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Roy Arnold
President

“... I wish to express my sincere thanks to these individuals who work relentlessly to help others...”

From the President

In these challenging economic times, it is essential to plan and maximise future opportunities. We must adapt to a changing world and we ourselves must seek the kind of change which brings improvement as we continue to implement the priorities of the client base.

I am pleased to announce that Minda's Board and Executive are participating together in the development of Minda's Strategic Plan. A two-day planning session was held in January to develop a strategic plan, which will shape the future direction of Minda and shall underpin the development of the Master Plan.

The Plan shall be representative of the considered outcomes of discussion, debate and consultation within Minda about its distinctive response to the many complex issues facing disability service providers. The Strategic Plan will be designed to communicate broad directions concisely and clearly to the Minda community and stakeholders, and shall set a promising future for Minda in terms of governance, development and service delivery.

I am confident that by the Board and Executive working closely together, that we will overcome any difficulties the future presents and achieve our common objective of helping people with intellectual disability. I look forward to sharing more with you as we develop the plan into a working document. The second day of the two-day planning session was spent with Connor Holmes (the consultants developing the Brighton Campus Master Plan), considering the results of the consultation process. Subsequently, it became apparent that further research is required on what is the best model of service for Minda to adopt.

I stated at last year's Annual General Meeting that we would not rush the Master Plan process and that the philosophy on which the Plan is based is more important than the bricks and mortar. The Master Plan sets the future for the next 50 years, and as such, it is imperative that we investigate the best service delivery model that will provide the greatest support for our clients. In ensuring that we have the right model at the end of the Master Plan process, we will be reviewing successful models both interstate and internationally. As a result of this extended consultation, the first cut of the Master Plan will be delayed, ensuring that as much as is humanly possible, we get it right.

On another note, with Autumn comes the celebration of a group of people who are tremendously important in meeting our goal of bringing choice and inclusion to the intellectually disabled. That is the army of some 340 volunteers who assist in so many tasks around Minda, from driving buses and assisting with daily life activities, to assisting with administration and fundraising activities.

On behalf of the clients and staff at Minda, I wish to express my sincere thanks to these individuals who work relentlessly to help others, and we are extremely grateful to them for all their hard work and commitment.

These volunteers will be formally recognised on International Volunteers Day in December.

If you are interested in finding out more about volunteering, I urge you to contact Minda's Volunteer Coordinators on 8422 6244.

COVER STORY

Corporate support helps carry the load

Celebrating its 110th year of service in 2008, Minda's fundraising efforts for the year included the 110 Year Birthday Gala Dinner, the Corporate Golf Day and the Black Tie Quiz Night, to name a few. Whilst each of these functions was a lot of fun, fundraising through such events is of real, tangible benefit to Minda and to its clients.

Proceeds from all fundraising during 2008 have gone towards improving the quality of lifestyles of our clients, with the purchase of much needed equipment including wheelchairs, lifting machines and rehabilitation equipment. One purchase in particular has had a really positive impact on the participants of Minda's Vacation Care program and Respite Services.

This has been the purchase of a 10-seater Hiace bus, made possible with funds raised at the Corporate Golf Day, May 2008, and the 110 Year Birthday Gala Dinner, July 2008.

CMI Toyota, who supported the Golf Day and also sponsored the 110 Year Gala Dinner, supplied the Toyota Hiace, worth over \$60,000. Minda's Vacation Care and Respite services has gladly received the vehicle, to be predominantly used for vacation activities, providing support to 20 people in the school holidays.



Clients get full use out of Minda's versatile new bus

Libby Chapman, from Vacation Care, said the bus would make a huge difference to the Vacation Care program. "The bus provides the vacation care participants the opportunity to go out on excursions to bowling, Cleland Wildlife Park, picnics and so on. Previously, we had to hire such a vehicle.

"Without the expense of outsourcing a bus for each excursion, we have more flexibility with funds, which means we're able to resource programs differently," Ms Chapman said.

Fitted with a wheelchair lift, one of the greatest benefits of this vehicle has been that it allows people in wheelchairs the opportunity to attend such excursions.

"We know it will respond well to client needs and from the Vacation Care perspective, it certainly gives flexibility with resources so that we can ensure variety in activities each time we run the program," Ms Chapman added.

When it is not used for vacation programs, the bus is utilised by the Respite Team, providing access to four of Minda's respite houses, located out in the community.

The bus is driven by Minda staff and CMI Toyota kindly provided training on using the wheelchair lift component.

In commenting on Minda's success during 2008, Susan McInerney, CEO, said, "Minda appreciates the individuals and organisations that provided support in 2008. I thank you for committing your time, money and energy to making 2008 a successful year for Minda."

If you would like to donate to Minda or support a fundraising event, please contact 8422 6200.



Respite clients are very happy with the new bus



Susan McInerney
CEO

This year is proving to be an exciting time at Minda, with a number of key projects and initiatives either progressing, or commencing, that will continue to shape Minda for many years to come.

From the CEO

Working in collaboration, Minda's Executive team and the Board is participating together in the development of a revised Strategic Plan for the organisation. Planning has and will continue to emphasise inclusion, empowerment of people with intellectual disability and their families and openness to evolving ideas in service development. In addition, a clear focus will be on personal outcomes that uphold the uniqueness of each person. Further information is provided in the President's column (page 2).

Minda is also involved in an exciting project, 'Moving People to the Community,' headed by Deb McGrath, Client Services Project Manager. This project is supported by the State Government and aims to provide community housing options for the individuals currently living at home or on campus, subject to the prevailing principles of choice.

Minda is planning to expand the area of community accommodation with the building of up to 12 new community homes over the next two years. There are numerous models of housing that take into account individuals' varying needs. When developing Minda's new community houses, the needs of each individual will be assessed and in turn, will determine the appropriate model adopted.

These homes will enable more campus based clients to choose community living and will also contribute to further reduce the state-wide Urgent Accommodation Waiting List.

2009 looks to be a financially challenging year worldwide and Minda is proactively taking numerous steps, including the Strategic Plan, to ensure financial viability for the years to come.

Over the coming months, I will continue to meet with ministers and senior government officials to identify additional funding opportunities, as well as any other opportunities that will assist Minda financially.

This year will also see changes to how the Federal Government refers to business services provided by the disability sector. From 2009, 'Business Services' will be referred to as 'Australian Disability Enterprises'. For more information, refer to article on page 10.

Finally, May 2009 will mark the twentieth national celebration of volunteers, with National Volunteer Week running from 11th to 17th May. I would like to take this opportunity to say a huge 'thank you' to all of Minda's volunteers.

With over 340 volunteers on our books, our volunteers donate a combined total in the vicinity of 7,000 hours a year. To put a dollar value on this donated time, this work equates to in excess of \$150,000 per annum.

During this week, I urge people to reflect on the amazing contribution of our volunteers and to thank them for their dedication and tireless support.



Minister Rankine accepts a painting from Day Options

Minister visits Minda

On Tuesday 10 March, the Minister for Disability, the Honourable Jennifer Rankine, attended Minda for a tour of the Brighton campus.

Minda's Catering Services prepared a delicious morning tea, which the Minister enjoyed with Minda President, Roy Arnold, and CEO, Susan McInerney. Ms Rankine visited Minda's state-of-the-art commercial laundry, Day Options at Chuaninga, and Champion and Symon Houses on campus.

The Minister was most impressed with the activities and services provided by Minda, and was delighted when she was presented with artwork painted by a Day Options client at Leverington.

The visit was important in providing an opportunity for the Minister to learn more about Minda and the scope of its services, as well as areas of need.

Minda appreciates the time Ms Rankine spent at Minda and we look forward to continuing this relationship.

New Minda deputy CEO



Robert Cairney, Deputy CEO

The Board of Minda is pleased to announce that Robert Cairney has been appointed to the position of Deputy Chief Executive Officer.

Robert brings with him a great deal of experience as well as a proven track record in financial management and strategic positioning of organisations in both the not-for-profit sector, as well as commercial enterprise.

The new role of Deputy Chief Executive Officer will be accountable for the provision of strategic financial advice, as well as maintaining a strategic overview of the business – which includes evaluation of future opportunities and/or acquisition of commercial business and other revenue streams, along with optimising the assets and performance of Minda.

In the current economic climate, this role will be a critical one for Minda to ensure the long term sustainability of the organisation.

Robert commenced in January 2009.

save THE DATE

Creative Delights

Wednesday 20 May, Eamonn Vereker Glass Studio

Graduation Ceremony

Thursday 11 June, Minda Brighton campus

Corporate Golf Day

Friday 18 September, Blackwood Golf Club

For more information on upcoming events, please contact:

Marion Zafry on 8422 6286, email marion.zafry@minda.asn.au

or go to www.mindainc.com.au.

New Minda Committees

To assist with the corporate governance of Minda, five committees have been or are being established as a subset of the Board.

These committees concentrate on a specific area of governance and comprise of individuals with expertise in those respective areas.

Each committee is advisory to the Minda Board and has been established to provide recommendations and advice in relation to aspects of Minda's administration.

THE COMMITTEES ARE:

- > Minda Foundation
- > Business Development
- > Governance & Compliance
- > Finance & Audit
- > Family Liaison



If you would like more information about the new committees, please telephone Minda on 8422 6200.



Minda Foundation

The Minda Foundation is a new initiative that will assist the Minda Board in the effective discharge of its responsibilities in areas of strategic investment, fundraising and asset management.

Members have been selected for their expertise in property, investment or strategic fundraising.

The committee is chaired by Board Member, Mr Tony Innes.

The objectives of the committee are to:

- advise the Board on Minda's performance in investments, fundraising and asset management
- advise on matters relating to the investment portfolio of Minda and to monitor the security and appropriateness of investments
- recommend potential opportunities relating to investment, strategic fundraising or asset management
- advise on matters relating to sustaining Minda's fixed assets of property, plant and equipment.

Business Development

The new Business Development Committee assists the Board in developing Minda's business, in particular with the assessment, acquisition and development of commercial income generating opportunities that are consistent with Minda's organisational objectives and strategic direction.

The committee is chaired by Board Member, Mr Tony Harrison.

The objectives of the committee are to:

- advise the Board on the development of long term income generating strategies
- advise on opportunities for commercial development of Minda's services that have synergies with Minda's core business
- advise on business development or acquisition opportunities that fit with Minda's strategic directions
- advise on any potential financial risks and probity issues in business development opportunities
- advise the Board on matters relating to the commercial activities of Minda.

Governance & Compliance

The Governance & Compliance Committee assists the Board in governance responsibilities by ensuring appropriate governance and reporting mechanisms are in place and regularly reviewed.

The committee is chaired by Board Member, Dr Bronwyn Halliday.

The objectives of the committee are to:

- ensure that Minda has adequate governance mechanisms and reporting processes
- ensure that Minda has adequate processes in place for it to comply with obligations imposed on it by legislation, government policy and contractual arrangements
- ensure that Minda has adequate processes in place to assess risk in all areas of its operations, and that there are appropriate measures to manage those risks
- ensure that there are appropriate mechanisms to be reviewed and updated regularly
- review draft policies and provide advice to the Board
- advise on the appointment, induction and professional development of directors
- advise on best practice for governance and the governance implications of strategic initiatives by the Board and management
- provide a forum for the discussion of governance matters and to provide guidance to the Company Secretary
- assist in reviewing the Board's processes and effectiveness.

Finance & Audit

The Finance and Audit Committee assists the Board in responsibilities relating to financial reporting, internal controls and external audit.

The committee reviews and considers the appropriateness and adequacy of internal processes for determining, monitoring and assessing key risk areas relating to financial matters.

The committee is chaired by Board Member, Mr Wes Ashman.

The objectives of the committee are to:

- ensure that Minda has financial reporting mechanisms that are adequate to meet reporting obligations under legislation, the Rules and any relevant accounting standard, statement of government policy or contractual obligations.
- make recommendations about draft financial statements
- review draft budget and subsequently provide recommendations to the Board
- advise on external audit processes and appointment of an external auditor
- advise on best practice for financial matters
- advise on financial aspects of strategic initiatives
- provide a forum for discussion of financial matters and to provide guidance to the Deputy Chief Executive Officer
- ensure the organisation has adequate processes for the prevention, detection and investigation of fraud.

Family Liaison

A Family Liaison Committee is being established, with the aim of providing a family/advocate perspective to Minda's Board and management regarding the service provided to current and future clients.

The committee will be chaired by Board Member, Mrs Lyn Magee.

The objectives of the committee are to:

- advise the Board on matters relating to client and family issues
- assist in developing sound communication and collaboration between the Board, management and staff at Minda, clients their families and carers
- work together with client advocacy bodies to continuously improve services to clients
- ensure effective communication between Association members and families, and the Minda Board
- participate in specific projects, including those referred by the Board and management
- promote the objectives of the Minda Association, and to
- develop and participate in initiatives aimed at strengthening membership of the Minda Association.

On the Board

In each edition of Vocal Point we will profile two of our Board Members and let you discover more about them and the skills they bring to Minda. In this edition we are profiling Dr Bronwyn Halliday and Mr Roy Bradburn.

Dr Bronwyn Halliday



Growing up in Henley South, Dr Bronwyn Halliday has known of Minda since childhood.

"I was honoured to be asked to join the Board last year as an 'expert' Director because of my knowledge of corporate governance. I am always keen to have a range of voluntary work in my life and I was very pleased to be able to assist Minda by serving on its Board and taking on the role of chairing the Governance Committee," said Dr Halliday.

Dr Halliday brings to the position a wealth of experience, with the focus of her doctorate being on corporate governance. She also consults and teaches at graduate level in the area, and in the Master of Business Administration. Her business career includes eight years in the SA government, as Director of the State Library and more recently as Executive Director, Planning SA. Currently, Dr Halliday has a management consulting practice, which focuses on change management and governance.

In addition to participating on Minda's Board, Dr Halliday is a governor of the State Theatre Company, serves on the Board of National Pharmacies, and on the Board of St Ann's, a residential college for university students.

With a longstanding history of commitment to the community, Dr Halliday has previously served on the SA Housing Trust Board, Chair of KESAB, Chair of the History Trust of SA and has been a member of the Australian Building Code Board, the State Supply Board and the Board of Carrick Hill.

Outside of work and voluntary commitments, Dr Halliday enjoys spending time in the Clare Valley. "My husband and I have a small property in Mintaro, where we have a few vines and some lovely big gum trees, which are home to many galahs and cockatoos," she said.

Roy Bradburn



Roy Bradburn is a long term member of Minda's staff and has been a staff elected member of the Board since 2007. As a Team Leader at Bean House, he is constantly at the face of interaction with clients and therefore understands the realities and issues of ensuring our clients are cared for.

Mr Bradburn says that he wanted to join the Board to "have some input into the quality and level of service provided to clients, and to ensure that decisions made were in the best interests of clients, as well as staff".

"I want what's best for Minda," he added.

In terms of what he brings to the Board, Roy said, "I believe I bring to the Board the benefit of many years' experience of direct care with clients, as well as a perspective from the point of view of staff".

Mr Bradburn's commitment and affection for those for whom he cares, as well as his empathy and respect for staff are personal qualities for which he is admired for.

Away from his involvement with Minda, Mr Bradburn is a die-hard Manchester United fan and also an animal enthusiast. He says that he and his wife, Bronwyn, enjoy spending leisure time with their menagerie of animals, which includes snakes, birds, Malamute dogs and felines.



Tutti performers



Carollers



Father Christmas drops by

Carols at Minda

A festive evening had by all!

Minda glowed like a Christmas tree on Friday 5 December as nearly 500 people, including staff, clients and members of the public, united in song at 'Carols at Minda', hosted by media personality, Summa Edwards.

The gathering of some rather ominous clouds did not deter people from arriving early and the first rugs were laid on the lawns from 5pm.

Following an official welcome by Minda President, Roy Arnold, the gold-coin donation concert began with an exciting performance of 'My Grown Up Christmas' and 'All I Want for Christmas' by Charmaine from internationally-acclaimed act, Ding.

Students from local school, Brighton Secondary, showed their talents on the stage and Club Tutti, Tutti, Jessie O'Toole, Grace Bawden, the Australian Girls Choir and the Warriparinga Brass Band also came on board to entertain the crowd in spectacular fashion.

Children who attended enjoyed not only the carols, but were also entertained by CirkoBats, face painting and a special guest appearance by Father Christmas himself.

The wonderful children who made the effort to come dressed up each received a prize on the night.

Minda is grateful for the support of Bank SA, as event sponsor, as well as that of GHD, as presenting sponsor.

Special thanks also to the staff and volunteers who helped to make Carols at Minda a magical event!

To view photographs from the event, visit: <http://ronza.smugmug.com/MINDA>.



Supported employees at Craigburn Nursery

Minda's Disability Enterprises



**Australian
Disability
Enterprises**

More than just good business

2009 has brought with it changes to how the Federal Government refers to business services provided by the disability sector.

From 2009, 'Business Services' will be referred to as 'Australian Disability Enterprises'. In line with these regulatory changes, Minda's Business Services will now be referred to as 'Minda's Disability Enterprises'.

This name change and rebranding is a requirement from the funding body to develop a unified brand to assist in building a stronger corporate image for the supported employee sector. The new name brings together all Australian Disability Enterprises under a unified national brand.

Minda's Disability Enterprises are commercial enterprises enabling clients to engage in a wide variety of work tasks such as packaging, assembly, production, recycling, screen

printing, plant nursery, garden maintenance and landscaping, cleaning services, laundry services and food services.

Minda's Disability Enterprises include Trak Furniture, the Minda Laundry, Minda Packaging Services, Envirocare, Craigburn Nursery, Catering and MJP Employment Services.

These enterprises offer people with intellectual disability the opportunity to contribute their skills and abilities as part of the workforce. We achieve this by facilitating access to meaningful employment opportunities that also create opportunities to build skills, increase community participation and transition into open employment. These businesses provide services for internal customers, as well as private and commercial contracts.

For more information on Minda's Disability Enterprises, phone 8422 6200.



Creative Delights

with Eamonn Vereker

An exciting new event is on the calendar for Minda in 2009. Set in the rustic Norwood warehouse of acclaimed glassblower, Eamonn Vereker, this event is set to present a real feast for the senses.

'Creative Delights' is a showcase of boutique South Australian wineries and food producers, set to a back drop of incredible glass blowing demonstrations by Eamonn and his team.

Creative Delights is taking place on Wednesday 20 May, from 7.30pm inside the Eamonn Vereker Glass Studio, 85 Sydenham Road, Norwood.

This is quite a unique opportunity to experience some of the best sights, smells and tastes of South Australia. Be sure to order your tickets now, as they will sell quickly. Creative Delights is \$55 per head or \$100 per couple. This cost includes canapés, beverages and entertainment.

To purchase tickets or for more information, contact Nicole Anderson on 8422 6514 or email nicole.anderson@minda.asn.au.



Ladies' Golf Day participants

40th Ladies' Golf Day a hole in one!

The competition was fierce on Tuesday 24 February, with 114 ladies vying for the winner's trophy at the Glenelg Golf Club's 40th Ladies' Golf Day.

But as usual, the annual event was held in great spirits and for a great cause. Fifty per cent of the greens fees was donated to Minda, and the ladies 'spent big' at the trading table, which offered a wide range of decadent homemade jams, chutneys and biscuits, as well as haberdashery items.

The 40th Ladies' Golf Day was a huge success and over \$2,000 was raised for South Australians with an intellectual disability.

This is a record amount raised for the Ladies' Golf Day and was a fitting tribute to 40 years of charitable competition.

Thank you to event organisers, volunteers and those who donated items for the trading table.

Purchase your new 2009/10 Entertainment Book from Minda!

No time to volunteer? Want to do more than donate? Then purchase an Entertainment Book from Minda!

The Entertainment Book contains hundreds of discount vouchers for Adelaide's leading dining venues, as well as discounts for entertainment, activities, health and beauty. For each book sold by Minda, \$13 will go towards helping South Australians with an intellectual disability.

To order your copy of the 2009/2010 Adelaide Entertainment Book at \$65, download an order form from www.minda.asn.au or contact Val Jones on (08) 8422 6270.





Performing at the Fringe

Tutti shines at the Fringe

In collaboration with the State Opera, Minda's Tutti Ensemble performed the Australian premiere of 'The Shouting Fence' at the 2009 Fringe Festival.

Over 55 Tutti performers were involved in the sell-out show, with an additional 16 individuals from the 'Big Country Choir' travelling to Adelaide to participate. Soloists from Tutti included Philip Griffin, Jayne Hewittson, Annika Hooper and Alistair Brasted.



'The Shouting Fence' performers

The Shouting Fence is a cantata for youth and community choirs and professional singers. Written by Richard Chew and Orlando Gough, the performance is about real events in a village on the Israeli-Syrian border. Divided by a fence after the 1967 war, the separated occupants shouted news to each other across the divide.

The themes of separation and loss provide a creative focus for communities to explore the issues from the point of view of the villagers themselves. The score devised for a libretto was constructed from letters, messages and poems written by the people involved in the conflict.

By turns raucous and lyrical, energetic and poignant, The Shouting Fence was hugely popular at this year's Fringe Festival, and even drew attention from a visiting Ambassador from Syria. Congratulations to all participants involved!

For more information on Tutti, contact 8422 6510 or visit www.tutti.org.au.



Vocal Point is the official newsletter of Minda Incorporated

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We Can Do It