

Greetings Families and Friends of Compass,

September was a happening month at Compass. We started with the Compass Farm Working Bee at the beginning of the month—THANK YOU all who attended. (The next one is advertised at right). Next was the Annual ANZ Compass Charity Golf Day and you can read more about that inside. I want to congratulate the Compass Property Maintenance Contracts team (based here at the Farm) who once again independently organised and conducted a successful Raffle at the Golf Day. They canvassed their regular customers for some great prizes and had a long morning out on the green selling tickets, then drawing and presenting the prizes just before lunch. Their efforts alone contributed nearly \$1000 to the day.

Of course, break up day celebrations were the highlight of the month for Trainees with a wide range of outings and centre-based activities.

See inside for a snap-shot.

Trainees have enjoyed two weeks' break, with support staff also having a much-needed week off before coming back together at Compass Farm for an intensive and empowering 4 days of Staff Training. A highlight of the week was a full day workshop by Kerri Inglis of Skill4Success on "Intellectual Impairment—Practical Behaviour Solutions". Having experienced the high quality of Kerri's training some years ago when she was training for Down Syndrome Australia, I was thrilled to be able to have her come and provide in-house training for Compass. Kerri delivers this training nationwide and regularly offers special 'parent scholarships' to her public seminars. Her web address is www.skills4success.com.au if you would like to find out more about her work. Staff found her presentation very practical with plenty of 'aha' moments through out the day. Kerri spoke very highly of the passion and commitment of Compass staff and was very affirming of the Compass approach to working with people with a Disability.

Kind Regards, Jan



Save the date

Working Bee
15th October
8.30am -1.30pm
Compass Farm
48 Christensens Rd
Palmwoods

Date Claimers

PINKTOBER

October 2011
PINKTOBER morning tea

MOVEMBER

Monday 21 November 2011
Market Prep

Saturday 26 November 2011
Awards Night

Thursday 1st December 2011
Market day

Tuesday 13 December 2011
Tues- Fri Group Break up

Wednesday 14 December 2011
CET Break up

Friday 16 December 2011
Office closes



PINKTOBER
THE ANSWER IS OUT THERE, TOGETHER WE'LL FIND IT.

Your support is our strength. The woman of Compass this month will be raising awareness and understanding amongst our trainees about woman's health and wellbeing. Watch out for an invite to an event at your centre over October.



2011 ANZ Compass Charity Golf Day



We would like to take the opportunity to thank everyone who participated in the Compass Charity Golf Day on Thursday 8th September. The Day was a roaring success generating considerable awareness of Compass and the young people we support. Not to mention the beautiful weather and a perfect field for the game.

Special thanks to Guest Speaker John Coutis for the very inspiring talk he gave on the day. Also of course, many thanks to our sponsors: ANZ, Hot FM, Sunshine Coast Daily, Win TV, Coast Life Homes, Henzells Caloundra RSL Foundation, Ford+Rockliff and Caloundra City Autos.

Congratulations to all our prize winners!! And a vote of thanks to all those who donated items to the Charity Auction, as well as the MC, Ashley Robinson, and Auctioneer, Jason Andrew.

The funds raised on the day will go directly into providing resources, facilities and further education for the young people we support.

Thank you once again for your support and generosity!



CET Breakup Farm

For "Break up day" on the farm, we celebrated spring by creating our own scarecrow. We pulled apart an old punching bag and the guys all had fun trying to stuff different pieces of clothing until eventually were able to pin and cable tie him together. He sits in the berry patch keeping a vigilant eye on things. This was not

before Alex and a few others raided the patch for the farms first crop of strawberry's. For lunch we fired up the pizza oven and baked new spring potatoes and ate succulent Strawberries. We finished our day with a sporting game of Cricket... Hmm... ending in a draw!



While the technology may not have advanced sufficiently yet for bulk production, there can be no doubt that solar generation of power is **a logical solution to many of Australia's energy needs.**

We need look no further than Narangba in Queensland for evidence that solar energy can address issues in the field of agriculture.

JVA Technologies produces world class solar powered electric fencing equipment including Energisers, Fault finders, Power probes and various accessories sold Australia wide and to countries including Russia, Qatar and China. Owner, Director and Senior Engineer Paul Thompson, has studied and worked with

electric fencing electronics for almost 30 years. His invention and award winning product—the Electric Fence Power Probe® led the way to the exclusive focus in electric fencing products which in turn has led to a growing respect for their specialist expertise and knowledge.



JVA National Sales Manager, Michael Wallis was on the Sunshine Coast recently to make a presentation of the very latest range of products to come from their factory and The Compass Farm at Palmwoods was the lucky recipient.

Michael and JVA decided to assist Compass in plans to include animal husbandry as an aspect of this unique property. “David Dangerfield, The Compass CEO and the team sent us a letter enquiring about portable electric fencing and when we looked at their website and what they were doing there we thought we’ve got to help them out” Michael said. JVA donated a complete fencing system for the cattle compound as well as accommodating plans for strip grazing on the Farm. “The beauty of this system is it uses leading edge solar technology that is extremely robust as well as being very portable. And it’s made right here in the Sunshine State” Michael said.

The Compass Farm is a genuine community asset that successfully promotes a blend of therapy, training, work experience and general wellbeing for young people who are otherwise often overlooked. The Compass trainees are really looking forward to the milking and care of the cattle and calf. They plan to make cheese and yoghurt right there on the Farm so adding value to the product while providing another **valuable activity for the young people.** If you’d like to learn more about Compass you can visit their very informative website – www.compassinc.org.au.



On Maternity Leave

Corinne our Administration Assistant is on Maternity leave from the 28th October 2011 and will be returning to work at the end of January 2012.

Karen will be filling in the Administration Assistant role whilst she is away.



20th Anniversary Demonstration
of
Traditional Martial Arts

Kenshinryu
流神劍

Saturday 29th October
2.00—4.30pm
Nambour Civic Centre
Currie St Nambour

Featuring some of Australia's finest traditional martial arts exponents..

Cost: \$10 Adult Bookings: bookings@kenshin.com.au
\$5 Children 10+ **Ph: 07 5457 3716**

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With Carla, Robyn and Palmwoods groups 2/3

Term 3 Break up day Trainees were given a choice of locations to choose from and The Ginger Factory was voted as the most popular choice for groups 2 and 3.

We headed off with the bus abuzz with excitement, a lot of chatter and laughter filled the air.

When we arrived Trainees paid for their tickets and sat under a shady area to have morning tea and discuss where to first. We were very keen to head off to explore all the exciting activities the Ginger Factory had to offer.

First port of call was a boat ride that gave us an example of other places around the world. We walked around the shops to find a little ginger man hiding in all the displays. We visited all the shops including the fudge, souvenir and herb shops but by far the most popular was the chocolate shop!!



After all this walking around we headed back to the shaded area for lunch which was followed by the most exciting part of the day...Ice-cream.

After we finished our ice-creams and cleaned ourselves up we headed off for a train ride around the village. We noticed on the ride a paved forest which was our next adventure. The rainforest was beautiful.

After our adventure through the rainforest we all boarded the bus back to Palmwoods. We had such a lovely time and look forward to venturing there again some time in the future.



Staff Training

Compass Staff were challenged to learn and use new skills. Staff updated skills in dealing with fires (getting very hands on as you can see in the photos) as well as running through each centre's emergency evacuation plan.



Activity-based training is at the heart of Compass and this applies to our staff as much as our Trainees. We celebrated the commencement of our "Sportsability" program – by christening our new Sportsability kit under the inspiring guidance of Dale Lanini from Sports Connect – an initiative of the Australian Government connecting sport and people with disability (see www.ausport.gov.au/disability). The approach involves adapting or modifying games and activities



to ensure everyone is challenged and participates to their full potential while maintaining the integrity of the activity. The initiative is not just for people with a disability, it is for people of all abilities to play together – on an equal footing. We played blind-folded ball games, table cricket, numerous adaptations of 'boccia' as well as seated volleyball. Staff were encouraged to devise their own adaptations for various disabilities that maintained the challenge for all abilities.



Australian Red Cross Lifelong Planning Community Support Initiative.

The Initiative aims to optimise an individual's development and ability to participate in the community through working with and strengthening their support networks. A Community Support Officer assists people with a disability, their family or carers to explore the range of options available to them.

Their provisions of service include: Information, Short Term Support and Community Building Opportunities.

For more information, please contact the Sunshine Coast Community Support Officer, Angela Pope on 5441 3296, 0400 863 870 or email her at apope@redcross.org.au



Date Claimer:

Compass Awards Night 2011

Saturday

26th November

Crowne Plaza

38 Mahogany Drive, Pelican Waters
Caloundra QLD 4551

Make sure you mark it in your diaries as its sure to be a stunning event!!!

Can't wait to see you there!

Continuous Improvement Plan

We at Compass are committed to ongoing service improvement. If you have a suggestion about how we can improve our service, please write your suggestion on one of our **Service Improvement Suggestion Forms** which are available from the office, any of our centres or on our website: www.compassinc.org.au and we will carefully consider every idea.

Advocacy

Remember that you are able to bring along an advocate or support person to any meeting that you have with Compass.

An advocate is someone who is there to support you or represent you and your interests in circumstances where you feel that this additional support is required.

Please ask us if you need more information or assistance with organising for an advocate.

COMPASS CALENDAR

Need to check dates for the holidays or a special event?

Our Annual Planner Calendar is available 24/7 at

www.compassinc.org.au



From David's Desk



Hi Everyone,

Funding for disability service provision

Each state has its own funding guidelines for services supporting people with disabilities. Currently in Queensland we are seeing evidence of a shift back towards 'Block' funding (held by the service) rather than individualised funding (held by the young person / family). Personally I believe we need a blend of the two at present.

Individualised funding allows the young person to choose the service they want and is portable (if they move from place to place OR they decide to change service. My view is this provides an incentive to services to do their best to provide the most appropriate support. The reality is that, in the current environment, services require some block funding to assist those who are unlucky enough not to receive an individualised funding package. (We all hope that the implementation of a National Disability Insurance scheme will bring an end to this practice.) If services don't have that block funding available to provide a safety net, then there is no alternative for these young people and their families. All too often I hear families are told that they 'may as well not apply as their son/daughter will not be successful' (does not have a disability of sufficient seriousness).

It seems that sometimes people see individualised *funding* as being the same as individualised *support* (1:1) and so believe it precludes group or centre based activities, however of course this isn't so. Individualised support is sometimes necessary for people with significant support requirements, however of course it means that the costs of that support can't be minimised through sharing as in small group situations. The advantage of the model favoured by Compass is that the funding can be shared by varying the ratios (1:1 / 1:2 / 1:3 / 1:4) during service hours maximising the support for all the young people while still ensuring individualised support as a component.

There is another worrying trend in Queensland towards services being compared by 'unit costs'. Essentially this means services are being asked to identify an hourly rate for their service provision and that this rate form a key part of their service agreement with the state government. As is obvious, the unit cost for support for one person will be different to that for another, dependent on the support they require. It's also obvious that if the service provides support that is developmental, the young person's needs will change over time and so will the 'unit cost' for that support. The developmental model employed by Compass also is disadvantaged in any comparison simply because the support we provide is more intensive (1:3 maximum in the education and training environment to ensure actual educational outcomes can be achieved). If another service provides service 5 days per week, however at a ratio of 1:7 for example, that service will have a far lower 'unit cost' and appear to be providing better value for money in the eyes of the government. How can 'unit costs' reflect the difference in the support provided or the quality of the outcomes? It seems to me to be a case of a funding model very much at odds with the Quality system we are employing. Stay tuned for more on this as it progresses.

On another related matter, perhaps you've seen in the newspapers recently stories about a large number of disability services across Queensland (360 or so) that are being required to back pay staff because those services did not transition from the SACS award to the QCSW award approximately 18 months ago. I want to assure you that Compass is *not* one of these services. We undertook to make the change to the new award automatically at the time for the simple reasons that, as Compass focuses on providing 'direct support' programmes, the entire cost of the changeover was subsidised by the government *and* because the new award quite simply is far better for the staff. My understanding is that some services resisted the award change and perhaps this was attributable to the fact that the government was not prepared to pay the subsidy on some of the services they provide.



Best wishes, David

