



AUGUST 2016

Photo of the month Beautiful Cairns

Windarranging in five years.
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Windarranging in five years.

This is a big question, and in one sense it is simple, but obviously complex too. We will be recognisable and doing many similar things as we do today.

There is probably about 50% of our current participants whose day to day happenings and support needs won't change markedly. Therefore we need to ensure we can continue to provide the same quality service to them. This includes having appropriate spaces and places where people's safety, dignity and needs are not compromised.

However, as well as the other 50% of our current participants, there is also a whole group of new people who will have diverse plans of support and services that we hope Windarranging can support.

Therefore we will have a range of options for community based services and supports at a range of times. We know from Barwon that the biggest growth in times for services

has been between 3-6pm and on the weekend. We also know that providing services in a community based location will be paid at a higher rate than in a facility based venue. So there will be more of our current services in community locations. There will also be smaller groups, as NDIA only funds groups of 1:3.

Our back of house staffing will need to be slimmer and fitter (not necessarily as individuals though!!!), which is something we have already started. There has been a great deal of change in this area in the past few months and we have essentially cut the amount of back of house hours for 120 hours to 80 hours, and we will continue to look at ways to streamline this.

So to sum up, we will:

- Increase flexibility
- Maximise resources
- Improve quality

Which incidentally are the key elements of our strategic plan to be rolled out soon.

NDIS Case Studies

Response Services' post school programs

Response Services was established in 1994 as a post-school transition program primarily supporting people aged 18 to 30 with mild to moderate disability in the Hunter.

[More >](http://bit.ly/2bdZqbr)
<http://bit.ly/2bdZqbr>

SOLAS

SOLAS is a community-managed organisation delivering quality wellbeing and mental health services throughout northern and western Queensland, including Palm Island.

[More>](http://bit.ly/2bQWUgk)
<http://bit.ly/2bQWUgk>

??? Who am I?



- My favourite colour is green
- I love pizza
- I love watching Walking Dead and Stranger Things on TV

Answer on back page

In the newspaper!



On Friday 12th August Windarring friend Galen Sartore was featured in the Castlemaine Mail.

Eight years ago Galen decided to learn pottery from Lauriston potter Jan Maxwell and over the years Galen has become a very skilled ceramicist

The article shows a chess set Galen made completely by hand that he donated to the Mount Alexander Chess Challenge. This annual event attracts hundreds of school aged competitors in Castlemaine. The Steering Committee were delighted with Galen's generous and beautifully made chess set. **Congratulations Galen.**

Under 18s school holiday program

Monday 26th September

Sleepover
Baxter Place - 36 Hutton Street, Kyneton
Cost \$20

Wednesday 28th September

Hanging Rock
Picnic and bush walking
BYO Lunch

Tuesday 27th September

Melton Waves Pool
bring bathers and towel
\$10 for lunch or BYO

Thursday 29th September

Movie at Bendigo Cinemas
\$10 for lunch or BYO

Contact John Forster on 54227001 or jforster@windarring.org.au by 16th of September

NDIS In Loddon

Last week a few of us went to a session in Bendigo about the NDIS in our region. There are some interesting statistics, given especially the expected growth in our region. Sadly, they couldn't give any insight into how the rollout will occur but just pointed to North East Melbourne area (NEMA).

Hopefully there will be further sessions that will keep us all up-to-date.

Round the traps What's been happening across our locations

Kyneton

- On Thursday 4th of August the Windarring Job Ready Training course facilitated by KC&LC participated in completing an online hand hygiene certificate.

Individuals involved in this training read through information online, had a group class discussion on the topic, a practical session and then completed online questions to each achieve a certificate of completion from Hand Hygiene Australia!

Castlemaine

- We recently enjoyed the opportunity to be involved in circuit training class held on Thursdays at the Old Gaol. It was a load of fun. We were instructed by accredited instructor Mandy Chilcott who used her skills and energetic outgoing personality to motivate us and keep us going even though it was hard at times! A variety of volunteers turned out to assist us and help oversee our exercise techniques to ensure we enjoyed the session without hurting ourselves.

Gisborne

- Linda has commenced her ceramics class for term 3 at Macedon Ranges Further Ed. Linda has been involved with this activity for several years and enjoys the company of the other people in the class
- Mass evacuation drill. We had 31 people involved in our drill on 5th August. The Kyneton group who participate in Dance and Drama in Gisborne now know what we do if we need to leave the building in an emergency
- Pesky possums: We are trialling a sensor light near our back door to see if we can annoy the possums enough to go somewhere else. We'll keep you posted about whether it works. Any other ideas?
- On Friday 26 August 17 participants and 4 supporters are going to Buddy's Back at Kyneton Town Hall. Everyone's looking forward to it.

A word or two from our CEO



Strategic Plan Ratified

The Board has ratified our strategic plan. Now the real work will begin! There will be as meeting of the managers on Monday to go through and start this process. How we all need to be involved will start developing from then, but there will be plenty of work and plenty of opportunities.

Admin update

As you know there has been a lot of change in the admin team over the past little while. It has been fun times discovering the gaps, the cracks and the strengths we have in place, however, we're almost through the feeling like everyone was run over by a truck. In the next few weeks we'll be doing a full review.

Payroll Review

Thank you for all the understanding everyone has shown to the team as we transition the payroll back to internal with Danielle co-ordinating.. We are currently doing a full review, which will include updating qualifications, aligning pay with the ERO and ensuring everyone is paid at the right level. If there is any backpay then this will be communicated to you and paid in the next pay run after we complete the review. So again thanks for the support of this.

Cheers,
Chris O'Connor, CEO
coconnor@windarrang.org.au

MASARG Update

At a meeting with the MASARG Executive on 1 August we were informed that MASARG, in recognition of the significant change to the operating environment that the NDIS presents, have released Windarrang from any obligation to be the service provider of the McKenzie Hill respite accommodation home.

MASARG intend to release an expression of interest (EOI) in the very near future for any entity to apply to be the operator of the MASARG facility.

The Windarrang board has stated that they will review the EOI and will make a decision on whether to apply or not at that stage.

Whatever happens we congratulate MASARG on the work thus far on the facility and wish them good luck for the future whatever the outcome of the EOI.



Top: The respite house built by MASARG.
Bottom: Landscaping and the all important fencing.



Meet a member of our Windarrang Family



Here's Mandy with Lynden Dunn from the Melbourne Demons.

Mandy Fennessy

Manager, Castlemaine Copy Centre

Manager of the Castlemaine Copy Centre, Mandy Fennessy has been with Windarrang for 14 years. Over this time she has gained much pleasure from watching wonderful progress of her supported employees. When she's not watching the Demons you might catch Mandy watching Catlyst on the ABC. Next time you have a science question, ask Mandy. Her last holiday was camping on the Murray River and she'd one day like to travel leisurely (very leisurely) around the entire circumference of Australia – and then do all the bits in the middle. She has a mini foxy named Elly, a cat named Pippy and three chooks.

New Windarrang Board Member

We recently welcomed Mike Rowland as a seconded member until the AGM. Mike has a strong (and long) background in education and business and it will be great to have his input on board matters.



Tim celebrating his birthday at the Melton wave pool



Thursdays Job Ready Retail Program: Marie Mangan, Linda Bullen, Michael Gough and Jane Robinson.



Kristen Dennis and MP Mary-Anne Thomas who visted our Kyneton office.



Emma T on the pec fly machine at the gym



James and William, a bit wet but getting the job done.

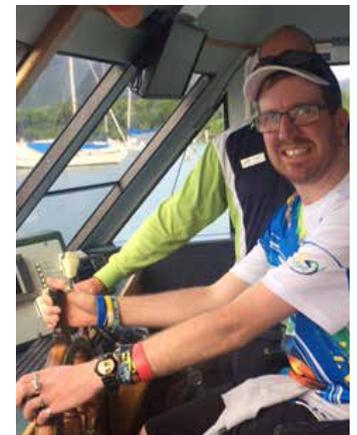
Windarring in pictures



Back Row: Shane Morse, Steven Morse, Danny Dumigan and Kate Healey Front Row: Gabrielle Garrigan and Vanessa Rapp



James walking Keira from Pet Haven Woodend



Todd Briggs taking control of the ship on the Cairns Holiday!



Peta, James and William in their wet weather gear rady for the paper delivery.



William, James & Dion in the kitchen making pancakes – they were good!



FEVER participants enjoying what looks like a very hearty meal!

There's so much written about disability and NDIS – it's impossible to read everything!

Below are some excerpts from articles we think are worth a read. If you're reading this as a PDF the underlined words are hyperlinks so you can just click on them to be taken to the webpage the article was sourced from. The full link is also included.



The Quiet Revolution

We've all witnessed it - in the shopping centre, at the movies, on the tram. A child screaming and hitting out, a desperate mother trying to keep it together.

Passersby looking down their noses, some tut, some offering well meaning advice. A collective silent judgment about the mother's ability to parent her own child.

But a growing number of Australians are beginning to view scenes like these with a renewed understanding. According to a recent national poll, half of Australians either have, or know someone, on the autism spectrum.

And with the National Disability Insurance Scheme rolling out and supporting the inclusion and participation of more people with disability like autism in the community, we have a responsibility to ensure everyone has the opportunity to fully contribute to our society.

[Read more >>
http://bit.ly/thequietrevolution](http://bit.ly/thequietrevolution)

Difference not a disability: Paul Pritchard's story

Paul Pritchard is a world famous free climber and an award-winning writer, inspiring adventurers worldwide. But in 1998 his fate took a turn.

Whilst attempting to scale Tasmania's Totem Pole - a pillar of solid rock jutting out between cliffs on the ocean - a rock the size of a computer monitor fell on his head, leaving him with brain injuries, and paralysis on his right side. Paul nearly lost his life.

"I was on a ledge for ten hours and I was drifting in and out of consciousness - I knew that I'd done something really awful to myself and I aware when the rescue was going on," he told Every Australian Counts.

Thanks to the bravery of his then girlfriend, who spent three hours hauling him up the remote rock pillar by hand, then hiking to help, and the paramedic who climbed to save him and lower him to a boat - he managed to get out alive.

[Read more >>
http://www.everyaustraliancounts.com.au/difference-not-disability-paul-pritchards-story/](http://www.everyaustraliancounts.com.au/difference-not-disability-paul-pritchards-story/)

Too much reading? Listen to a podcast instead.

Podcast

Is Disability NDIS Ready?

Ready or not, the National Disability Insurance Scheme was rolled out nationwide on 1 July.

The \$22 billion per year scheme - which doubles the level of public funding for disability - is Australia's biggest social policy project since Medicare.

It promises to put people with disability in the driver's seat by offering more choice and control, and it's been widely welcomed by the sector.

But transitioning to a new system is not without teething problems, both for service providers and people with disability.

Can Not for Profits stand out in a competitive market?

Do people with disability know their rights? How do they navigate the system? And can the national agency overseeing the system cope with the mammoth task?

In the first episode of a three-part series, Not for Podcast investigates whether the sector is NDIS ready.

Featured in the first episode:

- Natasha Hudson, CEO and Founder of Coforte Consulting, assisting organisations to become NDIS ready
- Liz Forsyth, General Manager of Customer Experience at Northcott
- NDIS participant Zane McKenzie, public speaker and educator both independently and for Not for Profit Scope
- Craig Wallace, President of People With Disability Australia

[Listen to Part 1 \(of 3\) here >>
http://bit.ly/2byoC1Y](http://bit.ly/2byoC1Y)

[Or you can download a PDF of the transcript here >>
http://bit.ly/2bhFKFI](http://bit.ly/2bhFKFI)

Source: Every Australian Counts

Source: Every Australian Counts

Source: ProBono Australia



Important dates

Term 3

Monday 4 July - Thursday 22 September
Closed: Friday 23 September - Friday 30 September

Public holidays during Term 3

Grand Final Friday Friday 30 September

Term 4

Monday 3 October - Thursday 22 December
Closed: Friday 23 December

Public holidays during Term 4

Melbourne Cup	Tuesday 1 November
	Gisborne & Castlemaine
Kyneton Cup	Wednesday 2 November
	Kyneton
Christmas Day	Sunday 25 December
Boxing Day	Monday 26 December
Public Holiday for Christmas Day	Tuesday 27 December



SAVE THE DATE

Our AGM is coming up,
all welcome.

**Wednesday 16th
November**



For sale

We are selling a 2006 xt bf 5 seater wagon mk 2, dedicated gas (needs replacement converter) no rego and no RWC good condition and does drive well, has done 213285 kms

Sale price \$2500

Gisborne/Kyneton 2016 Concert



Fri 11th November

Doors will open at 6pm for a 6.30pm show at Sacred
Heart College Kyneton

Tickets \$10 per person

Enquiries 54288854

Save the date – a concert not to be missed!!!

What's On

Fundraising Raffle – Friday 21st October

The date for the Kyneton Bowling club fund raising raffle is Friday Oct 21st at 6pm and Windarrang is to collect amount raised at the following month which is Fri Nov 18th at 6pm.

International Day for People with Disabilities Dinner Dance – Saturday 3rd December

The date of Saturday 3rd December has been set and the band has been booked. Tickets will be on sale soon and with only 120 issued it will be first in.

We encourage all participants, family, carers, staff and friends to attend both if possible to support these opportunities in our local community.

How's the NDIS tracking?

National progress



Quarter 3, 2015–16 Report

31 MARCH 2016



NDIS trial sites



- Hunter area, New South Wales
- Nepean Blue Mountains area, New South Wales (age 9–17 years)
- Australian Capital Territory
- Tasmania (age 15–24 years)
- Ballarat area, Victoria
- South Australia (age 9–13 years)
- Perth Hills area, Western Australia
- Barkly region, Northern Territory

On time

29,769 people

have become participants in the NDIS.

24,866 people

have received individualised plans, helping them change their lives by accessing the supports and services they need to live more independently and engage with their community.

Within budget

\$1.96b

has been committed for participant support to date.

High satisfaction



Participant satisfaction remains high with

95%

rating their planning process as "good" or "very good".

Participants with approved plans by state and territory

NSW Hunter	NSW Nepean Blue Mountains	SA	TAS	VIC	ACT	NT	WA
6,510	1,083	5,825	1,135	4,867	3,429	135	1,882

Transition from trial to full scheme:

Projected Growth in NDIS participation¹



Commonwealth Continuity of Support details begin to emerge

Service providers are receiving letters from the Commonwealth Department of Health (DoH) which outline the Continuity of Support (CoS) arrangements for older people with disability who are not eligible for the NDIS.

To be eligible for CoS, a client must be receiving specialist disability services at the time CoS is implemented in their region. It is expected that about 8,500 people will enter the program. The transition will begin on 1 December 2016 and be completed by June 2019.

It is not expected that services for clients will need to change. Importantly, DoH states that, "If a client lives in a group home, it is a priority to ensure that they remain living in their current arrangements." It specifies, "This includes clients who live in a house where there are also people under the age of 65 who will be receiving support under the NDIS."

In meetings with DoH, NDS stressed the importance of allowing older people with disability to 'age in place.' We are pleased that the Department has made this commitment.

The most significant change for service providers will be that they will have a contract with DoH for the delivery of supports for eligible people over 65 years. The details of the administrative requirements will be in the CoS Program Manual and CoS Program Guidelines, both of which will be released shortly.

The NDIS bilateral agreements between the Commonwealth and State and Territory governments contain a commitment to support people currently in receipt of disability services who will not be eligible for an NDIS individualised funding package. The responsibility lies with the departments - state and federal - that administer the relevant disability programs.

NDS has also been discussing Continuity of Support arrangements for people who are employed in an Australian Disability Enterprise (ADE) or who receive support from the Personal Helpers and Mentors (PHaMs) program but who are ineligible for the NDIS. We will keep you informed as the arrangements for these people become clearer.



August Birthdays

- 1 Marie Mangan
- 3 Craig Cutlack
- 3 Christine Lambie
- 4 Frances Kirk
- 4 Lorenzo Iannotti
- 5 Brian Melder
- 5 Josh Dixon
- 6 Danielle Spiteri
- 6 Tristan Benbow
- 13 Elise Brown
- 13 Brittany Light
- 16 Robert Butler
- 16 Brian Gammon
- 22 Steven Walter
- 22 Francis Fealy
- 23 Clare Stokes
- 25 Bridgid Copping
- 25 Jade Faulks
- 26 Sue Gamble
- 26 Tammy Woollard
- 26 Paul Byrne
- 27 Clint Hamilton
- 27 Adrian McBean
- 29 Anne Thompson
- 29 Zachary Mills
- 29 Alexandra Budworth
- 29 Kerry Greenwood
- 30 Cynthia Brown

??? Who am I?



Xanthe Laidlaw
Human Resources Manager
Kyneton Head Office

Hi everyone,
I have most recently been working in a Human Resources Business Partner role at Launch Housing, a housing and homelessness organisation in Melbourne. I'm really excited to have joined Windarring at such an exciting time. I'm really looking forward to working through the requirements for the NDIS roll-out.

I live locally and am really looking forward to getting more engaged in my local community, and I certainly won't miss that daily commute!

Thanks to everyone for making me feel so welcome!



Windarring is a people centred, community based organisation committed to eliminating barriers to participation, inclusion and acceptance for people with disabilities in their local community.

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Send your newsletter content to dspiteri@windarring.org.au – the more content the better your newsletter will be!