

# CLO Connect

Newsletter of Community Living Options

February 2023 | Issue 34

## SUMMER SEASON SPECIAL

See how we're enjoying  
our favourite months  
of the year!

GREAT OPPORTUNITIES - GREAT LIFE





# FROM OUR CEO

Hello Team CLO,

As we start 2023 and roll through summer, I hope that everyone enjoyed the festivities of the past couple of months. As always, there is a lot of activity in our CLO Community as this edition of the newsletter will show. I do want to acknowledge the Celebration of Life for Debra Moreland-Shearer after her sad passing in January. Attending Deb's Celebration showed me the positive impact of the people who supported or met her and we all enjoyed sharing our stories.

In 2023, CLO is partnering with Christine Bigby and her team at LaTrobe University to participate in an Active Support study. Christine presented at the CLO Conference in 2021 on Active Support and Quality of Life Outcomes for people with disability, something that we are all very passionate about at CLO.

Christine and her team from LaTrobe University are doing some inspiring work in this field and the Board and Management team at CLO are keen to contribute to this research. We can then use the results to improve the lives of the people that we support. This research gives us the opportunity to support evidence-based research while improving our own practices in active support and aiming for service excellence and delivering high-quality supports.

The study will focus on a small group of Participants. Over the next couple of months, a researcher may attend a CLO site to observe how we integrate active support into our daily activities - there will be minimal interruption from their visit. If you would like to know more about Christine's research into Active Support or see a copy of her presentation at the CLO Conference, please contact Amanda Easterbrook.

Over February, some CLO staff members (myself included) are participating in the Starlight Super Swim Challenge. This event raises funds for the Starlight Foundation to support sick kids who just need to have a little fun while they are undergoing treatment. The CLO team has committed to swimming a variety of distances and are seeking any donation that you are able to give. Please visit the CLO page to find out more information if you are interested:

<https://superswim.org.au/t/community-living-options>

Thank you everyone for your continued support.

**Mel Kubisa**  
Chief Executive Officer

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# MAKING THE MOST OF THE SUMMER



From Left to right: Jack practices his scooter skills in a tennis court; Rene checks the Australia Day event in Salisbury; Eugene enjoys his garden and waters his plants.



The summer has arrived late, and a tad less intense than usual - which makes it even more important we go out to enjoy nature, and get social and active during those few precious sunny months! Whether you're into sports, crafts or hobbies, you might want to try to do something new in a park, the city or in your own garden.

To fully enjoy the summer, you can engage in activities that bring you joy and relaxation: You can go to the beach and soak up the sun, go for a hike in nature, have a picnic in the park, try a new water sport, or simply have a barbeque with friends. Whatever it is, make sure to take some time for yourself and make the most of the warm weather. Don't forget to stay hydrated, protect yourself from the sun, and take breaks from technology to fully immerse yourself at the moment.



## TOP ACCESSIBLE BEACHES IN SA

- Henley Beach (Adelaide)
- Largs Bay (Adelaide)
- Normanville Beach (Fleurieu)
- Seacliff Beach (Adelaide)
- Semaphore Beach (Adelaide)

See more details and other locations: <https://inclusive.sa.gov.au/inclusion-in-action/beach-access-for-all>

# WAYNE THE WANDERER



Wayne has been out and about again on his outdoor adventures. As pictured, our local explorer is making the most of the warm weather to catch great views. Wayne is also pictured with his activity whiteboard - plenty more fun has been planned.



# EUGENE'S JOLLY GOOD TIME



Can anyone guess how much Eugene loves Christmas? He took every opportunity for checking out decorations, getting dressed up and celebrating the holidays all December through. Is this a super cool Santa or what? From the pictures, we can see you had the most fun holidays ever. Good on ya!



## OUR CHRISTMAS IN PICTURES

This year brought a lot of presents and celebrations for our participants! Presents were given, memories were made, and love was spread, in the merry spirit of the season.



# HALLOWEEN THROWBACK

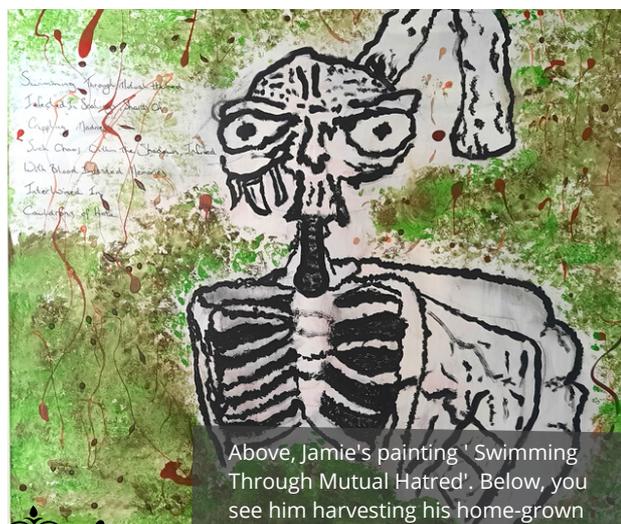


Check this gallery of snaps we took in the Halloween afternoon at CLO! Participants and CLO staff got together for a crafting and pot planting party. Some of us went full on with spooky costumes. So much fun!



## AN ARTIST AMONGST US

Jamie is indeed a multi-talented bloke: he is a chef who is also a gardener, a painter and a poet. Through a multitude of interests, he nurtures all aspects of his creativity with a nod to all emotions and forms of expression. Aside from some mouth-watering recipes that bring much joy to everyone, he has some quite inspired dark poetry and painting works too. Enjoy some of his latest creations!



Above, Jamie's painting 'Swimming Through Mutual Hatred'. Below, you see him harvesting his home-grown purple carrots crop, and baking some delish chocolate croissants.

### SEA OF TEARS

Relentlessly, these billowing waves crash down.  
 Thunderously upon me.  
 Leaving me as asphyxiated.  
 Though I have prevailed.  
 Now, there is not too much that I can do to physically change myself or to make the past resulting changes be of a better outcome for you.  
 I was left with no choice if I was to pull through.  
 A hand, decisions of having me in the way, I've turned out to be the man that I currently am turned out to be.  
 I am sorry.  
 I am sorry that there's not much that I can do or say that may change the current outcomes of myself, nowadays.  
 But I do strive forever forward & if I happen to change the way that I do feel and how I am.

WILL YOU ACCEPT ME?

### SWEETS AND TRIANGLES

On a sweet and off-tap pathway, I am out of sight, and I hide so no ogres and savoury delicacies can find me.  
 WHY DO I DO THIS?  
 Others may ask.  
 I JUST DON'T KNOW.  
 I guess I'm just a little broken and I think that I am disturbed.  
 AM I NOT?  
 If you know what I mean???  
 Though I still loathe around in life foolishly and all these crooked, irregular shapes and squiggle do all flow around me throughout my long shapeless life and I dance macabre.  
 To a fixed beat that not even I can control but is just there.  
 It's and existence.





# CELEBRATION OF LIFE FOR DEBRA MORLAND-SHEARER

Over the latest few weeks, we took a moment to celebrate our beloved participant Debra Moreland Shearer, who passed away on 11th January 2023. It is testament to the dedication of her core team and others who worked with her, that she was able to successfully live in the community with stability of accommodation and support during this time. We thank her direct support team and the leadership team in Metro North for having provided such excellent support to Deb during her time with us. Your dedication is acknowledged and appreciated.



A memorial was held at the CLO Edwardstown office on 10 February to pay respects and celebrate the life of Debra Morland-Shearer after her sad passing in January.

The large gathering mirrored the love and care that those who knew Deb had for her. This included support staff, new and old, management new and old, medical specialists, and therapist. Deb moved a lot of people. Those who could not attend sent messages of support, praising the work and care provided by Deb's team.

The Edwardstown admin team was amazing in arranging a beautiful memorial for a beautiful person. Pink balloons, pink ribbons, pink cake. There were many homemade snacks and refreshments made by the admin team which added a very special feeling to the day.

Mel, Wendy, and Tory spoke some beautiful words to honour Deb, which was followed by some sharing of personal stories from Deb's support staff past and present. Deb had been a CLO participant since December 2019 and was supported by a caring team who were among the best CLO has to offer.

Her love of golden retrievers and the colour pink was evident to any who visited her at home, as her house flourished with personality. Pink furniture, pink curtains, pink slippers and dresses, pink crockery. She even had a pink Christmas tree. Deb loved her regular visits from her pet therapist Angela, who would bring "Norman" the golden retriever to visit. Angela and Norman continued to visit Deb, even after funding was cut for this service. A testament to the impact that Deb had on those who spent time with her.

Deb was always one to ask "How are your children? How is your partner? Give them my love" and would love when staff sat with her to chat or watch "Dirty Dancing" or "Oddball", her favourite movies. Deb recently had a holiday to the Barossa Valley to an Alpaca farm with her support staff going the extra mile to help her get there. She enjoyed that visit so much she did not want to leave. Deb was a beautiful soul who will be sadly missed by all who knew her.

**Jon Keir - Team Leader**



Our admin team crafted a beautiful board (below) with lovely memories of Deb, given by people who supported her and were close to her.

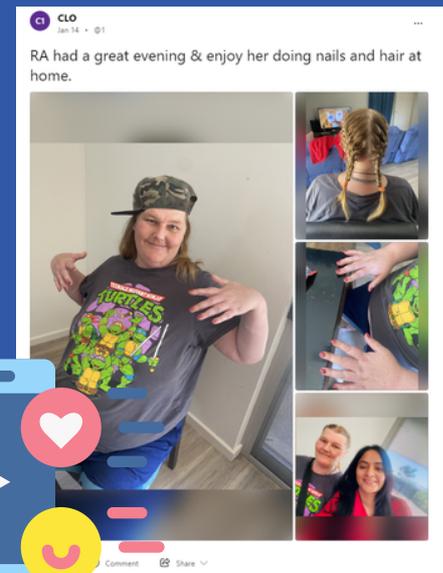
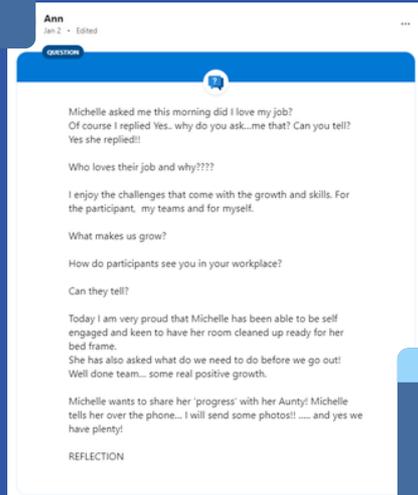
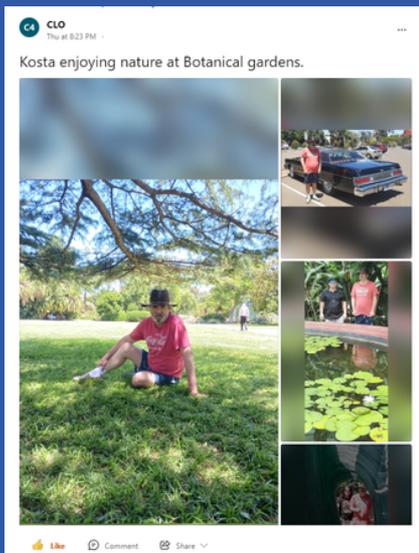
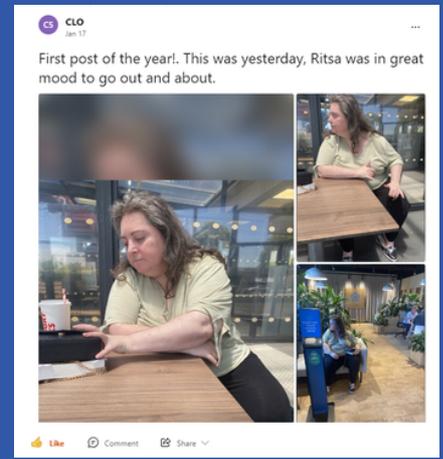
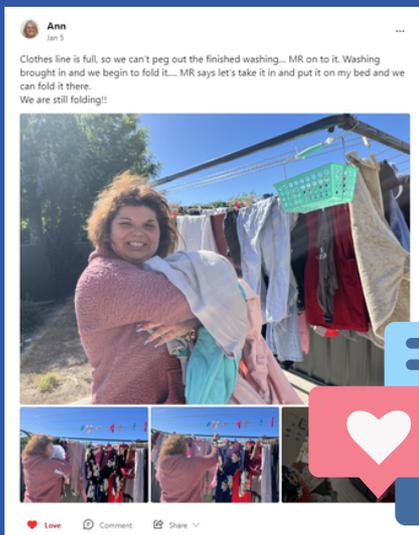


Jon and Deb in a homely cinema session, watching one of her favourite movies: Dirty Dancing.



# MEANWHILE, ON YAMMER

We at CLO have an internal social media where we share achievements, thoughts and nice photos of participants who give us permission to post. If you haven't been there, here's a wrap of some amazing posts in the last two months - check them out!





# A CIRCUS NIGHT WITH ROBERT AND JAMIE

Robert and Jamie were keen to circus when it came to town and their team were able to make this happen. They supported these two circus fans to apply for funding and then arranged their shifts to fit with the performance times. A memorable night out for all involved and a great example of flexibility providing opportunity. Great job Kirra team!



# RECYCLING FOR THE ENVIROMENT

Daniel, a CLO Participant, wanted to share just how many bottles and cans he has been able to collect over the week. Daniel is always on the look out for recycling opportunities and can walk more than 8kms on his quest for bottles and cans. He is excited to cash them in and enjoy a the extra spending money. Good job mate! That is some impressive work.



# PARTICIPANTS ADVISORY COMMITTEE



Our Participant Advisory Committee met in December to exchange ideas on safety, upcoming activities and life with CLO. The PAC ensures that CLO is able to keep Participants choice and control at the centre of everything that we do.

The Committee is made up of CLO Participants and staff and welcomes guests to their meetings as well.

Our December meeting had two Board Directors in attendance who enjoyed the opportunity to hear the voice of our Participants.

But it's not all talking: Everyone enjoyed some pizza and drinks, getting in the festive mood with Christmas crackers and decorations.



## NEW PEOPLE IN CLO

# LET'S WELCOME OUR NEW COWORKERS!

Abdhesh Gupta • Adella Corrieri •  
Amandeep Chatha • Amber Marchesini • Amrit Nath •  
Amu Shree Maharjan • Andrea Merrigan • Arvinder Singh •  
Bhim Giri • Cameron Foster • Charles Munyi •  
Chukwuebuka Sunday Ezeh • Cleopatra Cohen • Cyril Amuneke •  
Daniel Mmerem • Deval Oza • Dipa Gaudel • Donna Simkin •  
Dorothea Mapenzi • Edgar Omondi • Ehidyonye Darlington •  
Eleesha Carolan • Elizabeth Schocroft • Emmanuel Nangole •  
Faith Anyalebechi • Francis Okunbor • Gabriele Di Caterina •  
Gale Baker • Grace Paye • Guiqin (Lisa) Li • Gurpreet Pandher •  
Gursevak Kumar • Hadiza Adedokun • Haiqiu Yu • Harpreet Kaur •  
Harshpal Singh • Hayley Colebatch • Hemanta Shrestha •  
Holly McCallum • Huzaifa Naeem • Isabella Williams • Jacinta Kimani • Jaspreet Kaur • Jatin Bajaj • Jayne Weldon •  
Jayne Harrison • Jeanette Johnstone • Joanna Backhouse • Jodi Glinister • Josephine Illori • Judith Abe •  
Kalpana Upadhyay • Karan Futela • Karel Klenovsky • Kashish Goyal • Khusbu Karki • Kristy O'Rourke • Lakay Bayew •  
Lukas James-Centrella • Lusamba Matunda • Madhu Blaggan • Magnus Duruibe • Mandeep Bhullar • Marvi Arora •  
Matoula Hristodoulou • Melanie Ingham • Michelle Carney • Miriama Wikohika • Mitu Dhiman • Moon Mazhar •  
My (Mia) Vo • Netifetu Usman • Parminder Gill • Patrick Bannah • Peter Gates • Qing Shi • Qiuqing (Carrie) Mao •  
Rahul Phutela • Rajneesh Kapoor • Ramandeep Kaur • Rebecca Schulz • Reet Arora • Resina Sitoula • Rume Afe •  
Rupinder Kaur • Sabin Kafle • Sagar Karki • Sahil Sharma • Samouka Dolley • Samuel Chappell • Sandeep Kaur •  
Santosh Koirala • Sara Cook • Sarah Spencer • Sarah Marsh • Serah Greno • Shalini Srivastava • Sharon Brown •  
Shola Boyede • Sukhjinder Boparai • Taimoor Hassan • Takdir Singh • Tarun Kumar • Theodora Tagbo • Vanessa Weah



## CALENDAR & EVENTS

# SAVE THE DATE AND CELEBRATE

## February

- Low Vision Awareness Month
- **1-7 Feb:** World Interfaith Harmony Week
- **14 Feb:** Valentine's Day
- **17 Feb - 19 Mar:** Adelaide Fringe
- **19 Feb:** Adelaide Blues Music Festival
- **01-19 Feb:** Moonlight Cinema Festival

## March

- Cerebral Palsy Awareness Month
- Developmental Disabilities Month
- Multiple Sclerosis Awareness Month
- **1st Mar:** International Wheelchair Day
- **1st Mar:** Disability Day of Mourning
- **03-19 Mar:** Adelaide Festival of Performing Arts
- **08 Mar:** International Women's Day
- **13 Mar:** Adelaide Cup day
- **10-13 Mar:** WOMADelaide
- **21 Mar:** World Down Syndrome Day
- **26 Mar:** Purple Day for Epilepsy
- **25-26 Mar:** Adelaide Motorsport Festival



## REWARD AND RECOGNITION

# ARKU KORMAH & KAREN MWENDA

Child and Youth Services with like to acknowledge two of our shining stars this month!

### ARKU KORMAH

Arku continues to show great compassion for the young person he works with at Bunji. Through Arku's kindness, patience, positive energy and ability to have fun, we are seeing a lovely relationship start to form between him and the young person.

The young person's face lights up when Arku walks into the room and we can see the young person physically relax in Arku's presence which shows trust and safety.

Thank you Arku for all that you do!

### KAREN MWENDA

As a new worker to the sector earlier this year we are seeing Karen go from strength to strength. Karen is becoming a strong advocate for the children she cares for while providing a warm and loving home each time she works.

Karen sees each day as an opportunity to do better and be better and by doing this we are seeing better outcomes for the young people. Karen also has a playfulness in her interactions with the young people which breaks down barriers and always helps the young children be at ease.

You're a star, Karen!

*Miriama and the Leadership team of Child and Youth Services*



## NICOLLE WAIT

For the January 2023 Reward & Recognition, Business Services would like to recognise Nicolle Wait for delivering excellence.

Nicolle has taken the initiative and driven the archiving project from the VH office, in addition to her regular duties. This has meant Nicolle has spent numerous hours clearing out all the cupboards, reviewing all the documents, scanning, and disposing of documents in line with CLO policy and legislation. While the project is not yet complete, Nicolle has made significant inroads and her hard work, dedication and attention to detail are greatly appreciated.

Thank you and congratulations Nicolle!

**Lauren Cronin**  
*Finance and Administration Manager*

## KULDEEP BHANGU

Metro South would like to recognise Kuldeep Bhangu. Kuldeep's person-centred support has been outstanding of late, her calm demeanour is a positive influence on her participant and he is able to engage in activities because of her support. Most recently Kuldeep has taken the participant to the movies at Marion, with great success, her participant sat through the movie and thoroughly enjoyed himself. This has not occurred in over 6 years and was a great triumph for the participant and for Kuldeep. We as a team are very grateful to have her work alongside the whole team at Peterson 9. She has shown flexibility in picking up shifts when required and has also assisted at No. 7 on countless occasions.

Well done, Kuldeep, very well deserved.

**Emma West**  
*Assistant Regional Manager*

# POSITIVE SELF-CARE HABITS

- ✓ Make time for exercise. Physical activity is an important part of your life and contributes to physical well-being.
- ✓ Create a morning routine. Consistently doing a ritual first thing sets the tone for a day of productivity.
- ✓ Eat a healthy diet. Healthy eating is an important aspect of a holistic lifestyle.
- ✓ Get at least eight hours of sleep a night and practice good sleep hygiene.
- ✓ Set boundaries with technology and social media. No screen-time for at least two hours before bed.
- ✓ Practice pilates or online yoga. Over time, yoga deepens your body awareness and builds your mind-body connection.
- ✓ Drink at least eight glasses of water a day.
- ✓ Create a mantra or personal affirmation statement. Repeat it to yourself in the morning.
- ✓ Start journaling. This self-care practice can be therapeutic and can help clear your mind.
- ✓ Go for therapy. Receiving guidance from a professional is a good habit to build.
- ✓ Create a life plan or a 5-year plan.
- ✓ Write a personal mission statement and return to it regularly.
- ✓ Do bodywork. Therapies like chiropractic, stretching, and reflexology release physical and emotional tension.
- ✓ Learn something new. Choose a topic you're interested in and develop your understanding of it in a fun way. Listen to a podcast. Read a book. Take an online course.

50 Good Habits to Help Spur Your Mental Well-Being (betterup.com)

# SUMMER TIPS

## KEEPING SAFE IN A HEATWAVE

### 1. Stay inside

Stay indoors, with the air-conditioner or fan on, especially during the heat of the day 11am-4pm



### 2. Plenty of Fluids

Make sure you are drinking enough fluids like water. Avoid caffeine and alcohol. Cool down with Ice Blocks.

### 3. Dress appropriately

Wear loose-fitting, light clothing, ensuring you are dressed for the weather (no heavy jeans or beanies)



### 4. Be Sun Safe

If going outside, ensure you are sun safe with hats and sunscreen

### 5. No car rides

If the temperature is over 35 degrees, avoid going out in the car, especially in the heat of the day, unless it is an emergency. Cars can get very hot, even on short trips.



Get more heat safety tips at [sahealth.gov.au](https://sahealth.gov.au)

<https://quiz.nomoneynotime.com.au/quiz/start>

<https://www.heartfoundation.org.au/Search/%22Recipes%22>



## Let's live healthy

Are the foods you eat helping or hindering your journey to good health, wellbeing and performance at work?

1.

Poor food choices and lifestyle habits are a leading cause of chronic disease in Australia. When you eat better, you start to feel better and experience benefits such as improved gut health, mental clarity, performance and better overall wellbeing.

2.

[Challenge 30 Days: Try 5 Different Recipes](#)

[Click Here to take the Healthy Eating Quiz](#)





# BUSTING COMMON SALARY PACKAGING MYTHS

CBB's salary packaging team get to do a lot of myth-busting when they're out and about visiting our customers, but it's clear to us that salary packaging is still somewhat misunderstood.

## **#1 Salary packaging sounds too good to be true, what's the catch?**

there's no catch. The Australian Tax Office (ATO) created salary packaging as an incentive for employees of certain kinds of not-for-profits. It was designed to supplement the lower salaries that not-for-profit staff typically earn (when compared with other sectors). Of course, this means that all policies and guidelines that govern salary packaging are ATO-approved, so you can be assured that this entitlement is legal.

## **#2 I cannot access salary packaging because my job is part-time/casual.**

This is totally untrue. If you are an employee of an HPC or PBI and you pay income tax (put another way, if you earn more than the tax-free threshold of \$18,200 annually), you are eligible to a salary package - as long as your employer offers it. Salary packaging is actually a very handy incentive for casual or part-time staff because it lets you access a greater proportion of your pay, giving you more money to put towards your expenses (and a little extra in your pocket).

## **#3 I don't pay rent or a mortgage, so I can't salary package.**

False! You don't have to pay rent or a mortgage to enjoy the benefits of salary packaging - there are many other costs that you can cover with your pre-tax dollars. Any routine expenses that can be paid electronically are usually eligible. To name a few: loan repayments, credit card repayments, and school or childcare fees.

If you have salary-packaged funds left over after your routine expenses are taken care of, you can have them sent to a CBB Salary Packaging Card. But the beauty of salary packaging is its flexibility: you don't have to use your funds for routine costs at all - if you prefer, you can choose to just have a card by itself. These cards work just like a regular VISA card and can be used when purchasing groceries, Petrol, Household goods, Bills/utilities (think internet, mobile phone, health insurance, etc)

## **#4 I'll have to pay it all back at tax time!**

Salary packaging is not a loan, and you are not borrowing anything from the government or your employer. The money you access through salary packaging is your own money that you have earned. It's just that, because of your employment circumstances, you can use the pre-tax component of your income to pay for expenses (see myth #3).

## **#5 I have a HECS-HELP debt, so salary packaging isn't worth it for me.**

That's absolutely not true! While your HECS-HELP repayments may increase when you start salary packaging, you'll still have a lower taxable income. So, the financial benefits of paying reduced income tax and receiving extra take-home pay still apply and will most likely outweigh any increase in repayments. But it's worth remembering that the increased repayments will help you pay a HECS-HELP debt off quicker!

Why might HECS-HELP repayments increase? Well, they are calculated based on your 'adjusted taxable income', which is the sum of your annual taxable income plus your reportable fringe benefits (including the benefits you receive through salary packaging). An increase in adjusted taxable income usually equals an increase in repayments - but it won't be as much as the extra money in your pocket from salary packaging.

## **#6 I already salary packaged in my previous job this FBT year, so I can't sign-up again.**

Actually, you can - and the longer you wait to start salary packaging again, the more money you're missing out on! To make a long story short, you are entitled to package up to \$15,899 tax-free with each PBI or HPC you work for in one FBT year (1 April-31 March).

By the way, when you sign-up with a member of the CBB salary packaging team, we help you access as much extra take-home pay as possible.

## **#7 I'm already Salary Sacrificing.....to my Super**

A point so many employees are unaware of is that salary sacrificing to your super and salary packaging are in fact two separate benefits applicable to every employee within a PBI or HPC organisation.

Combined, both these benefits will significantly reduce your taxable income.

While you can salary package up to \$15,899pa, you can also salary sacrifice additional before-tax salary via your payroll.

**Call CBB on 1300 763 505**

**Visit [www.cbb.com.au](http://www.cbb.com.au)**



## A MESSAGE FROM HESTA

# BOUNCE BACK STRONG WITH A RAINY DAY ACCOUNT



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

A little bit of money tucked away 'just in case' is a great way to feel more confident about your finances. With these tips and tricks, you can build up that all-important financial buffer so you feel confident and ready to meet those unexpected expenses that may come up.

### A rainy-day account can:

- help you and your loved ones deal with unforeseen personal events
- help cover those lump-sum expenses you can't control such as repairs
- cushion the financial blow that comes with losing your job or income, and protect your independence.

### Here are five tips for starting a rainy-day account

#### 1. Set a target amount

Start by thinking about what amount would give you peace of mind. As a guide, two months of your salary put away for a rainy day is good. If you can make it to three months or more, that's even better. But ultimately, whatever number helps you feel comfortable is a great step.

#### 2. Keep it separate

Consider how you can put this money aside and keep it separate from your day-to-day accounts. That way you're less likely to 'dip into' it until you really need to. If you can, create a separate account that isn't linked to your everyday accounts (and maybe give it a name that inspires you!). This might be through a savings account with your bank or a mortgage that has redraw or offset options.

#### 3. Contribute a regular amount

Save first, spend second. Decide on a regular amount you can commit to putting aside each pay. If you saved \$20 a week in your rainy day fund and didn't touch it, before you know it, in just one year this will add up to \$1,040. A good goal amount to set aside may be 10% of your salary until you've hit your target, but you can start with what you're comfortable with saving. Think about setting up recurring automatic payments so that when your pay comes in, you're saving regularly without any effort. No amount is too small to put aside: This is about building a great habit for a brighter future.

#### 4. Give it a boost when you can

One great way to quickly build up your rainy-day account is by tipping a little bit extra in when you can. Tax returns are a great example – if you get a tax refund after completing your tax return, you could consider putting this into your rainy day account.

#### 5. Use it when you need it (that's what it's there for!)

Just remember to keep topping it back up as soon as you can so you have a safety net for the next time you need it.

## SOCIAL RESPONSIBILITY

### STARLIGHT SUPER SWIM



This February, CLO is diving in the Starlight Super Swim Challenge! This fundraiser is a collective action to help sick kids and their families, while driving us to healthier habits at the same time.

Your support will help hospitalised kids with much need fun and positive distraction to help them cope with the isolation and fear they are facing. If you can, please support our effort by joining or donating! Visit the CLO team page and donate any amount you'd like at: <https://superswim.org.au/t/community-living-options>



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

### CONTACT US

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