



## Life with Opportunities

The leading provider of disability services in  
the Parkes Shire and surrounding areas



## Annual Report 2016-17

[www.currajong.org.au](http://www.currajong.org.au)



# PARKES<sup>TM</sup> *It all adds up.*



work + live + play + invest

Parkes Shire is a progressive regional centre with a supportive and positive community and robust economy for business development.

It is a great place to live and raise a family with affordable housing and lifestyle properties, diverse employment opportunities, modern health services, quality educational facilities, a strong sporting culture and first class community facilities.

Connect with us via our social media channels or sign up to our e-news keep up to date with Council news and events or jump on the website for more information about why it all adds up in the Parkes Region.



PARKES SHIRE COUNCIL

[parkes.nsw.gov.au](http://parkes.nsw.gov.au)





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**Email: [mail@currajong.org.au](mailto:mail@currajong.org.au) Website: [www.currajong.org.au](http://www.currajong.org.au)**  
**Currajong Disability Services is a leading provider of**  
**disability services in the Parkes Shire and surrounding areas.**  
**CURRAJONG DISABILITY SERVICES is located at 30 Welcome Street, Parkes**  
**NSW Australia 2870. (Ph: 02 6863 4713) (Fax: 02 6863 4793).**  
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# MISSION, VISION AND VALUES



## *Our Purpose*

To work directly with people with a disability providing a diverse range of individualised and person centred services.

To promote Currajong Disability Services Inc. as a regional provider of community services for people living in the Parkes, Forbes and Lachlan Shires.

To respond to existing and emerging needs of clients, carers and families through service delivery, asset building, consultation, research and professional partnerships with other providers and local communities.

To encourage diversity on the Board, sub-committees and within the organisation.  
To seek funding and raise money to achieve these purposes.

To undertake and/or do all things or activities which are necessary, incidental or conducive to the advancement of these purposes.

## *Our Vision*

Currajong Disability Services Inc. strives to provide a diverse range of individualised services to clients, families, carers and communities in a financially and sustainably secure way.

## *Our Mission*

Maximising abilities and independence through individualised and person-centred service provision.

## *Our Values*

**Having integrity** – Being committed to our vision and communicating with our stakeholders in an honest and open manner. Valuing dedication, loyalty and cooperation in achieving our vision.

**Dignity and Respect** – Treating everyone with dignity and respect.

**Inclusion** – Valuing and encouraging diversity and the rights of people with a disability to participate and be included in their community of choice in a meaningful and respectful way.

**Empowerment** – Endeavouring to provide a range of person-centred activities that empower our clients to achieve their full potential.

**Accountability** – Working with integrity by being honest and openly accountable for our decisions and actions.

# OUR HISTORY

[www.currajong.org.au](http://www.currajong.org.au)



*25 YEARS OF FAMILY SERVICE: David and Brad Parker of Currajong Disability Services*

Currajong Disability Services (CDS) is an Incorporated, not-for-profit charity organisation. CDS has evolved from providing special education over twenty years ago, to offering Community Living and Respite Services Post School age and Learning and Living Skills day programs to people with disabilities, who are not currently in the paid work-force. It also delivers a diverse range of Disability and Community Care services including Centre-based and In-home Support Services.

Activities are designed to meet the individual needs of clients, facilitate community involvement, friendship, learning and mutual support. Over this time CDS has developed a reputation as a respected and professional provider of disability and community services in the Parkes, Forbes and Lachlan local government areas.

CDS is proud of its achievements offering high quality individualised programs and support services designed to sustain and enhance the independence and quality of life for people with disabilities. We are committed to maintaining our local identity with 'community roots' delivering services directly to people living in our local communities.

# CDS BOARD MEMBERS



## NEIL UNGER



Neil Unger is a semi-retired broadacre and pig farmer. He has been involved with CDS for nearly a decade and is the Chairman of the Currajong Disability Services Board.

## PETER BARBER



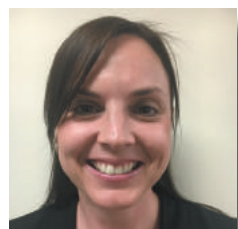
Peter Barber is a current CDS board member and has been part of the executive for the past two years. Peter is the Treasurer of Currajong Disability Services when he isn't working on his farm.

## GREG DUFFY OAM



Greg Duffy spent 40 years in Engineering with Parkes Shire Council before retiring to farming life just outside Parkes. Greg has served on the CDS board since 2014.

## DEB COLLIER



Deb Collier has been a CDS board member for the past year and is a small business owner/ operator and farmer in the Parkes Shire. She has had close ties to the Parkes disability community for over 15 years.

## DENNIS BRADY



Dennis Brady is a CDS board member who has donated his life to being a community servant in Condobolin and surrounding areas. From Chairman of the Condobolin Chamber of Commerce to VP Federal Executive Council of the ALP for the seat of Parkes.

## KITTIE DWYER



Kittie Dwyer worked in Aged Care for the Western Area Health Service for 20 years. Kittie was a CDS board member as well as coordinator of the Carers Support Group for Currajong Disability Services Inc. until her retirement this year.

# CDS BOARD MEMBERS



## **BEV LAING** OAM

Bev Laing has been involved with CDS since 1998. She served as a Parkes Shire Councillor for a decade and has been involved with community service groups for over 30 years.



## **MARK OLSON** DipLaw

Mark Olson is a CDS board member and involved with Anglicare and Parkes Picnic Races among others. Mark is a solicitor with a Diploma in Law. He has also been admitted to the Supreme Court of NSW.



## **RAY NIELSEN**

Ray Nielsen has been associated with CDS for 19 years. In that time he has held a number of executive positions on the Board. During his time as a Board Member, Ray has continually advocated on behalf of families, for additional respite and accommodation services.



## **ANGELA WILSON** BEd (SpecEd), BTeach (Prim)

Angela Wilson has been on the CDS Board for 12 months. She is a key facilitator of CASNG, a Special Education school teacher at Parkes Christian School. She has Bachelor degrees in Teaching (Primary) and Education (Special Education).



*Life with  
Opportunities*

The leading provider of disability services in  
the Parkes Shire and surrounding areas

# CHAIRMAN & CEO'S REPORT



## Neil Unger and Jeff Evans

The CDS Board can now look back over the last year's progress with a sense of achievement and satisfaction despite it being a time of restructure and uncertainty, as CDS battled to prepare itself and our clients for transition to the NDIS.

It is a pleasure to be able to report on a busy but productive twelve months. Twelve months ago we were struggling with uncertainty and a multitude of challenges. CDS like most other regionally based disability service providers viewed the future with trepidation. The disability sector was heading for a paradigm shift in the way that we do business.

The change from the relative security of a NSW Government grant funded budget model to the market driven purchaser/ provider model of the NDIS would be different to what CDS had built its business on.

The Board focused on strategic planning and change management. The Board and the staff at Currajong needed support. After consulting with other regionally based service providers all of whom were struggling with NDIS preparedness the CDS Board made the decision to "headhunt" a fresh set of eyes.

Somebody external to CDS and somebody who would approach the challenge from a business perspective. Somebody with the depth of knowledge and management experience to assist staff and the Board with the transition to the NDIS.

Loyal staff were engaged full time keeping up with "business as usual", and attending to the everyday needs of our clients. The Board's governance responsibilities, CDS systems and work practices required forensic review and rebuilding. Our capability required re-engineering and change was necessary.

CDS was presented with an additional challenge when the Board was advised by NSW Fair Trading that CDS was required to transfer from an incorporated association to a company limited by guarantee. CDS had outgrown the rules for an association. The need for a restructure was unavoidable.

With guidance the Board reorganised the management structure of CDS and a senior management team was created to support the transition of CDS to a company limited by guarantee and the NDIS.

After a national recruitment advertising campaign and a rigorous selection process the Board appointed Mr Jeffrey Evans, a local, to the position of CEO. Mrs Roslyn Tucker was appointed Finance Officer & Company Secretary and Mrs Jodie Turner has been retained in the role of Service Delivery Manager.

The restructure also presented a number of additional workforce and business system challenges that required attention. A Communications and Marketing Officer, Dane Millerd, was appointed. The role has presided over the rebuilding of CDS's website and Facebook page. These e-communication tools are essential to the future diversity of CDS's business capability and communicating with our clients, carers and CDS staff. The acceptance of our new look website and Facebook page has been overwhelming.

Along with the organisation's restructure came a totally new IT system. This was designed and project managed by Fusion Business Innovation and Technology, a company who specialises in the design and integration of computer technology and business systems for small to medium businesses.

The IT hardware was supplied and installed by local computer company Leading Edge Computers who I am pleased to report were the successful bidder in a market based selected tender process.

CDS made a significant investment in new IT hardware in preparation for the roll out of new business systems and processes in 2017/18. The first of these was XERO®, a new financial management system and chart of accounts enabling the electronic payment of accounts. The second was Deputy®, a new automated rostering and payroll system. These cloud based integrated systems were sourced with the assistance of Azimuth Partners, an accounting firm with expertise in forensic accounting, business system integration and multiple financial systems.



# CHAIRMAN & CEO'S REPORT



***CDS Chairman Neil Unger welcomes new CEO Jeff Evans***

Everything we do at CDS is driven by CDS's Vision to be the disability service provider of choice in the Central West of NSW and to provide our clients with a "Life with Opportunities."

Rebuilding has also focussed on business continuity and succession planning to ensure that CDS's business processes are well documented and single points of failure or business risk are eliminated or minimised as much as reasonably practical.

Our business enterprises also received attention. We saw growth in the 500 Jujube trees planted in August of 2016 and placed an order for another 500 trees. The shed at High Street has been fitted out with 3 phase power in readiness for a new industrial paper shredder. We also explored planting and cultivating carob seeds.

The Board is excited about growing these business enterprises as a source of opportunity and skill development for our clients that might also one day, provide a modest but financially sustainable income for the business.

During the year we saw the re-engagement of the CDS Carers Group and the inclusion of the Central West Autism & Special Needs Group as part of the CDS family.

We also saw the departure of 4 people who had been part of the CDS family for many years.

Mrs Kittie Dwyer retired from the Board and as the convenor of the CDS Carers Group after 7 years' service, Mrs Ann Hunter retired as Executive Officer after 19 years' service, Mrs Roberta Stone retired after 9 years' service and Mrs Jeanette Holman after 6 years' service. To these people I offer the Board's sincere appreciation for your many years of dedicated service. In closing I would like to thank everyone involved with CDS over the last year, my colleagues on the Board of Management, our management team and our dedicated staff. Also our volunteers, families and carers, to the businesses that have supported CDS so generously, and the local Shire Councils.

The above is a very brief expose' of the journey that CDS has embarked upon over the last twelve tumultuous months as it readies itself for the NDIS, builds capability and positions itself as the service provider of choice in the Central West of NSW. I look forward to 2018 with confidence as our new CEO and his staff work with the Board of Management and continue to build, "Life with Opportunities."

**Did you know ...  
CDS employs 55 staff - one of  
the largest employers in Parkes  
and surrounding areas!**

# TREASURER'S REPORT

**Peter Barber**

*Treasurer*



I have great pleasure in presenting you with what is my 2nd Treasurer's report and the Financial Statements for Currajong Disability Services Inc. for the financial year ending 30th June 2017.

I am pleased to report that Currajong is in a sound financial position as we prepare for the NDIS. Total revenue for the year was \$4.1m representing an increase of 5 % on the previous year. The increase in revenue is the result of an increase in client numbers and associated government grant funding of 2.4%. We were also the beneficiary of a number of generous donations during the year. Special thanks is extended to all those who assisted financially or in kind during the year.

NSW Department of Family and Community Services (ADHC) was again the primary source of funding providing more than 80% of CDS's income.

The significance of this funding needs special mention as Currajong and other disability services providers in the Central West of NSW move to the NDIS in 2017/18. Income from other sources was \$0.4m or 10%.

**Did you know ...  
CDS injects approx. \$3.6  
million into the regional  
economy per year!**

The magnitude of ADHAC funding, as a component of CDS income highlights the challenges of the NDIS purchaser/ provider (user pays) funding model. Cash flow management and the expeditious and accurate billing for NDIS services provided to clients by CDS will be pivotal to our financial sustainability. CDS has invested heavily in technology and business systems to deal with this change to our primary income stream.

Total expenditure for the period increased by 5% on the previous year to \$3.6m.

As previously mentioned this increase is the result of conscious decisions taken by the Board to invest in and future proof the organisation while funds are available for investment.

CDS's investment in IT has enabled CDS to realise some long term goals -

including the building of a new chart of accounts, the implementation of XERO which is a cloud based accounting package and the electronic payment of accounts.

Staff costs have risen 24% to \$2.7m and represent the majority of the association's expenditure. This increase includes a national wage increase of (circa) 3.3% and the annual equal remuneration order adjustments of (circa) 1.5% over the reporting period. Administration costs have remained at around 22% of expenditure for the same period. The studious management of administration costs will be essential under the new NDIS funding model.

Our operating result for the year is a surplus of \$0.5m after expenditure on replacement motor vehicles, the installation of reverse cycle air conditioning and 3 phase power at Westview, renovations to the Welcome Street office, and the purchase of IT hardware is an excellent result. Operating surpluses are the foundation that will provide CDS with a financial buffer as we transition to the NDIS.

Cash reserves (member funds) sit at \$2.1m after having paid down \$0.350m on the combined mortgages of our residences. The balance sheet indicates that CDS has further consolidated its sound financial position which is the result of prudent financial management and governance by the Board.

In closing I would like to welcome our new CEO Mr Jeff Evans, and extend my thanks to my fellow Board members for their support.

I would like to especially recognise the hard work and commitment of Mrs Ros Tucker as our Finance and Administration Manager and wish her every success as she takes on the additional role of Company Secretary of the new company limited by guarantee.

**Did you know ...  
CDS spends \$80,000  
on groceries per  
year!**

# FINANCIAL REPORT



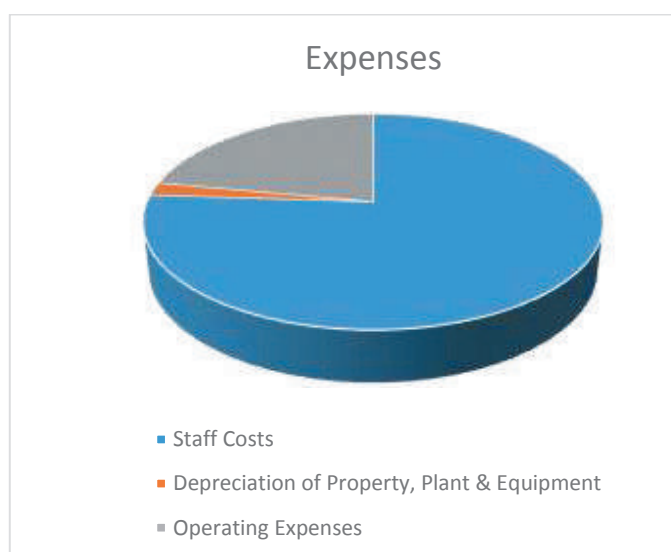
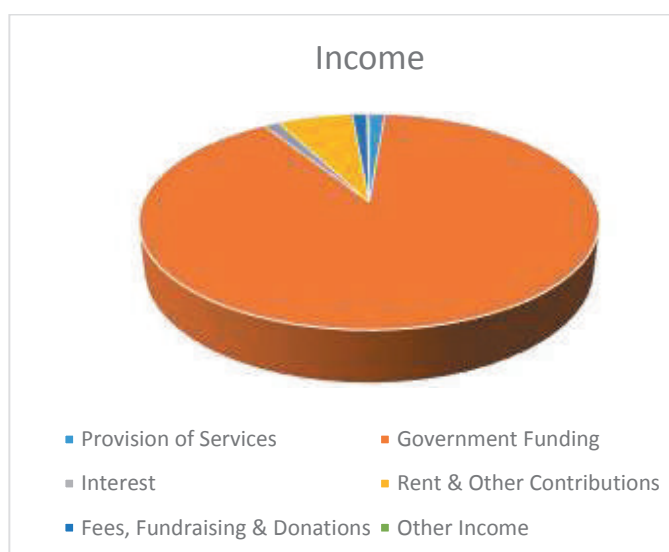
## Financial Results

### Income Statement

| WHAT WE EARNED                                | \$'000          |
|---|-----------------|
| Provision of Services                         | 53              |
| Government Funding                            | 3,660           |
| Interest                                      | 54              |
| Rent & Other Contributions                    | 252             |
| Fees, Fundraising, Donations                  | 50              |
| Other Income                                  | 7               |
| Disposal of Assets                            | 0               |
| <b>Total Revenue</b>                          | <b>\$4.076m</b> |
| WHAT WE SPENT                                 | \$'000          |
| Staff Costs                                   | 2,720           |
| Depreciation of Property, Plant and Equipment | 69              |
| Operating Expenses                            | 787             |
| <b>Total Costs</b>                            | <b>\$3.576m</b> |
| <b>SURPLUS FOR THE YEAR</b>                   | <b>\$0.500m</b> |

### Balance Sheet

| WHAT WE OWN                                      | \$'000          |
|--|-----------------|
| Property, Plant and Equipment                    | 582             |
| Cash and Cash Equivalents                        | 2,102           |
| Debtors  | 30              |
| Other  | 0               |
| <b>Total Assets</b>                              | <b>\$2.714m</b> |
| WHAT WE OWE                                      | \$'000          |
| Creditors  | 208             |
| Money Paid In Advance of Services Being Provided | 0               |
| Other  | 136             |
| Provisions                                       | 456             |
| Borrowings                                       | 49              |
| <b>Total Liabilities</b>                         | <b>\$0.849m</b> |
| <b>EQUITY</b>                                    | <b>\$1.865m</b> |



# CDS - A CHANGE IN LEGAL STATUS



**Greg Duffy OAM**  
*Secretary*



In September 2016 the CDS Board received notice from NSW Fair Trading that CDS had to change. CDS had exceeded the “Financial Threshold” for Incorporated Associations under the Associations Incorporation Act 2009 that sets an upper limit of \$2 million in income and/or total assets for registration of an incorporated association in NSW. We had become too big – financially. CDS as an association was required to take steps to transfer registration to another more appropriate corporate structure, such as a co-operative or a company limited by guarantee, which provides a more robust regulatory framework.

A company limited by guarantee is a specialised form of public company designed for non-profit organisations. In Australia companies limited by guarantee are subject to the Corporations Act 2001 administered by the Australian Securities and Investment Commission (ASIC). Like incorporated associations, this legal structure designates an organisation as a separate legal entity. A company limited by guarantee can be sued, legally lease a property, enter into contracts or hold assets in its name. The term company limited by guarantee refers to what occurs in the winding up of this type of company. The members of a company limited by guarantee must specify the amount they are willing to contribute to the property of the company on its winding up and this will determine or limit the liability of the company’s members.

Like other public companies, a company limited by guarantee has many legal restrictions and requirements.

One of the key advantages to CDS of this legal form is that it will permit CDS to operate nationwide should it ever choose to expand its business.

The strict legal requirements of this structure might also provide potential donors, clients and business partners with confidence that the organisation is run according to stringent principles and acknowledged standards.

A special board meeting was convened and a special resolution was passed authorising CDS to lodge an application with NSW Fair Trading.

This is the first step in the process to become registered as a company limited by guarantee under the Corporations Act 2001.

## ***The journey from an Association to a Company limited by Guarantee had commenced.***

“As a minimum, a company limited by guarantee must:

- Have at least three directors and one secretary
- Have at least one member
- Be internally managed by a constitution or replaceable rules
- Maintain a register of its members
- Keep a record of all directors’ and members, meeting minutes and resolutions
- Appoint a registered company auditor within one month of its registration
- Keep proper financial records
- Prepare, have audited and lodge financial statements and reports after the end of every financial year
- Send to its members a copy of its financial statements and reports, unless the member has a standing arrangement with the company not to receive them
- hold an annual general meeting once every calendar year within five months after the end of its financial year
- Receive and review an annual company statement and pay an annual review fee
- Lodge notices whenever changes to its office holders, office addresses, constitution and its name occur”<sup>1</sup>

<sup>1</sup> <https://www.iabaustralia.com.au/regulatory-affairs/government-regulations/item/44-government-regulations/2192-corporations-act-2001-cth>

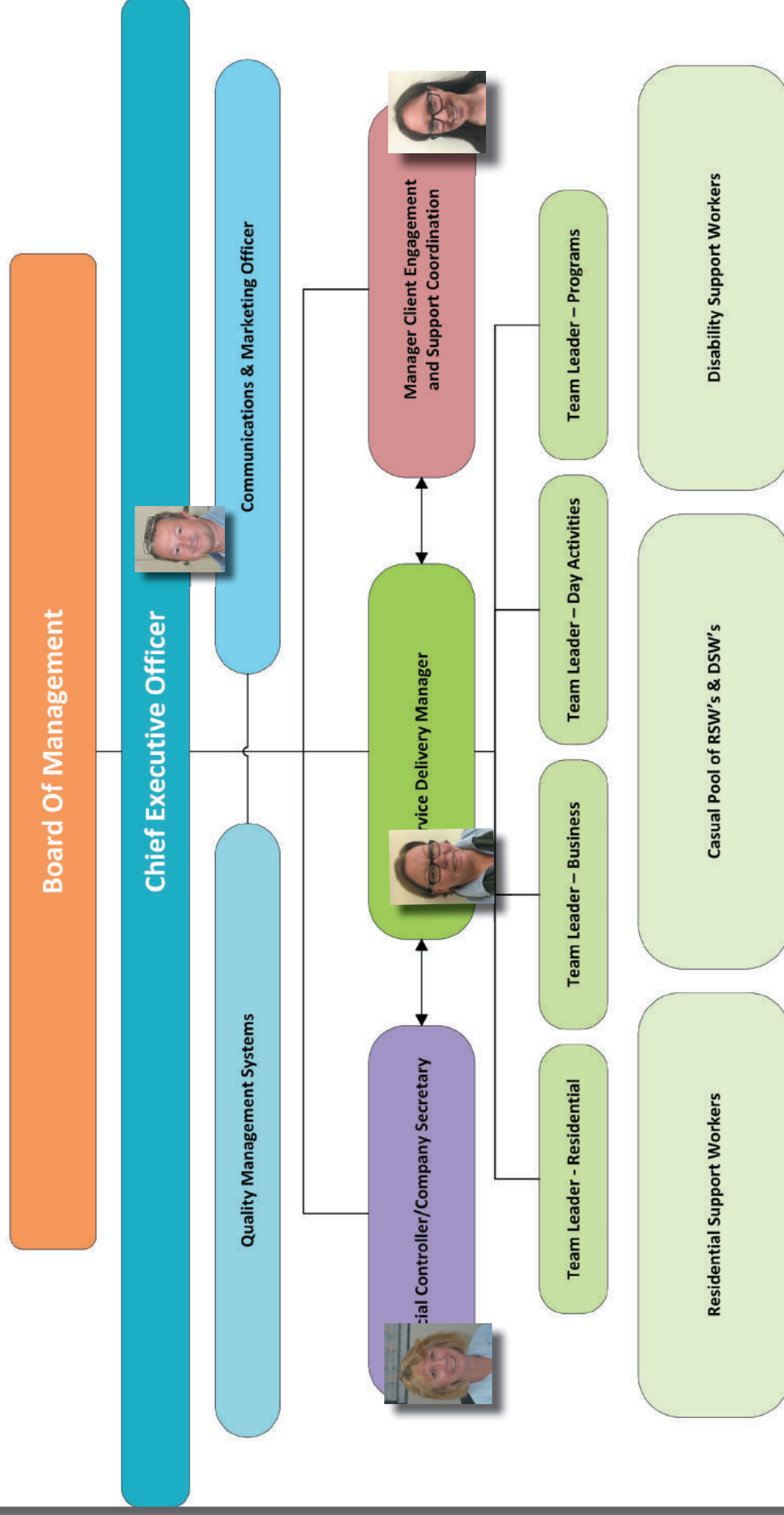
Having received NSW Fair Trading’s approval, CDS then lodged an application for registration as an Australian Company with the Australian Securities and Investment Commission (ASIC).

This would be a significant and complex change for CDS that required legal assistance. Holman Webb Lawyers, a Sydney based legal firm who are experts in this type of legal transfer was engaged to assist.

The journey to a company limited by guarantee has progressed well and at the time of writing CDS has adopted a new company constitution and is awaiting ASIC’s approval of their application.

June 2017

# Organisation Chart



# SERVICE DELIVERY REPORT

**Jodie Turner** *Service Delivery Manager*



CDS provides a diverse range of specialist disability services designed to sustain and enhance the independence and quality of life for people with mixed abilities including people who present with behaviours of concern. CDS continues to build a strong relationship with Westhaven in Dubbo and continues to attend regular Restricted Practice Panel meetings to review and approve behaviour support plans and intervention prevention and response plans leading to:

- Improved quality of life for each person;
- Managing the environment to reduce behaviour triggers;
- Teaching appropriate behaviours;
- Teaching life skills such as coping with change and anger management.

The Support Worker team at CDS continues to provide support to people with complex behaviour support needs. With ongoing professional development and access to mentors throughout the region, this will continue to strengthen CDS's service capability well into the future.

With the NDIS rolling out from July 1, 2017 in Western NSW, clients will have more choice and control over how they receive their support. CDS continues to provide extensive support in preparation for their conversation with the NDIA Local Area Coordinator (LAC) and/or NDIA Planner.

In doing this, CDS will be working with clients, families, carers and guardians to:

- Complete the CDS NDIS Client Planning Workbook
- develop, review and update their person centred plans;
- Discuss their goals, what they want their future to look like and how to achieve it;
- Build strong relationships with formal and informal networks;
- Ensure awareness of their choices within their NDIS plan;
- Develop an all-encompassing whole of life plan accessing multiple services within their community;
- Promote independence, allowing them to achieve goals and live the life they choose;
- Upskill our staff to help our clients plan and prepare their future with the NDIS.

CDS is committed to meaningful work tasks for participants that will prepare them for future employment opportunities.

These have included:

- Certificate 1 in Work Skills
- Secure Document Disposal – destruction of documents
- Ground Maintenance
- Jujube Orchard and Landcare
- Recycling

Community Engagement is an essential component of our service as it allows participants to interact meaningfully with their local community. This leads to a feeling of connectedness and fulfilment in achieving their individual pursuits. It also gives both CDS and the participants the opportunity to give back to their community, building respect, acceptance and understanding of people with disabilities.

CDS clients:

- Delivered Meals on Wheels
- Volunteered at Southern Cross Village
- Volunteered at St Vincent's De Paul
- Worked at Onnies Cafe
- Sewed Patchwork quilts for Parkes District Hospitals
- Worked at Coles Supermarket and
- Volunteered at Central West Family Day Care

Other activities clients undertake also support local, regional events and businesses immersing them in the local community.

- Western Region Swimming Championships
- Cancer Councils Biggest Morning Tea
- Parkes Show
- Waste to Art
- Western Region Bowling Championships
- Advocacy Workshop Training

None of the above would happen if not for the dedication, professionalism, patience and enthusiasm of the staff employed here at Currajong Disability Services.

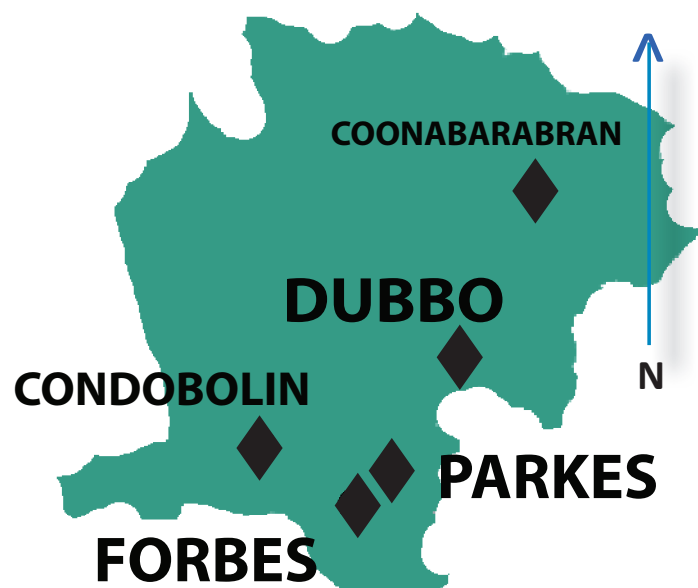
Currajong Disability Services provides Respite for children and adults with intellectual and other disabilities and their carer's. Respite is tailored for the client allowing planned and unplanned short term breaks.

In the last 12 months CDS delivered over 6,000 hrs of in-home respite; out of home respite (using our accommodation house); community engagement support; recreational activity support and community participation/ social outings.

## MAPS & STATS



### CENTRAL WEST, NSW



[www.currajong.org.au](http://www.currajong.org.au)

### CDS AREA



Did you know ...  
that CDS covers  
Parkes, Forbes,  
Trundle, Peak Hill  
Lake Cargellico  
and Condobolin

### Additions to our vehicle fleet



Did you know ... CDS delivered 34,848  
hours of Community Participation in 2016/17!

# ACCOMMODATION REPORT

**Jodie Turner**  
*Service Delivery Manager*



It's no secret that people are the centre of everything we do at CDS. Supported Independent Living is about adults with a disability being enabled and empowered to make choices, to live as normal a life as is practicable and engage with the community. CDS has a number of group residences that 13 clients call home.



**RUSSELL**

At CDS we facilitate and support the person's individual needs, cultural background and personal preferences to become more independent, access the community in ways that would otherwise not be available to them, and to live a life with opportunities in the way they choose too.

CDS also provides overnight and drop in support to clients in their own home. We work with clients and carers to provide personal care and the development of daily living skills.

We offer behaviour support, assistance with access to the community and provide opportunity for social engagement. The aim is a work/life balance, something that the community at large takes for granted.



**WESTVIEW**



**CECILE**

Part of this includes working with specialists, medical practitioners and allied health professionals. The frequent positive feedback from these health professionals on how Currajong is managing our residents health and well-being is both encouraging and rewarding. The group homes provide our clients with a safe and inclusive family environment that has made a measurable difference to their quality of life.



**CURRAJONG**

This improved quality has been measured for example in the reduction of medications prescribed and the improved body mass index (BMI) levels of our residents this year. CDS encourages and supports residents with their exercise programs, positive diet choices, and continuing education.

**CDS provided 92,228 hrs of Supported Living and 7,368 hrs of Respite in 2016/17!**




# ProgressPrinting



### Our print range is extensive:

- docket books
- business cards
- letterheads
- envelopes
- job cards
- note pads
- folders
- brochures
- catalogues
- stickers
- flyers
- postcards
- banners
- caps/hats/t-shirts
- pens & key rings
- stubby holders
- fridge magnets
- +1000s of other products

*Print suppliers for over 19 years!*

02 6895 3833  
[sales@progressprinting.com.au](mailto:sales@progressprinting.com.au)  
[www.progressprinting.com.au](http://www.progressprinting.com.au)

INNOVATE • COMMUNICATE • ACCELERATE

# PROGRAMS



**CDS serves it's clients approx. 7500 lunches per year!**

Additional programs to those listed are also available including tennis, meals on wheels and paper shredding.

Information on all programs, times, locations and seasonal availability can be obtained via [mail@currajong.org.au](mailto:mail@currajong.org.au), our new website [www.currajong.org.au](http://www.currajong.org.au) or phone on 02 6863 4713.

|  |   |  |   |
|--|---|--|---|
| <br> |  |  |  |
| <b>LINE DANCING</b>  | <b>PCYC/GYM</b>   | <b>SEWING</b>  | <b>LUNCH OUT</b>  |
| <b>MONDAY 10am-12pm</b>  | <b>FRIDAY 11am-12pm</b>   | <b>TUESDAY 1pm</b>   | <b>VARIOUS DAYS 12pm</b>  |
| <b>Parkes Services Club</b>  | <b>Parkes PCYC</b>  | <b>CDS Parkes</b>  | <b>Various locations</b>  |
|   |  |  |  |
| <b>COOKING</b>   | <b>SWIMMING</b><br><small>Seasonal</small>  | <b>CAR WASHING</b>   | <b>TENPIN BOWLING</b>   |
| <b>MON &amp; THURS 10am-2pm</b>  | <b>TUES &amp; THURS 11am-1pm</b>  | <b>FRIDAY 2pm</b>  | <b>DATES &amp; TIMES vary</b>   |
| <b>CDS Parkes</b>  | <b>Parkes Pool</b>  | <b>CDS Parkes</b>  | <b>Orange<br/>Tenpin Bowling Cnt.</b>   |



*The following info lists the NDIS Service Groups and a description of what CDS is approved to provide - NDIS Support and brief definition of services.*

## **Core Supports**

- Assistance with Daily Living
- Transport Allowance
- Consumables

Assistance with and/or supervising personal tasks of daily life to enable autonomous living.

Transport that enables access to the community for education, recreation and vocational purposes but is limited to those who cannot use public transport due to their disability. Consumables provides for the purchase of everyday use items such as continence and home enteral nutrition products.

## **Capital Supports**

- Specialist Disability Accommodation

Accommodation for clients who require specialist housing solutions to assist with the delivery of supports that cater for their significant functional impairment and/or very high support needs

## **Capacity Building Supports**

This support focusses on strengthening the client's ability to undertake tasks associated with the management of their supports, including financial skills, organisational skills, their ability to direct their supports and/or develop self-management capabilities.

- Support Coordination
- Improved Living Arrangements
- Increased Social & Community Participation
- Finding & Keeping a Job
- Improved Relationships
- Improved Health & Well-being
- Improved Learning
- Improved Life Choices
- Improved Daily Living (Includes Support Connection & Specialist Support Coordination)

Time limited assistance to assist a client to connect with informal, mainstream and funded supports, increase capacity to maintain support relationships, resolve service delivery issues and participate independently in the NDIA processes.

Support provided to guide, prompt, or undertake activities to ensure a client obtains/retains appropriate accommodation.

Participation in skills based learning to develop independence in accessing the community.

Workplace assistance to obtain and/or retain employment in the open or supported labour market.

Support the provision of specialised assessment where the client may have complex or unclear needs or requires long term and/or intensive supports to address behaviours of concern.

Activities to support and maintain well-being such as personal training, exercise physiology to support, maintain or increase physical mobility. Dietetics includes advice to a client on managing diet for health and well-being due to the impact of their disability.

The provision of skills training, advice, assistance with arrangements, orientation to assist a client with a disability moving from school to further education.

Assessment, training, development and/or therapy to assist in the development of, increase skills for independence and community participation.

# NDIS - A NEW WORLD

**Sarah Shambrook**

*Manager Client Engagement & Support*

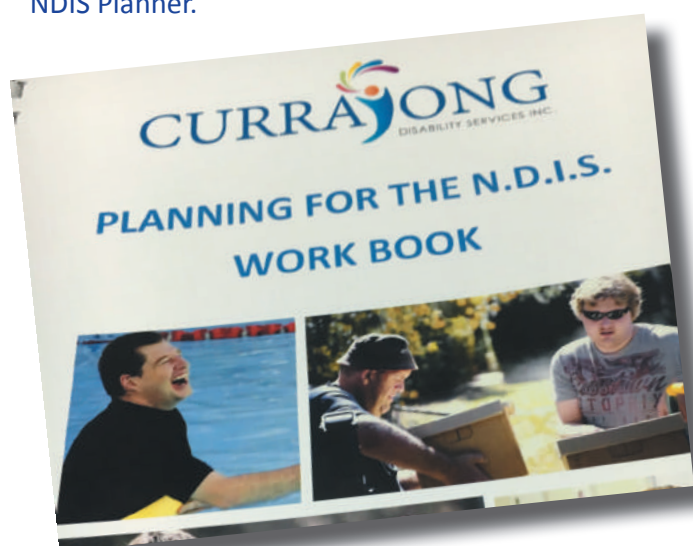
From 1 July 2017, the NDIS became available state-wide in NSW for people currently receiving supports through New South Wales Government (ADHC) specialist disability services. The full scheme when rolled out is expected to support something in the order of 460,000 participants nationally.

The Western District of NSW which includes Parkes, Forbes and Condobolin is scheduled to commence the NDIS roll-out from 1 July 2017 and will be completed by December 2017. The transition from an ADHAC, grant funded service model to a purchaser/provider model was going to be a challenge for CDS and its clients.

The CDS transition team put everything that CDS did under the microscope. CDS needed to ensure that we knew everything there was to know about the costs and complexities of delivering supports to our clients. CDS was determined that the business would be run under the NDIS in a responsible and financially sustainable way, and that we would support our clients with real time information needed for their NDIS planning interview.

The NDIS gives clients choice and control in the delivery of their supports. This means having choice over who provides their supports and how they are provided. Choice and control means that CDS must be responsible and reasonable in the delivery of services that represent value for money in a competitive market.

We published a number of newsletters and wrote to clients and carers with information to help them prepare. As a service to clients CDS developed and published a NDIS planning workbook to assist clients with their preparation for the planning meeting with the NDIS Planner.



## **Peter John and Sarah Shambrook hard at it at CDS**

CDS has worked hard to position itself as a “provider of choice” in the disability market place. We have developed what we believe is a market leading service agreement that is NDIS compliant and provides clients with control over and clarity on:

- The cost of supports provided,
- How, when, where and for how long supports are to be provided,
- When and how a Service Agreement will be reviewed,
- How any problems or issues that may arise will be dealt with,
- The client’s responsibilities under the Service Agreement - such as letting CDS know if they can not make an appointment
- CDS’s responsibilities under the Service Agreement - such as working with our clients to deliver their supports in the manner expected, and
- How the client and/or CDS may change or end the Service Agreement.

“Life with Opportunities” is about respecting the interests of people with a disability and enabling them to exercise choice and control about matters that affect them.

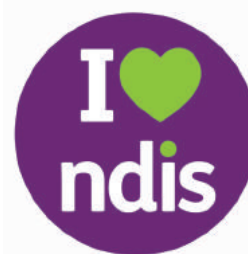
For CDS clients who do not have internet access and who require assistance to access the Myplace portal, create a myGov account and engage with the NDIS, CDS is here to help.

FOR MORE INFO GO TO -

<https://auth.my.gov.au/las/login?execution=e1s1>

# Life with Opportunities

The leading provider of disability services in the Parkes Shire and surrounding areas



## Disability Rights



**4 in 10** Australians aged 18 yrs and over report having a disability or long-term health condition



Mental health problems and mental illness are among the greatest causes of disability, diminished quality of life and reduced productivity



**AUSTRALIA RANKS LOWEST**  
AMONG OECD COUNTRIES FOR THE RELATIVE INCOME OF PEOPLE WITH DISABILITIES



### WORKFORCE PARTICIPATION OF PEOPLE WITH DISABILITIES AND WITHOUT DISABILITIES

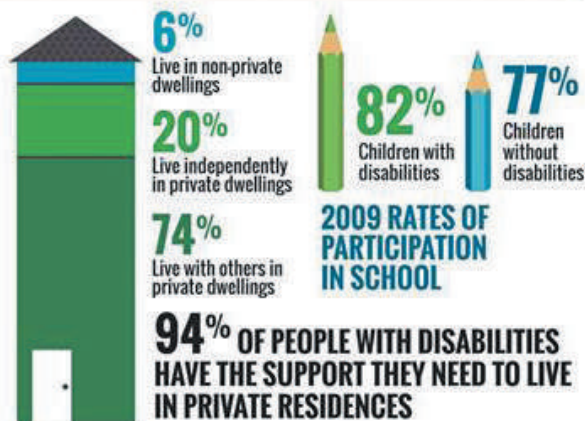


**1.2million** people with disabilities report difficulties using public transport



**1 in 4** people who report sexual assault are people with disabilities

**9 in 10** WOMEN WITH INTELLECTUAL DISABILITIES HAVE BEEN SEXUALLY ABUSED



**Did you know ... Currajong Disability Services has been delivering services in the Central West since 1993 and will celebrate 25 years in 2018!**

## TIM HITS FIVE!



"As Tim became more proficient and confident and developed skills he eventually required less support from CDS," said Debbie Hamilton of Currajong Disability Services Condobolin. "Since February 2017 he has been attending work experience at Café Romo independently and worked under the supervision and direction of Café Romo staff.

"His routine is such that he knows what is expected of him."

There's also no denying Tim has gained some valuable skills from working at Café Romo including independence, money handling, social skills, road safety, interaction with others, being part of a team, self-worth, confidence, trust, following directions and being a valued and contributing member of the community. Well done Tim and congratulations on five years!

OUT of all the success stories from Currajong Disability Services there are few that are as good as the story of Tim McDonald. Tim (above) has been working at Café Romo in Condobolin since May 3, 2012 (over five years) and shows no signs of slowing down. Tim's initial two-hour shift every Thursday was a personal highlight for many and soon became 5.5 hours. His work ethic and attitude have impressed everyone but none more so than Café Romo manager Erin, who took a chance on Tim and hasn't looked back. "We love having Tim on board," said Erin. "He is a great employee and does everything we ask and more. "Tim gets on with all the staff and customers and is an asset to us here at Café Romo." With the full support of CDS Condobolin Tim has been able to transition into work effectively. Part of his role includes mopping, stacking and unpacking the dishwasher, taking out the rubbish, flattening boxes for recycling, packing away orders and stock, preparing the tables, taking table cloths to the laundromat and assist with banking.

## Waste to Art Winners



WINNER'S are gridders they say and Currajong Disability Services Condobolin entry into the Waste to Art Competition in Condo was the winner in the 3-Dimensional Community Section.

"The team was awarded with a certificate and a \$50 shop local card," said Debbie Hamilton of Currajong Disability Services Condobolin.

"We intend to use it at the RSL club for lunch.

"Our art work was a Poodle Dog made from used shopping bags," said Debbie.

"Tim and John helped to cut the bags into strips and Ross helped to stick the flowers made from the strips of plastic to form the dog."

The art work will now be included in the regional awards in Orange.

"The team put a lot of time in and I am extremely happy for them," said Debbie.

## SPECIAL GROUPS REPORT



### Currajong Autism & Special Needs Group

Currajong Autism & Special Needs Group' (CASNG) took on a name change at the start of this year when they officially became a sub-committee of Currajong Disability Services. This also meant a change with their logo to incorporate the CDS logo.

Under the umbrella of Currajong Disability Services, CASNG are committed to creating AWARENESS of people with special needs, which will create UNDERSTANDING and ultimately bring ACCEPTANCE.



Highlights for the 2016/17 financial year include-

- \* **October 2016** - Relay for Life with \$634 raised for the Cancer Council.
- \* **November 2016** - Celebrating Neurodiversity event raises \$10,000 for CASNG as well as nomination for 'Community Event of the Year' at the Parkes Australia Day awards.
- \* **November 2016** - John Holland Charity Golf Day raised \$20,000 for CASNG.
- \* **December 2016** - Byrne's Clothing BBQ raises \$220 for CASNG and \$500 cheque also presented to CASNG.
- \* **January 2017** - All gold coin donations from Elvis Photo Competition go to CASNG totalling \$800.

- \* **March 2017** - CASNG help launch 10 Buddy Benches (*above*) with help from Whitney's Welding & Bobcat Hire to promote inclusion in schools.
- \* **April 2017** - World Autism Awareness Month launched with Parkes Dish lit up blue. BBQ and cake stall raised \$1908.25 for CASNG.
- \* **May 2017** - CASNG favourite and facilitator Deb Collier resigns.
- \* **June 2017** - Talent Quest Neon Disco run by Twinkle Toes Dance Studio Parkes with \$700 donated to CASNG.
- \* **September 2017** - \$6300 grant to CASNG for Sue Larkey Behaviour Workshop.

### Currajong Carers Support Group

Currajong Carers Support Group (CCSG) is also a part of the Currajong Disability Services family.

The CCSG, which was formed approximately 5 years ago, is designed to give carers of those with special needs and disabilities a voice and a listening ear.

Meeting on the third Tuesday of every month at 3:30pm at the Cedar Cafe in Parkes, the group has proved a vital way

for carers to also have their concerns addressed.

CCSG encourage all carers with family at CDS to attend their meetings to voice any concerns they have so they can share their experiences and get members of the group to assist in any way possible as a group or just offer support.

After all, as the old saying goes - a problem shared is a problem halved.



# CDS - A VISION FOR THE FUTURE



The NDIS funding model that CDS will be operating under next financial year will see the end of the NSW Government block funding grants as we know them. Funding will be on an individual client basis.

The Board's vision for the future is a CDS that is not solely dependent on or exposed to the risks of the NDIS participant funding model, and an organisation that provides opportunity to develop skills, offer meaningful opportunity for client engagement and importantly an additional income stream.

The Board is optimistic that the Jujube Orchard, Carob Tree Venture, Outdoor Maintenance and Paper Shredding can all be matured in to long term sustainable cottage industries.



**Jujubes** (*Ziziphus jujuba*), a sweet fruit originating in China is considered to offer good prospects. 500 trees have been planted so far on a 5 acre (2 ha) block gifted to CDS by the Parkes Shire Council for the purposes of establishing a commercial tree cropping venture. Another 500 trees are planned for next year.

**Carob Tree** (*Certonia siliqua*), is one of the world's best natural sweeteners, the leathery pods being ground and used as a substitute for cocoa. The Carob is a tough drought tolerant shade tree, making it an ideal wind break in our dry climate. Trees also provide shelter and nutritious fruit for livestock. Its pods are a great cattle feed additive being a rich source of protein, carbohydrates, and fibre. The Carob has been cultivated throughout the Mediterranean as a staple food source for thousands of years.

Seedling stock is both expensive and in short supply in Australia and is where the Board believes there is exciting opportunity for CDS.



**Paper Shredding**, an activity that presents many skill development opportunities for CDS clients. The market is largely untapped in Parkes, Condobolin and Peak Hill. The Board approved the purchase of a large commercial paper shredder in 2016/17 that will be delivered in the first quarter of next financial year. This investment will quadruple current paper shredding capability and allow CDS to expand this very popular activity for clients.

**Outdoor Maintenance**, has been a sleeper for the last 12 months. Outdoor maintenance (lawn mowing, gardening, tree planting, yard cleaning) has been identified by the Board as another area of growth potential in our Region as the community ages and people become time poor. The Board is keen to reinvigorate this activity and has been in discussions with Parkes Shire Council about exciting opportunities for the future.



# CDS - A VISION FOR THE FUTURE



**CDS planted 500 Jujube trees in the lead up to National Tree Day 2016!**

**CDS provided 13,824 hours of Work Skills and 35,521 hours of Day Programs last year!**



**Carob Trees are faster growing, more frost & drought tolerant, longer living and CO2 friendlier than gum trees!**

## CLIENT SUCCESS STORIES

# Quilting a popular thread at CDS



DEARNE Callaghan has always enjoyed sewing and patchwork. The Forbes based Currajong Disability Services (CDS) client has an extensive history in the art and after a short hiatus has reinvigorated her interest since enrolling in the new sewing program offered at CDS in Parkes.

Under the watchful eye of support worker Dietre Jackson, Dearne as well as others from the regular Tuesday group now sew and knit and have not only donated designer quilts to the Parkes Hospital's Oncology department but also began selling these niche creative designs.

While there is no mass production line in full swing yet, the burgeoning numbers of clients now undertaking the course has risen and so too has the volume and quality.

"The program has been running for 12 months and been very successful," said Dietre Jackson.

"Everyone seems to be enjoying it and it has been well-received.

"We invite everyone to come along and try it out."

For Dearne Callaghan it is the honing of old skills and learning new tricks that drew her to the course.

"I hope it continues to grow," said Dearne (*pictured right*).

"It allows us to try more and do it more often," she said.

"It's lots of fun and I would recommend it to anyone!"



For Dietre Jackson, the focus has been on maintaining and developing a strong centre based program and the results are obvious.

"Everyone enjoys it who does it," she said.

"In my eight years here it is refreshing to see this taking off and giving our clients another avenue to participate, learn and gain personal satisfaction.

"It has helped with their confidence and development immeasurably."



**Did you know ...**  
Currajong's majority of clientele range in age from 18-65. Our primary target group is people with an intellectual disability with moderate to high support needs.

*Sarah Bowkett has really taken to Art Therapy with educator Marilyn Nash of The Naked Artist.*

## CLIENT SUCCESS STORIES

# The rise and rise of Rhyse lightning



Do you have feedback for us? Send us an email to - [feedback@currajong.org.au](mailto:feedback@currajong.org.au)

RHYSE Forrestal is many things to many people – a cashier, an actor, a son and an amazing person. At Currajong Disability Services to his friends and colleagues he is all that and much more.

“His positive attitude is infectious and his passion for life is inspiring,” said Jonty Ralph, Program Co-ordinator at Currajong Disability Services.

“If you spend even five minutes with him it is hard not to be drawn in by his enthusiasm and determination to be the best he can be and push others to be the best they can be.

“He is one of the big success stories among the corridors of Currajong Disability Services and has earned everything he has through his never-say-die attitude and 100 per cent commitment,” said Ralph.

Rhyse (*above flexing*) has now been working in his role as a Coles check-out operator for a year after spending just as long looking for a paid job so he could live independently in Parkes.

“I have always been interested in customer service and I am loving it!” Rhyse said.

“The interaction and friendly atmosphere makes it all worthwhile.

“I now have a stress free lifestyle with more friends and it has improved my self-esteem.”

While Rhyse has also entertained the idea of getting

into personal training and fitness it is the stage and plying his trade as an actor with the Parkes M & D Society where he has truly found his calling.

“I love acting – if I could I would make the move to Hollywood tomorrow even Summer Bay!” he joked.

“Being a part of the Forbes M & D has helped me immensely socially but most importantly it has allowed me to continue to explore acting.

“It is an incredible feeling!”

From playing Sid in Chitty Chitty Bang Bang on stage to scoring a role in Dolly Parton’s 9 to 5 as part of the ensemble and a detective, Rhyse has big plans for the future and at this rate he is well on his way to achieving them.

“I’m just continuing to climb the ladder and be the best I can be,” said Rhyse.

For many, he’s already there.

**PARKES**™ *It all adds up.*

**Parkes Elvis Festival: 10 - 14 January 2018**

**Volunteer with us**

# Tommy Davis joins the Green Army!

ASK anyone at Currajong Disability Services and they will tell you Thomas Davis is an incredible person. Fun, dedicated, hard-working and amazing are just some of the words used by his carers and his colleagues at CDS Parkes.

So when Thomas (**right**) was recently successful in gaining employment with The Green Army (Department of Environment and Energy) after two years of job hunting in the shire it was no surprise to see everyone basking in the good news with him.

"He's great and certainly been a pleasure to be around here at CDS," said Jonty Ralph, Programs Team Leader at Currajong Disability Services.

"We always have fun and he not only gives his best but is extremely humble and caring."

While Thomas left Currajong to start his new role in June, he won't be completely lost to CDS.

"I plan to come back in and see everyone on Friday's," said Thomas.

"I'll miss it here especially with Christopher and Emma."

"But after two years looking for work I am excited and it's a big relief!"

Thomas, who is a self-confessed green-thumb with extensive experience in the field, will be planting trees throughout the district and mowing lawns among many other outdoor environmental roles with The Green Army.



The Green Army is a hands-on, practical environmental action program that supports local environment and heritage conservation projects across Australia.

"I have always had an interest in this field and getting this job is proof that you should never give up on what you want," he said.

"I have had lots of fun at CDS especially when I went on a cruise and to Canberra and I can't thank everyone enough for all their help.

"I have had an awesome time here and encourage anyone looking for the right care and support to come here and give it a go," said Thomas.

"It's been one of the best experiences of my life!"

While many will be sad to see Thomas go there can be no denying that his perseverance and determination have been deservedly rewarded.

"Thomas has left an indelible impression on us all and we are extremely pleased to see him take the next big step in his life journey," said Jonty Ralph.

"I have no doubt he will make a successful fist of it just like he has with everything else he does."





*Tommy Davis  
with CDS staff  
member Jonty  
Ralph at the  
Parkes Aviation  
Museum*



# PHOTO GALLERY



Life with  
Opportunities

The leading provider of disability services in  
the Parkes Shire and surrounding areas

# FAREWELLS



IF she could, Roberta Stone would work at Currajong Disability Services forever. Helping people comes naturally to her you see and is a part of her make up. Having spent 26 years in child care prior to a decade with CDS it's easy to see why. That came to a tearful end on June 15 when she officially retired.

"I will miss it at CDS and cannot thank my colleagues and the board enough," said Roberta.

"I'll especially miss the clients, their reactions when they achieve their goals.

"They are more like my family now.

"We've all been through so much together but now it's time to travel and catch up with my other family and grandchildren."

When Roberta first walked through the doors of CDS ten years ago she was seeking a new challenge.

The interest in special needs and the disability services industry had always been there but it took a long time she says to take the leap. This was because her passion for helping people extended beyond the disability sector.

"Helping people is who I am and keeping my emotions in check has always been tough," she said.

"The rewards are there for the right people and they are immeasurable and everlasting.

"One of my highlights was seeing a client make a fruit salad for the first time and successfully using cutlery," said Roberta.

"The look on the client's face was priceless and being there to see that and knowing I played a small role in improving their life and understanding was one of the most incredible feelings I have had."

With massive positive changes ahead including the roll-out of the NDIS Roberta has no regrets and knows it is the right time.

"I know everyone is in good hands with our new CEO and the team."

***Thanks for everything Roberta and enjoy your retirement!***



# FAREWELLS

## Goodbye Kittie!



MENTION the name Kittie Dwyer around the Parkes Shire and words such as “dedicated, passionate and determined” are often mentioned by all and sundry.

Kittie has always possessed a ‘can-do’ attitude and it is that mindset that saw her former neighbour and current CDS Chairman Neil Unger ask her to get involved with Currajong Disability Services. Kittie didn’t hesitate despite her burgeoning workload and community participation.

“I knew little about Currajong but I was prepared to give it a go,” said Kittie.

“Working with people like Neil who are enthusiastic, want to improve and who have worthwhile goals made the decision to jump on board about 12 years ago so much easier. “Currajong are doing some great things and undergoing some major changes and I am pleased to have been a part of that,” she said. “Now it’s time for me to step back and create some space for a new generation and allow new ideas and input.”

While Kittie (*above right*) may be stepping back she certainly won’t be lost to the organisation vowing to remain an interested observer and contributor when and where she can. Given the huge changes in the disability industry Kittie believes the right thing to do, is to remain attached in some way until new systems are implemented.

All the best Kittie and thank you from everyone at CDS!



## DEDICATED SERVICE

THANK YOU

### 5-10 YEARS

- \* **Sue Baleman**
- \* **Miriam Barber**
- \* **Melanie Dietrich**
- \* **Michelle Fisiilose**
- \* **Beverley Gabriel-White**
- \* **Debbie Hamilton**
- \* **Tina Hawken**
- \* **Paul Hocking**
- \* **Jeanette Hollman**
- \* **Dietre Jackson**
- \* **Kylee Martin**
- \* **Sue McGrath**
- \* **Tanya Orr**
- \* **Brad Parker**
- \* **Jonty Ralph**
- \* **Scott Salter**
- \* **Sarah-Jane Shambrook**
- \* **Jodie Turner**
- \* **Julie Ward**

### 10-15 YEARS

- \* **Sharnie Morris**
- \* **Debbie Sutherland**

### 15-20 YEARS

- \* **Roslyn Tucker**

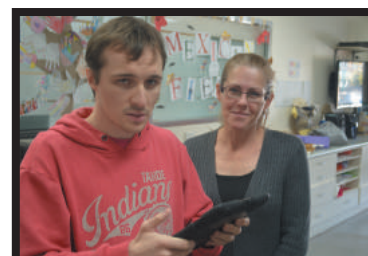
### 20 YEARS +

- \* **David Parker**

# WELCOME TO OUR NEW STAFF!



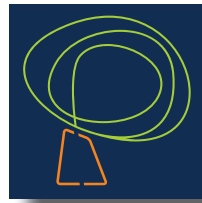
**2017 NEW STAFF:** A big welcome to CDS to Dane Millerd (above left), Jeff Evans (above right), (L-R) Grahame Grant, Katie Clark, Martin Bates and Reshelle Van Dyk! Glad to have you on the team and we are excited about the future!



## Acknowledgements & Thank You

We gratefully acknowledge and thank our generous sponsors for all they have done in 2017. While we could not include everyone it does not mean we don't notice or appreciate your contribution to Currajong Disability Services and we hope to again have your support in 2018!

McDonalds - Parkes \* Central West Family Day Care \* St. Vincent De Paul \* Coles \* P & H Show Society \* Woolworths - Parkes \* Target- Parkes \* Parkes Toyota \* Parkes Landcare Group \* Progress Printing Southern Cross Nursing Home \* Onnies \* Coffee Pot \* IGA- Parkes \* Cafe Romo \* Kerrie Churchill \* Fit ness for All Gym \* Parkes Tennis Association \* Parkes M&D Society \* Parkes Line Dancers \* Parkes Shire Council \* Parkes Business Chamber \* Quota \* Parkes Elvis Festival Committee \* Scott Goodsell \* Northparkes Mines \* Spotlight- Forbes \* Parkes PCYC \* Cedar Cafe \* John Holland \* Parkes Shire Library \* Parkes Decor Shop \* Bosmac \* White's Electrical \* Parkes Central Butchery \* Parkes Caravans/ Brian Collin's Smash Repairs \* Parkes Bowling & Sports Club \* Uniting Church - Parkes \* Western Road Liners \* Parkes Shire Food Service TAFE Western \* Mills Web Design \* 2PK \* 2LVR \* Fairfax Media \* Parkes Phoenix



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