT US?**

**GET TRAINED
AND BE A PART
OF OUR WORK**

**IF YOU WOULD LIKE
TO KNOW MORE
ABOUT
VOLUNTEERING
OPPORTUNITIES
WITH BLAIRLOGIE
PLEASE CALL US
ON 59 78 7900**

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:

» City of Casey	» Lions Club of Balla Balla
» O'Brien Real Estate Foundation	» David James
» Joy Jarman on behalf of the Estate of Mr David Jarman	» Country Women's Association of Victoria
» St John's Quilters Cranbourne	» Robin Dzedins
» Rotary Club of Cranbourne	» Bendigo Bank

Blairlogie Living & Learning Inc.

ABN 95 083 038 654 REGISTERED NUMBER A00011191 NDIS Provider Registration Number 4050013600

Life Governors

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

Auditor

Crowe Horwath Australia

Meet John Gee

Meet John Gee one of our newest Team Members. He commenced with Blairlogie in September 2019 commencing with the Officer After School and Holiday service.

We first met John when he was working for Projectable as a co-facilitator.

Projectable was set up as a response to the anticipated growth of new jobs that would be created in the disability sector as a result of the full roll out of the National Disability Insurance Scheme. Through interactive workshops for students in years 10, 11 and 12, Projectable inspired students to apply their passions, skills and abilities to enrich their lives and the lives of others by pursuing a rewarding career in the disability and community service sectors. It also educated the students on people with a disability and challenged their thinking around disabilities and their personal interactions.

Blairlogie was an employer partner with Projectable and Sandra Shaw and Carolyn Carr both presented to schools in our area. Unfortunately, funding ran out for this program in June 2019.

Through the joint presentations John got to know about Blairlogie and he applied for a position once he had completed his Certificate 4 in Disability. John also has lived experience.

He is passionate about empowering people to achieve their personal goals and being the best they can be. John started at Officer and then when that program ceased he transferred to the Day service.



John's background was commercial cleaning prior to Projectable and Blairlogie. With the event of Covid19 we required staff to be doing daily touch cleaning shifts. John does one of these a week and often you will see him with one of the participants, as they also want to learn how to do the cleaning. In the future, John would like to develop an activity teaching commercial cleaning.

Blairlogie is a very friendly organisation and management look after the team. People that come here are fun and engaging and everyone is treated as equals, says John.

John is a great asset to our team and we look forward to seeing his development over the next few years.



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