



Our special Olympians

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Autumn 2010

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Roy Arnold
President

Welcome to the first edition of Vocal Point for 2010. Once again, this year promises to be one of growth and development for Minda.

From the President

On behalf of the Board, I am delighted to present the draft Master Plan for Minda's Brighton site (see pages 6 and 7).

The Master Plan has taken significant time to develop, however, I am confident that the Board has delivered a plan that meets the complex needs of individuals supported by Minda, whilst balancing the financial pressures associated with such a development through commercial activities, primarily retirement living initiatives.

The plan has been built around a Policy of Choice, where individuals will have the choice to live in the location of their desire, be it in the community, or at Brighton.

Over the coming months, the Board will consult with families and stakeholders around the Master Plan, prior to the presentation of the final version to the Minda Association at the mid-year meeting. I look forward to updating you further on this exciting development.

Minda is currently in the process of recruiting a new Chief Executive Officer, following the resignation of Susan McInerney in January. It is important for the Board to appoint the best possible applicant, capable of leading the organisation and continuing to build on the solid foundation of continuous change and improvement that Minda has experienced over the last two years.

To that end, the Board has engaged a leading executive recruitment firm to commence an exhaustive search (Australia-wide) for the most appropriate candidate to undertake the demanding role.

The Board will not rush the process of appointing a new CEO, which will be robust to ensure the most appropriate candidate is selected. Whilst the search is underway, the Board has appointed Deputy CEO, Robert Cairney, to act as Chief Executive Officer.

Importantly, the Board has reiterated that a change in personnel will not slow the momentum or progress the organisation has made over the last 12 months.

I would like to thank Robert for stepping up during this period and leading the organisation in the interim.

Cover story

Our special Olympians



L-R Lachlan Woollett, Jenny Roberts and Andrew Tanner

The countdown to the Special Olympics IV National Games in Adelaide, 2010 is on and the three participants from Minda cannot wait!

Forming part of the Special Olympics South Australia (SOSA) team, Lachlan Woollett, Jenny Roberts and Andrew Tanner will compete in the week-long national sporting event, which will see Adelaide welcome nearly 1,000 athletes and 3,000 supporters from all over Australia.

Lachlan, who is registered with MJP Employment Services, began his association with sport playing volleyball in Year 7. He then started playing basketball in Year 10, which became his focus. That decision has paid off and Lachlan has gone on to experience incredible success, bringing home a gold medal from the New Zealand National and Asia Pacific Invitational Games in 2005.

He also won gold as part of the Australian team at the 2007 Special Olympics World Games in Shanghai. Lachlan, who will celebrate his 25th birthday during the Games, is training hard in preparation for his event and hopes to repeat his past victory, this time surrounded by family and friends. "It is really exciting to compete in Adelaide with everyone around," he said.

Jenny, who receives support from Independent Support Services, is also no stranger to competition and will be testing her talents in the ten-pin bowling event.

She trains in Woodville every week, as well as refining her skills at training camps.

Jenny, 56, enjoys being part of the team and says they all encourage each other.

"The team are really supportive and we are all working very hard," she said. In her spare time, she enjoys playing indoor cricket and raising her voice with the Tutti choir.

Andrew Tanner, an employee with Trak Furniture, will be making a special appearance in the equestrian demonstration with Riding for the Disabled (RDA) after they were asked to perform - the first year the sport has been included. At 22 years of age, he may be new to the Special Olympics but is an old hand in the saddle, having started at an early age with RDA after a recommendation from a health professional. "He loves horses and they love him," his father, Raymond, explained.

All three are looking forward to taking part and having their family and friends, as well as the local community, around to cheer them on!

Athletes of all ability levels will compete in a wide range of sports including athletics, gymnastics, sailing, soccer, swimming, tennis and more in a variety of quality sporting venues across the city.

Minda is proud to be an affiliated member and a recognised sponsor of the South Australian team.

The 2010 National Games spectacular Opening Ceremony will include renowned Adelaide singer, Tori Horgan, as well as the Law Enforcement Torch Run, the lighting of the Olympic Cauldron, plus a myriad of entertainment at the Distinctive Homes Dome on Monday 19 April. Celebrations will conclude on Friday 23 April with a triumphant Closing Ceremony, also at the Distinctive Homes Dome, which will be carried out with signature South Australian festive flair.

If you would like to know more about the Special Olympics, please telephone 08 7220 7275, email enquiries to 2010ng@specialolympics.com.au or visit www.specialolympics.com.au.



Get involved and join the Special Olympics Torch Run

On Friday 19 March, the 2010 Law Enforcement Torch Run began in Queensland and is currently making its way through 40 Australian towns and cities to its final destination of Adelaide, for the opening ceremony of the Special Olympics National Games on Monday 19 April.

Special Olympics Australia provides the opportunity for people with intellectual disability to participate in weekly sporting activities or take part in state, national and international competitions – something that many people may take for granted. Special Olympics Australia gives athletes the chance to be part of a team, make friends and learn new skills.

For some people with intellectual disability, becoming a member of Special Olympics has been a life-changing experience.

This is your chance to join in the Torch Run and have lots of fun with your friends, colleagues, local police and Special Olympics supporters and athletes at Brighton.

The 4km run will commence at Minda on Saturday 17 April at 9.00am and finish at Moseley Square, Glenelg.

Minda has established a team, the 'Minda – We can Do It' team and would welcome staff, friends, family, supporters and other Special Olympic athletes to join the Minda team to support our three participants, Lachlan, Jenny and Andrew.

Simply log on to www.runwiththelaw.com.au.

Click on 'Find a Runner', then type the word 'Minda' into the search field. Click on the Minda team, then either sponsor our team or join our team.

All runners will receive a t-shirt and have the opportunity to raise money for the athletes. Minda, as an organisation, will be running other fundraising events to support the team, so if you are unable to individually fundraise, you can still support the athletes by joining the team.

Should you have any queries, please do not hesitate to contact Nicole Anderson on 8422 6514 for further details.

Thank you and we look forward to seeing you on the day.





A nurturing partnership

Minda and NASANSB join forces

After careful consideration and an extensive tender process, Minda has entered into a two year partnership with the Nursing Agency of South Australia and the Nurses Specialising Bureau (NASANSB), as preferred supplier of nursing agency staff.

This mutually beneficial agreement will provide the individuals who are supported by Minda with a high quality of care from expert staff, as well as access to a wide staffing pool from the largest nursing agency in South Australia.

NASANSB is also keen to support Minda's fundraising initiatives wherever possible

and work together with Minda towards a reciprocal training arrangement to maximise the benefits of the Certificate III and IV in Disability Work.

Minda is thrilled to have entered into this productive partnership and looks forward to a positive future with NASANSB.

Save the date

Open Mind Seminar

Tuesday 13 April
BankSA Marquee, Brighton Lawns

Minda Graduation

Wednesday 14 April
BankSA Marquee, Brighton Lawns

Run with the Law

Saturday 17 April
Brighton Lawns from 9.00am

Special Olympics IX Australia National Games

Monday 19 - Saturday 24 April
Sporting venues across Adelaide

Master Plan Consultation sessions

Tuesday 20 April, 10am
Wednesday 21, 3pm
Thursday 22 April, 7pm
All sessions - SALC Brighton

Mid-Year Association Meeting

Tuesday 22 June
Isabel's, Brighton

For more information on upcoming events, please contact:
Marion Zafry on 8422 6286, email marion.zafry@minda.asn.au
or visit www.mindainc.com.au.



Our vision for the future

For more than 100 years, the Brighton campus has been the 'jewel in the crown' of Minda.

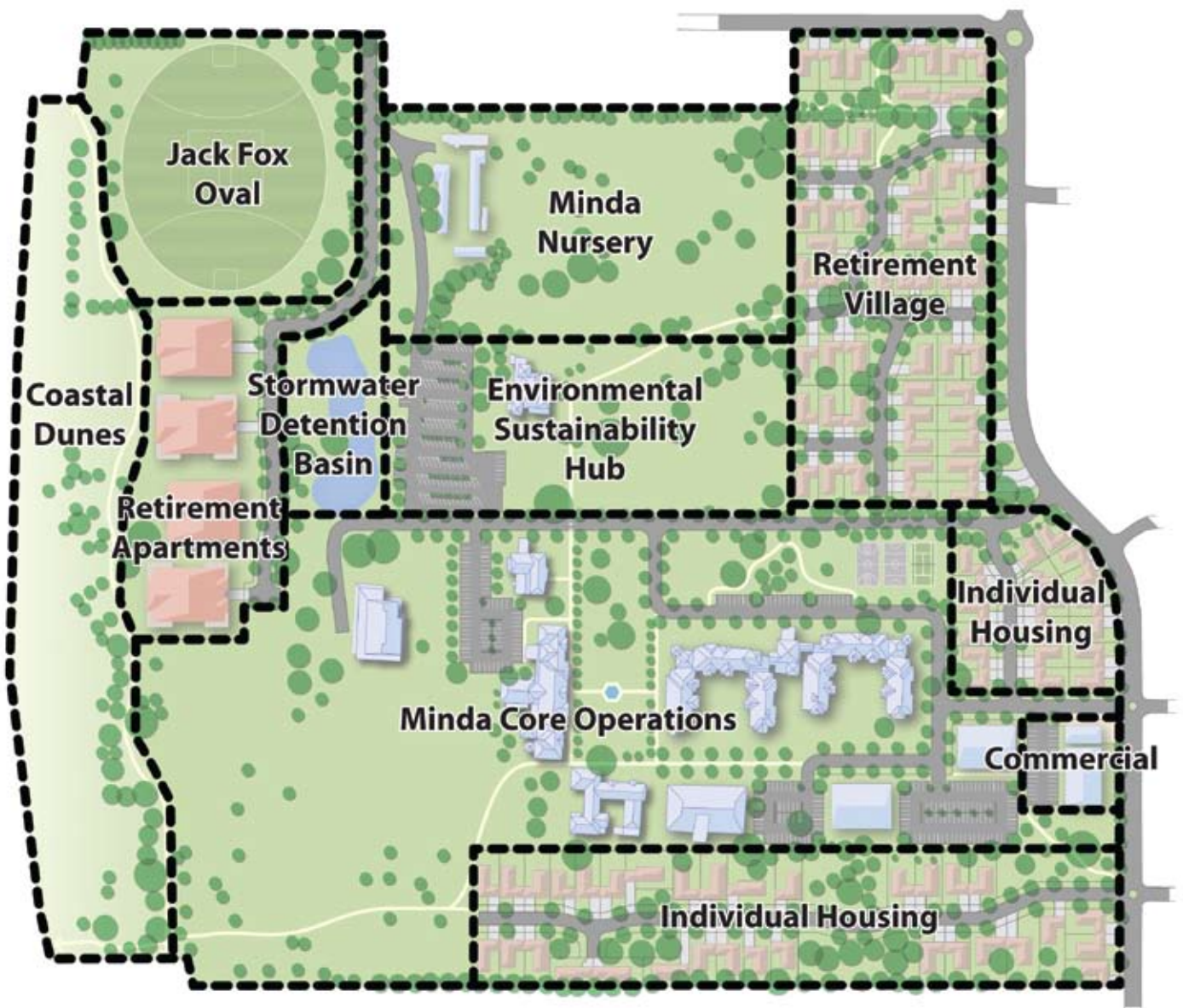
Originally a residential estate, the land has been owned by Minda since 1909. It is now the headquarters for the organisation. It contains residential accommodation, day option services, training facilities and commercial operations. Traditionally, buildings have been constructed without consideration for the long-term future of the site.

We want to remedy this.

In 2007, work commenced on the development of a Master Plan for the campus. It is designed to look at the 'big picture' for the Brighton site, taking into account the need to replace outdated accommodation and support buildings. The Master Plan process also reviewed community needs and provides a direction for community expansion.

After extensive consultation, research and redevelopment of Minda's service delivery model, we are pleased to present Minda's draft Master Plan.

The document provides a vision of how the Brighton site could look in the future. Individual building design and landscaping is not covered and will be addressed at the next stage, when detailed plans and site drawings have been developed.



DESIRED OUTCOMES

The Board of Minda has a number of desired outcomes.

These include:

- The Brighton site will remain the property of Minda.
- The village-like atmosphere will be maintained.
- Minda clients will have a choice of accommodation options.
- The administrative functions will remain at Brighton.

SAND DUNES

The sand dunes are a protected site and will not be affected.

JACK FOX OVAL

The Jack Fox Oval will be retained as a recreational sporting oval.

DEVELOPMENT OF INDIVIDUAL HOUSING

The accommodation at Brighton needs replacing.

The Master Plan proposes the development of three small villages or nodes, consisting of approximately 50 houses. Each house would accommodate two to five people and have its own kitchen, laundry and backyard.

The village-like environment will replicate the appeal of a suburban street. Residents will have access to parks, recreational facilities and open space.

COMMERCIAL PRECINCT

Similarly, the Master Plan proposes the construction of a commercial building of up to 1000 m², possibly as consultation rooms and suites.

These could be available for lease by allied health professionals who could provide services to Minda and the wider community and provide another source of income.

This precinct would include an outlet from which Minda could sell products and artworks made at the Brighton site.

MINDA CORE OPERATIONS

Minda's core operations would be retained at the Brighton site with the heritage-listed Hayward, Verco and Rogerson Buildings housing the majority of Minda's administrative functions.

Two new buildings would be constructed adjacent to the aquatic centre to provide day options services.

The Master Plan retains significant green space around the core operations area to allow for further expansion of day options or other similar activities.

ENVIRONMENTAL SUSTAINABILITY HUB

An environmental sustainability hub is proposed to showcase environmental initiatives at a household level, including power generation, water capture and re-use.

Brighton House would be retained as the central point for the hub which could incorporate an Environmental Training Centre and work in conjunction with Minda's Registered Training Organisation, the South Australian Learning Centre, to provide formal environmental and horticultural training and certificates.

STORM WATER DETENTION BASIN

Detailed site elevation maps show that the Brighton site has a natural low point, which acts as a water catchment area.

A storm water detention basin is proposed to capture this water and return it to the aquifer for later use.

This storm water detention basin would also form part of Minda's environmental hub.

MINDA NURSERY

The Master Plan proposes the relocation of Minda's nursery operations from Blackwood to an area near Repton Road.

The nursery would add to the existing Envirocare and maintenance functions already located on site and work in conjunction with the environmental sustainability hub.

The nursery would also ensure open space was maintained to provide a village-like environment.

RETIREMENT VILLAGE

A small retirement village is proposed for Minda's north eastern boundary on King George Avenue.

The village will comprise around 50 dwellings, all of which could be under Minda ownership.

This will provide a long-term sustainable source of income that would offset some of the costs associated with rebuilding accommodation at Brighton.

RETIREMENT APARTMENTS

Four retirement apartment buildings are proposed for the Esplanade end of the campus.

These multi-level apartments will be managed under the Retirement Village Act. They will generate most of the funds needed to develop new buildings required for those who will be living at Brighton.

The apartments will be set back from the protected dune areas and will have minimal impact on the surrounding community.

Beach access will be maintained from the Brighton site.

HAVE YOUR SAY

To comment on this draft Master Plan:

Write to Minda, addressing your letter to:

Master Plan
PO Box 5
Brighton SA 5048

or

Email your comments to:
masterplan@minda.asn.au

or

Leave a recorded message on the Master Plan voice mail: **(08) 8422 6580**

or

Attend a Master Plan consultation meeting:

Tuesday 20 April, 10am

Wednesday 21, 3pm

Thursday 22 April, 7pm

All sessions will be held at the South Australian Learning Centre, Brighton.

The Master Plan is open for consultation until Friday 30 April 2010. Comments received by this date will be reviewed and considered in the finalisation of the Master Plan.

Minda's self advocates

Having the ability to speak up for yourself; being able to ask for what you need and want; telling people your thoughts and feelings; knowing your human rights and responsibilities and being able to make choices and decisions that affect your life are the assumed freedoms that most of us take for granted.

An integral part of Minda's Implementation Plan for the rollout of PCT/PCP and Active Support against a human rights framework is the implementation of a self advocacy strategy for people living with intellectual disability.

Minda was pleased to assist two individuals to attend the national annual conference on self advocacy in Victoria, run by VALID (Victorian Advocacy League for Individuals with Disability), from the 10 - 12 February 2010. The aim being to assist them to experience the value and role of developing self advocacy skills, which will be built upon and passed on to other people via Minda's self advocacy program.

Kerri-Ann Messenger, who lives in community accommodation, and Lianne Van Mierlo, who works in the Minda laundry and participates in Sturt Cottage Craft, travelled to Geelong to participate in the three day event. Kerri-Ann and Lianne have both expressed how beneficial it was to be able to attend the conference.

Janet Videon and Stacey Johns, both Minda staff members, accompanied Kerri-Ann and Lianne to the conference and found the conference beneficial in providing an opportunity to build on their ability to

promote the rights of people living with intellectual disability. Janet and Stacey will also provide support to Kerri-Ann and Lianne in their role as mentors for other individuals.

The conference proved a wonderful opportunity to further develop Kerri-Ann and Lianne's self advocacy skills, including:

- decision and choice making
- awareness of rights and responsibilities
- knowing where to go for help
- expressing how you feel
- working with others
- participating in meetings.

Reflecting back on the conference, Lianne said, "I am going to ask people to speak up for themselves; I am going to help support people's rights and I am going to share my stories and information that I have learnt at the conference."

Kerri-Ann and Lianne at the conference



Kerri-Ann, who was awarded the prize for the 'up and coming self advocate' at the conference and received a certificate and cheque for \$250, said, "I learnt that it is ok to speak up for myself and to help others to speak up for themselves. I want to create magic in people's lives by helping to train others in how to speak for themselves and I will speak up for those who are unable to do so."

Self advocacy is a fundamental aspect of a human rights framework. Minda has committed to developing a self advocacy program that will infiltrate all activities across the organisation.

Minda will be able to build upon Kerri-Ann and Lianne's learnings at the conference and it is an important step in developing Minda's self advocacy program. In the coming months, we anticipate the launch of a training program for individuals in self advocacy, run by the South Australian Learning Centre.

Minda is very proud of Kerri-Ann and Lianne's achievements and looks forward to both taking roles in assisting other people in self advocacy.

A swinging success!

For 41 years, the Glenelg Golf Club has generously supported Minda by donating all proceeds from their annual Ladies Golf Day.

150 players came out swinging on Tuesday 23 February, to help raise over \$3,400.

Funds raised from the day will go towards

purchasing specialised equipment and items to further benefit individuals living with intellectual disability.

The participants enjoyed the beautiful weather and took the opportunity to snap up the many treasures available from Minda's

trading table including jams, chutneys, cakes, slices and other handcrafted items.

Special thanks must go to the Glenelg Golf Club Ladies Committee, the players, volunteers, donors and bakers who helped make the day so successful.



L to R, Jo Ramson, Joyce Thomas, Heather Whitford, Barb Deed and Jill Stone, presenting the cheque to Minda Board member, Lyn Magee

Volunteering, can you make a difference?



Minda currently has the following volunteer opportunities:

- Minda requires a volunteer to spend 30 minutes one morning between Monday and Friday (Tuesdays preferable) to assist with scrapbook activities and colouring.
- A volunteer is needed to assist for one to two hours on Fridays to support with fishing, bike riding, walking and outings for coffee and cake.
- A volunteer is needed for one to two hours over the weekend to support an individual to go out to lunch and take on a drive.

If you would like to know more about these opportunities, please contact Bev in Volunteer Services on 8422 6244.



Robert Crabbe

On the board

In each edition of Vocal Point, we give you the opportunity to get to know one of our Board Members. In this edition, we introduce you to local resident and the newest addition to Minda's Board, Robert Crabbe.

Recent appointee to the Minda Board, Robert Crabbe, has had a connection with Minda as far back as his school days at Brighton High. Robert joined the Board in January 2010, but has worked with executive management throughout 2009 on various strategic planning initiatives for Minda's Disability Enterprises.

Robert has spent 30 years in chief executive roles with Australian and multinational corporations. As a result, he has lived with his family in various cities around Australia and travelled extensively overseas.

During his impressive career, Robert also gave his time to the management of a number of charities and community sporting groups. He is a Fellow of the Australian Institute of Company Directors and brings to Minda a wealth of experience in business management, as well as extensive strategic planning and leadership skills.

Robert was very pleased for the opportunity to join the Board at such a dynamic period in Minda's history. "I am impressed by the recent initiatives of the Board and Executive to embrace the United Nations Convention and the firm objective of becoming the leader in the disability sector. I am also attracted by the Master Plan, its finalisation and effective implementation as well as assisting with the achievement of sustainability for Minda's various Disability Enterprises," he said.

Robert lives locally at Somerton Park with his wife, Karen, and sons, Christopher and Nathan. When he is not occupied running his corporate advisory firm, he enjoys walking, tucking into a good book, playing golf, going to the movies and spending time with his family.



Tutti performing at WOMADelaide

Tutti shines at WOMADelaide

Over 80 singers and musicians from Tutti lived their dream on Sunday 7 March, when they performed to record crowds at the world-renowned international music festival, WOMADelaide.

Held in Botanic Park, the Tutti Choir and soloists performed five original songs including the Tutti Arts theme song, 'Sea Change', and the Tutti Choir theme song, 'Anything is Possible', to kick-off the hour long musical treat.

The ensemble then showed their versatility, performing pieces in Swahili, learned in collaboration with Archangelo Sangu from the Sudanese St Bakhita Choir, which had the crowd on their feet.

Finally, the entire choir and the ten piece band were joined by Canadian singer and songwriter, Jane Siberry, to perform 'Calling all Angels', 'Walk on Water' and 'Love is Everything'. Siberry first sang with Tutti soloists, Annika Hooper and Aimee Crathern, at the 2008 Adelaide Cabaret Festival and her eclectic style spans a variety of genres, from jazz and folk songs, to experimental sound collages.

Tutti's performance marks a great achievement for disability arts and culture in Australia and points the way to a more mainstream future for talented singers and musicians living with disability.



Real lives, real places

The Minda Board is very much committed to the successful transition to Person Centred Thinking (PCT) at Minda and has endorsed an extensive Implementation Plan, which will roll out over the next four years.

The Implementation Plan will bring together key information to commence the strategy on a sound and controlled basis. The majority of development and organisation preparedness will occur over the next 18 months.

An integral part of the Implementation Plan is the 12 month 'Demonstration Project', which will see 16 service users (taken from campus-based accommodation) placed into a community setting and supported via Person Centred Planning and Active Support, against a human rights framework.

The Demonstration Project, to be initiated in July 2010, will build a solid example with the learning's documented, from which individualised planning can be rolled out across the rest of Minda.

So, what can you expect in 2010?

The scope of the PCT Framework is based on the recommendations accepted by the Minda Board and are as follows:

Minda establishes a Human Rights framework that will include:

- Service delivery strategies to address the UN Convention, including relevant policies and changes to practice.
- Establishing a Human Rights Committee that is aimed at protecting the rights of service users based at Minda.
- Training developed and available to the stakeholders on human rights, the UN Convention, values, language and disability awareness in the context of the new strategic direction.
- Commitment to self-advocacy that will infiltrate all activities across the organisation.

The Implementation Plan includes:

- A Person Centred Planning (PCP) and Active Support (AS) model as researched and advocated by Professor Jim Mansell and utilised by UK disability service, United Response.
- Consideration of the pitfalls and learnings experienced by other organisations.
- Stronger links with volunteers to broaden the experiences of individuals.

- A proposed tailored learning and development package on PCP and AS suited to Minda.
- Strategies that will include an increase in individual engagement and community participation and the chance to exert control of life opportunities including the prospect to follow individual dreams, desires and pursuits.
- Exploring flexible options in keeping individuals and their families together, with stronger emphasis on developing relationships with siblings and successive generations.

In addition, Minda is pleased to announce that Professor Mansell will be visiting Minda in April as a key note speaker at the first Open Mind session for the year.

If you would like further information on Minda's Implementation Plan, please contact Deb McGrath, Manager Strategic Projects, on 8179 5220.



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Not only will your purchase allow you to enjoy the best of Adelaide at reduced rates, but for each book sold by Minda, \$13 will go towards helping South Australians living with intellectual disability.

To order your copy of the 2010/2011 Adelaide Entertainment™ Book at \$65, simply complete the order form below. Alternatively, you can download it from www.mindainc.com.au or contact fundraising on (08) 8422 6270.

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We Can Do It