

Community Living Options

CONNECT

ISSUE
41

August-September 2025

PAWS-ITIVE

CLO Regency Green has Delta Dog Therapy attend on a weekly basis.

WEARING YELLOW FOR TAMMY

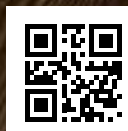
In memory of
our friend and
colleague Tammy
Templeton

**PBS
GRADUATE
SUPERSTARS**

**CELEBRATING
50 YEARS
OF NAIDOC**

**FIRE UP FOR THE
BEST GRILLED
BURGER RECIPE**

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to go to our
website





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Cover: *Therapy dogs brought many smiles and sloppy kisses to our CLO Regency Green participants.*



From our CEO

Empowering possibility through participant centred impact

CLO's new vision, launched in July 2025 *Enabling Opportunity, Exploring Possibility, Establishing Connection*, shape how we deliver services that are responsive, inclusive, and led by the people we support across 2025-26. As we wrap up the previous year and head into the next, it's time to lace up, lock in, and *get your legend on*. Our AGM is just around the corner, and we're calling on every team player to show up in full sports-themed spirit.

Let's look at some of the successes in our journey: Over the past year, 86 individuals transitioned from hospital to permanent homes through our Regency Green service, saving over 5,000 hospital bed nights and demonstrating the impact of coordinated, person-centred support. Across five of our disability services regions, 109 Participants received tailored disability services, with a strong focus on autonomy, safety, and quality of life.

Our *My Life, My Say* forums and Participant Advisory Committee ensured lived experience remains central to decision-making. Feedback from families confirmed that 100% feel CLO is Participant-focused and listen. Our feedback loops also identify areas for improvement, including communication, rostering and staff stability.

CLO is proud to participate in the NDIA's SIL Quality Supports pilot, helping define what high-quality support looks like for people with complex needs.

Our Positive Behaviour Support and Community Nursing teams expanded access to regional communities and strengthened clinical governance through supporting hospital discharge.

In Child and Youth Services, we supported 12 children in a trauma informed model, helping three transition to adult services. Our team continues to deliver stable, therapeutic care in environments designed to foster belonging and growth. We are very proud of our Manuka team who were finalists in the DCP 2025 awards.

We were proud to have three CLO representatives, Mel Kubisa, Wendy Pettifer, and Muriel Kirkby, present at the recent Mental Health Conference. We showcased the impact of Regency Green's hospital transition model, shared insights into supporting people with borderline personality disorder, and highlighted our innovative co-design housing partnership with Access 2 Place. It was a great opportunity to share what's working, 'ignite' new conversations, and represent the voices of the people we support on a national platform.

Every initiative at CLO from inclusive governance to clinical innovation is driven by the *individuality, dreams and choices* of our Participants. As we move forward, we remain focused on delivering services that empower choice, uphold rights, and create meaningful outcomes.

Melinda Kubisa - Chief Executive Officer

WEARING YELLOW FOR TAMMY

We wore YELLOW on 21 August 2025 in memory of our friend and colleague Tammy Templeton who recently lost her battle to cancer.

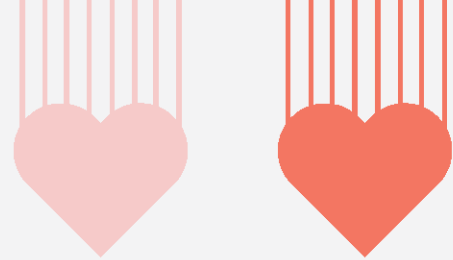
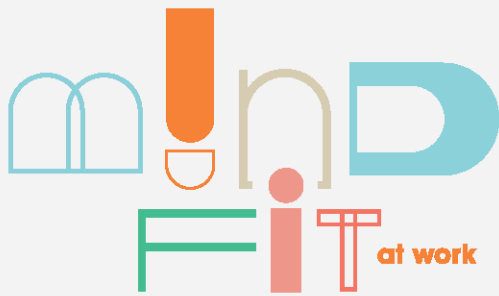
This Daffodil Day, the CLO team came together not only to raise vital funds for cancer research, but also to honour the memory of our dear colleague and friend, Tammy.

Tammy was a cherished part of the CLO family for nearly five years, bringing warmth, humour, and unwavering dedication to her roles in disability support. Her vibrant personality, love for pink, and passion for crafting lit up our spaces and touched the lives of everyone around her. Tammy embodied the spirit of active support, always uplifting participants and colleagues with her infectious laughter and genuine care.

As we fundraise for a cancer-free future, we carry Tammy's legacy with us, her compassion, creativity, and joy continue to inspire us every day. Your donation will help power life-saving cancer research and offer hope to countless Australians impacted by cancer. Together, we can make a difference and honour those we've lost by building a brighter, healthier future for all. Today, so far, Team CLO has raised over \$800 for this great cause.

<https://www.daffodilday.com.au/fundraisers/shalinisrivastava>

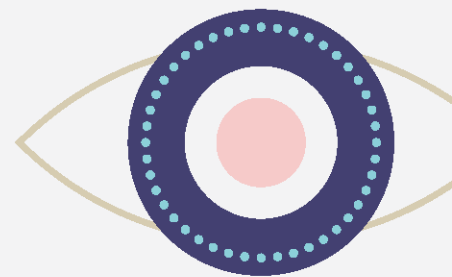




MindFit at Work is proud to be Community Living Options' Employee Assistance Program (EAP) Service Provider!
As part of our services, Community Living Options is supporting you with the following:



- **Up to 3 confidential counselling sessions via video, phone or face to face (where available)**
- **Digital training pop-ups**
- **Wellbeing insights.**



Everything is available to you in our EAP User Portal which can be accessed via browser or iOS and Android apps.

We highly encourage you to visit and explore the portal to check out what's available!



If you have any questions in regard to the services provided, please contact your HR Representative.

Find us @ mindfitatwork on Linked In & Twitter
keep up to date with the latest wellbeing tips & news



mindfitatwork.com

Happy Done Different

1 To access to the EAP Portal simply:
• **Download the 'Mindfit EAP' app or go to eap.mindfitatwork.com**

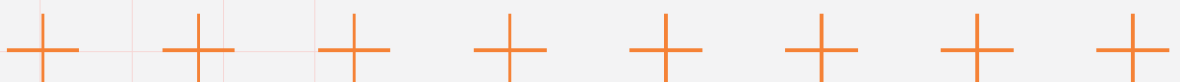
- **Click on 'Create Account'**
- **Enter Community Living Options' code – 807991**
- **Enter the verification details**

2 When you are verified, you can create your account using your own email and password - these will be your details to login in the future.

3 Once that's done you are all set to explore!

You can also book a counselling session via toll free numbers:

- **Australia – 1800 862 042**



BRINGING PAWS-ITIVE CHANGE

Delta Dog Therapy in Action at CLO Regency Green!

CLO Regency Green has been fortunate enough to have Delta Dog Therapy attend on a weekly basis. Every wag of a tail and warm nuzzle tells a story of healing, hope, and connection. As a nonprofit dedicated to improving lives through the human-animal bond, we've been thrilled to witness countless moments of joy and comfort over the past few months. The weekly visits have continued to deliver what medicine often can't – unconditional love and emotional support.

Volunteer Spotlight:

Meet Caroline & Harley, a dynamic duo who've been visiting CLO Regency Green since the Delta Dog Therapy program begun in February 2025. Harley is a gentle giant and is a Golden Retriever Cross Labrador. Harley has a special knack for connecting with our participants, through doing tricks to receive special doggy treats from our





participants. “It’s amazing to see how Harley can calm someone with just one look, and slobbery kiss” Emma says.

Meet Katie & Alf, another dynamic duo who’ve recently commenced visits to CLO Regency Green since July 2025. Alf is a gentle giant and is a Poodle cross. Alf has a special knack for connecting with our participants, through giving lots of sloppy kisses to our participants. Alf enjoys belly rubs and lots of pats. Alf is also a therapy dog for his human brother, when not in service for the Delta Dog Therapy program.

Recent Highlights:

- Our Delta Therapy dogs have brought many smiles and sloppy kisses to our CLO Regency Green participants.
- Our Delta Therapy dogs have performed many tricks as per the command of our CLO Regency Green participants and then been rewarded by receiving treats from our participants, even if that means lots of slobbers on our client’s hands.



- The visits have encouraged our CLO Regency Green participants to expand upon their communication and social skills through escorting the Delta Dog Therapy volunteers and their dogs around the facility.

A former CLO Regency Green participant has recently commenced volunteer work with the RSPCA because of their participation in the Delta Dog Therapy sessions during their stay at CLO Regency Green.

Why It Matters:

Research shows that therapy animals can reduce anxiety, lower blood pressure, and even improve social interaction. At CLO Regency Green, we believe every visit from our Delta Therapy Dog fury friends is a chance to make a meaningful difference – one paw at a time.

We look forward to continuing to have our Delta Dog Therapy Therapists and their dogs attend to our facility over the next 6 months.

CELEBRATING OUR PBS GRADUATE SUPERSTARS!

Our Positive Behaviour Support (PBS) team recently celebrated a major milestone — the successful completion of our PBS Graduate Program, with three incredible graduates finishing the journey!

A big round of applause for Jake Dahms, Milena Lima, and Tiana Yang, who have each brought passion, curiosity, and commitment to the program. It's been a privilege to watch them grow and thrive as emerging practitioners.

- **Jake** was the very first to join the program and has now progressed to a Core PBS Practitioner role with CLO.
- **Tiana** has also chosen to stay on with CLO and will continue to develop her skills as a Core PBS Practitioner.
- **Milena** will be taking the next step in her career with another organisation — we thank her for her incredible contribution and wish her all the best on the journey ahead!

This program has been a fantastic example of how strong support and structured learning can create powerful outcomes — both for the practitioners and the people we support.

We're so proud of this first cohort and look forward to continuing to nurture the next generation of PBS practitioners through this program.



Entries now open

The Community Housing Art Awards (CHARTS) were created to celebrate and showcase the creative diversity, depth and talent of tenants of community and social housing.

With 2025 being the third CHARTS Awards event being held. We look forward to submissions from established artists, mid-career and emerging artists, and those who have never picked up a paintbrush, pencil or camera in their life!

We endeavour for this to be an inclusive event, and every effort will be made to accommodate any modifications required to allow all to participate.

Please contact your housing provider if you require any assistance regarding submissions.

Categories

2D Art / Painting / Drawing

Any non-digital art made on a flat surface

3D Art / Sculpture / Textiles / Craft

Art that isn't flat – think woodwork, ceramic, pottery, furniture or jewelry

Photography / Digital Art

All digitally created or captured work – including photography & graphic art

Poetry and Literature

Any written piece under 1500 words – from poems to short stories or reflections.

Key dates

Judging panel finalists selection –
Mid October 2025

Finalists informed of selection –
31 October 2025

Awards Ceremony - 4 December 2025

We hope all the talented budding artists got their entries in—we can't wait to find out who the successful creatives are!

CHARTS

Community Housing Art Awards South Australia

What is CHARTS?

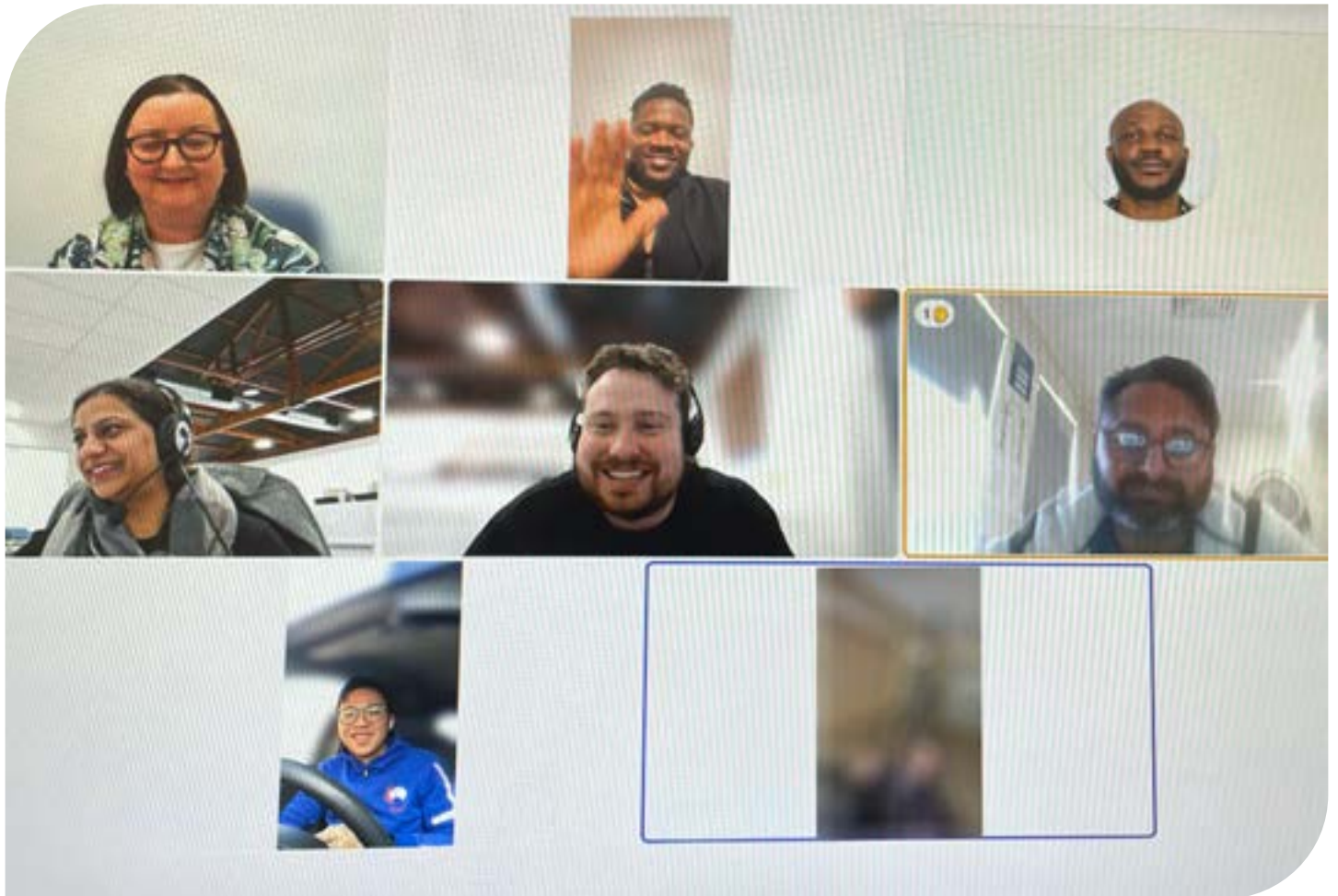
The Community Housing Arts Awards are a celebration of creativity and talent in our community.

Whether you're picking up a paintbrush for the first time or have been crafting, writing, or snapping photos for years. CHARTS is your chance to be seen, heard, and celebrated.



ACCESS 2 PLACE HOUSING

access2place.com.au



What does good person-centred practice look like?

At CLO, *person-centred practice* means more than just talking *about* people — it means including them *in* every aspect of their support, planning, and decision-making.

A great example of this recently came from our **Child & Youth Services (CYS) team**, who held a planning meeting with one of the young people *joining in from his favourite place — his swing!*

Thanks to some clever use of technology, he was able to be fully present and involved, while feeling safe and comfortable in his own space.

This is what true person-centred practice is all about — meeting people where they are, listening to their voice, and ensuring they remain at the heart of all decisions that affect them.

Well done to the CYS team for your ongoing commitment to making sure young people are always **at the centre** of everything we do!

Meet Our New Office Mascot – Felicity, the Top Dog in Finance!



There's a new boss in town, and she's got four little legs, a wagging tail, and a nose for numbers!

Say hello to **Felicity**, our new office mascot and self-appointed **Top Dog in Finance!** She's settling in fast and already proving she's got what it takes to keep the team in line — with a firm paw and a soft heart.

Felicity is a big fan of pats, treats, and friendly visits, so next time you're in the office, pop by and say hi.



SAFE DRIVING

Many of us drive in some capacity during work hours as well as to and from work. Car accidents can potentially have a significant impact, whether it be physically, emotionally or financially.

Here are some important tips to keep yourself, your passengers and other road users safe whilst driving.

1. Stay focused

When you are driving your only focus should be on the road ahead of you. Distractions such as mobile phones should be put away whilst you are driving. Distracted driving is one of the main causes of car accidents.

2. Look ahead

Always ensure you are looking ahead. Your focus should be through the windscreen and scanning ahead of the car in front of you. That way you are observing what is going on ahead of you and you can adequately prepare yourself.

3. Blind spot

Ensure you familiarise yourself with the car you are driving and the blind spots. Each car has blind spots in varying locations.

4. Adjust your speed

Be cautious and always adjust your speed appropriately at intersections. Slowing your speed can help prepare you for the unexpected.

5. Watch your distance

Following too closely can result in hitting another vehicle from behind. Keeping a safe distance gives you enough opportunity to stop your car fully in an emergency.





Disability Service Standards

MY LIFE, MY SAY

Bright and early on Tuesday 26 August, Five participants from the Disability and Autism (D&A) region came to the Edwardstown office to attend our August 'My Life My Say' event.

Four times a year we come together for this event, an opportunity to share a CLO policy and chat about what it means to the participants. We talk about why we have it, how it might affect them and check in to make sure that everyone knows how to reach out if they are not happy with something. We use the Easy Read version so that everyone can follow along and if they would like, take their copy home to look at later as well.

Today, we shared breakfast and chatted about the Disability Service Standards Policy. Participants used the time to tell us what they like about the supports they receive, and we all spoke about our right to privacy



and respect. Some people wanted to talk about how they are supported to take their medication and to go to the doctors when they need. Everyone was reminded about the Listen to Me Forms and ways to be heard if they are not happy about something.

Rabecka Stokes, Manager Quality and Risk, joined us and had a chance to speak with the participants one to one and ask about what quality looked like for them.

Jamie, Sophie J, Gabby, Eugene and Sophie T gave the morning a big thumbs up.





PROUD MOMENTS

Proud moments from some participants in the D&A region – Brendan celebrating 30 years of service with his employer, what an outstanding effort, and Patrick and Sophie catching up with old friends when they attended Club Slick for the first time (or first time for a long time).

Patrick has made great efforts this month to attend new and different outings, this was his first time to Club Slick in many years. He even bumped into other CLO staff and participants which made the night even more fun. Patrick has said he would like to return next month.

Brendan has proudly achieved 30 years of service with Orana. This is a testament to his dedication and hard work. His achievement speaks volumes, and his smile says it all. We're honoured to celebrate this milestone with him. Congratulations, Brendan!

Sophie had an amazing night at Club Slick, finally getting back to the singing and dancing she loves. It was great to reconnect with old friends and enjoy the lively atmosphere. She's already looking forward to the next event and can't wait to meet new people and make more great memories.

15 5 10 20 EMPLOYEE MILESTONES



CELEBRATING FIVE YEARS OF DEDICATION AT CLO

Muriel and TC had the great pleasure of visiting the service to personally congratulate Leigh Morgan and hear the inspiring story of her journey so far. From day one, she has brought warmth, dedication, and a true commitment to supporting people to live their best lives.

Her passion for the work and the people we support shines through in everything she does, and her contribution has made a real impact on the Regency Green community.

Thank you for everything you've done over the past five years — and here's to the next five!

I started working for CLO in early March 2020. This is my first job as a support worker and I enjoy it, most days. I have worked in different SIL houses and around 2½ years ago I began working at Regency Green as a community support worker while still working in a SIL house. When the opportunity arose, I moved to Regency Green on a more permanent basis. As in most jobs, some days are better than others and my thoughts are to show up and do your best, keep smiling, enjoy your participants good days and just roll with the not so good days. Talk to your colleagues and have a laugh with them, it's a great way to let the pressure valve off. We are all in this together.

Thank you to all our staff who have achieved a CLO milestone.

Your dedication, hard work, and commitment to continuous learning are truly appreciated. Reaching a CLO milestone is a testament to your growth and contribution to our shared goals. We celebrate your achievements and the positive impact you bring to our team and community. Well done!

James Wolfenden,	Rural and Regional	5 years
Tamara Hillyer	Forensic and Specialist Supports	5 years
Amy Cooling	Rural and Regional	5 years
Kuldeep Bhangu	Disability and Autism	5 years
Zach Norris	Forensic and Specialist Supports	5 years
Blessing Chukwu	Dual Disability	5 years
Rabecka Stokes	Compliance	5 years
Benjamin Hutton	Dual Disability	5 years
Julie Loots	Rural and Regional	15 years

2025 SA CHILD PROTECTION & FAMILY SUPPORT AWARDS

The South Australian Child Protection & Family Support Awards celebrate the outstanding achievements of children and young people, carers, volunteers, staff and organisations from across the child protection and family support sector.

Delivered by the Department for Child Protection (DCP), in partnership with the National Association for Prevention of Child Abuse and Neglect (NAPCAN), the event will be held in the lead up to National Child Protection Week, on Friday 5 September at the Adelaide Convention Centre.

These Awards bring together our sector and community leaders and acknowledge the valuable contribution individuals, groups and organisations make to provide a safe and thriving environment for people across the child protection and family support system.



Congratulations on the Manuka team led by Zack Miller for being nominated as a finalist for the Outstanding Service Award – Positive Impact.

Community Living Options – Manuka Team

Award Sponsor:
CREATE Foundation



SOUTH AUSTRALIAN
**CHILD PROTECTION
& FAMILY SUPPORT
AWARDS 2025**



Government of South Australia
Department for Child Protection

NAPCAN



GOLD EVENT SPONSOR
Uniting
Country SA



FIRE UP THE GRILL FOR THE BEST GRILLED BURGER RECIPE! JUICY, FLAVOURFUL, AND EASY TO MAKE, THIS SIMPLE BURGER IS PERFECT FOR YOUR NEXT WEEKNIGHT DINNER.

Grilled Beef Burgers (Makes 6 Patties)

Ingredients:

- 900g beef mince
- 60g finely diced onion
- 2 teaspoons Worcestershire sauce
- 1½ teaspoons salt
- ¼ teaspoon black pepper

Optional:

Sesame seed or brioche buns, cheese slices, and your favourite toppings (lettuce, tomato, pickles, sauces)

Instructions:

In a large bowl, gently mix the beef mince, onion, Worcestershire sauce, salt, and pepper using a fork or your hands. Avoid over-mixing to keep the burgers tender.

Divide the mixture into 6 equal portions. Shape each into a loose ball, then flatten into a 2.5cm thick patty.

Place patties on a tray lined with baking paper, cover loosely with plastic wrap, and refrigerate for at least 1 hour.

When ready, preheat a grill or grill pan to high (about 230–260°C). Lightly oil the grill and cook patties for 3–4 minutes per side, depending on your preferred cooking method: rare or well-done.

Add cheese slices in the final minute if desired. Serve on toasted buns with your favourite toppings.

Tips:

Keep the meat cold while shaping to help patties hold together and stay juicy. Toast buns with a bit of butter for extra flavour.

Double the recipe for 12 patties or halve it for 3.





RIDING THE CYCLONE AT THE ROYAL ADELAIDE SHOW

Karen M. could hardly contain her excitement as she entered the Royal Adelaide Showgrounds. The ride in had been a thrill in itself - watching the city blur past, chatting with her support worker Nicolle S. about all the things they wanted to see.

But nothing compared to the moment she saw the Cyclone - its spinning frame twisting against the sky, shrieks of joy echoing from above. "Let's do it!" she grinned, gripping Nicolle's hand. They queued, laughter bubbling between them, and when it was finally their turn, Karen and Nicolle climbed in with wide eyes and a pounding heart.

The ride roared to life. Wind whipped her hair, and she screamed with delight. Nicolle cheered beside her, and for those few minutes, the world was a blur of speed, colour, and pure joy.

Afterwards, they wandered through the pavilions, shared fairy floss, and took silly selfies. But for Karen, the Cyclone - and the journey there with Nicole - was the highlight. A day of freedom, friendship, and unforgettable fun.

NAIDOC puzzles

Celebrating 50 years of NAIDOC!
NAIDOC week 6-13 July 2025

To celebrate CLO purchased some puzzles of beautiful art created by Aboriginal artists, and we set them up at Edwardstown in the clinical area and main building.

These puzzles were a great way for staff to contribute to forming these pieces of beautiful art together, have a "brain break" every now and then and provide some staff community activity while reflecting on their own cultural understanding of Australia's Aboriginal and Torres Strait Islander History and how CLO walk alongside and work with our First Nations People.

Question 1

Do you know the name of the Aboriginal Lands that you live and work on? – Here is a map where you can find out the lands you live and work on and the names of the local people group. [Map of Indigenous Australia / AIATSIS corporate website](#)

"THE NEXT GENERATION – STRENGTH, VISION AND LEGACY"

Question 2

Do you know the difference between a welcome to country and an acknowledgement of country? It is important that we acknowledge the traditional owners of the lands we are on when we meet to pay our respect and the acknowledge who was here before us. Here is a website that explains the difference. [Acknowledgement of Country and Welcome to Country - Reconciliation Australia](#)



Top: Trent and Mark working together showing off their puzzle solving skills.
Bottom: Tiana also showing off her determination with a few pieces added on her puzzle.



Australian Government
National Indigenous
Australians Agency