

Dear Trainees, Families and Friends of Compass.

What a **huge** year !! It started with flooding rains that caused damage to the Palmwoods Centre and Office and some leakage problems at Caloundra as well. Our wonderful staff rallied and it was all hands on deck to have all Centres back to full operation in no time. The insurance assessors took a little longer however A huge thank you to Wendy for the months of follow up with assessors and insurers and her unflagging resolve and patience to get everything sorted out. You deserve a medal Wendy ! It looks like it will be a wet end to the year as well ... Let's hope not quite so wet this time !!!



This year we welcomed several new trainees to the Palmwoods and Caloundra centres. The Nambour teams moved out to the farm late last year and were joined by the Palmwoods Training Unit in January. In 2011 we supported a total of 57 trainees across our three centres, with that number potentially increasing to in excess of 70 trainees next year. A big step from our humble beginnings in 2003 with our three original trainees. We are well placed to manage this predicted growth for next year and we have been actively recruiting and training new staff in anticipation.

We have also had two very successful Market Days this year and our amazing Awards Night. The work done by trainees and staff in order to make these events so successful is simply out of this world. It is a real team effort, and the benefits for our trainees go way beyond the obvious.

During the year we also said farewell to Jeff, Jan and Robyn, and wish each of them well for the future.

Trainee break up days are next Tuesday (for the Tuesday/Friday Program) and next Wednesday (for all other programs). Compass starts back on Monday 16 January 2012. Next Year's Calender will be sent home shortly.

On behalf of the management team, I would like to wish all trainees, staff, families and friends of Compass a Merry Christmas and happy and safe New Year. See you all in 2012.

Regards, Norm



Date Claimers

Tuesday 13 December 2011	Tues– Fri Group Break up day
Wednesday 14 December 2011	Mon, Wed, Thur Break up day
Friday 16 December 2011	Office closes
Sunday 25 December 2011	Christmas Day
Monday 26 December 2011	Boxing Day
Monday 9 January 2011	Office re-opens
Monday 16 January 2011	Compass Recommences
Thursday 26 January 2011	Australia Day Public Holiday





2011 Compass Awards Night



Saturday 26th November was the night for our third annual Compass Awards Night. Held again at the Crowne Plaza, Pelican Waters, this year's night was a Country and Western extravaganza of epic proportions.

Guest MC and entertainer for the night, Chad Shuttleworth had the tavern rocking all night and everyone had a great night.

All Trainees and staff received awards presented by Chad and special guest Cr Jenny McKay. Special awards this year were presented to the following recipients:

Trainee Achievement:
Naomi (Pictured with Chad and David)

Outstanding Effort:
Nick (Pictured with David)

Staff Member of the Year:
ROSS (Pictured with Cr Jenny McKay)

Compass Spirit Award:
Tim Alberts (with David)



A big thank you to the sponsors, Crowne Plaza and Mask Events, the special guests and our fantastic trainees, staff and families for making the night such a huge success.

Can't wait until next year's Awards Night !!



Thank you to AJ Steel

Compass would like to express its sincere thanks to AJ Steel who have kindly donated materials to the Compass Farm.

AJ Steel is a local steel merchant on the Sunshine Coast. They've been conveniently based at the same location in Nambour since 1992, servicing the Sunshine Coast and Hinterland, and thanks to a loyal customer base, they keep going from strength to strength.



Exploring the Art of Life





Christmas Market Day



On Thursday 1 December we held our Christmas Market at Caloundra.

The Compass Markets are a culmination of all the hard work that trainees and staff put into their Workplace Training-Craft program throughout the year. Trainees get to experience first hand the whole process of designing a product, assembling the raw materials, creating, packaging and finally being able to proudly sell that product at the Market.

During this process they learn very important workplace skills and ethics including following through with a task, quality control and team work as well as the practical skills and concepts developed in the process.

The proceeds from Market Days go back into further resourcing Craft programs and providing additional centre resources.

The Christmas Market included the Movember Shave-Off. Several of our trainees and staff participated in Movember again this year, raising much needed funds for mens' health. Congratulations to Joel who raised \$400 for Movember.

Pictured is David removing Trainer John's impressive mo.



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.

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.

Caloundra Quilters

On Friday 2 December Norm was invited to the Caloundra Arts Centre where he was presented with a beautiful handmade quilt made by the Quilting group who meet twice weekly at the centre.

The 70 strong group have made and donated the quilt to Compass to raffle as a fundraiser. We will begin selling tickets early next year and plan to draw the raffle at the Mothers Day Market. Thank you to Fay, Margaret, Cheryl and the rest of the team for their generosity and support.



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,

Wow! Thank you all for such a wonderful time on Saturday at the Awards Night! I think that was our best one yet... and as next year will be our 10th Anniversary, we're going to have to go one better again! I thought the entertainment was fantastic and everyone certainly seemed to have their dancing shoes on. A big thank you once more to Chad Shuttleworth both for the entertainment and the warm hearted way he interacted with everyone. The night also provided a lovely send off for Jan – big thanks to Kath Williams for arranging that tribute. And of course to Wendy who did the bulk of the organising of the whole night. It seemed to go very smoothly.

I'm sitting here a little stunned that we are only weeks away from the Christmas break. The year started off with a lot of angst for me – angst at the lack of foresight and preparation on the part of the State government and the department that meant families and young people applying for post-school service were being discriminated against at a time when the pressures of leaving behind the security of secondary school were already significant. I wish that I could say this was an aberration - however in the nine years of operation I have not seen this transition managed even remotely well. 2011 just happened to be even worse than usual.

The effects are also felt at Compass because of course we are unable to plan and staff a service appropriately until the process has been finalised. I encourage you to raise the following issues with your local MP, the minister, the department and the government. Compass has little if any power in this matter however you do.

- There must be a transition officer employed jointly by the department of education and the department of communities – disability services to inform and assist parents and young people at least a year out from the cessation of their secondary education
- Funding for post-school service must be a right and not a privilege
- Amounts for funding must be sufficient to meet the costs of a five day a week programme *without undermining the service's ability to provide a genuine pathway of further development and opportunity* (this requires staffing ratios in the initial years that allow for more personalised attention)
- The announcement of funding must be made no later than June of the final school year so parents and services have 6 months to prepare for the transition

Next year will see us welcoming a new group of school leavers and their families to Compass and as always I'm excited about the opportunity to help make a positive difference in their lives. It will also see us at long last having a secure tenure at the Caloundra centre! That's right – Soccer has moved on and Compass has become the sole tenant with the ability to make a permanent home here. It has been a very long process however we have had quiet support in Council from the outset. Council will be putting a new roof on the building in the next few months and we will then be renovating the building with the help of grants. We'll start by stripping out all the unnecessary parts and having the building professionally cleaned. I am so happy for the Caloundra trainees and staff because now they can have a proper 'home'.

I'll finish by wishing you all the very best for the remainder of the year and through the holiday season. I look forward to the opportunities the new year will bring and to working alongside you all to help improve the lives of the young people we all care about so much.

Best wishes, David

