

CLO Connect

Newsletter of Community Living Options

July 2022 | Issue 31

COSY UP FOR WINTER

Have fun during the
chilly weather with
our participants



GREAT OPPORTUNITIES - GREAT LIFE





FROM OUR CEO

CONTENTS

- 02** From our CEO
- 03** Cosy Up for Winter
- 04** A Champion Amongst Us
Happy Birthday, Andrew
A Well-done Gardening Job
- 05** CLO celebrates Naidoc Week
with Indigenous Artwork
- 06** Pushing up for Lifeline
The power of resilience
Walk Around in My boots
New people at CLO
- 07** Join the Fundraiser:
Doing It For MS
L&D - August Training Calendar
- 08** Rewards and Recognition
Emerging Leaders Program
July/August Calendar and Dates
- 09** Message from Hesta
Social Responsibility
Connect with CLO



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It is with great pleasure that I am now releasing CLO's new Strategic Plan for 2022 – 2024. I am also releasing our new Organisational Structure, Code of Conduct and Charter of Rights and Responsibilities. All documents will be available on SharePoint over the next week.

At the beginning of each new strategic cycle, there is opportunity to reset and recharge, focussing on what is important and what we want to achieve as an organisation – Our Vision of Great Opportunities. Great Life. For all our Participants.

To be honest, in the complex environment that our sector has become, it is hard to develop a strategy that takes us where we need to go. However, through your input and the input of our Participants, I am very pleased with our Strategic Plan for the next two years. We believe that this Plan will deliver excellence, ensure continued success in ongoing challenging times whilst supporting strong compliance and financial sustainability.

The core to our Plan is our Service Delivery Model. Our Service Delivery Model is founded in Person Centred Practice, Evidence-Based Practice, and a Human Rights Framework. All objectives of this Plan centre around our Participants and ensure that not only are we providing excellent services but they present value for money and are focussed on achieving best practice. To reach this, we continue to focus on investing in and developing our people to achieve high standards.

By investing in the right leadership structure with the right leaders, we are taking our first steps to ensuring this excellence. We now begin our journey of implementing the plan so we can report to our stakeholders how we deliver on our Vision and Purpose. A key element to delivering on our Strategic Plan is to continue to uphold our Values and demonstrate behaviours consistent with our Vision, Purpose, and Code of Conduct. We will shortly roll out sessions at team meetings to reaffirm our commitment to that Code of Conduct. Our Business Development and Learning Committee will measure our strategic effectiveness throughout the year and discuss our achievements, risks, and emerging sector changes.

Also, you may notice that all our Plans feature a piece of Indigenous Art on the front cover by Chern'ee Sutton, an artist from the Kaklagoon people. This artwork was commissioned by CLO to tell the story of how we became and where we are going. Read on in this newsletter to find out how to read Chern'ee's story of CLO.

Thank you to everyone for your contributions to surveys, SWOTs, reports, and focus groups that contributed to bringing to life our strategic plan 2022-2024.

Mel Kubisa
CEO



Michael develops his reading and writing skills (left); Jamie tries a new coffee place at Unley (centre); Jodie bakes a tray of delicious warm muffins (right).

COSY UP FOR WINTER

Winter is equal to chilly nights and shorter days: we tend to feel less energetic and will tend to be indoors most of the time. However, Science shows us that keeping busy can help give you a much-needed mood bust in the cold weather. If we are creative, we can find joy even on the slushiest days! Check out what our participants are doing to stay active in those wintery times, and entertain yourself too while keeping cozy and warm.



Minigolf activities at Metro North social club (left); Robert and Jamie enjoyed CLO's southern metro social club lunch (centre photos); Robert at the footy with hundreds of other fans (right)

RECIPE: BLUEBERRY MUFFINS TO WARM YOU UP

Home-baking is the perfect activity to heat houses and hearts - We've got inspired by Jodie and have selected this super easy muffin recipe. Yum!

Ingredients:

- 2 cups self-raising flour
- 1 cup sugar
- 1/2 tsp salt
- 1 egg
- 3/4 cup milk
- 1/3 cup oil
- 1 cup fresh or frozen blueberries

Method:

Preheat oven to 180°C. Line a 12 cup muffin tray and set aside. In a bowl, combine the flour, sugar and salt and mix. In a jug, combine the egg, milk and oil. Add the blueberries into the bowl and fold them in using a spatula until they are just wet. Using a 1/3 cup measure, fill each muffin cup and smooth the top. Bake for 22-25 minutes. Leave to cool in the tray for 10 minutes and it's done!





HAPPY BIRTHDAY, ANDREW!



Andrew celebrated his birthday at home, surrounded by friends. Happy birthday and all the best to you, mate!



A CHAMPION AMONGST US

Daniel played in the basketball final for the special Olympics team. His team smashed up all the way and won the Inclusive Champions League! Congratulations, Daniel!



A WELL-DONE GARDENING JOB

Jamie M commenced his new season gardening, and did an awesome clean-up to start working! Check out his amazing job with the before and after pictures (right panel).



CLO CELEBRATES ITS 40TH ANNIVERSARY WITH INDIGENOUS ARTWORK DURING THE NAIDOC WEEK



The 'CLO Journey' painting portrays Community Living Options' four decades of history in the disability sector, as envisioned by the First Nations artist Chern'ee Sutton.

As part of NAIDOC week, we are very pleased to share CLO's 40th-anniversary commemorative artwork: The painting called 'CLO Journey' celebrates our commitment to the disability community, paying tribute to the collective First Nations heritage of our team and the people we support.

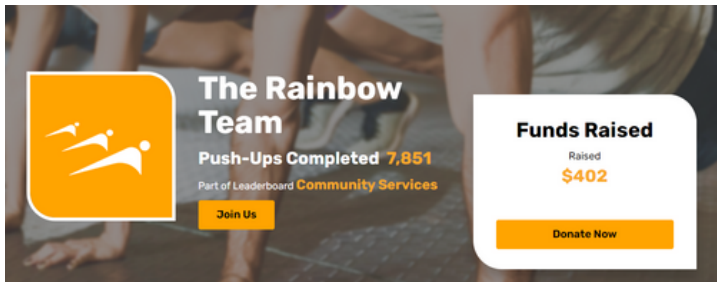
The author of this masterpiece is Chern'ee Sutton, a Kalkadoon woman and contemporary artist who did a superb job portraying our journey from an indigenous perspective.

As envisioned by the artist, the people around the outside circle represents the diversity of needs, dreams, choices, and individuality supported by CLO. The large sun surrounding the CLO Community symbol represents our vision of great opportunities and a great life for all people. The stars represent commitment to our employees, with the purple circles representing our core values. Finally, the footprints show CLO's journey, from the past, to the present and into the future, traveling and growing throughout the painting – just as CLO has grown from humble beginnings and continue to step forward in its journey.

Our CEO Mel Kubisa adds: "We chose to reveal the artwork during NAIDOC week to show our respects to the traditional owners of the land, making a double celebration of our intertwined stories. CLO's 40th anniversary is a keystone to reflect on our achievements and contributions as an Australian Not-For-Profit organisation, as an opportunity to move forward increasing our commitment to local communities and all people with disability. Our organisation will continue to evolve together with First Nation people into the future, throughout our beloved homeland of South Australia and beyond." Community Living Options would like to thank every person who walked with us on this journey that made us a successful endeavour of social purpose. May we celebrate together our four decades of shared history, providing the best care and support so people can access great opportunities and live a great life.

The original artwork will be on permanent display and open for visits at the lobby reception of our Edwardstown office from 20 July 2022.

PUSHING UP FOR LIFELINE



Team HUME "The Rainbow Team" are in the final days of the Push-up Challenge. We have a combined total of 7525 push-ups, sit-ups and squats completed between us and raised a total of \$322 for our participants chosen charity, Lifeline.

What an amazing effort Team. I don't know about you Travis Wyman but I'm feeling pretty good. We have encouraged and supported our participant to improve their physical and mental health, built a stronger team, and raised money towards a great cause, all while improving our own physical and mental wellbeing. So proud of us :D

Thank you to all who have donated and offered words of support. We are extremely grateful.

<https://www.thepushupchallenge.com.au/fundraiser/therainbowteam>

WALK A MILE IN MY BOOTS

The AHTS team has joined Hutt St Centre for the Walk a Mile in My Boots Challenge on 7-13 August to raise funds for up to 6,000 who will experience homelessness in South Australia this year.

We would love for you to support us and our efforts to give back and help end homelessness.

Every dollar raised helps Hutt St Centre provide access to essential wellbeing services like meals, showers, and laundry facilities as well as access to professional services like medical support, health clinics, and financial and legal advice. Our fundraising efforts will also help provide access to emergency and longer-term accommodation, as well as help to develop the confidence and skills to become work-ready.

Simply click here to make a donation through our page below:

<https://www.walkamile.org.au/fundraisers/TeamCLO>

Thank you so much for your support - it is truly appreciated!

THE POWER OF RESILIENCE



Hello Team CLO,

Resilience is the ability to bounce back after adversity, this means being able to roll with the punches, never taking criticism too seriously and getting right back up after a fall.

There are 3 elements that are essential to resilience:

1. Challenge – Resilient people view a difficulty as a challenge, not as a paralysing event. They look at their failures and mistakes as lessons to be learned from, and as opportunities for growth. They don't view them as a negative reflection on their abilities or self-worth.
2. Commitment – Resilient people are committed to their lives and their goals, and they have a compelling reason to get out of bed in the morning. Commitment isn't just restricted to their work – they commit to their relationships, their friendships, the causes they care about, and their religious or spiritual beliefs.
3. Control – Resilient people spend their time and energy focusing on situations and events that they have control over. Because they put their efforts where they can have the most impact, they feel empowered and confident. Those who spend time worrying about uncontrollable events can often feel lost, helpless, and powerless to take action.

NEW PEOPLE IN CLO

CHEERS TO THE NEWCOMERS!

Bellami Ephraim • Harmeet Singh • Amanda Brock



JOIN THE FUNDRAISER: DO IT FOR MS

Good Morning Team CLO,

One of the ladies I am working with, Vanessa, is organising a fundraiser to Support Multiple Sclerosis Australia. It will be an amazing afternoon filled with live music and giveaways donated by local businesses and services. It will be held on Saturday 25th of September from 3:30pm at Pt Noarlunga Bowling Club. Please see the link below where you can purchase tickets for the event: <https://www.trybooking.com/923676>
It would be great if you could come along and support Vanessa and others living with MS. Please feel free to pass this on to family and friends.

John Blowes
Support coordinator



LEARNING AND DEVELOPMENT

AUGUST: TRAINING CALENDAR

2/08/2022 - Verbal Interventions

Grenfell Street - 0900-1500

3/08/2022 - Assist with Medication Refresher

Edwardstown - 0930-1230

3/08/2022 - Assist with Medication Refresher

Edwardstown - 1330-1700

3/08/2022 - Child Restraints Training

Grenfell Street - 0930-1240

3/08/2022 - Trauma-Informed Care

Grenfell Street - 1315-1625

4/08/2022 - Person Centred Planning & Active Support

Grenfell Street - 0900-1320

4/08/2022 - Person Centred Planning & Active Support Refresher

Grenfell Street - 1330-1700

4/08/2022 - Safety Intervention + Holding

Grenfell Street - 0900-1700

5/08/2022 - Child Restraints Training

Grenfell Street - 0930-1240

5/08/2022 - Child Restraints Training

Grenfell Street - 1315-1625

8/08/2022 - Restrictive Practices & Positive Behaviour Support

Grenfell Street - 1200-1600

9/08/2022 - Verbal Interventions

Grenfell Street 0900-1600

10/08/2022 - Acquired Brain Injury

Victor Harbor - 1330-1530

10/08/2022 - Autism

Victor Harbor - 1000-1300

10/08/2022 - Child Restraints Training

Grenfell Street - 0930-1240

10/08/2022 - Child Restraints Training

Grenfell Street 1315-1625

10/08/2022 - Person Centred Planning & Active Support Refresher

Grenfell Street - 1300-1630

11/08/2022 - Assist with Medication Refresher

Grenfell Street - 0930-1230

11/08/2022 - Assist with Medication Refresher

Grenfell Street - 1330-1700

11/08/2022 - Trauma Informed Care

Grenfell Street - 1350-1700

12/08/2022 - Assist with Medication

Grenfell Street - 0900-1230

12/08/2022 - Assist with Medication

Grenfell Street - 1300-1630

12/08/2022 - Child Restraints Training

Grenfell Street - 0930-1240

12/08/2022 - Child Restraints Training

Grenfell Street - 1315-1625

16/08/2022 - Verbal Interventions

Grenfell Street - 0900-1600

17/08/2022 - Child Restraints Training

Grenfell Street - 0930-1240

17/08/2022 - Restrictive Practices & Positive Behaviour Support Refresher

Grenfell Street - 1300-1530

17/08/2022 - Trauma-Informed Care

Grenfell Street - 1330-1640

18/08/2022 - Assist with Medication Refresher

Edwardstown - 0930-1230

18/08/2022 - Assist with Medication Refresher

Edwardstown - 1330-1700

18/08/2022 - Person Centred Planning & Active Support Refresher

Edwardstown - 0930-1300

19/08/2022 - Child Restraints Training

Grenfell Street - 0930-1240

19/08/2022 - Child Restraints Training

Grenfell Street - 1315-1625

19/08/2022 Professional Culture & Bullying & Harassment Refresher

Edwardstown - 1300-1530

19/08/2022 - Restrictive Practices & Positive Behaviour Support

Grenfell Street - 0930-1330

24/08/2022 - Borderline Personality Disorder

Victor Harbor - 1300-1600

24/08/2022 - Child Restraints Training

Grenfell Street - 0930-1240

24/08/2022 - Child Restraints Training

Grenfell Street - 1315-1625

24/08/2022 - Restrictive Practices & Positive Behaviour Support Refresher

Victor Harbor - 0930-1200

25/08/2022 - Assist with Medication Refresher

Grenfell Street - 0930-1230



REWARDS AND RECOGNITION



ALEK AKOY

Alek Akoy is a great CSSW who works at Colins site. This worker has continued to show resilience, empathy, guidance and is often a sounding board for our young people at the site. I am very proud to have Alek on the team and value her contribution to making CLO a safer place for children.
Regards

Miriama Harpur
Children Services Manager

KRISTY HOLMAN

Business Services would like to recognise Kristy Holman for going the extra mile and supporting other teams. Recently the admin team was short staffed due to COVID, and Kristy kindly volunteered to sit on the reception desk for the week to assist. This action did not go unnoticed and was greatly appreciated. With Kristy's help the admin team were able to continue the high standard of support they provide to CLO.

Thank you, Kristy!

Michelle Rogers
Acting People and Culture manager

MOLLY SPRINGHALL

This month, Metro North would like to recognise Team Leader Molly Springhall for her fantastic contribution to the region and organisation.

Molly commenced her employment at CLO in April of 2019 as Person Centred Support Worker, and began working as a Team Leader in February 2020. Since employment, and particularly since her Team Leader opportunity, Molly has consistently demonstrated an extremely high level of supports to both her participants, her frontline staff, and her colleague Team Leaders alike. Molly regularly demonstrates positivity, reliability, accountability, and excellence in her work at CLO.

Molly's courage, resilience, emotional strength, and motivation are truly inspiring and she is a wonderful role model to the less-experienced Team Leaders. She actively demonstrates what it takes to be a successful leader, and if you ever have the lucky opportunity to work with her, you will completely understand why. We are sure Molly will continue growing in this space, and on behalf of the Metro North team, we are extremely grateful for your service to our participants, our region, and our organisation. Keep up the great work!

HAYLEY BARNES

Business Services would like to recognise Hayley Barnes for her fantastic contributions to process and tool improvements. Hayley has recently created and rolled out some improved process management tools within the L&D and Recruitment Space, there have been some great outcomes and just one of the most recent results is the renewed New Starter table that has improvements to useability and the addition of automated notifications for all departments that use it. These changes have increased the tools' positive impact on communication and team collaboration. Your focus on improvements and team approach are greatly appreciated!

Congratulations and Thank you, Hayley!

Sarah Johnston
Manager Learning and Development

CALENDAR & EVENTS

JULY/AUGUST: DATES TO LOOK FOR

- 11 Jun – 30 Jul: Victor Harbor Whalefest
- July: Disability Pride Month
- Jul 1 – 31: Illuminate Adelaide
- Jul 1 – 31: Umbrella Music Festival
- Jul 3 – 10: NAIDOC Week
- Jul 9 – 10: Brixpo Lego event
- Jul 9 – 24: Adelaide Guitar Festival
- Jul 10 – 16: National Diabetes Week
- Jul 22: Spin Off Rock Festival
- Jul 28: World Hepatitis Day
- Jul 29-30: Islamic New Year
- Aug 01-31: Barossa WinterFest
- Aug 01- Sep 18: SALA Festival of Arts

OUR EMERGING LEADERS PROGRAM - 2022

Say hi to the superstar alumni of our Emerging Leaders Program - 2022! This internal course was designed to support the career development of the ones who run the show: our frontline support workers. Throughout this course, some of our best SWs will receive meaningful and tailored training on leadership and participate in activities aimed to bring their disability sector know-how to the next level. Congratulations to our Emerging Leaders class - we are so proud of having you at CLO!



A MESSAGE FROM HESTA

SUPER MASTERS: MAXIMISE YOUR FINANCIAL WELLNESS

FROM OUR SUPER PROVIDER'S BLOG
(HESTA.COM.AU)

With Super Masters, we want to help take our members Super knowledge to the next level. This series will help you explore hot topics in investing, wealth creation and of course, maximising your retirement.

We are also publishing a series on Investment Basics Explained, which is designed to help our members learn investment lingo and understand the basics. This series covers terms such as Shares, Volatility and Risk vs Return.

But for those who want more, we have Super Masters. Let's dive in!

Inflation

Inflation represents the increasing costs of goods and services. On a day-to-day basis, we will experience this as an increase in the cost of living, from the food that we buy to the household bills that we pay.

But why does this happen? It can be driven from two angles: increased demand or reduced supply.

When resources are in high demand, some people may be prepared to pay more to ensure they can buy it. A good example of this is property.

Alternatively, when a resource has reduced supply (also known as experiencing scarcity), it pushes prices up. To demonstrate this, think about the prices for petrol at the petrol station; when the supply of petrol is falling, the price goes up. This is because the demand for petrol is the same, but there is less petrol available.

At HESTA, we continue to invest in a range of assets, including products that are more insulated against inflation risks.

Liquidity

Liquidity represents how easily an asset can be bought and sold.

For example, on the stock market, shares in a big Australian company are generally very liquid and are traded in high volumes every business day.

Alternatively, some assets, such as commercial property, are not frequently traded and are therefore less liquid. As such, if someone was to sell an illiquid asset, they may be required to accept a lower price to realise the transaction.

Investing in illiquid assets can earn HESTA members an extra return, known as an illiquidity premium. However, it's also important HESTA can meet our cash flow requirements and liabilities, such as income stream payments. Therefore, we incorporate liquidity needs into our investment strategy for each investment option.

Yield Curve

The yield curve is a graph that plots the yield (or interest rate) of bonds for different maturities.

Some bonds have a very short time to maturity (e.g. 1 month). Whilst other bonds have a long time to maturity (e.g. 10 years). The yield curve displays the different yield between bonds of short maturity and long maturity.

Typically, the yield curve rises, since investors will demand more yield if they commit to a longer-term bond compared to a shorter-term bond. This is because longer investments require more compensation for the uncertainty around future interest rates and inflation.

A negative yield curve is when the yield on shorter bonds is higher than the yield on longer bonds. This is an uncommon occurrence and may be a sign that investors are more pessimistic about the future.



SOCIAL RESPONSIBILITY

FOODBANK FOOD DRIVE

Thanks to all who donated to the Foodbank Food drive! we have got a lot of donations that will help the ones who need the most during this winter. If you didn't have time to contribute, you still can donate money directly online at www.foodbanksa.org.au



Community Living Options

We believe that you deserve to live the life of your choice, the way that you choose.

We believe that choosing who walks through your door makes all the difference. That support workers are to respect, listen, care for and empower you to achieve your goals.

We believe that your choices, personality and passions are uniquely yours, and we're determined to let you shine.

LET'S CONNECT

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