

From the CEO on behalf of John Gilpin



Rod Campbell

Welcome to our October -November edition of our newsletter "The Independent."

This edition will be our last for 2017 and covers stories from October and November. I hope you enjoy reading this edition.

I would like to open this edition, however with a reminder that our traditional participant, clients and family Christmas Dinner is scheduled for Friday the 15th of December. Please contact the office to confirm your reservation to what I am sure you will agree is always a great night.

I must say that it has been a very busy 2017 and there have been a number of significant changes to St Michaels and its structure. This

includes the commencement of State Manager Disability Services - Rod Campbell, Manager Residential Services - Sharon Cuthbertson, Manager Day Services - Maria Campbell, Coordinator of Supports - Jayne Stinton.

St Michaels has also created a new format and style for its branding, which will be rolled out across the Association. This includes a new logo, which will be included on all branding and marketing materials, brochures, flyers, emails, booklets, vehicles and merchandising. We have also purchased a new facility in Chant Street, East Launceston. Independent Services has now closed its doors in Charles Street and has commenced operating the Community Access Program from this wonderful and historic building. The building was formerly a Church, which was originally built and operated by the Uniting Church.

The Chant Street premises will continue to be used by the Community as a base for Cross



Roads, Studio of National Highland Dancers, East Launceston Tennis Club and the Fly Fishers Club of Tasmania.

We have had wonderful growth with the development of two "Our Home" properties. The "Our Home" program has been operating well and after a few minor teething problems the participants are reportedly happy with their home and the progress they have been making. Well done!

Once again, many of our participants have attended a variety of functions and events across

the state. Many have participated in Art Shows, Exhibitions and Community Events such as Derby River Derby and Burnie 10. Congratulations to all of our participants and the volunteers/staff that provide their support to enable them to attend.

It has been a wonderful year and on behalf of John, Board and Management we wish you a merry Christmas.

Rod Campbell, State Manager Disability Services.

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Peter Gutwein MP

Treasurer and Member for Bass

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

Authorised by: Sam McQuestin 2/24 Murray Street Hobart

Chant Street - Community Access

Renovations on the Chant Street property are on track and the building is almost ready for Independent Services to move into.

The renovation works are being carried out by RMB Constructions and include; removal of former stage area, creation of new offices, installation of air-conditioning, refurbishment of the reception area, installation of computer workstations, installation of network cabling for the computer system, updated bathrooms/toilets and electrical works.

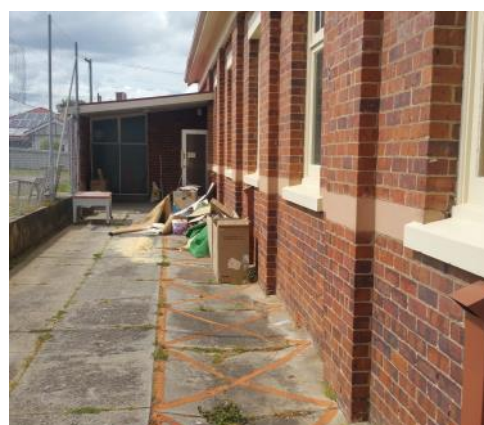
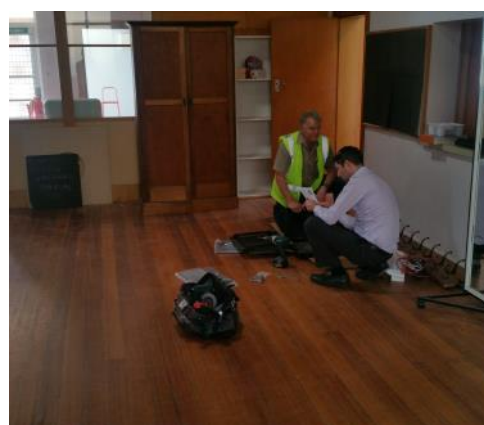
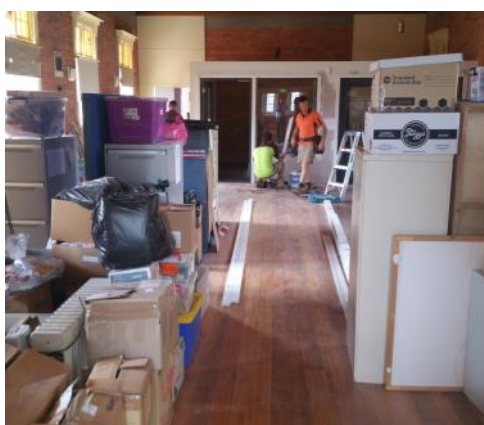
Two carpark spaces will also be installed and the laneway will be resurfaced.

Work Health and Safety audits have been completed with relevant actions identified and completed.

Independent Services participants and staff are excited about the move to the new location and have been busily packing up the Charles Street premises in readiness for the move.

The Chant Street premises will continue to be used by the Community as a base for Cross Roads, Studio of National Highland Dancers, East Launceston Tennis Club and the Fly Fishers Club of Tasmania.

Thanks to all participants and staff for your help and assistance through this transition and relocation of Day Services to the Chant Street property.



Halloween event

A very spooky Halloween event was held in the Merrington Centre, St Michaels on Saturday October 28, 2017.

Participants and staff marked the occasion by dressing up and preparing scary dishes for their supper.

Special thank you to all the houses; both staff and participants for making the food and getting on board with the Halloween theme. Everyone had a great night.

A big thank you to Megan and Youth Break participants for decorating the Merrington Centre as it looked fantastic.



STMA rebranding

We are excited to announce that St Michaels has launched 2 new logos as part of its corporate rebranding.

We believe the logos capture the essence of St Michaels through developing independence and growth from small steps through to adult steps.

The logos were created by local designer Ben Winwood. Thank you Ben for your wonderful designs.

The more contemporary logo will be used for marketing purposes i.e. vehicles, uniforms, T-shirts, whilst the regular logo will replace the former St Michaels branding.

All marketing materials including flyers, brochures, letters, with compliments etc are currently being redesigned to capture the new essence of the new format and style.

Please note the St Michaels Registered Training Organisation will continue to use the former St Michaels logo.

We look forward to rolling out the new marketing materials and hearing your feedback on the new design.



Independent Services - Community Access

At Independent Services it has been full steam ahead for our impending move. This has been a progressive build up for the last two months.

We sadly said goodbye to our Charles St Day Program location of 13 years and a huge hello to our larger premises in Chant Street. During this period there were many funny stories shared and lots of reminiscing over our time in the building as we packed up the contents of the building in readiness for our move.

As the upcoming move loomed closer, everyone was very eager and willing to lend a hand in packing up of boxes and loading of the truck as all our resources were ferried over to our new home at Chant Street.

Now we look forward to unpacking and setting up at our new location with everyone again pitching in to help.

In October our Monday afternoon program changed from the Bike centre to Fishing at Waverly Lake and on the Wednesday morning our Flying group changed to Tennis at the Country Club. The weather has been very kind to us for both days, providing us with some glorious sunny afternoons to sit beside the lake and fish; although the fish have been very elusive to catch! We look forward to continuing both of these activities after the Christmas break.

Our three cooking groups are very produc-



tive making chocolates, rum balls and coconut ice ready for their Christmas Gift Bags. It also made everyone hungry from the delicious smells being produced from the kitchen. Our two craft groups are busy making their



Christmas projects to fill their individual hand made Christmas stockings, all ideas pitched early in the year are now coming to fruition. Some fabulous designer dresses have also been created from our sewing class this year.

Reminder: Independent Services last day for participants is Friday 8th of December.

Mandy Mallet, Independent Services Team Leader.

Merton House - Transitional Accommodation (S.I.L)

Here we are fast approaching Christmas and things just seem to be speeding up. What a busy couple of months we have had since our last newsletter. The weather has finally had a change and daylight savings has kicked in, making everyone here at Merton quite excited that we can use the later evenings and warmer weather to get outside and enjoy not being so bound up indoors.

Over the last couple of months we have welcomed two new staff to our team Jim Thurlow and Peter Eyles and are pleased that Juanita Hack, Wade Harding and Mark Mclean have been given permanent hours within Merton House. This has been such a great outcome for us as it has helped to stabilise the team and enable us to focus on delivering a consistent service driven by people sharing ownership.

Merton House over the past few months and with this staffing group being more stable, have been able to focus on supporting people to establish skills within each person's everyday living needs, delivering outcomes that are focussed on each individual and enhance each person's identity and quality of life. Some of the areas that we have seen such growth and independence are participants developing their own voice to make clear choices within their daily living routine, social interactions and

relationships developing, social responsibilities, skills that support people to work together taking turns, compromising, contracting, respect, understanding and patience. A number of practical skills such as safety in the kitchen, safe food handling, learning to cook certain recipes, household chores, grooming & deportment and maintaining one's own belongings.

Some of the big events that happened over this period; Ben and Luke participated in the Burnie Ten, attendance at the Halloween Party on the 28/10/2017 at St Michaels. Ben, Luke & Brandon having a guy's night out each Thursday where they go out exploring places and enjoy an evening meal together. Ashley attending the Crossroads picnic and he got to go on a motor bike ride, attending the Grand Final Footy Lunch at Merton and watch the game.

It was also a time of celebrations as we wished Luke a very happy Birthday on the 06/10/2017 where we celebrated with a party at home to wish him all the very best for the coming year.

Some of the adventures and great outings include places such as Ross to look at the town site and have lunch at the bakery, Latrobe to have lunch at one of our favourite Cafés, Devonport to have a walk along the fore-



shore and have a BBQ lunch, Sorell to have a picnic lunch, Liffey Falls for a nature walk and BBQ, Beauty Point for fish & chips.

As you can see even, if we are working hard at home, now that the weather is finally changing, we are eager

to get out and engage with our community, to enjoy each day and experience the moment.

Mitch Stoddart,
Merton House Team Leader.

1st and 2nd prize

Congratulations to Damien Colpo and Geoffrey Archer in taking our 1st and 2nd place in this year's Craft Section for Disabilities at the Launceston Show.

Damian with his outstanding cushion design took our 1st prize. Whilst Geoffrey with his amazing work took out 2nd prize.

The cushions were designed with a lino-cut image, which was then embellished with acrylic paint and text.

Participants of the art program are already looking forward to next year's event.

Congratulations to Damien and Geoffrey.



Como Crescent - Supported Accommodation (S.I.L.)

Congratulations to Aron for successfully completing the 2017 Burnie 10.

Aron embraced the opportunity to exercise in fresh air and sunshine while meeting many new people along the way. All of the runners were supportive and encouraging of each other, as the bond of a shared interest generated a positive community which sought to encourage and compete together rather than against each other. Along with the raucous carnival atmosphere of the race, it was quite a spectacle and memorable event to take part in. Whilst it made for a long and tiring day,

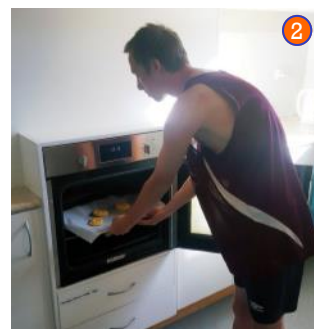
Aron found a new interest, and intends to sign up for a few races next year.

Matthew's focus has been obtaining work and has been given assistance with a résumé as he begins to study the job market and consider the type of work that would suit him. Remaining motivated and patient while job searching is a challenge, and the resilience, determination and positive attitude Matthew demonstrates are a credit to him. These qualities speak volumes about his character and willingness to apply himself and will not only help him succeed in his job search, but will continue to



benefit him and those around him in all areas of his life.

Ben Anderson, Como Crescent Team Leader.



Day Program - Community Access

The Newstead Day Program has been able to harvest all the winter crop of broccoli, broad beans and silver beet. Some of the vegetables went home with participants that assisted in the garden over the winter and spring months with the remainder used in the Wednesday and Friday cooking programs. With the warmer weather in November, the barbecue has had quite a workout. Accompanied by salad and fruit the participants whipped up.

Tennis at Legana Tennis Courts has been very successful and the group has improved their technique.

The participants have

made a variety of jewellery from necklaces, bracelets and anklets with many being presents to family members for Christmas.

The craft group is making a snowman out of tyres for the Christmas dinner and smaller snowmen for table centres. They have also made Christmas cards and decorations with felt bags to put all their goodies in. The chaps attending the Men's Shed have finished their wooden box projects.

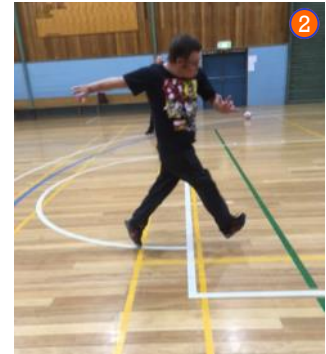
There has been plenty of competition in Soccer and T-Ball between the Newstead Campus and the City Campus. There are no actual winners just a lot of fun learning how to play a variety of



sports.

Golf on Friday afternoon has proved very popular and most members of the group and are now able to hit the ball up to 30 meters on the driving range.

Games Night every Tuesday fortnight continues to be very popular with an average of 23 attendees. The gamers attending challenge each other on Play Sta-



tion, X Box, Wii, Computer or even a game of UNO that fills the table. There are 12-15 people who enjoy the 2 course supper provided for \$5.00.

It has been a very busy this past 2 months and will continue to be in the following months.

Karen Watson,
Senior Team Leader.

Desmond Wood - Respite Transitional Accommodation

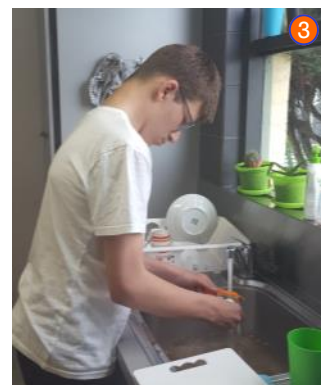
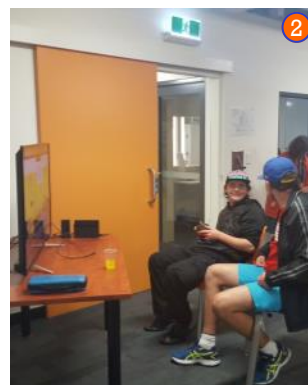
Participants have been enjoying games night, which is held every second Tuesday in the Merrington Centre. This is a great social event that allows young and old to join in on a variety of games and see who the winner is for the night. Tim Dufty recently attended Newstead College Ball and he says that he is "very pleased he went, the meal was great and it was nice to spend time with friends". Tim looked fantastic in his suit and this was an event that allowed Tim to invite a friend to attend with him. Everyone enjoyed seeing Tim and Sarah dressed up and having photos taken before they left.

In Desmond Wood we

work hard to complete the school year and build skills including cooking, cleaning and using public transport independently. I would like to congratulate Angus in achieving his goal of using public transport to and from TAFE. Angus has been doing this independently now for over 6 weeks. Well done Angus!

As the year draws very quickly to a close, participants are ending their school year. I would like to congratulate all and wish everyone a safe holiday season and hope to see them all again next year.

Megan Thomas, Desmond Wood Team Leader.



Penquite Rd - Supported Accommodation (S.I.L.)

The past two months participants have been enjoying the warmer weather. Getting outside to detail the car, whilst having small water fights with the hose.

It's that time of year to get stuck in the garden. So far we have sweet peas sprouting. Participants are enjoying the watering and seeing the vegetables grow.

Other weekends the participants have been out looking in op shops for a bargain now that Christmas is approaching fast.

Two of the house members enjoyed a trip down to Oatlands and Salamanca Markets to purchase presents for family members. The

participants were a bit daunted with the crowds of people and trying to move amongst them to have a look at what they would like to buy, however they did extremely well and knew what they wanted to purchase for gifts.

We stayed at an old cottage in Oatlands managed by Gary's parents and had a wonderful time enjoying a BBQ meal. The participants loved going out to a fancy breakfast restaurant. We took a different route home to look at the amazing scenery Tasmania has at our back step.

Paul went home on that weekend to spend some quality time with his parents. Louise met her



family in Campbell town and had a long weekend at home also.

Next weekend the participants will be decorating their home with a Christmas theme to get



in the spirit of this coming festive season.

Ade Doyle, Penquite Road Team Leader.

In Home Tenancy - Personal Support

The In Home Tenancy Support participants have been busy spring-cleaning their homes, some participants have started growing vegetables and all are getting ready for the festive season by decorating their units, making Christmas cards and we are starting to enjoy Christmas festivities. Paul and Tony went to the Christmas Parade where seeing Santa was a highlight for Paul. Chris has been to see the Christmas tree in the mall of Launceston.

We would like to welcome Vanessa and Oliver to St Michaels, we look forward to working alongside you both,

learning about you, helping and guiding you towards your goals.

Tony has recently been to Hobart for a day trip. Whilst there, Tony visited the Royal Hobart Show where he enjoyed looking at the animals.

Jo and Lyn enjoyed the beach on their holidays at Bridport and Scamander over the long weekend. Recently, Aaron participated in a camp at Camp Clayton, which he thoroughly enjoyed.

A big congratulations to Michael who has achieved a Certificate II in Warehousing Operations. This is a wonderful achievement for Michael.



I would also like to mention Jessica who is moving forwards in leaps and bounds with her confidence. Jessica is now taking herself to appointments and attending social events independently.



We all look forward to having a safe and happy December and we wish you all well!

Louise Frankcombe, IHTS Team Leader.

Youth Break - Respite, Life Skills & Community Access

The last couple of months has seen Youth Break welcome some new participants. This is a great time because it allows building of new friendships and experiences. As a group we are working on what activities we would like to do. It's very interesting to sit back and listen to the negotiations and compromises made to ensure everyone has a say and enjoys themselves. This process also allows staff to help participants build confidence in being able to speak up and have a say in what we will do for the day.

For the 4th year running Youth Break held a Halloween party at social club, this year was another raring success story with participants dressing up in the finest

scary costumes, as well as the majority of staff. It is a great to see everyone with a smile on their face and also trying to scare others in a fun way.

Youth Break also attended the Derby River Derby and what a day, from Harley diving onto the raft, to Mitchell leading the way, everyone had a ball! I would like to personally thank all the staff who helped in the organisation of rafts and PPE and for those who volunteered to attend as well.

From all Youth Break participants and staff I would like to wish everyone a safe and Merry Christmas.

Megan Thomas,
Desmond Wood Team Leader.



Kenneth Court - Supported Accommodation (S.I.L.)

Andrew and Stephen enjoyed St Michaels Holiday Day Program, participating in singing Karaoke, being creative in arts and craft and more, due to different day programs being closed throughout the month of October.

Kenneth Court participants had been shopping for their Halloween outfits ready for the St Michaels Halloween dance. Stephen and Nick have spent more time in the kitchen helping prepare meals for the other house mates. Nick enjoyed making mini Pizza's for Halloween. Valma, Stephen and Andrew really enjoyed the Halloween party, dancing and eating different scary foods

that were on offer. Andrew won Best Dressed Male and Val was a draw for best dressed Female. Val really liked having her nails and make up done for this event.

Nick organised his birthday which he celebrated at the Newstead Hotel with his house mates. Everyone said that they had a great time.

Nick, Stephen and Andrew attended the annual Crossroads Picnic at Harley Davidson, where they dared to have a ride on a motorbike with the support of staff.

Valma spent some time away staying with her sister down the East



Coast and visiting family.

All four participants are getting ready for Christmas by looking for gifts and planning for the holidays. More detail will be in the next edition of the newsletter.

With the end of the year coming closer the participants are looking forward to the many different breakup dinners and events.

Nathan Avery,
Kenneth Court Team Leader.

Hawthorn St - Supported Semi-Independent Living (S.I.L.)

These past two months have been very busy for the participants at Hawthorn St.

Hannah has settled well into the home, enjoying a fun filled week with work, tennis, taekwondo, song and dance.

George has settled into his new job with Blue line Laundry and is really enjoying it.

Both boys have one week left of TAFE until holidays, after a full year of commitment.

George and Hannah ran the Burnie 5km run, both excited to get across the finish line and have their medals to show off. Fantastic effort of keeping healthy and fit!

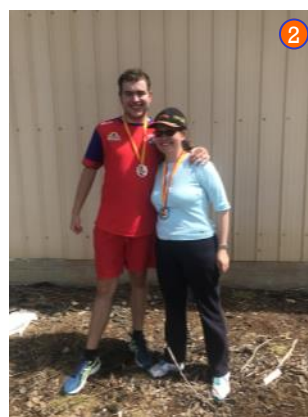
All participants went to

the St Michaels Halloween night, dressed up as a skeleton, witch, and the boogie man from Scary Movie. They all had the best time.

Both Heath and George have been getting into the gardens and mowing the lawns, the outside looks great. Then to cool down after some hard work, making the most of the free pool at the Gorge.

Now the festive season is approaching fast, time to start thinking about decorating the house and looking for gift ideas and where better to get inspiration than at the markets, whilst seeing the animals too.

Abigail Theobald, Hawthorn Street Team Leader.



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 50 years.

The vision of St Michaels is to *develop independence through maximising 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 contact Rod Campbell on 6331 7651

or complete the form see page 15 and forward to 22 Hobblers Bridge Road, Newstead. Thanking you for your consideration.

St Michaels is supported by the Crown through the Department of Health and Human Services.

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Luke Salmon M: 0407 131 686
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Wellington St - Supported Semi-Independent Living (S.I.L.)

I am pleased to advise there has been a number of recent accomplishments by the participants at Wellington Street.

Logan and Aaron asserting their needs and being willing to negotiate in a considered and objective way.

Residents planned and budgeted for a trip to Laserforce, not only having immense fun but a game requiring teamwork serving as a platform to develop friendships.

General clean-up of the grounds is underway.

A project garden in the backyard is being pre-

pared, with the intention to grow herbs to use in pasta dishes.

A shift of decision making and ownership of certain tasks is moving away from staff and toward the residents, i.e. recent trip out for a BBQ and swim at the Gorge.

Trip to Village Cinemas together to see Justice League.

A consequence of the above is that through achieving any level of success, the participants are building positive momentum and confidence – through focusing on what's manageable today, they are equipping themselves with tools they can uti-



lise in the future on increasingly difficult tasks - rather than continue to allow the thought of seemingly overwhelming challenges to create

anxiety and inaction.

Ben Anderson,
Wellington St Team
Leader.

St Michaels - Call for memberships

St Michaels Association Inc. has been serving the Tasmanian Community for over 50 years through the provision of care and accommodation services to those living with an intellectual and or physical disability.

St Michaels is calling for new members to join this innovative and trusted organisation.

There are two types of Memberships that are available:

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 or

to discuss membership options please contact John Gilpin for a membership form on 6331 7651.

**Contact John Gilpin
today on 6331 7651
to discuss your membership**

Our Assets - Update

There was 82 tasks for October/November, 10 were not completed including 1 housing department issue, 1 quote request, 11 of these have been subcontracted to external trades. Additionally, our Chant St project has taken some time with various small tasks and issues. During October, building of the new offices in Chant Street has been undertaken including the installation of the heat pumps/air conditioners have begun. The alarm system has been installed along with additional power points and data points, external locks changed and Pro master key system added. The

building has been sprayed for insects / ants & wood bugs at ground level. During October two participants from the group homes have been shown how to use the lawn mower. They are now regularly helping with this task while the other group homes are doing well with only minor issues and breakages. Otherwise a good month with no serious issues to note. There has been several concerns regarding the STMA vehicles with the Mitsubishi Mirage having its starter drive plate replaced (due to driver error), the truck along with another vehicle had several new tyres. The



Hyundai I20 C11YB was involved in an accident caused by another motorist, this vehicle is now in the repairers awaiting completion. This time of year we are on our toes around the STMA grounds with weeds and lawns growing at full speed. Chant Street also has its

share of time, with mowing and spraying and preparing for the move by Independent Services. There are still a few projects that require attention, including a new car park and driveway.

Paul Westgarth,
Asset Supervisor.

Vacancies

There is currently one vacancy available across our accommodation services.

Accommodation services are located on St Michaels Grounds and in the broader community.

Services provided in this type of accommodation program can incorporate assisting with and or supervising tasks of daily life in developing the skills of an individual with either low or high needs to live as autonomously as possible.

Accommodation programs operate seven days a week.

If you would like to obtain more information on how you can apply for our accommodation services please contact Rod Campbell, State Manager Disability Services on 6331 7651.



Hawthorn House

A semi independent accommodation program, available for 4 young people between the age of 18 to 25 who are funded through the NDIS.

Located on a flat block with easy access, close to transportation, shops, medical services and pharmacies

Hours - Sleep over only Mon-Fri 3 pm to 9 am. Sleep over and day support Fri 3 pm to Mon 9 am.

4 bedroom plus 1 office, split level accommodation.

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Time is almost up - get your personal tax return done now with us and we will donate \$10 as part of our fee back to St Michaels Association.



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Training and Learning Development

LEADERSHIP DEVELOPMENT TRAINING 'Flashbacks'

by Chriss Kelly T&LD
Manager

This month I took a trip down memory lane with the 2016 Accredited Leadership Development Program employees from Blueline Laundry.

Admittedly, we are nearing completion of the 2017 program. However, I wanted to revisit the impact the training had had on the previous group so I could impart their knowledge and wisdom about the benefits of the program to the newer students. I confess that the 2016 students left me as the *trainer, assessor, mentor, coach and all-round whip cracker* with a real sense of achievement and more so once they submitted their short stories on their current situations.

Blueline Laundry were 100% committed to this professional development program and I must say the investment really paid off. It was a true testimony to the organisations belief in their existing employees. I commend each and every one for the positive way they embraced the journey they embarked on and for the 100% commitment to the workload. *Even if it was tough at times.*

Here are their stories.



Rachael Goldfinch, Berni Gillies and Annie Lange

Annie Lange – I was a little stressed that I wouldn't be able to do the training. I also had other people saying 'why are you doing it, you cant do it'. But with the help of my fellow students and Chriss I gave it a go and really enjoyed the opportunity. I have learnt how to deal with stress and not to take everything on board. I have come out of the training with a new attitude. I know I can do anything I put my mind to. I am now a Team Leader and loving the challenge.

Aaron Bird – I was already in a Supervisors role **so** I didn't think I needed to do the training **BUT** I was wrong. The training gave me a whole new look at the way I did things. I realised that not everyone thinks and learns the same way. I believe the training has made me a better leader with greater understanding

Berni Gilles - Completing the course and working as a team lead-

Chriss made me realise my strengths whilst we were doing the leadership course. It helped me become assertive in the way I ask people to do a task and that helped me a lot. The leadership training is a big edge for me when I started the new role that I had never done. I realise being a Team Leader will expose me to people's criticism but it does not matter because the work needs to be done and my credibility is more important than what others think of me. Finding the strengths and weakness of people in the team is important because it gives me a idea in better delegation of the people in my team...



Charmaine and Aaron

Charmaine Ackroyd – I enjoyed the training. I am a doer more than I think but the course made me stop and think about the best way to approach different situations as a leader. I was then promoted to a Team Leader at BlueLine. Greater responsibilities for the area I was working in and with the staff too. Greater responsibility of problem solving, and staff training of the Supported Employees. I feel the greatest challenge was finding a balance. I recognise a difference in myself relating to patience, and tolerance of staff who are struggling in different areas of their roles within the ADE. I have assisted some staff become far more comfortable with such a diverse workplace. As a team leader the training just made me think.

Rachael Goldfinch – The course itself I found a real eye opener. I thought I knew how to do my job well, however it taught me that there are many ways to achieve an outcome with staff. I learnt more about myself to be honest, and it really made me think more about why I do what I do and what needs to be done. I realise not everything in the workplace is just the way I see it. I recommend this course to other leaders wanting to improve their skills. I am now a Team Leader at Blueline.

Training and Learning Development

One of the many delights of my job in managing the RTO is over-seeing the relationship we have with **Vincent Industries' of Wynyard.**

Nellie and her team and testament to the results achieved when on the job training, mentoring and coaching is at the forefront of what you do as an Australian Disability Enterprise. This year it has been our pleasure to bring Mel Feltham on board to work with Vincent Industries as a Work-skills Trainer to support their **Kitchen & Catering Skills Development program.**



Mel and I have had such a special journey with the supported employees over the last few months and I am thrilled at the personal outcomes being achieved by the participants and by Mel herself.



Above: Rae Gattenby. Vincent Industries Supported employee.



EMPLOYEE PROFESSIONAL DEVELOPMENT PROGRAMS at St Michaels.

CHC33015 Certificate III in Individual Support. Congratulations to our newer employees, *Juanita Hack, Richard Nicholls, Julie Scarrott, Zoe Upton, Abi Theobald, Bill Ward, Clare Lonergan and Jar-eth Redman* who have now embarked on the next stage of their careers by committing to an Accredited training pathway program with St Michaels. These employees will study the following core subjects plus Group B – DISABILITY specialisation (4 units) and 2 additional elective units.

CHCCCS015 Provide individualised support
CHCCCS023 Support independence and well being
CHCOM005 Communicate and work in health or community services-
CHCDIV001 Work with diverse people
CHCLEG001 Work legally and ethically
HLTAAP001 Recognise healthy body systems
HLTWHS002 Follow safe work practices for direct client care



I would like to take the opportunity to congratulate the following staffs on their commitment to our continuing professional development pathway program from Certificate III in Disability to **CHC43115 Certificate IV in Disability.** This professional development accredited training program at the Certificate IV level not only allows our employees to perform better but also prepares them for positions/tasks and/or projects of greater responsibility, where applicable and suitable.

Nathan Avery, Megan Thomas, Louise Frankcombe, Kath Corcoran, Tammy Westwood, Carolyn Parker and Kerry Lindsay.

A big thank you to Monica, Carmen and Shannon of Avidity T&D for all the hard work behind the scenes and to Lisa at JobNet for the wonderful communication with our staff.



As you can see, from our stories in this edition, ongoing training is important not just to employee development, but it also affects the success of any organisation .

Helps us stay ahead of competitors.

Maintains knowledge and skill.

Advances employee skills.

Provides an incentive to learn.

Increases job satisfaction levels.

Provides internal promotion opportunities and

Attracts new talent.

Thank you to those who continue to work with STMA as their preferred providers of Disability Services and Accredited Training and Development.

Merry Christmas and Happy New Year to you all.

Stay safe over the holiday period.

Ms Chriss Kelly Training and Learning Development Manager.

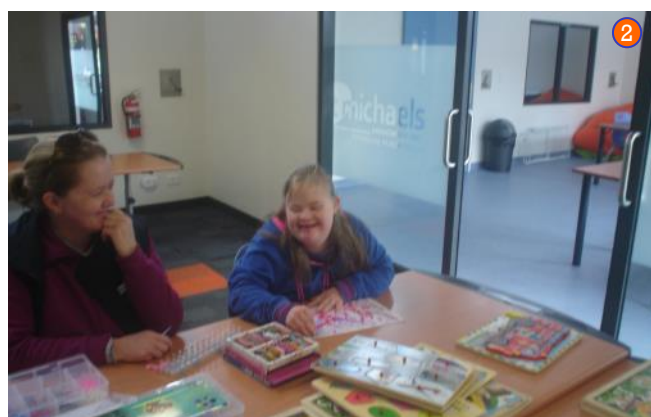
Things we do...



1



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8

Would you like a copy of a photo? **See P18** for details

Things we do...



Would you like a copy of a photo? **See P18** for details

Healthy Lifestyle Recipes



Sesame Prawns

Serves: 4

Time to make: 20 mins

Ingredients

3 teaspoons sesame seeds
500g frozen, peeled green prawns, tails on
4 green onions, chopped
8 cups chopped vegies, e.g. red capsicum, carrots, broccoli, bok choy, asparagus
1/3 cup hoisin sauce
2 tablespoons lemon juice
2 x 250g packets microwaveable 90-second brown rice, heated

Instructions

Step 1

Place a wok over medium heat. Add sesame seeds and stir-fry for 2–3 minutes, or until toasted. Transfer to a bowl to cool.

Step 2

Spray wok with oil and reheat. Stir-fry prawns for 3–4 minutes, until

cooked and no longer translucent. Set aside. Spray wok with a little more oil. Stir-fry onion and vegies for 2–3 minutes. Add hoisin sauce, lemon juice and 1/4 cup water.

Step 3

Simmer over low heat for 3–4 minutes, or until vegies are cooked. Stir in prawns and half the sesame seeds. Sprinkle with remaining sesame seeds. Serve with rice.



Cherry Ripe Cheesecake

Serves: 12

Time to make: 1 hr 25 mins

Ingredients

12 light chocolate biscuits
440g extra-light cream cheese
375g low-fat ricotta cheese
1/4 cup pure icing sugar
2 teaspoons vanilla extract
2 eggs
200g pitted frozen cherries
2 x 52g Cherry Ripe bars, chopped

Instructions

Step 1

Preheat oven to 160°C. Grease and line the base and sides of a 22cm springform cake

tin. Arrange biscuits in base of tin in a single layer, trimming to fit.

Step 2

Place cream cheese, ricotta, sugar and vanilla into a food processor. Process until smooth. Add eggs. Process until combined. Transfer to a large bowl. Stir in cherries and half the chopped Cherry Ripe.

Step 3

Pour filling into prepared pan. Smooth top. Bake for 1 hour or until just set in centre. Turn oven off, leaving door slightly ajar. Leave cheesecake in oven for a minimum of 4 hours to cool.

Step 4

When completely cool, remove cheesecake from pan. Top with remaining Cherry Ripe.

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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.

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Services offered at St Michaels - All NDIA Registered Supports

Co-ordination of Supports - assistance in co-ordination of support requirements through the NDIS. Support co-ordination is designed to minimise the complexity of negotiating with service providers, government agencies and accommodation providers.

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 Hoblers Bridge Road, Newstead 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 ongoing, 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 pm to 9 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. This program operates seven days a week.

Group Homes - shared accommodation Services

Currently there are three 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 seven days a week.

Desmond Wood - 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. Conditions 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 a year and can be delivered

in home or at St Michaels.

Our Home - shared accommodation Services

Currently there are two Our Home facilities located in the broader community. Services provided incorporate minimal assistance in meeting daily life requirements and to develop the skills of an individual with standard support needs to live autonomously as possible. This program operates 7 days a week.

Social Club

Social Club is held in the hall at St Michaels every Saturday Night from 6 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.

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 Warehousing Operations, Certificate II Process Manufacturing, Certificate II in Horticulture, Short courses in Kitchen Operations, Forklift, Computing, and five Day HSR are delivered across the state in various locations.

Details

The Independent is distributed electronically on a bi-monthly basis. Hardcopies can be found on our website and or can be posted.

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

Please contact Rod Campbell on 6331 7651

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