

From the CEO with John Gilpin



John Gilpin

Welcome to our mid-year edition of our Community Newsletter "The Independent". We hope you enjoy reading this edition.

May I open up this edition with an update on the resurrection of the former school and now known as the "Merrington Centre" the Merrington Makeover, as we like to call it, is progressing very well and is on track for completion around the end of July - early August.

Any assistance, financially donating or by material donation will be greatly appreciated as this is another self-funded development for the Association.

Once the Merrington Centre is up and running our current Day

Community Access program will be relocated from our hall and into the centre. This will allow our hall to be available to create sporting and activity based programs. So watch this space later on this year!

Our merge with Independent Services has been a smooth transition with both like-minded organisations focussed on participant delivery of service with little disruption to service as possible being the goal. Open and honest communication between the two organisations have been the key to this successful and seamless transition.

Our participants continuously amaze me with their willingness to engage in their activities while our staff continue to explore opportunities for personal growth for those they support. Some activities over this period include art, cooking, music, community socialisation, Hagley farm, boating, interactive computing, sports i.e. football, basketball, exercise programs and games to name a few.

One of our participants Emma Malouf even won \$1000 for her artwork— Well done Emma, congratulations on all your hard work.

For the first time St Michaels entered the Employer of Choice Awards and although not a finalist we were awarded a Highly Commended Award. We as the management team thought that we should enter as we have great communication between all the levels of the Association, health & well-being programs like access to Pycsam Gym, feedback and learning from our personal learning and achievement program, employee assistance program for off site support and extensive staff development, which we all have undertaken over the last 18 months. When listening to other award winners we are not quite there yet, however with that said we are on the right path! Thank you everyone for coming on this journey with us.

Last little good news story is the replacing of two 2005 Kia Carnivals with two Hyundai Imax

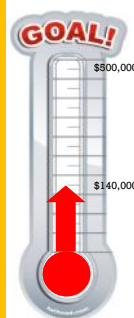
8 seaters. A fantastic outcome of being able to replace these older vehicles with 2 late model second hand units with only 40,000 km on the clock.

Thank you to those Board Members who supported this decision to modernise part of our fleet.

Finally, in this edition, I wish to thank all our staff on the wonderful work they do for Tasmanians living with a disability. Without your support our participants would not be able to achieve the amazing things they do! Our staff do the heavy lifting and support and please remember - "You do and are making a difference"

Thank you and happy reading, John.

Merrington Make-Over Donations to date
If you would like to donate please contact 6331 7651



Advertisement

Tasmanian
Liberals

Peter Gutwein MP

Treasurer and Member for Bass

To contact Peter phone 6777 1007 or email: peter.gutwein@dpac.tas.gov.au

Authorised by: Sam McQuestin 2/24 Murray Street Hobart

Merrington Make-over Update

The Merrington Make-over is progressing extremely well and is on track and on budget with the completion date set for July/mid August 2015.

As you can see in the photos the internal construction is progressing with many of the session room walls and ceilings completed. The top photo on the right demonstrates the size of the activity rooms. The 3 rooms are divided by glass partition doors, which can either be closed off to create smaller areas (6 rooms) or opened to create one large room.

Extensive work is also being done to create a state of the art commercial kitchen. Once completed this facility will be used provide accredited training to St Michaels participants. St Michaels is an Registered Training Organisation (RTO).

Additionally a fully functional canteen will provide participants and staff an opportunity to either purchase the meals and or create their own culinary delights as part of their living skills development programs.

Recladding is well underway and the exterior of the building is starting to look great.

Once completed the Merrington Centre will be the centrepiece of the Newstead Campus. After the completion of the building works an official opening ceremony will be held with all participants, family members, staff and VIP guests being invited. Any donations still welcome.



Welcome to St Michaels

The STMA reception is now bubbling with additional team members. Please welcome Roster and Database Co-ordination Peta Rogers, and Administration Relief staff Vanessa Sinclair And Nikki Bumford to the Association.

Peta has an extensive background in Employment Services and administrative duties, Peta brings a broad range of skills and experience to the Association. Peta will be contacting staff regarding their shift availability in the near future. Please feel free to call Peta to discuss your roster. The Roster and Database Co-ordination is a newly created position.

Vanessa has a background in administra-



Vanessa Sinclair



Nikki Bumford

tion and is currently providing assistance in processing the payroll and creditors.

Nikki is currently being trained in the front reception duties and tasks. These roles are in relief while staff take extended leave.

Please join with me in welcoming the new team members.



Peta Rogers

Staff profile– Ann Smith

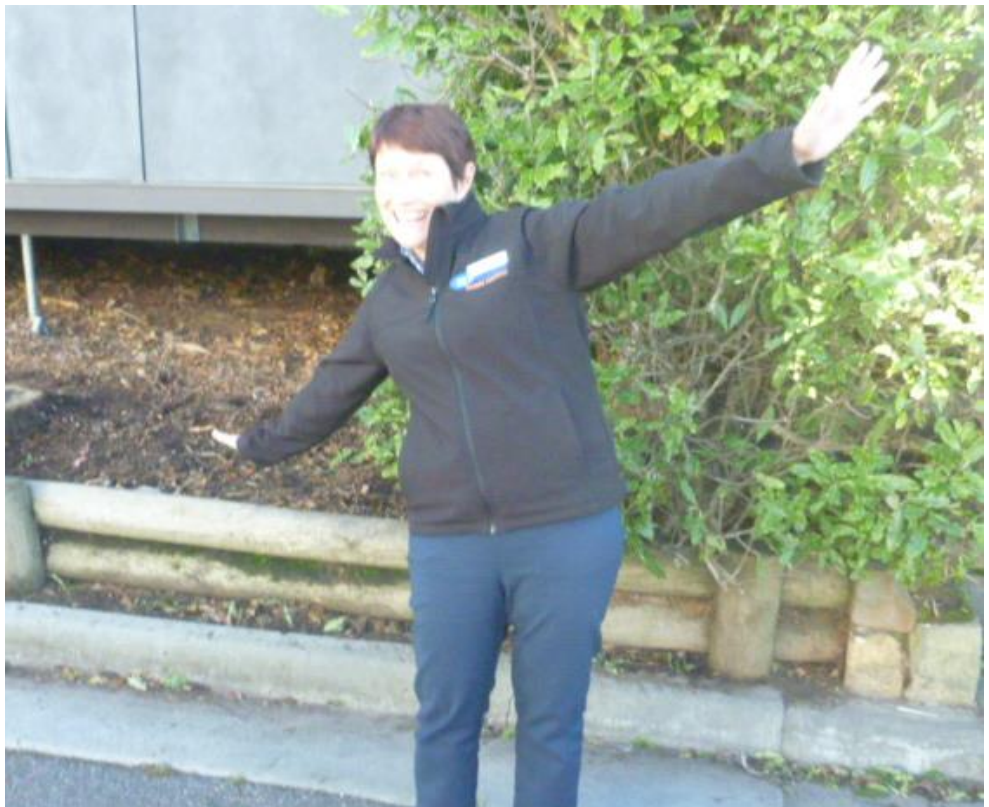
This edition our staff profile is on Ann Smith.

Ann is our Community Access (Day Program) Team Leader at the Newstead Campus. Ann has been with St Michaels for 18 months.

Ann likes to have a joke and works with a team of dedicated support workers that provide assistance to over 30 participants.

Ann can often be found in her office starting early and finishing late just to make sure everything is cleaned up and ready for the next day's activities.

Please contact Ann on 6331 7651 if you would information on the numerous activities and programs that are available.



Well done Greg!

Special thanks goes to Greg Cooper for his on-going support and assistance in and around the gardens and grounds of St Michaels. Since moving into his new home at St Michaels, Greg (pictured right) has been working with Asset Supervisor Paul Westgarth (left) to help maintain and keep the grounds looking fantastic.

Greg can be found most days equipped with his trusty pruners and rake cleaning up garden beds, pulling out weeds and removing broken and or fallen tree debris.

Well done and thank you Greg, keep up the great work!



St Michaels - At a glance

St Michaels Association Inc. is a not-for-profit non-government organisation providing accommodation and support to people with intellectual and physical disabilities for over 47 years.

The vision of St Michaels is to *develop independence through maxi-*

mising the individual qualities of Tasmanians living with a disability.

Our Mission is to *support the physical and emotional needs of our clients and their families through the provision of personalised care programs, training and a variety of accommodation services*

St Michaels relies heavily on grants, local community support, donations and fund raising to meet our clients needs.

All proceeds received are redistributed back into the St Michaels Association Inc. community.

If you feel you would like to make a donation, please complete the form **see page 14** and forward it to

Rod.Campbell@stmichaels.asn.au or post it to PO Box 306 Newstead, Tas. 7250

Thanking you for your consideration.

Audit + Assurance

Self-Managed Superannuation Funds

Financial Reporting

Bookkeeping

auditing & accounting
SOLUTIONS

Registered Company Auditor
Registered SMSF Auditor

Luke Salmon M: 0407 131 686
E: luke@salmonaccounting.com.au

Independent Services

From the beginning of 2015 Independent Services have provided some wonderful captions in people's lives. The Fishing program operated from February to the end of May and had a bumper year of catching seven fish and with all being a good size that were taken home for dinner.

The Bike Centre has followed on from Fishing for the winter months where the participants practice their road skills as a pedestrian or a road user on scooters as well as the remote control car. Other interesting areas are role-playing such as the policeman dishing out fines and the treasure hunt.

Swimming has adapted well to the new pool even Morgan the dog (guide dog) has her own special area. The Gardening group have produced eye-catching vegies that have comments made by people passing through. It has been a very bountiful year for the gardeners to harvest vegies and take home as well as providing the Cooking group with fresh food.

Cooking has been addressing healthy eating by offering healthy recipes and group discussions, for example, sugar overload. Craft had made interesting products for Easter and Mothers Day presents and we are looking forward to making our Launceston Show entry, a dolls house that we will raffle off after the show.

The Footy Tipping is highly competitive and everyone checks the



scoreboard each day with Darryn Victory the leader and Jimmy Oldfield second with the remaining positions are all close.

Very soon we will be able to provide transport for our clients as we will be receiving a vehicle.

Karen Watson



Employer of Choice Awards 2015

Employers of Choice are recognised by the Tasmanian Government for demonstrating contemporary workplace practices and outstanding support for their staff.

The Employer of Choice program was established in 2006. It aims to assist employers to attract and retain skilled workers to support the growth and sustainability of their business.

Since its inception the Tasmanian Government has recognised 56 Tasmanian organisations as Employers of Choice.

There are three key elements to the program: *Employer of Choice Awards* - to recognise and promote Tasmanian organisations that successfully attract and retain skilled staff by creating a great place to work. *Knowledge sharing events* - workshops, forums and information sessions where Tasmanian businesses come together to share ideas about successful workplace practices.

Professional development and business networking - for recognised Employers of Choice.

This year St Michaels Association was recognised with a Highly Commended Award at the Employer of Choice Dinner on July 25th in Hobart. **Exerts from our application—** Within this organisation sits a People/Staff management framework that ensures we attract and retain the right staff, with the right mix of skills competence and



L to R: Rod Campbell, John Gilpin, Chriss Kelly, Donald Richards and Paul Westgarth Absent. Katrina Fisher.

confidence. This framework enables the HR team to ensure they are constantly reviewing the recruitment strategies and asking - What is our attraction strategy?

- * We have the ability to offer flexibility to suit the needs of the encumberant

- * We are focused on promotion from within and staff are encouraged to apply for vacancies that would warrant such a promotion.

- * Staff have regular opportunities to reflect on work related issues via debriefings and team meetings.

- * We have an award winning WH&S system that which has reduced workers compensation claims and one that supports the wellbeing and safety of employees via the TWIG system

Exert from an employee support letter: "In the time that I have worked at St Michael's,



CEO John Gilpin accepting the Highly Commended from Minister Groom

there has been 20 more independent living units built and I just think it's remarkable that there is an environment where those with disabilities can continuously learn more life skills and feel safe. I'm excited to be a part of the team and believe I have experienced significant personal growth

and insight into how fortunate I am, and have developed an understanding of the growth other can experience with the right supports and opportunities".

Congratulations to all our staff on this recognition, John.


1st Place - Congratulations Emma

Congratulations goes to one of our resident artists Emma Malouf. Emma took out the prestigious Art Inspired Festival held recently in Sheffield.




Emma's artwork, which depicts a Journey of Hopes and Dreams was judged as the winning entry ahead of a quality field.

Emma received a \$1000 for her award winning artwork and is already preparing for next years event.

Fantastic work Emma keep up the good work.



THE TALK

A COMMUNITY INFORMATION EVENING ON
SUICIDE PREVENTION
FREE EVENT
THURSDAY JULY 16TH
6:30PM FOR A 7PM START
SAWTOOTH GALLERY
LEVEL 2, 160 CIMITIERE ST.
LAUNCESTON
ALL AGES AND DISABILITY ACCESSIBLE
FACEBOOK.COM/THETALKTASMANIA
PROUDLY SUPPORTED BY:
  

Eagle's Edge - with Fenton Jones



Fenton Jones

Entitlement under a Will

If you make a Will you should feel comfortable that the persons to whom you leave your property, will receive that property, however you wish it. You are entitled to make a Will and exclude anyone that you may wish to exclude. The law has traditionally recognised the rights of individuals to freely dispose of their estates in whatever way they see fit.

However, a Will can be challenged under legislation in Tasmania called the Testators Family Maintenance Act. This is where a deceased has failed to make adequate provisions for family members for his/her proper maintenance and support.

A court will not automatically grant an application because this is in effect re-writing a person's Will.

Research for the Australian Research Council Linkage Project suggests that about 20% of challenges were based on a "sense of entitlement". This is an attitude that people are enti-

tled to "family money" and this makes them challenge the Will. It has been found the median time to contest a Will was nine (9) months and it cost an average of \$11,900.00 and up to \$500,000.00 in some cases. This meant that the costs of contesting the Will drained the value of the estate and sometimes left no funds at all to distribute to anyone.

When you make a Will you appoint executors. They are the persons authorised to deal with the estate. This means that they will have the responsibility of dealing with the estate if there is an application which will include accepting, rejecting or negotiating the claim with the applicant.

There is no guarantee way of excluding certain family members from making an application under the TFM legislation. As the reports state, contestation is most commonly driven by both exclusion and significant disparity in distribution and "there is some evidence that some family members are greedy rather than being in need".

However by creating an estate plan, or statement of intention, should help to head off fights among your beneficiaries and instead promote acceptance that your true wishes have been spelled out and will ultimately be fulfilled. In order to achieve this goal,

you should consider the following tips:

1. Don't Procrastinate on Planning Your Estate

Ensure that you have a Will. Overall only 60% of average Australians reported having a Will, however only 35% of under 30's had a Will. The time to start on your estate plan is while you have your wits about you, not when there can be any question about whether you really knew what you were thinking and doing. Avoiding a will contest starts when you create or update your estate plan at a time when it is clear that you are able to make informed decisions and understand all of the consequences of these decisions. If you're not totally sure what you want to do, don't use this an excuse.

2. Don't Flaunt Your Estate Plan But Don't Keep it Secret Either

Ensure that your Will contains a statement of your reasons for the exclusion of any family member. This gives to your executors something upon which they may fight the applicant and the strength of the statement of intention is very important. Consider letting your loved ones know exactly what you've done and your reasons why. While complete secrecy will breed contempt, keeping your loved ones informed will eliminate any big surprises. What you

choose to do should be based on what you think will prevent a will contest in your particular situation after consulting with your estate planning solicitor.

3. Don't Throw Your Estate Plan in a Drawer

Once you've made a will that reflects your estate plan, don't forget about it. Pull it out of the drawer at least once a year, brush it off, and review it for any significant changes. A consistent pattern of sitting down with your estate planning solicitor once a year to review your will sends a powerful message to your loved ones and will help to stave off any thoughts of a will contest. This is particularly so if you don't make any significant changes or systematically make changes that reflect your ever changing family and financial situations. Updating your will refutes any allegations that while your intentions were such when the statement was made, there has been a reconciliation which has not been noted in the statement.

Bishops Barristers and Solicitors are well trained in assisting in drawing Wills that contain clearly what your intentions and wishes are and we are happy to help.

Call one of our friendly lawyers today on 6334 1667.

Bishops Barristers & Solicitors - *Your friends-in-law*

Bishops Barristers & Solicitors has been providing legal services and support to their clients and the community for over 23 years, with a reputation as "The Friendly Firm"

- Offering efficient client services
- A well known and respected law firm
- A law firm with friendly, down to earth staff that care
- Free car parking 3.30-5.30 pm daily
- Easy, convenient central location

Specialising in

- Property Law and Conveyancing
- Corporate and Commercial Law
- Family and Relationship Law
- Litigation and Dispute Resolution
- Will, Probate and Estate Planning



Bishops Barristers & Solicitors

19 Paterson Street, Centreway Arcade
Launceston, Tas. 7250
Ph. 03 6334 1667 Fax: 03 6334 0996

Roster update

Since commencing in her new role as Roster and Database Co-ordination Peta has been working tirelessly in ensuring all shifts are covered.

Peta has also implemented a proactive approach to rostering which includes sending thankyou's to staff and the Fantastic Elastic Award which recognises staff for their flexibility in filling shifts. The inaugural winner for 13/6 to 26/6 period is Jane Sutherland. Well done Jane!

Please contact Peta if you are able to assist or have questions on your roster.



St Michaels - Call for memberships

St Michaels Association Inc. has been serving the Tasmanian Community for over 49 years through the provision of care and accommodation services to those living with an intellectual and or physical disability. St Michaels is now calling for new members to join this innovative and trusted organisation.

There are 2 types of Memberships that are available including;

Member - full voting rights, cost \$25 pa.

Associate - non voting rights, cost \$10 pa.

Other benefits of being a St Michaels Association Member include invitations to St Michaels AGM and functions, personalised calendars and being on the mailing list of the bi



monthly newsletter, The Independent.

If you would like to become a Member of St

Michaels Association please contact John Gilpin for a membership form on 6331 7651.

Contact John Gilpin today for your St Michaels membership form.

Replacement Vehicles

St Michaels has recently taken ownership of 2 as new Hyundai iMax people movers as part of our continuous improvement philosophy.

The 2 vehicles will replace 2 of the older Kia group home vehicles.

One of the vehicles was traded in whilst the has been redeployed to STMA Independent Services.

Independent Services will now have their own vehicle, which will increase their capacity to provide support to their participants.

Thanks to those supporters on the Board for the purchase of the vehicles.



60th Birthday wishes

***Happy 60th Birthday
Susie.***

***We hope you had a
wonderful day filled
with fun and happiness.***

***From your friends at
St Michaels.***

Sue Lowe has been living independently at the St Michaels, Newstead Campus for many years and recently celebrated her 60th birthday with some of here friends and family.

Susie is pictured here with Disability Manager Participants and Clients Donald Richards.

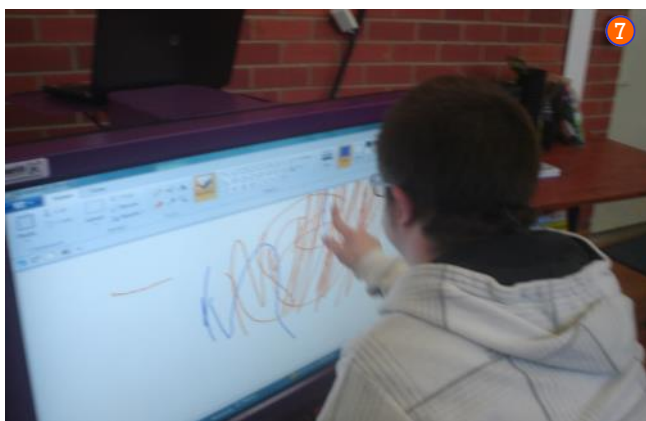


Things we do...



Would you like a copy of a photo? **See P14** for details

Things we do...



Would you like a copy of a photo? **See P14** for details

Healthy Lifestyle Recipes



Soufflé Omelette

This omelette is so light and fluffy it just melts in your mouth. You have the option to add a little cheese to the mixture, or garnish with some feta if you like.

Ingredients

- 2 eggs, separated
- ½ tomato
- 2 tbsp. milk
- 10g butter
- 20g ham, light
- 1 handful (40g) spinach leaves
- 2 cup mushrooms, sliced

Salt and pepper to taste

Method

Separate the eggs from the yolks, each in a different bowl.

Beat your egg whites until soft peaks form.

Place milk in with the yolks and mix, season with salt and pepper.

Fold your egg whites

gently into yolks.

Heat a small non-stick frypan, melt butter and pour in the egg mixture. Leave heat on low to medium.

Meanwhile in another small frying pan sauté your mushrooms and spinach until cooked to your liking.

The egg mixture will be quite puffy so you will need a large spatula to flip. Another option is to cook the top of the omelette under a grill. Once you have either flipped or cooked the top of the omelette, on one half place the ham, spinach & mushroom mixture and sliced tomato then fold the omelette over top to cover.

Slide off onto a plate and serve immediately



Banana, Apple & Oat Cookies

These are great healthy cookies that have no added sugar. These are also great to pop into the kids' lunch boxes without feeling guilty.

Ingredients

1 large apple

- 8 2 very ripe large bananas, mash with a fork
- 1 apple, cored, peeled and cubed
- 1 tsp. vanilla essence
- 2 tbsp. olive oil
- ½ egg
- ¾ cup almond meal
- 1 tsp. cinnamon
- ½ tsp. baking powder
- 1 cup rolled oats
- 2 tbsp. golden syrup or honey

Method

Preheat oven to 190C (375F). Line an oven

tray with baking paper.

In a large bowl place oats, almond meal, cinnamon, baking powder, mix with a spoon.

Crack an egg into a small bowl, mix with fork and pour half into dry ingredients. Empty out remaining egg and in the same small bowl mix the oil and golden syrup vanilla. Add to the dry ingredients and mix.

Now add to the mixture the mashed banana and diced apple. With your hands form little cookie sized rounds, flatten a little and place on lined tray.

Bake for 20 minutes, take out, set on wire rack to cool.

Photos

Yes, I would like to purchase copy of a photo/s (please indicate page number, caption details, size and how many copies)

☐ 6x4" = \$2 No. of copies..... Page Number..... Photo ID Number.....

☐ 6x8" = \$3 No. of copies..... Page Number..... Photo ID Number.....

☐ 8x10" = \$7 No. of copies..... Page Number..... Photo ID Number.....

☐ 12x8" = \$10 No. of copies..... Page Number..... Photo ID Number.....

TOTAL = \$ includes postage delivery

Payment options

Cash in person at St Michaels Association office, 22 Hoblers Bridge Road or by EFTPOS Ph. 6331 7651

Electronically BSB 017042 Account Number: 002398139 or

byCheque/Money order made payable to St Michaels Association Inc. or

Credit Card ☐ Visa ☐ Mastercard Card Number

Expiry Date:

Card Holder: Signature.....

Details

Mr/Mrs/Ms/Miss First Name..... Surname.....

Address..... Suburb..... Postcode.....

Donations

Tax Tip

"even a \$2 donation can be used as a tax deduction!"

Yes, I would like to make a tax deductible gift to St Michaels Association Inc.

☐ \$5 ☐ \$25 ☐ \$50 ☐ \$75 ☐ \$100 ☐ \$1000 ☐ \$2500 ☐ \$5000 ☐ Other.....

☐ 1 time contribution

☐ Ongoing contribution ☐ Monthly x months ☐ Quarterly x years ☐ Annual x years

Payment options

Cash in person at St Michaels Association office, 22 Hoblers Bridge Road or by EFTPOS Ph. 6331 7651

Electronically BSB 017042 Account Number: 002398139 or by

Cheque/Money order made payable to St Michaels Association Inc. or

Credit Card ☐ Visa ☐ Mastercard Card Number

Expiry Date:

Card Holder: Signature.....

☐ Yes, please contact me to discuss other ways I may be able to help St Michaels Association

Details

Mr/Mrs/Ms/Miss First Name..... Surname.....

Address..... Suburb..... Postcode.....

Phone:..... Mobile:..... Email:.....

Services offered at St Michaels

Community Access - participate in community, social and civic activities

The program incorporates support to enable a participant to independently engage in community, social and recreational activities during the week and operates from 9 to 3 pm Monday to Friday from our City and Hobblers Bridge Road Campuses.

Merton House - (transitional housing) assistance with daily life tasks in a group or shared living arrangement

Support incorporates assistance with and /or supervising tasks of daily life in a shared living environment, which is either temporary or on-going, with a focus on developing the skills of each individual to live as autonomously as possible. The support is based on the needs and goals of the individual. This program operates from our transitional accommodation facility from 3.00 pm to 9.00 am Monday to Friday and 24 hours Saturday and Sunday.

In Home Tenancy Support - assistance with self-care activities.

Supports provide assistance with and/or supervising, personal tasks of daily life to develop skills of the participant to live as autonomously as possible.

Group Homes - shared accommodation Services

Currently there are 3

group homes located in the broader community. Services provided incorporate assisting with and or supervising tasks of daily life to develop the skills of an individual with either low standard support or high-needs to live autonomously as possible. This program operates 7 days per week.

Student Accommodation - short term accommodation

This program is for students from remote areas. Services provided include integrated support for self-care, accommodation, food & activities for short periods. Program operates from Sunday evening to Friday morning during school terms.

Youthbreak - (respite accommodation)

This program is a respite program provided to young people from the ages of 15-25 and operates out of the Desmond Wood Complex from 4 pm Friday to 4 pm Sunday. Please see some condition apply for eligibility.

Individual Support - 1 on 1 support

This type of support is specific to the needs of the individual, and may include enabling a participant to independently engage in community, social and recreational activities, personal care, educational assistance, living and life skills. Support can be provided 24/7 365 days per year and can be delivered in home or at St Michaels.

Social Club

Social Club is held in the hall at St Michaels every Saturday Night from 6.00 pm to 9.30 pm. This is a time for clients to get together for a meal, socialise and engage in leisure activities of their choice such as card or board games, singing, dancing or enjoying a footy match on TV with a friend.

Independent Living Units

The 44 Independent Living Units are currently fully occupied with a tenant/landlord agreement in place. The units provide independent living in a safe, supported environment. The units are more suited to clients with higher skills, requiring minimal assistance and can incorporate assistance with self-care activities (see In Home Tenancy Support).

Please note there is a specific criteria that is required to be eligible for this service.

Please contact Donald Richards on 6331 7651 if you require further information.

Registered Training Organisation (60067)

St Michaels is a Skills Tasmania Endorsed RTO providing accredited training for Tasmanians with a disability.

On-the job traineeships, Workplace based skills sets and classroom based training in Certificate I and II in Warehousing Operations, Certificate I in Agri-Food Operations and Certificate II in Horticulture are delivered across the state in various locations.

Details

The Independent will be distributed electronically on a bi-monthly basis.

General Display and Classified Display Advertising space is available if you would like to advertise your business.

Please contact Rod Campbell on 6331 7651

Contact Details

St Michaels Association Inc.
22 Hobblers Bridge Road
PO Box 306 Newstead Tas 7250
Phone (03) 6331 7651 Fax (03) 6334 2132
admin@stmichaels.asn.au
www.stmichaels.asn.au
Find us on Facebook for regular updates