

Dear Families,

When people ask me about Compass at the moment, the term 'organic growth' always comes to mind. The corporate definition of 'internal growth building on the business' own capabilities and resources' sums up perfectly what we see happening around us now, every day, across all centres. Changes in the disability world, demands by our trainees to be constantly challenged and grow and a drive by the staff to support the trainees to be the best they can, are all factors pushing Compass to evolve and develop.

David has spoken often about the introduction of Social Enterprises, our own enterprises developed and run for, and by, our trainees. The Farm has led the way with a market garden, nursery and Harvest Kitchen. The Kitchen will begin its expansion in the new term. Caloundra has trainer Rob and trainee "apprentice" Isaac creating fascinating products such as the bird house in Caloundra and Palmwoods are soon to venture into a very interesting retail training business. David tells more about this at the end of the newsletter.

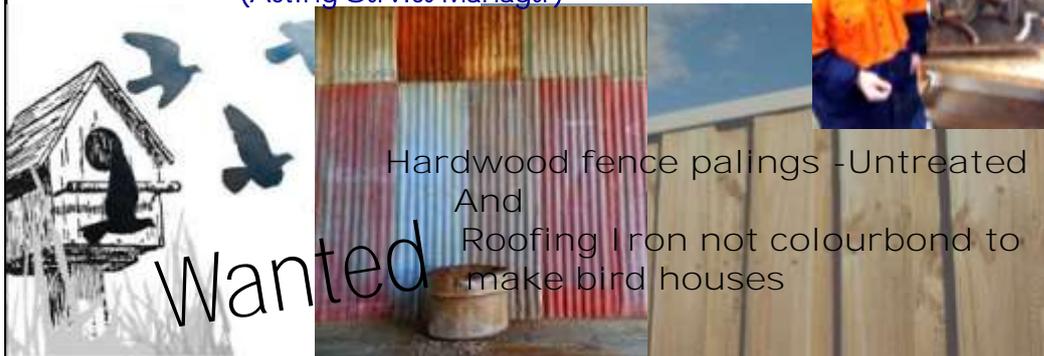
Centres are also appointing 'local' newsletter editors with the first edition of 'on the streets' already under the editorship of Brendan (Palmwoods) with the remaining centres ready to appoint their own editors. The old fashioned paper based communication will help families share the more personal experiences of their son or daughter's days at their local centre.

8 young people from the Caloundra centre have been working at Cole's Pelican Waters. They participate in a full Cole's induction process and spend a weekly session 'facing' the shelving, preparing for new product, aligning the goods and even packing the shelves. They have all displayed a great work ethic and are gaining valuable work experience skills. Our thanks to the Cole's organisation and the Caloundra trainers, for providing the trainees with such a professional opportunity.

It's a pretty exciting time to be part of the Compass team.

We like to pass on information that may help families and so for those who are reaching the 'best years of their lives' the following link outlines the DSQ Older Carer Initiative. You may be able to access further funding regardless of your current package. The only criteria are; one of the carers must be over 65 and the trainee must be living at home with you. www.communities.qld.gov.au/disability/support-and-services/our-services/older-carer-initiative

Kind regards Sally Ryhanen
(Acting Service Manager)



Hardwood fence palings -Untreated
And
Roofing Iron not colourbond to
make bird houses

Wanted

Compass is Proudly Sponsored by.....



Date Claimers

10th – 16th August 2013
Independence Week

Sunday 1st September 2013
Fathers Day

Thursday 19th September 2013
CET Break Up Day

Friday 20th September 2013
P2DAY Break Up Day

Monday 30th September 2013
Term 4 Recommences

Monday 7th October 2013
Labour Day

Saturday 23rd November 2013
★ AWARDS NIGHT ★

25th – 29th November 2013
Craft/Market Week

Thursday 5th December 2013
CHRISTMAS MARKET DAY

2013 Heritage Bank Charity Golf Day

& Sportsman's Lunch

Hole in One Prizes
Win a new Car & \$5,000 Cash

Friday 11th October
4 Person Ambrosia
7am Registration
8am Shotgun Start



Bookings by Friday 4th October
Ph/Fax: 5457 3716
bookings@compassinc.org.au
www.compassinc.org.au

Hole Sponsor \$990
18 holes of Golf inc Cart
Breakfast & on-course drinks
On-course Banner & Promotion
Great prizes to be won
2 course sit down Lunch & drinks
4 x attendees to the charity auction & presentations

Team \$880
16 holes of Golf inc Cart
Breakfast & on-course drinks
Great prizes to be won
2 course sit down Lunch & drinks
4 x attendees to the charity auction & presentations

Join MC Ashley Robinson for a great day of golf, lunch, drinks, prizes... and raise money for a local charity that makes a real difference...

All proceeds to...



Real futures for young Queenslanders with a disability



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



This is your chance to own a piece of State of Origin History!!



Thanks to the Meninga family, Compass has been fortunate enough to acquire an authentic **Queensland State of Origin Jersey** that has been signed by the whole 2013 team.

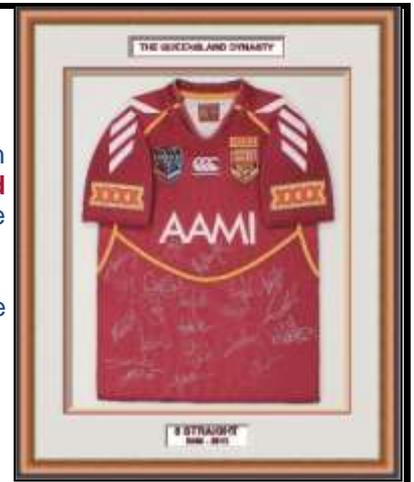
It is beautifully framed and ready to be hung in your pool room.

This wonderful item is currently being auctioned on the Compass website where you can place your bid or bids.

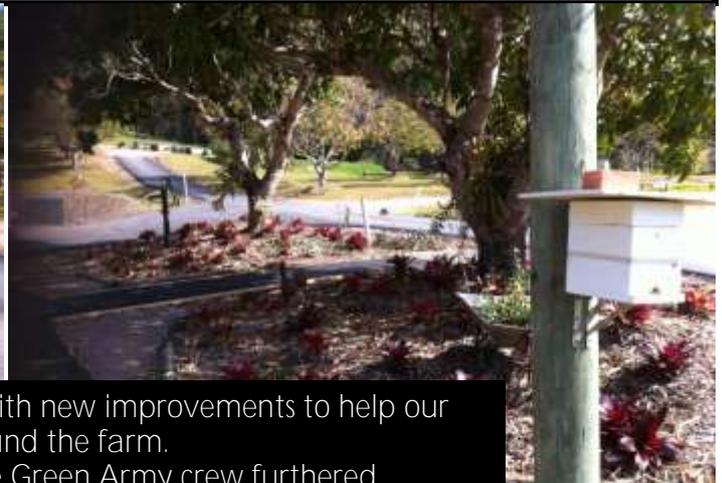
Bids will close on the day of the NRL Grand Final on the 6th of October 2013.

You know the old saying...

"You've got to be in it to win it!"
Make sure YOU are in it!



Of course all funds raised from the sale of the jersey will go to providing vital resources for the great young people at Compass so you are supporting a terrific cause at the same time!



The Farm is powering ahead with new improvements to help our trainees access more areas around the farm. The farm has also alongside the Green Army crew furthered stabilisation works of the stream banks with native plants.



From David's Desk



Dear parents and friends,

Compass is currently putting together an application to be recognised as a service provider under the Your Life Your Choice service model. This model will allow Compass to assist families with self-directed funding by 1. Acting as a fund manager 2. Brokering services 3. Providing a complete range of support services. Because of the intricacies and potential pitfalls that are a part of self-direction, few people have historically taken on trying to manage and administer a range of services themselves. The vast majority recognise the need for service support structures where Workcover, a full suite of insurances, policies and procedures, support staff recruitment, training and retention and so on are available. The final reality is that within many families employment takes precedence over available time, and young people require appropriate support while parents are at work. As you know, Compass believes in ensuring that those hours are productive in terms of building a wide range of personal and life skills, greater independence and vocational opportunities.

I attended a forum a couple of months ago on the forthcoming introduction of DisabilityCare Australia. At this forum service providers were asked to consider how they could ensure a sustainable and business-like approach to service provision in the future. Given most of these large services receive the funding directly and then allocate it as they see fit to the young people and families, the new environment where those people will be able to choose the service they attend poses a very direct threat to the existence of the organisations which have for too long failed to offer meaningful services. It was extraordinary to hear representatives asking out loud what services they might be able to offer to try to keep the young people at their service or how they might restructure to be sustainable. When it was my turn to respond, I said that this was not a difficult question – as **individuals and as organisations we could only do what we believe in.... I said we would be unlikely to change our service model** and that we were simply looking forward to a more flexible government funding arrangement that would allow us to extend and grow our services to families in our region.

Last newsletter I mentioned we were considering establishing a retail training space and outlet in Palmwoods. I'm very happy to announce that we have recently negotiated a lease arrangement and in mid-October we will be opening 'Wabi Sabi' in the main street. (Pronounced wahbee sahbee – it is a Japanese term for the beauty of natural simplicity.) Much of this is due once more to the incredible and generous support of the Heritage Community Branch in Palmwoods which has supported us with a grant that will help with the first years lease. We will be receiving a cheque on Saturday 31st August at the Heritage Grants Day – Kolora Park, Palmwoods at 10am. It is a two room shop with a small courtyard attached. In addition to the retail area we will also have arts and crafts being completed there so customers can see the young people in action making their great wares. The courtyard will feature seedlings, plants and spare produce from our Compass Farm and Green Thumbs Nursery. There will also be a full range of our wonderful condiments – chutney, pickles, jams, marmalades, cordials etc courtesy of our Harvest Kitchen.

In an interesting turn of events, I've been invited to spend a week in India in September. While the initial contact with the host organisation there eventuated from a series of martial arts seminars I conducted in SE Asia in March this year, I've been invited to talk to various groups about Compass and in particular, our Social Enterprise model. I feel I don't have sufficient expertise in the area but am honoured to have been invited and will do my very best to promote cultural links between Compass and the host organisation over there. I'm sure I will have the opportunity to learn a great deal while there also. One of my goals on this trip is to assess opportunities for product lines that we may be able to import to complement our own range in Wabi Sabi. Meantime we are assessing whether we may be able to operate Wabi Sabi 2 from either from the rear room at Compass Caloundra or in town itself.

Last week we hosted Cr Tim Dwyer of the Sunshine Coast Council at Compass Farm and Caloundra. He enjoyed a Harvest Kitchen lunch with the trainees and staff and was very impressed with the improvements that have been made at both locations over the past year. Cr Dwyer has been a good friend to Compass and continues to assist our future growth through his considerable connections and knowledge.

Our annual Charity Golf Day is coming up on Friday 11th October. Please consider supporting Compass as it strives to raise vital funds to continue to offer the level of service that we do. **It's worth noting that the funding we receive covers less than 80%** of our overall costs. You can help by talking to your business or others with whom you do business and encouraging them to be part of the day as Hole Sponsors or Teams of 4. If you have a small business, consider supporting the charity that supports you and your family. Look forward to seeing you there. Phone Amy or Chanae on 5457 3716 to book your team. (See the poster as part of this newsletter for the details)

I see that the Awards Night is coming up fast also... Saturday 23rd November. Make sure you mark it in your calendar. The theme is "Hollywood" so lots of scope for some great costumes.

Finally we are holding an Information Evening for Compass in Caboolture on Tuesday 10th September starting at 5pm. It will be held at the Caboolture Library - 4 Hasking Street, Caboolture. If you know people in that community who are in need of assistance please direct them to the Information evening. There has been a very significant positive response in that community to the idea of Compass becoming established there.

Thank you and good health,

Exploring the Art of Life Page 4

David

