



Everyone loves a good Superhero and Bayley House is no exception.

Towards the end of August a group of keen cartoon enthusiasts attended a dynamic Superhero drawing workshop conducted by visiting artist, Juliet D Collins. Each person had their favourite Superhero and thoroughly enjoyed learning how to draw them in action.

During the two hour session Juliet used a series of fun games, inspiring art activities and different drawing techniques to teach our 11 budding cartoonists how to draw the human form and create brand Superheroes.

The results were fantastic. In very little time Jason, Michael, Danny, Gerald, Kurt, Nick, Bernard, Mark and the two James' had their creative juices flowing and got to work. During the session Juliet shared her knowledge, staff were asked to perform Superhero poses and some wonderful cartoons were produced.

The workshop was an outstanding success. Juliet was delighted with the artistic skills and talents of the participants and they had a fantastic time learning new skills and can't wait for another session to be held.

Watch out Warner Brother's... the Bayley House cartoon boys have caught the bug and are ready to take over.



CEO's Message

After almost two years the final phase of our refurbishment work has been completed with finance, HR and other administration staff moving into the new office space at 54 Middle Crescent.

It has been a long, and at times very disruptive process, but the results have made it all worthwhile improving our facilities and our capacity to deliver high quality services. I would again like to extend heartfelt thanks to all our clients and staff for their cooperation and support throughout the refurbishment journey. It certainly made the task easier for management.

A large amount of work has been undertaken to convert Bayley House from an Association to a Company Limited by Guarantee. The latter is a national registration and has greater governance requirements than an Association. With a likely turnover of \$10 million this financial year, and with the NDIS looming, this structure of a The Company Limited by Guarantee structure is more relevant to Bayley House. More information will be presented to members at the AGM on 15 November.

Our preparation for the NDIS continues. Our new client database, Supportability, has been implemented and staff have been busy uploading information and becoming familiar with its capabilities. Lindal Liddle, our Family Liaison Officer has commenced meeting with families to assist their understand of the planning process, and the NDIS working group formed earlier this year meets monthly to develop ideas for, and monitor Bayley House's transition to the NDIS.

Bruce Salvin

Bruce Salvin
CEO

Dates to Remember

October



First day
Term 3



Family &
Friends Lucky
Prize Night



NDIS Peer
Support
Meeting



Day Service
In-service –
Bayley House
closed



Cup Eve
Holiday –
Bayley House
closed

November



Melbourne
Cup Holiday



Bayley House
AGM



NDIS Peer
Support
Meeting



Supporters
Thank You
Function

December



Client
Recognition
Awards



Spring into
Art Exhibition
Opening



Christmas
Carols Concert



Last day
Term 4

noticeboard

Everyday Hero and the 2016 Sunday Age City2Sea

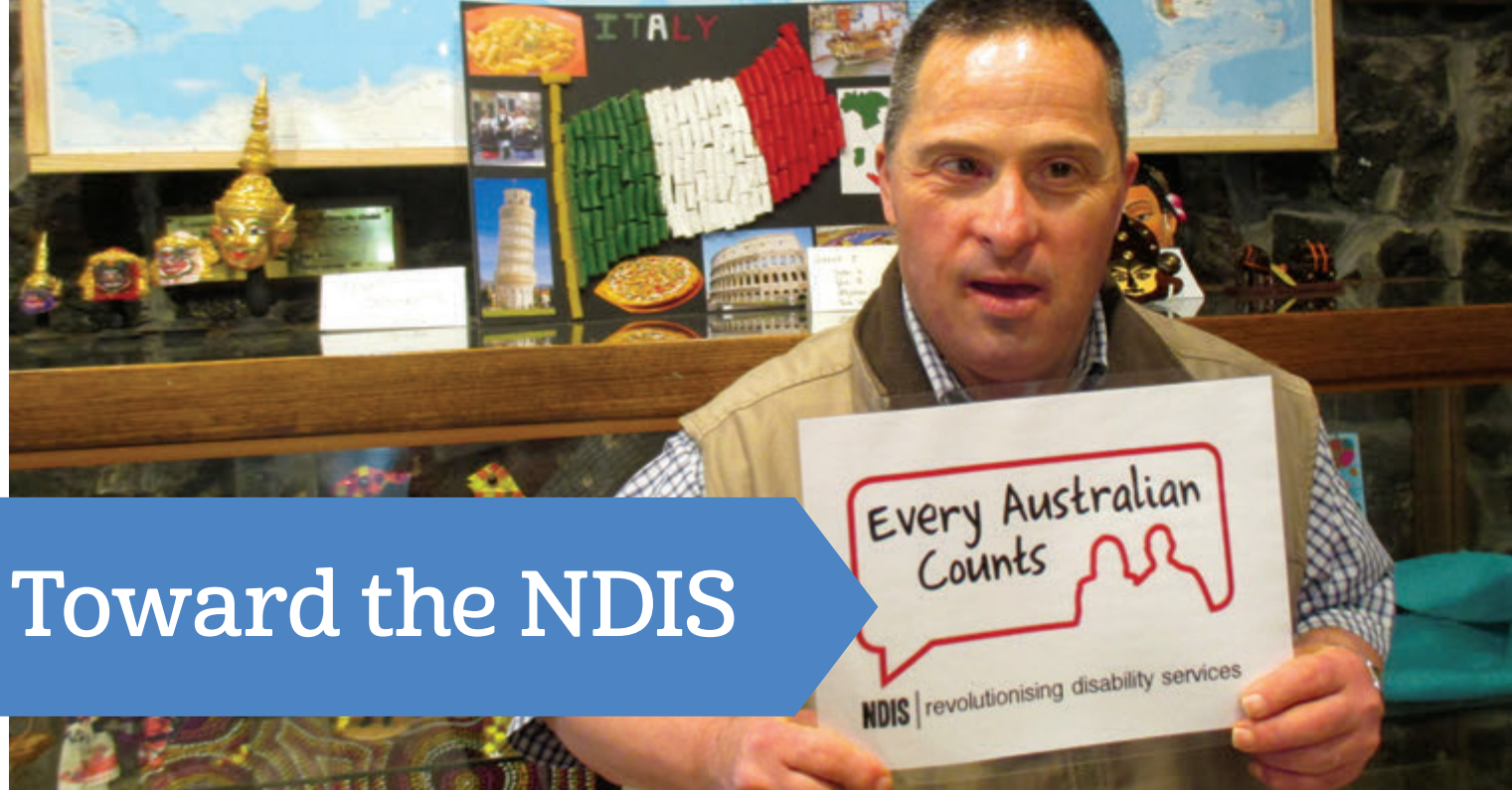
Each year many people participate in all sorts of sporting events or challenges and raise funds for their favourite charity through Everyday Hero. You can do this too!

It's easy, visit their website and create a hero page nominating Bayley House as your charity.

If you are taking part in The Sunday Age City2Sea on Sunday, November 20 we've already done the hard work for you.

Simply visit the Bayley House event page (<https://city2sea2016.everydayhero.com.au/bayley>) and sign up to become part of our team. You can then seek support from family, friends and work colleagues and help raise funds for our services.





Toward the NDIS

Kouli gives his support to the NDIS

The National Disability Insurance Scheme (NDIS) is the new disability support system being introduced in stages across Australia. The NDIS will eventually replace the current disability support system in Victoria and will be rolled out to the Bayside region in April 2018.

Managed by the National Disability Insurance Agency (NDIA), the NDIS will provide individually funded packages which will enable participants to purchase the supports, services, aids and equipment that they require. These supports will assist them to achieve goals in many aspects of their life, including independence, involvement in their community, education, employment and health and wellbeing.

Bayley House is registered with NDIA as a NDIS provider and is committed to supporting our clients and their families so they are in a strong position to get the best out of the NDIS. As such, Bayley House has instigated a range of projects to ensure this occurs, and that we, as a service provider, are well prepared.

NDIS business plans have been developed for each key area of the organisation and a working group has been formed to review and advise on NDIS related projects. A significant number of business practices have been streamlined and new computer based systems have been introduced with

regards to accounting, invoicing and client data management. Bayley House has also undertaken extensive work to research the market place, price services, review the staffing structure and implement a sustainable service delivery model. Staff have undergone extensive training and collaborative partnerships have been formed with other organisations.

For a smooth transition to the NDIS it is essential that families are also well prepared and kept informed. To facilitate this, our website has a dedicated NDIS page and we have been hosting regular information and peer support sessions. A Family Liaison Officer was employed in June to work with families to assist them in preparing for the NDIS and increase their understanding of the NDIS process.

Whilst preparing for the NDIS may be challenging at times, it will ultimately make an enormous difference to the quality of life for individuals with a disability and ensure they will receive the support they need throughout their lives.

For more information visit:

- **Bayley House:** www.bayleyhouse.org.au
- **NDIS:** www.ndis.gov.au
- **NDIS – Vic Government:** www.vic.gov.au/ndis.html
- **NDIS Rights:** ndisrights.org.au
- **Every Australian Counts:** www.everyaustraliancounts.com.au
- **Carers Australia:** www.carersaustralia.com.au/ndis-and-carers
- **Carers NSW:** www.carersnsw.org.au



Katie and Bri are looking forward to the NDIS

Get ready

Prepare, prepare, prepare. Determine goals, supports needed & complete the NDIS planning workbook.

Create your NDIS plan

Meet with your planner or local area co-ordinator (LAC) to create your plan and determine how the funds will be managed.

Choose your supports

Select the providers you would like to deliver the services and supports you need. Your LAC will be able to help you.

Live your life

Once you have reviewed and finalised your plan you will be able to start accessing the support services you select.



A cultural experience

Bayley House has a range of people from different cultures and backgrounds who access our services or work with us. Recently we held a Cultural Awareness Week to create a better understanding of these differences and celebrate the way in which such diversity makes our organisation so vibrant.

Traditionally cultural diversity has related to religion, country of birth and the language that is spoken. Nowadays it encompasses so much more and reflects the variety of differences in our society relating to other characteristics such as ancestry, gender, age, ethnicity, cultural heritage and sexuality.

Bayley House is committed to promoting a positive and supportive environment. As such, it is important to appreciate diversity and how each of its characteristics may have an impact on an individual's life, their values, beliefs and expectations, as well as how they participate in the community.

To this end, Bayley House held its inaugural Cultural Awareness Week in the last week of August. Every group in the Day Service incorporated the theme of cultural awareness into their activities and programs throughout the week. In doing so, the primary focus was on the cultures and backgrounds of each of the individuals in the group.

A great multi-cultural feel

Cultural Awareness Week temporarily transformed Bayley House. Decorations were put up before the event and by the end of the week the foyer, many of the corridors and all the program spaces had a fabulous multi-cultural feel created by colourful displays of national flags, pictures, works of art and country fact sheets. World maps featured photos of individuals next to the country their family came from and were accompanied by interesting facts and figures about that country.

Delicious food

Cooking sessions changed focus and flavour with our budding chefs being given the opportunity to prepare and consume their favourite cultural dishes. The wonderful smell of different cuisines wafted around the buildings every lunchtime and the sight of such a diverse range of foods contributed to sensory overload. Each dish that was prepared

provided a chance to speak about traditional foods and learn more about the country of origin. China was represented by fried rice and dim sims, the Middle East by hummus and tabouli, Greece by souvlaki and Russia by traditional sweet pancakes that were filled with ricotta and strawberries... just to name a few.

Studying different countries

Increasing knowledge about cultures was a key element of Cultural Awareness Week. Many groups conducted internet research, whilst others went to the library to find books they could use to create information fact sheets and refer to during discussions. Different countries were studied each day and factors such as population, climate, traditional dress, food and geography were investigated.

Not to be left out of the mix, learning more about Australia included holding a 'Wattle Day' and studying aspects of Aboriginal history and culture.



The many hands of diversity



Fiona and her group decorate boomerangs



Katherine (L) and Hayley show off the cultural art work



Krysia (R) explains Polish costume to Sarah

Music and Dance

Without a doubt everyone at Bayley House loves listening to music and dancing a few jigs. This was no different during Cultural Awareness Week. Plenty of national anthems were sung and it was not unusual to hear the sounds of a didgeridoo alongside Italian music and the distinctive notes of bagpipes. Dancing activities were energetic and included performances of the Greek Zorba and Highland fling keeping everyone entertained. Traditional Polish dancing was also a bit of fun.

A 3-year Diversity Plan

Cultural Awareness Week was an outstanding success. There was a real buzz around the building and everyone is still talking about the activities. It was one of the strategies that Bayley House has introduced as part of our Diversity Plan. This three year plan was developed in response to feedback from the external audit conducted in 2015 and will assist Bayley House to embed cultural awareness into all our practices. It will also improve the way in which we provide services to people from cultural and linguistically diverse (CALD) backgrounds and is an important part of Bayley House's preparation to operate in the NDIS environment.

As part of the plan Bayley House is also laying the foundations to work more closely with different CALD community groups within the Bayside area and has commenced gathering information about the cultural diversity of our current client and staff groups. The Diversity Plan will be reviewed on a regular basis and result in Bayley House working in a more culturally inclusive way.

“The beauty of the world lies in the diversity of its people”

Author Unknown

Did you know

- Just over one in four (26%) of Australians were born overseas and a further one fifth had (20%) have at least one parent who was born overseas*
- 18% of Australians speak a language other than English at home*
- More than 29 different major religions are observed in Australia*

** 2011 Australian Census of Population and Housing*

Where do we come from?

- Australia
- China
- England
- Fiji
- Greece
- Holland
- India
- Ireland
- Israel
- Italy
- Lebanon
- New Zealand
- Philippines
- Poland
- Russia
- Scotland
- Slovakia
- South Korea
- Ukraine



The faces of our nation

BOYS DAY OUT

Several of the guys living in our residences enjoyed a night out at the footy in late August. The game featured Hawthorn and West Coast Eagles and whilst the Hawks fans went home disappointed, a great time was had by all.



Angus, Matthew and John watch the game

CIRQUE SUR ROUES

Cirque sur Roues (Circus on Wheels) is an inclusive circus catering for adults with all abilities. In June one of our senior's groups attended their 2-hour circus training classes at the Highbett Neighbourhood Centre. There was something for everyone; plate spinning plates, ball juggling and even hula hoop swinging.



Peter spins his plate

Cooking up a Storm



Jodi prepares pasta



Mary bakes biscuits

For many people cooking is a passion; a way to create new dishes, learn good food choices and test culinary skills. This certainly applies to the cooking programs offered by Bayley House which are amongst some of our most popular activities.

Nearly every person who attends Bayley House participates in an organised cooking activity each week. Some take part in specific programs and others work together in their set groups to prepare lunch, snacks or other foods. Either way, involvement in cooking has many benefits; it teaches functional life skills, improves independence and creates greater self-sufficiency.

Cooking has always been offered at Bayley House however recently the focus of our cooking programs has changed slightly and we have expanded the number of activities offered. The key programs are now more specific and better linked to the needs and skill set of the participants.

For example, the Baking program explores the world of cakes, cookies and slices and is geared towards those individuals who want to learn how to make something for morning tea. The Four Ingredients program uses recipes that only require a few ingredients to create a meal or snack.

It is targeted towards those who work best with simple, easy instructions. The Meal Preparation programs suit those who have a more advanced skill set and result in a full meal being prepared. These groups have made roasts, curries and more complicated meals.

Our high support group participates in Sensory Cooking. This program focuses on making foods that stimulate the senses during their preparation and allow everyone to be involved. Dips and smoothies are amongst the favourite recipes and there are plenty of chances to touch, smell and taste.

Cooking programs and activities help improve knowledge about healthy eating and making good food choices. They provide the opportunity to talk about food, select recipes, plan meals, shop for ingredients, learn about kitchen safety and develop general cooking skills and techniques. On top of all that, it is good fun and a great way to spend time with friends.

Kim's Pizza

One of Kim's specialties is a ham, cheese & pineapple pizza made using pita bread as a base. She carefully spreads tomato paste over the pita bread before adding the shredded cheese and ham, then topping it all off with some pineapple pieces. After 10 minutes in the oven Kim's pizza is ready to be eaten.



Kim makes pizza



Margaret and Marion enjoy the day out

Greyhound Treat

Four residents from our houses had a great day at the Sandown Greyhounds in early August. All had been to events at Sandown before and jumped at the chance to participate in their Community Day.

People from a range of disability services attended and many new friends were made. Sandown were fantastic hosts with the staff ensuring there were plenty of activities, great food and lots of chances to pat a greyhound or two.

Overall, the day was terrific. In particular, Margaret and Marion really enjoyed it and were very excited when a greyhound representing their Fewster Road home won the major race earning a \$500 donation for Bayley House. Margaret couldn't wait to get to Bayley House on the following Monday to spread the good news!

Sandown Greyhound Racing Club has been a great supporter of Bayley House over the years hosting events for our clients. Thank you for a great Community day; everyone is looking forward to attending again next year.

One Million Stars

Throughout August Bayley House worked closely with Bayside City Council to add their support to the One Million Stars initiative; a community based project aimed at ending violence in our communities.

The project began in Brunswick in 2012 in response to the attack and murder of Jill Meagher. It aims to bring people together to weave stars and talk about how they can work collectively to end violence. Since then the project has grown into an international weaving movement with 1,000,000 stars being woven by communities in Australia, New Zealand, the Pacific Islands, Europe and the USA.

As part of the project Bayside City Council engaged members of the local community to weave 10,000 stars. These will be displayed at Bayside Council's ARTrium space during November before joining others from around the world to be exhibited at the 2018 Commonwealth Games in Queensland.

Bayley House played a significant role in the project with our JobWorks groups donating their time and energy to pack a majority of the star making kits needed by the Council. Each kit consisted of enough ribbons, bookmarks and information sheets to make ten stars. The ribbons were all brightly coloured and had to be cut to size and packed in groups of ten.

It was a fantastic job to do. Not only was it a great cause, but everyone could participate. The task was fun, bright and colourful. All those involved enjoyed the job and can't wait to see the end result when they visit the ARTrium in November.

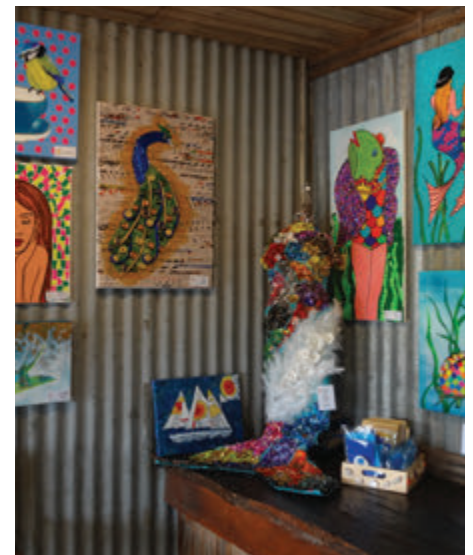


Joanna (R) shows one of the completed stars to staff member Amelia

Art in the Community

Exhibiting our art at venues around the Bayside area is a great opportunity for our artists to showcase their work to the local community. In June, our paintings hung in the Round Room at Brighton Library and during August, Sandy Beach HQ Kiosk displayed about 30 pieces of art around the walls of the café. Not long afterwards many of the paintings featured in the display area at Sandringham Library.

The feedback so far has been fantastic and our main exhibition, 'Spring into Art' is yet to come. This will be held at The ARTrium Exhibition Space at Bayside City Council offices from November 30–December 23.



Fins & Feathers exhibition at Sandy Beach HQ



Frank shows staff how to use one of the new iPads

GRANTS SUCCESS

Bayley House had great success over the last financial year securing nine grants from philanthropic trusts and foundations. In total, \$180,000 was received and has been allocated towards funding specific projects.

The grants have helped Bayley House purchase and install AV educational resources at our JobWorks program, provide high-low beds for older residential clients and deliver a new resource to support families as they plan and prepare for the NDIS.

In particular, two grants totalling \$8,500 were awarded by Bendigo Bank, Sandringham Branch and the William Angliss Charitable Fund to purchase additional iPads for our digital media and computers program. This support from has made an enormous difference as more iPads mean more people benefit from using digital communication technologies.

People with an intellectual disability often experience communication difficulties. Greater access to new technologies and devices such as iPads provides more opportunities for engagement and increases interaction with others by through the sharing of day-to-day activities and achievements with family and friends.

Digital communication offers multiple modes of expression: through sound, music, colour, movement as well as visually. Inbuilt cameras in an iPad allow supervising staff and parents to immediately capture moments and important events in a person's day. Photos and video can then be stored, printed and shared and used in story-making or recording an individual's progress in relation to their personal goals.

Raising Funds for Bayley House

Hosting events and activities is a great way of supporting Bayley House. Recently we received donations from two groups committed to raising funds to support our programs.

Business associates Ian Hyman and Kate Savage led a dedicated committee which organised a highly successful Corporate Lunch at the RACV Club in May. This is the third year the event has been held to support Bayley House. A great panel of guest speakers and an inspiring performance from the Bayley Smooth Stars helped raise a record \$70,000 on the day. An absolutely fabulous result.

In June staff from Coles, Bay Street Brighton hosted a celebratory morning tea to present a cheque for \$10,000 to Bayley House. The donation was the culmination of a wonderful fundraising effort by staff over the past financial year. Committed staff conducted regular raffles, sausage sizzles, cocktail party and a 10km walk-a-thon.

If you would like to raise funds for Bayley House, please contact our Fundraising Manager, Ruth Lew on (03) 9982 1537 or email rlaw@bayleyhouse.org.au

YES, I/WE WANT TO MAKE A GIFT!



BAYLEY HOUSE

52 Middle Crescent, Brighton VIC 3186
P.O. Box 113, Brighton VIC 3186

*All donations of \$2 or more are tax deductible

My details:

Title: First Name:

Surname:

Address:

Suburb:

State: Postcode:

Contact Number:

DOB:

Email:

Please accept my/our donation of:

☐ \$75 ☐ \$50 ☐ \$180 ☐ \$500 My choice \$ _____

☐ Please find my cheque enclosed (made payable to Bayley House)

OR please debit my credit card: ☐ VISA ☐ Mastercard

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Name on Card:

Expiry: / CVV: Signature:

☐ Yes, please contact me about making monthly donations

Please return to: PO Box 113, Brighton VIC 3186

OR donate online at bayleyhouse.org.au or by phone **03 9982 1500**

Please send me more information on:

☐ Wills and bequests

☐ Special occasion giving
(donations in lieu of gifts)

☐ Becoming a volunteer

☐ Programs and services