

Dear Families,

October has seen the Farm flourish like never before with giant pink Holyhocks lining the driveway, the passion fruits re-flowering and the ducks laying some pretty impressive eggs. Activity has increased with the buzz of the social enterprises and our 'hero' of the month is volunteer AI who is now doing 2 daily runs to and from the farm because of the increase in trainee numbers. With such a growing volume of traffic, we do ask that **speed be reduced and care be increased** when driving at the Farm – thank you!

Congratulations to creative Gympie Team as featured below for taking away a prize at the Choice Art Competition. Well done to all. We are also happy to announce that Compass is now working out of the very hospitable Caboolture Neighbourhood Centre where Daniel and our newest trainee Shane, will begin their training sessions and also grow vegetables in the community garden... Many thanks to the great people at the centre and to our Green Thumbs Nursery and Amber for an abundant donation of seedlings.

The retail pride of Palmwoods is now open for business! The Compass Wabi Sabi shop in the centre of the village is a delight to see. Natalie and Kay and trainees would be delighted to see you. Please call in to say hi and discover the amazing products on sale.

Kind regards, **Sally Ryhanen**
(Acting Service Manager)

Compass is Proudly Sponsored by.....



Event Date Claimers

- Saturday 23rd November 2013
AWARDS NIGHT
- 25th – 29th November 2013
Wabi Sabi Opening Week
- 12th December 2013
CET Break up day
- 13th December 2013
Staff Day
- 16th December-13th January
Compass Christmas Break

VALE NORMAN WAYNE ARMSTRONG 16/09/60 – 3/11/13



Many of you now know of the passing of Mr Norm Armstrong on the evening of Sunday 3rd November at Caloundra. Norm was not only a stalwart of Compass but a very good friend and a wonderful work colleague. We have all missed his presence over the past few months as he has been battling cancer. Our thoughts go out to his Mum, Mavis, and brothers Tony and Steven who have supported him throughout.

Norm commenced his employment with Compass in May 2009 after a career with the Education Department in Victoria and Queensland. Norm had been firstly a teacher and had risen to Deputy Principal and then Principal until he was taken into the Regional Office here on the Sunshine Coast. Initially Norm was employed as Quality Systems Administrator and then became our Service Manager in October 2011. Norm oversaw a period of significant growth for Compass with the launch of service in Gympie as well as Caboolture.

I know that for many of you Norm WAS Compass. It was he who enrolled your son or daughter, who answered your queries, met with you from time to time and was always available to help when you needed him. For many of the staff at Compass it was Norm

who recruited and inducted them... trained and supported them, and I know I speak for all of them when I say how devastated we all are by his sad loss.

Personally, I miss Norm's compassion, intelligence, calm demeanour, sense of humour and his adept way of handling sensitive personal situations. He had that rare combination of vision balanced with a great eye for detail. Norm and I had talked only week's before his illness really hit home about our plans for the development of Compass over the next ten years. He was as excited as I was about the opportunity to bring a further education pathway and social enterprise framework to more young people with disabilities in other regions. The key for Norm – the reason he wanted to work for Compass – was his deep personal conviction that through education, people from all walks of life could achieve their goals and dreams.

I would like to quote for you from Norm's Letter of Acceptance when he took up the Service Manager role... *From my very first day at Compass, I have been extremely proud to be working for such a great organisation and helping make a unique and valuable contribution to our young people. It is a real joy to be assisting each of our trainees to develop the skills, knowledge and attitude to enable them to lead the most independent, enriched and meaningful lives that they possibly can. I believe that in this new role, I will, in conjunction with the management team, be able to lead, develop and inspire our dedicated and talented staff to not only continue the great work of Compass, but to continue to develop our service as it grows and evolves. I feel very excited and privileged to have this opportunity.*

Norm remained as sanguine and calm about his situation as he was within the rest of his life. He never complained about his situation and was always enquiring after the welfare of others rather than expecting concern regards his own welfare. His terrific, dry sense of humour remained with him to the last. We will be farewelling this lovely and caring man on Friday 8th November at 3.00pm. The ceremony will be held at Gregson and Weight – 5 Gregson Place, Caloundra. The theme will be yellow flowers. I hope that many of you can attend.

David Dangerfield



Hi folks,

We are proud to announce our second prize for the Choice Art Competition as part of Mental Health Week.

The trainees created a hanging mobile using sticks and beads and was titled "Connected by Nature" in keeping with the competition theme "Connection".

Liam, Melanie and Jake received double pass movie tickets for their efforts.

Thank you to Choice Support Service Inc and well done trainees!




There is a newly planted garden plot in **Caboolture** which was kindly donated by Caboolture neighbourhood house.

Some of the seedlings planted include basil, thyme and parsley as well as lettuce, tomatoes, and sweet corn (all from our very own compass farm!).

It is hoped these plants will eventually be used in our food prep sessions.

*2013 Gala Dinner
&
Awards Night*
Hollywood theme

Saturday 23rd November
5:30pm - 11pm
*Crowne Plaza,
Pelican Waters*

*\$48 per family member
\$20 for trainees
(subsidised by Heritage)*

*3 course meal,
live entertainment, high
quality themed ballroom,
discounted accommodation,
dancing and awards!*

*For more information please phone (07) 5457 3716
or email chanae@compassinc.org.au*

Continuous Improvement Plan

At Compass we 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**

available from the office, our centres or our website: www.compassinc.org.au and we will 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

SUNSHINE TROUPE INC.

PRESENTS

THE WEDDING

A TALE OF TRUE LOVE

Featuring Jamie Dunn

2PM 10.11.13

A FUN FILLED MUSICAL
PRESENTED BY THE SUNSHINE TROUPE INC
A PERFORMING ARTS GROUP FOR YOUNG ADULTS WITH DISABILITY

VENUE:
BUDERIM WAR MEMORIAL HALL,
CNR GLOUCESTER ST + MAIN ST, BUDERIM

TICKETS:
ADULTS \$10 + CHILDREN \$5

CONTACT:
JO ANNE RUNCIE
PH 0418 980 498

VERONICA WAIN
VERONICA_WAIN@YAHOO.COM.AU

Museday Theatre
Presents....



Lind Lane Theatre

16 Mitchell St, Nambour

Tuesday November 12th7:00pm

Wednesday November 13th11:30am

Tickets.....\$15 **BOOK NOW!!**

Bookings and Enquiries:

Ph 0409 477 083

Or Email: tableno1@bigpond.com

Charity Gala & Race Night

Friday 31st January 2014

Join in with your friends from 5:30pm in the spectacular Champagne Gardens
(Includes Canapés on arrival, two course dinner and refreshments @ \$110 per person inc. GST)

A night filled with fun festivities and raising money for a great Sunshine Coast Charity!

Celebrate Summer in style!

All proceeds go to...

...Real futures for young Queenslanders with a disability

Major Sponsor

Corporate Deals
Get a 'Table of 10' for \$1,000 inc. GST or Sponsor a race (inc. Table of 10) for \$1,760 inc. GST!

Book now!
(07) 5457 3716 or bookings@compassinc.org.au

From David's Desk



Dear parents and friends,

You will have recently received an email from me citing some concerns about the future of the NDIS – DisabilityCare Australia. I mentioned then that while we have managed to develop enough momentum to get the NDIS into the national consciousness, there is a long way to go before we see complete planning and delivery systems that will ensure it is effectively implemented. There are launch sites operating in several states and the feedback from those sites has been very mixed. One of the big issues is that the Federal government has set 'pricing structures' that determine how much will be paid for a specific service from a service provider. Those prices are well below the levels that various states have been paying up to now... and those state levels have previously been considered minimal by all parties. As a result service providers have been literally unable to meet the wage standards set out by the governments own awards. This farce is just one of the many obstacles that will trouble the establishment of the NDIS. Another issue is that while the government is offering service providers rates that are untenable, huge sums of money are being directed to the establishment of a federal bureaucracy to administer the scheme. Please do take the time to contact the Treasurer by email (J.Hockey.MP@aph.gov.au) to remind him and his colleagues that Australia expects a working insurance system that is not dwarfed by a bureaucracy that drains off the money intended for service provision. That is what we have now at a State level and it desperately needs to change.

As you know we have proudly launched our new social enterprise in Palmwoods. "Wabi Sabi" is a small shop stocking a full range of our amazing arts and crafts, Condiments and jams, Compass Farm produce, plants, herbs and much more. The official launch will be held on the week of 25th – 29th November to link in with the International Day of People with Disabilities and most trainees from all the centres will be involved throughout that week. They will 'staff' the shop, meet & greet customers and assist with their purchases. We will be concentrating all our efforts on stocking and manning Wabi Sabi during this week and must reluctantly postpone our end of year Market Day until May 2014.

But don't feel you won't be able to get your favourite Christmas gifts and items. We hope you will drop in there to stock up your home during the Launch Week OR on Mondays, Wednesday or Thursdays from 9am to 3pm OR Friday from 12.30 – 7.30pm. Of course the best thing is the opportunity the shop provides for the young people at Compass to experience 'real life' work in a retail setting. I know this shop will be a success and I believe it will be the first of many in the future – Caloundra, Gympie, Caboolture and eventually Maroochydore would make great sites don't you think? I was there last Friday for a while and it was really interesting to see people's reactions – one lady saw the produce and exclaimed "Is this part of Compass? How absolutely wonderful". Huge thanks to Nat and Kay who have put a lot of effort into the establishment of the shop!

Of course the good news doesn't stop there. Green Thumbs Nursery is really producing brilliantly under Amber's expert leadership while Carla and her team of dedicated cooks have nearly finished setting up the Harvest Kitchen and are starting to really crank out the goodies. Last week we had a visit from Sammy at Maleny Co-op (who buy all our Farm produce) and a local photographer, Penny. Today I received a wonderful email from Sammy and a story that they are going to run in their newsletter soon. I'm just going to quote the beginning for you... "My morning at Compass Farm was one of the most compassionate, funny, enlightening and entertaining I've ever experienced. I could wax lyrical about the facilities and staff and the vision that created this enterprise but it was the young people who touched my heart. There was hardly a moment without laughter and good natured jostling – but they followed Penny's instructions like seasoned 'photo shoot' pros and didn't complain when asked to move backwards or forwards or 'hold that smile'."

In September I was fortunate enough to be invited to India for a week to give talks and presentations about education and training pathways for young people with a disability. The tour was originally proposed by Mr Sumeet Narang (CEO of Avasar Technology Solutions) and was organised by Whitematter India, a leading edge education provider. In particular I wish to thank Mr Rajesh Thakur, his colleagues and the team of volunteers for the huge effort they went to in arranging a highly professional schedule. Mr Narang had visited the Sunshine Coast earlier in the year to look at Compass and our various enterprises and left convinced that this could be transplanted into an Indian environment hungry for positive change.

The concepts that we employ are definitely new to that country but were enthusiastically received. The schedule included meetings with representatives of large Indian companies whose corporate social responsibility programmes may be able to be expanded to incorporate the type of work we do in Compass. There were two main highlights to the week. The first was a tour of a subsistence farming community near the town of Hindupur (north of Bangalore) where an NGO has established a very exciting project – [Proto Village](#) - a working model of a sustainable farming future for Indian villagers. In a country plagued by poverty and disempowerment, this project provides a very grass roots model of a way forward that engages the farmers and their families at the most basic levels – food, shelter, clothing, education and so on. Compass Farm provided an excellent model of a social enterprise that mirrored many of their goals for that community.

The second highlight was to be special guest and key note speaker at a Forum in the beautiful city of Shimla nestled 2200 metres up in the foothills of the Himalayas. The forum was called Strategic-EDU and was attended by senior politicians, government and NGO representatives, school representatives, educators, social entrepreneurs and families & young people with disabilities. The forum served as an information sharing/awareness building event and I gave two 45 minute presentations over the course of its 4 hours. The focus of these presentations was on the Compass model and its application to empower people with disabilities and their families in becoming valued members of their communities.

One of the key lessons I learned was how people the world over face so many of the same challenges – disability or not – and that the answer to many of those challenges lies in the models we choose to employ. If we invest in education we invest in ourselves and our futures. The Awards Night is not far away and I look forward to seeing you all there. We have been receiving applications from families keen to have their sons and daughters attend Compass next year and many of the recent changes are going to see a smoother transition for all in 2014.

Thank you as always. David