

Well, what a year!

It's the time of year when things start to slow down and draw to a close.

The time of year when people get together (according to government guidelines, of course), the weather gets warmer and everyone starts to feel a little bit merry. While we can't celebrate this year as we usually would with a Christmas concert to kick off the festive season, we will soak up the joy of seeing so many clients coming back after lockdown. The spirit of giving and being connected to our loved ones seems to mean a bit more this year. So what is it that everyone is looking forward to this year?

JACQUI: Hanukkah, we light candles and we get presents and we see our families and friends we have apples dipped in honey.

PIP: I like to spend time with my family and open presents.

NICK: I'm going to see my Grandma in Port Fairy for Christmas.

ROBBIE: Celebrating Hanukkah with my family, lighting candles and lighting my menorah every night. We say prayers and read stories about the eight nights of Hanukkah. We're also off for a holiday in Queensland.

MARK: Seeing my friends, swimming. I like watching the Christmas concert DVDs.

CARMELO: Being with my family and I love holidays, I'm going to Queensland. I like to give presents out.

JANET: Having lunch with my sister on Christmas Day – chicken, Christmas pudding! I love it with ice cream and warm custard.

DANIEL: I guess going away, seeing people you don't normally see - we have been to Lorne for a few years now and I'm looking forward to seeing my friends there I only see them once a year. **GAVIN:** I'm going home for Christmas going to see my Mum.

MATT: I'm looking forward to a swim in the surf at Wilsons Prom and boogie boarding with my children.

WENDY: Catching up with family, my kids are coming back for Christmas and then I'm having a holiday in Queensland.

PAUL: Catching up with the kids and grandkids, short breaks with the Mrs and catching up with friends.

ASHLEE: I'm going to Wye River. I'm also having a pool party with our neighbours in my apartment block.

NAT: Going back to work. Having lunch with my sister.

HOPE: Christmas party with family friends. I'm going on a road trip to Cairns!

IAIN: Looking forward to Christmas, a guitar would be cool!

From our CEO

Shakespeare's Richard III famously introduced the concept of "...our Winter of discontent..." and whilst we can be confident that it was not COVID-19 he had in mind, nevertheless it neatly describes the seasons we have recently, and thankfully left behind us.

As we appear blinking into the sunlight (mask-less even...) it is tempting to think that our enforced hibernation produced nothing. But as you know at Bayley House we kept on keeping on; we bolstered our accommodation supports and activities, we went back and forth with online activities and face to face groups, and in the background we worked hard at many system innovations and infrastructure projects.

Strategic Planning can be a dry and remote process. Often the experience is the very antithesis of what it should be. But throughout our COVID Winter, Bayley House has been involved in a vibrant strategic planning process. Conducted entirely remotely, nevertheless it has brought people together, challenged our collective thinking and ultimately delivered a plan which will guide us in the next five years. Of course a plan can be nothing more than the paper on which it is written, but a plan which is borne of its community, whose authors are its architects...that is a plan which lives and breathes in sync with its people. I am confident the new Bayley House Strategic Plan is exactly that and I look forward to sharing it with you early next year.

And in the meantime I do hope that as 2020 winds to a close you have the opportunity to rest, spend time with loved ones, and look forward to 2021!

Warwick Cavanagh CEO



Meet our first Bayley House Client Voice Group!



Our newly formed Client Voice Working Group

Client Voice Group assemble!

There are a number of groups at Bayley House that exist to share information and providing a platform for our clients to raise any concerns. The monthly Consumer Meeting is one such forum, which is chaired and run by our clients with support from staff.

We also have a number of clients who attend the monthly VALID Client Network Meetings. These meetings bring together people from a wide range of services within the Southern Region and share important information such as any changes to the NDIS, community awareness and any success stories.

Earlier this year, we identified that we actually needed more opportunities for these forums at Bayley House. And so earlier this year an accessible invitation film was created and sent out to our clients and staff seeking volunteers for a new group.

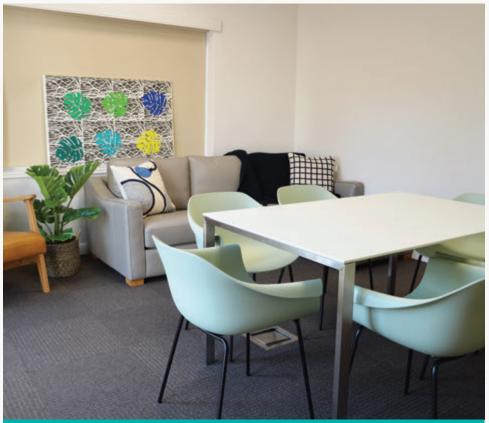
After receiving many expressions of interest we can now announce that a Client Voice Working Group has been established. Six client representatives are in the group, who will work alongside six staff members.

Bar submitted an expression of interest to join and once he was informed that he was successful, he commented "I joined because I want to help be a voice for people who don't speak with words".

The Client Voice Working Group are very eager to get started and will work together on:

- Ensuring information across Bayley House is accessible
- · Consumer meetings for clients
- · Sharing information with clients
- · Increasing the client voice
- Feedback
- · Sharing of ideas

The group will meet monthly and have already met for introductions via zoom. This group will create further pathways for client voices to be heard and recognised. This is a very exciting development for Bayley House and we look forward to the body of work that the group develops.



Our beautiful new furniture thanks to the Bayley Birds.

Thank you for choosing us!

We extend our deepest gratitude to everyone who has supported Bayley House with a donation in 2020. All of this year's challenges have meant vast extra cost for Bayley House, and we simply could not have done it without your support. Operating in a COVID-Safe environment, as well as adapting our service to a digital world, has been complicated and costly, but it has brought about new processes and innovation, particularly in online activities, that we will carry forward with us.

Your donations have been focused on keeping our clients connected through online programs, our remote counselling program, and support with technology. Now your gifts will help our clients return to Bayley House safely, after many months of isolation. With your help, we will rent extra space (for social distancing), schedule additional cleaning, roster both onsite and online activities and engage specialist instructors.

In addition, fundraising by the Residential Raisers enabled us to purchase beautiful furniture, linen and appliances for our new respite property in Asling Street in 2020. The Bayley Birds generously gave their support to the interior design and purchase of furniture for 54 Middle Crescent, meaning that our senior clients now have an uplifting and comfortable space to enjoy.

Donations from the community, businesses, trusts and foundations have also supported new computers, washers, dryers and specialist equipment and activities for clients. However you choose to give, please know it makes a huge difference in the lives of Bayley House clients. Thank you!



'Steptember' winner, Becky on one of her

Stepping it Up

This year September became 'Steptember' with all staff and some very active clients, accepting the challenge of staying active by getting their daily step counts up.

The idea behind this challenge was simple, staying active directly supports all round wellbeing.

Now what is a challenge without a winner and what is a winner without prizes? So, we reached out to our community partners and our friends at Sports Conscious very generously sponsored this challenge. The rules were simple, wear a smart watch or pedometer, get up and active then log your steps at the end of each day.

While the beginning of the month was still in very tight restrictions with only one hour of exercise per day permitted, it was clear from day one who the winner would be. Becky from our Accommodation Service kicked off the competition by logging 24,379 steps on the first day!

The challenge was fun and a number of people participated with interaction online, photos of walking destinations and some friendly rivalry. Thanks to all who participated and well done to our winners.

Out and about with Bayley House



YES,
I would like
to donate and
help Bayley
House clients
return!

HELP

My details:

Title:	First Name:	
Surname:		
Address:		
Suburb:		
State:		Postcode:
Contact N	umber:	
Email:		
Please acc	cept my donation of:	
\$50 \$75 \$200 \$500 OR\$		
Please find my cheque enclosed (made payable to Bayley House)		
OR please debit my credit card:		
VISA	Mastercard	
Name on Card:		
Expiry:	/	
Yes, please contact me about making monthly donations		
	t urn to: PO Box 113, Br	ighton VIC 3186
OR scan and email this slip to fundraise@bayleyhouse.org.au		
OR donate		
bayleyhouse.org.au/help-us-return		

DONATE NOW

or by phone **03 9982 1500**

By donating to the Christmas Appeal, you will help clients **return** to Bayley House **safely** after months of isolation. Your gift will help with the cost of extra rent (for extra space), cleaning, timetabling and specialists. **Thank you for helping us reconnect!**

All donations of \$2 or more are tax deductible

Thank you for your support!



52 Middle Crescent, Brighton VIC 3186 PO Box 113, Brighton VIC 3186 ABN: 79262349071



Bayley House specialises in supporting adults with an intellectual disability to live a full, engaged life.



LIVE

Daily living skills, promoting independence, positive relationships and connecting with the community.



CREATE

Visual and performing arts. It's as much about the process as the end product.



WELLBEING

Physical health and emotional wellbeing. We listen, create opportunities and offer choices.



LEARN

High quality, accredited courses and in-house activities catering to individual skill levels.



BELONG

Our homes are warm and welcoming. We foster social relationships and participation in all aspects of daily living through active support.

Dates to remember

23 DECEMBER

Last day of Term 4

4 JANUARY

Bayley House office opens

19 JANUARY

Day Service staff commence

21 JANUARY

Clients commence

26 JANUARY

Australia Day public holiday

8 MARCH

Labour Day public holiday

*Dates may change and some events may be cancelled dependent on the potential impact of Coronavirus



Noticeboard

Calling all Entertainers

Now that we are able to get out and about again, the Entertainment Book would make a perfect Christmas gift! Filled with benefits and discounts, this stocking filler also supports Bayley House Residential Raisers! You can purchase yours here: entertainment.com.au/orderbooks/1823x48

NDIS reminder

A reminder to notify Bayley House if you have an upcoming NDIS planning meeting and please also let us know when you receive your new NDIS plan. Once we receive your plan, we will organise a new Schedule of Supports (which now replaces Service Agreements and Amendments) to continue with activities within Day Service, Community, Leisure and Recreation and Accommodation.



Making the invisible visible

October saw the launch of our partnership with the Hidden Disabilities Sunflower Scheme. This scheme began in 2016 when London Gatwick Airport asked "How can we recognise that one of our passengers may have a non-obvious disability?". In response, a simple sunflower icon on a green background was created, which people can wear. The sunflower is a subtle way of letting people know that the wearer needs extra support. Bayley House is now the sole distributor of the scheme for Australian and New Zealand.

Daniel, a client of Bayley House, confidently contributed to an engaging and well-received discussion about the rights of people with disability to thousands of PwC employees across the country. The event was hosted by comedian, Harley Breen and Daniel was accompanied by Bayley House GM's Natarsha Warren and Justin Bruce.

If you would like to find out more about the Hidden Disabilities Sunflower Scheme, including purchasing a lanyard or wrist band then **please head to our Hidden Disabilities website** or if your business would like to recognise the scheme send us an email at **join@hiddendisabilitiesshop.com.au**



hidden disabilities shop.com.au



2020, THE YEAR THAT 'ZOOMED' BY!

We'd like to thank everyone in the Bayley House community for your support during 2020. It's been quite a year! This year put great pressure on our clients and families, as the whole world was turned on its head. In true Bayley House style, you all took on the challenge with great flexibility and resilience and we all learnt a lot we will carry forward with us! And to our dedicated staff team — from our drivers to corporate services, all of our managers, team leaders and support staff — you all adapted incredibly well, and we are truly grateful for each and every one of you. We wish everyone a safe and happy holiday season and we look forward to seeing you in 2021.



VALE



Judith Outridge

In October we said goodbye to our dear friend, Judith. Judith was a much-loved member of the Bayley House community for decades with many close friends across the organisation. She will be remembered by many for her kind heart and generous spirit. As we celebrate her full and rich life we acknowledge how important celebrating milestones like birthdays meant to her. She rarely forgot a birthday and many of you will remember the lovely cards and gifts she shared over the years. Judith is greatly missed by Bayley House and the wider community.



Michael Andrews

In early December, we were informed of the passing of our dear friend, Michael Andrews. Michael began at Bayley House when he was 18, after completing his younger schooling at Berendale. Singing and celebrations were a passion for Michael, most of our Bayley House community will remember him from our annual Christmas concerts where he loved to perform. Michael enjoyed expressing himself through art and the hallways of Bayley House proudly display some of his beautiful creations. Michael will be fondly remembered and missed by us all.

