

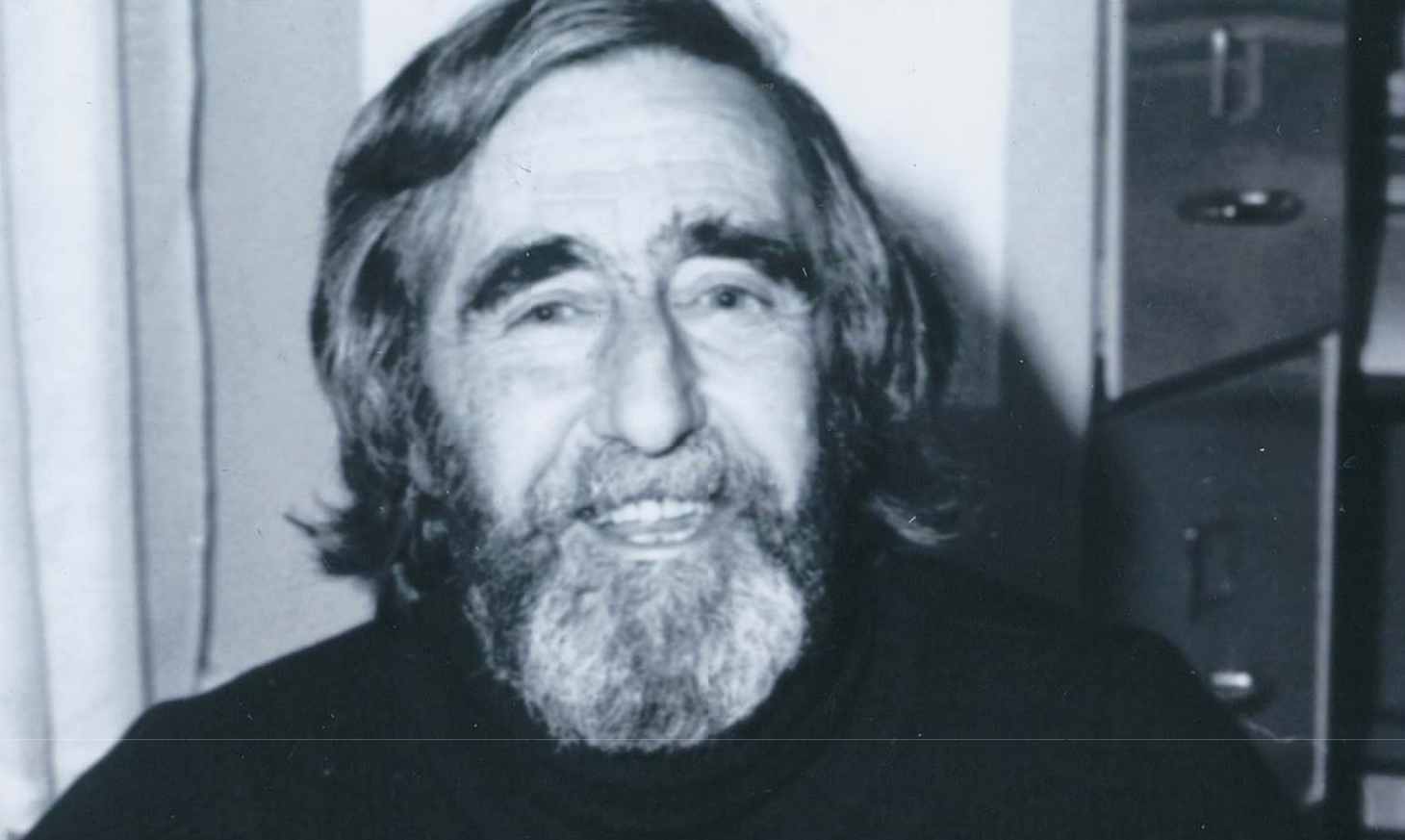


McCallum

Annual Report
2012-2013

Quality - Support - Independence





Celebrating 60 Years: 1953 - 2013

This year McCallum celebrates 60 successful years as a provider of supports to people with a disability.

This is a great time to reflect on our history and celebrate our wonderful achievements.

We were initially established by the Y's Mens Club to be a provider of supports to children, and today we are one of the largest comprehensive providers of support to people with a disability in Western Victoria.

This is credit to the wonderful staff at McCallum, who over the years have worked tirelessly for the betterment of people with a disability.

Over the years we have witnessed incredible change and reform to the sector, and as we continue to grow and transform our services we stand proud with great honour.

Pictured: Austin McCallum who played a significant role in establishing the organisation

Pictured front page: Enjoying a day at Lake Esmond, Wilma Brewer, Julie White, Bronwyn Whiting and Kim Fitzgibbon



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More than just good business

Our History

In 1953, the Y's Men's Club was encouraged to establish a facility in Ballarat to provide education, welfare and therapy for children with disabilities. Prominent local psychiatrist, Dr E. Cunningham Dax challenged the Club to construct the facility. The Y's Men's Club, led by its then president Mr R Austin McCallum took up the challenge and worked hard to make the vision a reality. With assistance from the State Government and through the generous support of labour from the Master Builders, Master Plumbers and Master Painters Associations, the building was officially opened in 1955 by the Honourable Henry Bolte MP.

Since its beginning, the organisation has developed into a leader in the provision of quality support for people with a disability. In 1997 a merger with Central Highlands Regional Residential Association and Central Highlands Independent Living Inc formed McCallum Disability Services Inc. In 2012 a merger with Murdoch Community Services enabled McCallum to expand its services to the St Arnaud catchment area.

Over the past 60 years, McCallum's operation has grown and developed with a range of services that reach into the community. Many initiatives have been

implemented by McCallum to maximise the opportunities for people with a disability to help them in community life.

McCallum is very proud of its history, and today, it is a major employer and an

integral community partner with a bright and energetic future.

Pictured: Stuart Pledger and Bradley Spencer at Murdoch Community Connections



Vision

To be recognised as a leader and innovator in the provision of quality support services to people with disabilities.

Mission

To provide a responsive range of programs and services to people with disabilities to maximise their opportunities in community life.

Values

- Integrity – In all dealings.
- Teamwork – To work together to optimise Service Delivery.
- Professionalism – In service delivery and relationships.
- Respect – The fundamental principal in which services are delivered.
- Quality – To deliver services in an environment of Continuous Quality Improvement.

Strategic Objectives

Strengthen and further develop increased accommodation, including respite and home support.

Continue to develop the Community Connections Program.

Further develop Australian Disability Enterprise Business Services and increase employment options.

Maintain growth and viability of services and continue to trade profitably.

Continue to develop the comprehensive and systematic management of OH&S and quality initiatives.

Be an employer of choice.

Strengthen marketing, internal communications and customer relations.

Patrons Message

On one of my visits to McCallum this past year, I was talking to a client who had helped make the scones we were enjoying for afternoon tea.

"I should be on MasterChef," he joked with sparkling eyes. I don't know about his cooking skills otherwise, but his scones were certainly MasterChef standard!

I later found myself thinking how wonderful it is that this young man, who faces many challenges in his life, has not only the skills to cook delicious scones, but the confidence to serve them to his guests with pride in his achievement.

This, to me, is the core of McCallum's mission: "to maximise opportunities (for people with disabilities) in community life."

This young baker may not ever make it on to MasterChef, but his involvement with McCallum gives him, and others like him, a sense of belonging and a sense of value. For all of us, those two things are among the very basics of human self-worth.

It gives me great pleasure each time I meet the participants in a McCallum program to see how proud they

are to show me what they do.
Congratulations to everyone – staff,
clients, families and friends – who do
so much to make it all possible.

I remain proud to be Patron of such a
wonderful organisation.

Angela Carey
Head of Content
(Features)
Fairfax Media



Our Staff

McCallum staff are invited to complete a staff climate survey every two years. We conduct such a survey to provide an opportunity for staff to communicate their opinions about the conditions of employment and the direction of McCallum. McCallum's staff climate surveys provide staff with the opportunity to continue to improve the two-way communication process.

The survey conducted in 2012 confirms that we have a team that is motivated and engaged with McCallum's mission and vision. We continue to build staff capability across McCallum through many training initiatives including Certificate IV in Disability Traineeships, Diploma's, Graduate Diplomas and Masters Programs.

Staff Service Awards

35 Years

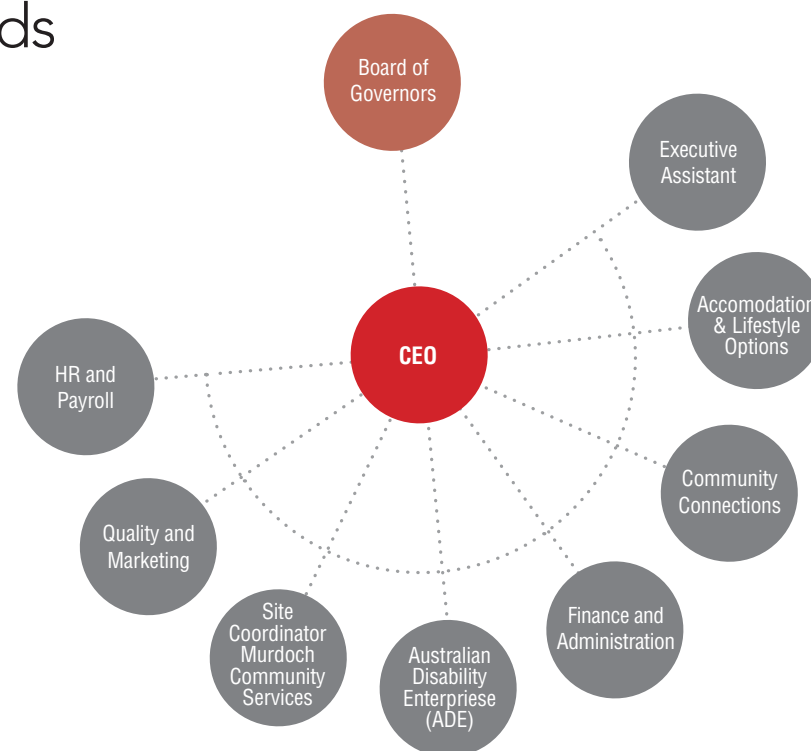
Margherita lafrate

20 Years

Angela Lyons
Amber Ramage
Gail Walker
Karen Spratling
Hilly Griffin

10 Years

Jenny Munday
Marlene Fairchild
Amanda Pearce
Kathy Murfett





*Pictured: McCallum Board Governors
Joe Ballinger (Chair), Brett Bryant,
John King, OAM., Peter Brugman,
Tyrone McCuskey, Robert Parker,
Lynden Hayes, Judy Patching, Mary Shone*

Joint report from the Board and the CEO

Much publicity throughout the year was given to the push for a National Disability Insurance Scheme [NDIS] and what a great outcome to see that trials have commenced. Congratulations to the many McCallum supporters who voiced their support for the NDIS together with people across Australia.

The NDIS will see a significant boost in funding coming into the disability sector and certainly change the way disability services do business as people with disabilities will now have the means to make definite choices about service. McCallum will be watching the outcome of the Victorian trial which commenced in the Barwon Region on 1st July 2013.

McCallum Board and staff have attended many forums and workshops on the NDIS to keep abreast of the impending changes.

The Board and senior staff are working on a complete revision of the current Strategic Plan to seize the opportunities flowing from the NDIS.

A comprehensive Marketing Plan has also been developed with the aim to increase brand awareness.

A senior staff structural review was undertaken during the year resulting in

the creation of two new positions namely Manager, Finance and Administration and Human Resources Coordinator. These positions have now been filled. In addition to this new management arrangements were put in place at Murdoch in April 2013 which have improved interaction between Ballarat and St Arnaud sites.

McCallum is undertaking a major upgrade of its business systems. Following the preparation of a tender brief McCallum elected to accept a proposal submitted by Oxygen UXC. The upgrade incorporates finance, payroll, HR and rostering. Implementation is now underway.

Since the merger between McCallum and Murdoch in February 2012, the Board had been concerned with the facility at No 62 Napier Street St Arnaud which is utilised by Murdoch Community Connections clients. A commitment has been made to relocate to a more appropriate facility as soon as possible.

Construction of a new respite house began at 42 Queens Avenue St Arnaud in late June 2013. This will replace the current respite house in North Western Road St Arnaud which will be sold. The new house will be built by JG King Homes as a Charity Home with that business absorbing forty

percent of the cost.

McCallum has also built another independent living unit within the ILU complex in Leopold Street Alfredton. The unit built by JG King Homes was largely funded through a generous donation from The Oliver Family Foundation.

McCallum was successful in obtaining \$994,000 in capital funding and \$507,000 in recurrent funding under the Innovative Accommodation and Support Initiative to partner with Housing Choices Australia to build supported units on land McCallum owns at 175-177 Albert Street Sebastopol. Planning is underway and it is hoped that this project will start in early 2014.

A major renovation to the East Wing of the McCallum Community Centre in Learmonth Street Alfredton at a cost of \$850,000 is underway and should be completed by the end of October 2013.

“ To all other organisations and individuals who have supported McCallum in any way during the year, we also express our sincere thanks. ”

A community connections program was relocated from a residential home in Ballarat to the former Freemason's Lodge at 173 Albert Street Sebastopol which was purchased some time ago. This program based around leisure and work is growing and more space was needed. McCallum refurbished the building at a cost of \$350,000. The Percy Baxter Charitable Trust contributed \$150,000 towards this cost.

Accreditation status has been maintained in both State and Commonwealth programs with a strong commitment to continuous quality improvement. McCallum is also seeking to become an accredited service provider to people on the Autism Spectrum through AMAZE [Autism Victoria].

A number of client surveys have been undertaken throughout the year and suggestions/comments considered and implemented where appropriate.

Very few complaints were received during the year and in line with its policy management works to address these promptly. Occupational Health and Safety continues to be a major focus in the workplace.

McCallum's Disability Enterprise (supported employment program) is very dependent on obtaining consistent and profitable

work that can be undertaken by supported employees. Maintaining that work flow coupled with a national wage issue related to assessment based pay presents a real challenge to the ADE's viability.

Judy Patching [St Arnaud] took up a casual vacancy on the Board in July enabling the Board to have a close connection to families and people supported in St Arnaud. At the Annual General Meeting in October 2012 Peter Brugman, Tyrone McCuskey, John King and Judy Patching were appointed to the Board for further three year terms. Our sincere thanks are extended to all Board members for their ongoing contribution to McCallum.

We would like to thank the Courier Newspaper for the publicity it affords McCallum and to the State Department of Human Services and Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs for their assistance.

We also extend McCallum's thanks to both State and Federal Politicians for their representation and support on our behalf. To all other organisations and individuals who have supported McCallum in any way during the year, we also express our sincere thanks.

Lastly and most importantly, we would like to acknowledge and thank all the McCallum staff for their commitment and dedication.

Disability services must change as we embrace a new paradigm. At McCallum, we plan to be at the forefront for the benefit of the people we support.

Joseph K. Ballinger
Chair

Shane D. Molloy
Chief Executive Officer

*Pictured at Murdoch Laundromat
are: Peter Storti and Yvette Saint
(staff member)*



Pictured Club LOWD participants:
Christian Skontra, Rebecca Hoare,
John Fidler, Tyson James, Tori Rainey,
Hayden Quinlan, Steven Barnes,
Donald Rogers and Stephen Fry



New premises for Club LOWD

McCallum Community Connections Program moves to 173 Albert Street, Sebastopol

The transformation of the day service into a Community Connections focus continues to provide more substantial pathways for people into broader community involvement and activity.

Following the renovations to the building at Albert Street, the Club LOWD (Life Options Work Directions) Community Connection participants have now moved in with great anticipation and excitement at the new opportunities this space will offer them. The Club LOWD program focuses on personal leadership, social skills and community development working towards participants achieving employment, volunteering and other valued roles as part of their community.

The move has been a great change for all participants of the Club LOWD programs. Individuals that attend have said "they like the big space, cooking in the kitchen, the new computer room is good to sit in as you are not squashed in and the back hall area has been great for us to express ourselves through music and dance". Over all, having space has been a big winner for all

who attend. Program Coordinator, Jacqui McGarry and staff have indicated that it is great to see individuals responding to the changed environment sitting in the lounge area chatting and engaging with one another in new ways. The local community have been very welcoming with participants utilising the Library, Ringin's Butcher, Coles and Sebastopol Bowling Club with new relationships being forged each week within the local area.

Public transport is a short walk which is great for those people developing their skills in accessing public transport, but most of all, the people who attend Club LOWD are happy and look forward to new opportunities and to reach their personal goals which is always our main focus.

McCallum thanks the following organisations/ trusts for their supports:

A grant of \$2,790 from the City of Ballarat to enable crockery, cutlery etc to be purchased for MCC@Albert. This is further to the grant received last year for a commercial oven.

The Ballarat East Probus Club for \$75.00 which was the the proceeds from the day when partners were invited to attend their meeting.

The Percy Baxter Trust, which is administered through Perpetual Trustees for \$50,000 to further assist with refurbishment of the building. This is in addition to the \$100,000 contributed by the Percy Baxter Trust last year.

“ Having sighted the property when negotiations to purchase were being conducted then visiting and inspecting the inside renovations and finally attending the afternoon tea function to celebrate the completion and opening I have been very impressed with the building and its transformation. I congratulate McCallum on the purpose for which the building was acquired and developed and wish the organization good luck with future utilization for the benefit for the Ballarat community ”

*Cameron McNaughton, Advisor,
Percy Baxter Charitable Trust for Ballarat*



 **McCallum**
McCallum Disability Services
would like to acknowledge the
generous financial contribution of
The Oliver Family Foundation
which enabled this

*Pictured in front of the new
unit in Leopold Street:
Neil Heaton
and Graeme Evans*

Providing accommodation options

Victorians with disabilities are facing an acute shortage of appropriate accommodation; however McCallum is doing what it can to improve this shortage by building a new unit in Ballarat. McCallum CEO Shane Molloy said there is a large waiting list for Accommodation in Victoria, and McCallum is proud to be able to help.

This new independent living unit in Leopold Street was completed in April 2013 and is now accommodating two people with a disability. Capital funding was not readily available at the time to build the unit. However, McCallum was fortunate to receive a substantial donation from The Oliver Family Foundation who made the project a reality.

A resident at one of the Leopold Street units, Carmel Waight, said having her independence was one of the most important things. She said it was a "great" place to live. "I just like to be independent now," she said.

McCallum also plans to build a further four two-bedroom units in Albert Street Sebastopol, later next year.

65,000hrs

Accommodation services provided more than 65,000 hours of support in 2012/2013 to 36 people



“ Supporting the Ballarat community, and in this case one of Western Victoria’s leading Disability Services, McCallum, is a priority for The Oliver Family Foundation. We are very proud to have contributed to McCallum’s most recent and incredibly important project - building a new independent living unit in Leopold St ”

~ Fiona Oliver, Director,
The Oliver Family Foundation



Pictured: Shaun Pavey

Supported Employee Profile: Shaun Pavey

Shaun has been with Murdoch for over 10 years. Shaun enjoys working in the Garden Service and spending time with his Outreach Support Worker who assists him with everyday tasks as well as achieving some of his goals in the St Arnaud Community.

Favourite Colour – Red **Favourite food** – Pizza. **Places where Shaun would like to holiday** – America, Hawaiian Islands & Fiji.

Sports - Shaun enjoys playing many sports and participating in competitions. He plays local Squash and Darts and has won many trophies over the years. **Socialising** - Shaun enjoys socialising with his friends who he invites over for a game of pool or darts. Friday nights are also a great night for Shaun and his friends who regularly go out for dinner. **Art** - Shaun loves art and loves to draw. He has won first prize for his sketches entered in the St Arnaud Show in 2012 and 2013. **Batman** - Shaun is currently working on a bat signal (light) to go with his collection of cars.



Pictured in his Saints uniform: Damien Yole

It's all about Community

Damien Yole is passionate about his community and the town of St Arnaud. Damien works tirelessly for his town, and is a committed and dedicated member of his community.

During the week, Damien works at Murdoch Community Service Australian Disability Enterprise. In addition to his employment with Murdoch, Damien also works at the Farmers Arms Hotel on a Friday and Saturday night clearing tables and glasses and is also employed by Hando's Sports on a Saturday morning.

Damien is very well known through groups and clubs in the community and enjoys being a part of all events in his town. Damien is a dedicated volunteer with the St Arnaud football club. On a Saturday he mans the gate selling raffle tickets. Last year Damien celebrated his 500 game with the Saints. Damien also joins in with the local CFA running club and supports them while they train.

Damien loves sport, and plays squash at the stadium and darts for the local darts club. When games are out of town community members help with transport.

It is very important for Damien to look the part at all events he attends, so regular trips

to Bendigo to purchase snappy clothing and looking trendy is another enjoyment. Murdoch Community Services Outreach staff support him to develop his weekly routine and plan for all of the many events he attends and participates in.

“ Damien loves sport, and plays squash at the stadium and darts for the local darts club. When games are out of town community members help with transport. ”

Community

The Community Connections programs provide flexible day options across 6 sites to more than 190 people with a disability



New Respite House for St Arnaud

A new Respite House will be built for Murdoch Community Services to replace the existing home in North Western Road, St Arnaud. JG King Homes has offered to build the new home as a Charity Project. JG King Homes has built charity houses all over Victoria to the benefit of many organisations.

JG King Homes, Managing Director John King is currently the Vice Chair of McCallum. John recognised that the standard of accommodation needed to improve and, after hearing the passion shown by Murdoch staff and supporters for services for people with disabilities in St Arnaud, indicated his interest to assist.

JG King Homes together with its many supporters will work on the project and

absorb forty percent of the cost. The proceeds from the sale of the North Western Road property will also go towards the cost of the new home. McCallum will then meet the balance.

The cost of the new home will be around \$600,000. This did not include fencing and landscaping. Application for permits has now been made to the Northern Grampians Shire. Building is expected to be completed by February 2014.

The new facility will enhance service delivery for children and adults in St Arnaud and the surrounding districts. Staff at Murdoch are looking forward to

the commencement of this project and are already considering additional programs that can be facilitated there.

This heralds a new opportunity for how we will support people with disabilities and their carers.

The McCallum Board have been from the onset of the merger, which took place in February 2012, intent on improving all aspects of service delivery for the people Murdoch supports.

ONE HOME

That will change the lives of many

JG King Homes is building this home to improve the standard of accommodation for people with disabilities in St Arnaud and district. JG King will absorb 40% of the cost for this project.



Life starts here®

*Pictured: Ellie Pardella,
Jasmine Patching and
Jessica Spencer*



Pictured: Aaron Britnell, enjoying his time at McCallum Community Connections

A break at home

Aaron is a delightful young man who lives with his family in Ballarat and has been diagnosed with Autism Spectrum Disorder (ASD). Due to this diagnosis, Aaron needs consistency, structure, routine, and familiarity with people that are around him. Autism Spectrum Australia defines ASD as "lifelong developmental disabilities characterised by marked difficulties in social interaction, impaired communication, restricted and repetitive interests, and behaviours and sensory sensitivities".

Aaron lives at home with his parents. But, like most young people his age, he enjoys doing activities independently. Similarly; his parents also like to get away and have a break from their young son.

In the past, Aaron and his family had accessed more traditional-type respite houses in Ballarat. While these houses provide a much-needed and wonderful

service to many people with disabilities and their families, it did not suit Aaron and his family. Aaron missed his home environment and all that was familiar and a comfort to him. He didn't enjoy his stay in a house that was not well known to him and, consequently, it was difficult for his parents to enjoy their break.

Aaron's family discussed with McCallum's Lifestyle Options some alternatives that would better suit Aaron's preferences. The best alternative for Aaron and his family was for respite and support to be provided in his own home. This is much more suitable for Aaron's needs because he is familiar with his surroundings and comfortable. With all of his own things around him. Aaron's family are now able to go away for the weekend, knowing he is receiving expert support in his own home. Lifestyle Options provide support to Aaron and his family nine weekends per year. Aaron's mother said it was a win-win for everybody. Aaron has a fantastic rapport with his support staff," She said "You can see that Aaron is happy to spend time with them. This means that we are able to go away and enjoy the weekend without worrying about Aaron."

“ This is much more suitable for Aaron's needs because he is familiar with his surroundings and comfortable. ”

The Value of Volunteering

At McCallum we love to celebrate peoples achievements and support people to be valued members of their community. Volunteering gives people a sense of pride and belonging as they give back to others.

There are many ways that we support volunteering at McCallum. One example is a volunteer program in partnership with St Patrick's College. Through this volunteering, people are able to engage with students, learn about work commitments, team and responsibility. The outcomes have been really exciting. People are forging friendships with students and have developed skills that can support them to gain employment knowledge. The students have also gained a better understanding of people with disabilities having valued roles in their community.

A small group are developing skills as radio presenters on Voice FM; Radio Active. The team continues to grow and take on a lead role in the structure and production direction and work with Voice FM operations manager Helen Bath. Involving members in their local community through the production of a weekly community radio show that is managed entirely by the team and loaded straight to air. The team works with new recruits by supporting and mentoring. We

see this as quite an achievement as initially they struggled working the equipment and now they are running the show. Again this demonstrates valued roles in the community and increased opportunity to connect with the community.

We are very excited and proud of our Meals on Wheels Volunteers who volunteer with the City of Ballarat. These roles include delivery of meals to people who require support in their homes. This year our volunteers have been provided with their own uniforms. The impact of this volunteering has resulted in an increased sense of being more strongly connected with their community and confident about their job.

Community members supporting people with a disability in volunteering roles has led to other community members seeing peoples potential and ability, leading to more people with disabilities being considered for a range of opportunities.



*Pictured: Corey Sandwith
volunteering
at the Bargain
Browser in
Ballarat*

Janet Wraith ... reflecting on change

Supporting people at McCallum to live in the best homes in Ballarat is great motivation to come to work each day. I have had the privilege of working for many different organisations in several States, supporting people with disabilities and their families. I have witnessed many people fight long and hard battles for change in the disability sector in the past years. Many of these changes have now become a reality. Campaigns and reform such as disability Legislation, individual support packages, living in your own home, NDIS and person centred planning are just a few examples. The disability sector has travelled an amazing journey of transformation in the past decade. McCallum has been at the forefront of this change – embracing and adjusting to it with enthusiasm and excitement. These changes have provided people with disabilities along with their families and advocates, the opportunities to pursue amazing dreams, ambitions and aspirations. McCallum impresses me with a culture of 'a can do attitude' for all people, including staff and people supported. I am constantly amazed at what McCallum people achieve by their flexibility, dedication, professional and human rights approach! I continue to look forward to travelling with the McCallum team to make the world a better place in which people with disabilities can live!



Staff Profile

Annual Charity Days

Chariots for Charity

For those who attended the event at Bray Raceway on 10 April 2013 it was a very enjoyable night. From the three items offered in a silent auction, \$540 was raised. The raffle for a range of excellent prizes brought in \$1,017. Many thanks to all race sponsors, raffle donors and the BDTC. Overall \$5,187 was raised from the event.

2013 Sponsors/Donors:

Ballarat Leagues Club
Office Vision
E.E. Day & Sons
Prowse Perrin & Twomey
Ellis Wines
Ryan Adamson Design
G. Gay & Co
SF Glass
Gallagher Bassett
Sharon Knight, MP
Garden State Insurance Brokers
The Athlete's Foot
GC's
Wendouree News & Lotto
Liquorland
Whites Florist
M&L McLean Cleaning Services

Golf Day

It was another wonderful day at this year's Charity Golf Day event held in December 2012. Trevor Miller and Rick Fleming kindly gave their time to organise and cook the BBQ. They had hot sausages with drinks on ice all set to go as players arrived. After a bite to eat a total of 18 teams teed-off for a round of 18 holes. Throughout the day Dolly Seery and Lisa Rumler delivered much needed drinks and snacks for players out on the course who were giving it their best shot.

At the end of the game, presentations were made by McCallum CEO, Shane Molloy to the winners of the Best Nett Score and Best Scratch. Prizes were also awarded to players who had the Longest Drive and Nearest to Pin.

A big thank you to the following businesses who entered a team, sponsored a hole or donated prizes towards the day:

- ANZ
- Ballarat Leagues Club
- Barker & Jennings
- Clifford Brick & Tile Transport P/L
- Col Wilkie's Paint Centre

- Colleen & Brian Henderson
- Crawford's Pharmacy
- CVGT Australia
- Designlink @ The Courier
- Finding Futures
- Gallagher Bassett Workcover Ins.
- Garden State Insurance Brokers
- GC's
- Health Super
- Interline Roofing
- Karington Jewellers
- Legacy Landscapes
- M&L McLean Cleaning Services
- Macarthur Frameworks & Gallery
- Oliver Footwear
- People @ Work
- Pizza Capers
- Prowse, Perrin & Twomey
- Sleep's Plumbing
- Sports Biz
- TGM Group
- The Good Guys
- Thornton Richards Camera House
- UFS Dispensaries Ltd
- Vacuums Ballarat
- Whites Florist
- Williams Newsagency
- Wines Office Furniture



Pictured: Members of the Lifestyle Options Social Club and their support staff enjoying a morning out. Pictured: Liam Doyle, Aaron Bligh, Les Manning, Anita Zala (staff member), Peter Manning, Sandy Roberts, Charles McGlenchy, Daniel Clarke (staff member)



Pictured: Alistair Bandy

Launch of New Website - 'Finding a Home'

McCallum has been collaborating with various stakeholders in the Grampians region, on an innovative 'Enhancing Sector Capacity Initiative', which is funded by the Department of Human Services. The aim of the initiative has been to establish a much needed resource and information service on the different accommodation options for people with a disability.

A Project Officer has been working with many service providers to successfully develop a new website that reflects the needs of people with a disability who are searching for the right home. The website has been purposefully developed as it is in easy English and straightforward to access and follow. The site has numerous tools and resources to inform people with disabilities, their families and advocates about different housing options in their communities together with information on what is needed to find the right place and what it takes to call it home.

McCallum would like to encourage as many people as possible to explore and use the website. Everybody involved in the project is hoping that it will assist people with disabilities to fulfill their dream of wanting to live independently in their community, in a place they can call home.

Visit www.findingahome.org.au

“The aim of the initiative has been to establish a much needed resource and information service on the different accommodation options”

130 /



McCallum Australian Disability Enterprises provide employment to more than 130 people across Ballarat and St Arnaud



Pictured: Owen Parkinson

Supported Employee Profile: Owen Parkinson

I have worked at McCallum Industries for over 15 years. I really enjoy working in the industrial rag unit, where my favorite job is the rag blocking machine. Other roles that I like working on are the rag cutting machine and cutting buttons from cloth. I really like going out with my workmates with the work Social Club. Last week we went out for lunch and to the wildlife park. I am looking forward to Melbourne Cup Day, as we are going to enjoy the day and have pizza's for lunch. I love working at McCallum.

James Elford.... new to the sector

Before joining McCallum I worked in the transport industry. I approached McCallum to become a support worker as I was wanting to work in an industry that was rewarding. I have been working in the Lifestyle Options program for the past four months. There are so many great things about working in this team; I love the social aspect, I love working with people to achieve their goals, and I love supporting people to develop skills that they need to live independently. I am hoping to undertake training in disability studies in the future, and it is great that McCallum will be supportive of this training.



Staff Profile

Leadership in Advocacy in our Community

Phil Garvey is passionate about human rights, especially those in relation to people with disabilities.

Phil is keen to actively promote the rights of people with disabilities in the Grampians region. He does this via different forums. Over the years, Phil has presented to different groups on advocacy about the challenges and obstacles often facing people with disabilities.

This year Phil identified via his planning process that he wanted to be involved in more advocacy groups. Phil and his support staff then researched and sourced various advocacy agencies and training options. This resulted in Phil attending a three day conference in May this year, organised by advocacy agency VALID.

The title of the conference was 'Citizen Centred Leadership'. The conference lived up to Phil's expectations as it was both challenging and provocative. It pushed all participants to break down their own social conditioning regarding the limited roles that society makes available and offers to people with a disability. The conference content was interactive, so that people attending could explore and challenge how service providers offer creative and flexible solutions to increasing community

inclusiveness via robust planning processes and current practice. Phil stated that he benefited greatly from the conference as he felt much more empowered by the information. The highlight of the conference was the networking contacts Phil developed. He has already emailed some of the contacts to keep him in the loop for any upcoming advocacy forums.

Phil made a weekend of it. He stayed two nights in Melbourne in wheelchair accessible accommodation. He went with his best mate so that they could share staff resources and equipment.

“ Phil is keen to actively promote the rights of people with disabilities in the Grampians region. ”

*Pictured: Phil Garvey and
Sharryn Swanson (staff member)*



Clothing Donation Banks

McCallum Industries has recently expanded its recycling program to include second-hand clothing donations.

The Clothing Donation Banks are part of a partnership with Melbourne based company Southern Cross Recycling. All donations are sorted for reselling in Opportunity Shops, exported to developing Nations or used for industrial rag.

Currently McCallum Industries purchases 'third-hand' clothing and recycles it into industrial rag and on-sells to businesses throughout Ballarat. This third-hand clothing is not suitable for reselling.

All donations of clothing, soft toys, shoes, handbags etc are most welcome at McCallum Industries, 1820 Sturt Street, Ballarat.



Pictured: Nadine Nunn, Christine Brewer and Tim Kelly



From supports to employment

Caitlyn has been supported by McCallum Community Connections for a number of years, and through her support plan Caitlyn identified that she would like to work at McDonalds. Caitlyn had been attending TAFE every Thursday and through this course Caitlyn was learning components of the hospitality industry.

Wanting to assist Caitlyn in her goal, McCallum staff supported Caitlyn to approach McDonalds for work experience. Meetings were held with the owners of McDonalds Bakery Hill to introduce Caitlyn to the workplace and to her employers.

Caitlyn loved her work placement, and learnt many on the job tasks such as hygiene, product labeling, preparing food, storage and cleaning. She especially loved the friendships she developed with her employers and colleagues.

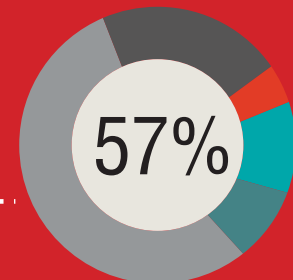
This temporary work experience has resulted in regular work at McDonalds for Caitlyn, who is very proud of this achievement and loves her work uniform.

Pictured: Caitlyn Agnew proudly wearing her McDonalds uniform



More than five years

57% of McCallum staff have worked for the organisation for more than 5 years.





Pictured: Janelle Patching (staff member) and Jasmine Patching having a great time at Cirque de Murdoch

Cirque de Murdoch

Murdoch Community Services held 'Cirque De Murdoch' on Friday 30 November 2012 to celebrate International Day of People with a Disability (IDPwD). The event was open to the public as well as people supported, families and friends. Over 90 people attended. Staff decorated the club in a red and white circus theme. Many took the opportunity to dress in circus costumes which added to the fun and spectacle. Sammy Hoopstarr and Andrew Dyson from Cirque Mystique provided fun entertainment along with DJ Dion Griffin who played great music which allowed us all to dance the night away.

Jennae from Dance Capital has been teaching a group of people with a disability a dance routine which they performed at their concert. They graced

us with a repeat performance and wowed the crowd.

A surprise visit from Santa, who bought gifts for the people supported by Murdoch and the children present, was very welcomed. Prizes were given out for Best Dressed male and female, best dancers and a karaoke prize.

It was another successful event for Murdoch thanks to the staff who contributed their time, energy and ideas for International Day of People with a Disability.

“Over 90 people attended. Staff decorated the club in a red and white circus theme”



More than 20% of people supported by McCallum are on the Autism Spectrum.



McCallum Foundation: A Gift That Keeps On Giving

By giving to the McCallum Foundation you are helping to build a fund that will grow each year and support the needs of people with disabilities currently and into the future. All gifts are invested to benefit McCallum Disability Services and are fully tax deductible. Each year invested gifts will contribute to the programs and services provided by McCallum Disability Services.

A foundation is a proven fundraising method where gifts are invested and the bulk of the capital is maintained in perpetuity. The revenue from the investments is allocated by the Foundation Trustees to meet

McCallum Disability Service's

needs. The Current Trustees of

McCallum Foundation are:

Neil Jens (Chair), Joe

Ballinger, David

Haymes, Dr Jessie

Harman, Les

Dickinson and

Andrew Oliver

*Pictured: Neil Jens,
Chair, McCallum
Foundation*



“ McCallum Foundation Chair Neil Jens said that McCallum Disability Services filled a much needed gap in helping disabled people in an enormous way. Neil added that all Trustees including himself were proud to be associated with McCallum ”

How Can you help?

You can demonstrate your caring through a regular donation. After the death of a loved one, or on the anniversary of their passing, consider a gift to the McCallum Foundation. Donating to the Foundation through a gift in your Will is generosity that continues long into the future.

For enquires or further information contact McCallum Chief Executive Officer Shane Molloy on Ph: (03) 53 341921 or email: smolloy@mccallum.org.au



Creative talent on show



Pictured: McCallum artists proudly showing their work are Hayden Quinlan, Bronwyn Whiting, Tyson James and Drew Allan

One hundred original artworks have gone on display in Ballarat . McCallum Disability Services' talented artists have been busy creating their pieces of work to feature on the windows of the Ballarat Central Library in Doveton Street North for the month of September 2012. The artists are all part of the McCallum Community Connections program, which allows people with disabilities to promote their abilities and talents. McCallum Community Connections art facilitator Kath Chapman said the artists got a real buzz out of seeing their work on public display. "The artists' works are double-sided, so viewers can see a different exhibition on the inside to that on the outside," she said.

Margherita lafrate ...35 years on

In 1977 Margherita joined McCallum House when it was the former Ballarat Mentally Retarded Childrens Welfare Association located on the corner of Sebastopol and Errard Streets in Ballarat. Today, Margherita continues to support adults with a disability through the McCallum Community Connections program.

Margherita said that the difference in providing support today, and many years ago, is the diversity of supports and services available to people with a disability. Margherita continues to adapt to change brought in by policy and Government legislation, and believes that changes brought in with the Disability Act 2006 were some of the biggest change and reform that she had been part of. The availability of community based supports and programs, social connections and support options offered to people with a disability have been a tremendous change in the past 35 years.

"The groups are no longer a concentration of people. People are supported in groups of like goals, interests and individuality compatibility is addressed. People can also be provided 1:1 support if they need it. The options are fabulous"

Congratulations Margherita on 35 successful years working at McCallum.



Staff Profile

New East Wing at Learmonth Street nearing completion

MKM Constructions commenced demolition works for the redevelopment in April 2013, with the footings and reinforcements and the concrete slab occurring shortly after. The frame of the main building, porticos and function room is complete, the roof is on and the building is now at lock-up stage. Mechanical, electrical and plumbing works have been roughed in. A combination of plaster and ply lining are currently being installed internally and painting within the building will commence shortly. The window glazing is almost complete as is the exterior spotted-gum wall cladding.



The new sustainably designed timber constructed building by Ryan Adamson Design is approximately 300 square metres. It features natural materials low in embodied energy. The redevelopment will include upgrades providing for two new support rooms, a staff office, two smaller studio rooms, a kitchen and meals area with an adjoining outdoor area and amenities.

A new entry portico will allow clients to be dropped off and picked up undercover. The North facing windows will increase sunlight in the winter months and capture an abundance of natural light creating a pleasant living and working environment for staff and clients.

The redevelopment of McCallum's conference hall will consist of a new entry foyer, kitchen, conference room, cloak room and amenities.

It is anticipated that the new building will offer the McCallum Community Connections program at Learmonth Street a modern environment which will be conducive to excellent service delivery to the people McCallum support. The upgrade is costing around \$850,000 and will be completed by the end of October 2013.

Statement of Comprehensive Income

For the Year Ended 30 June 2013

	2013 \$	2012 \$
INCOME		
Recurrent government grants and subsidies	9,234,941	7,837,389
Service contributions	1,089,721	922,216
Production revenue	452,051	347,266
Income from investments	267,065	286,400
General donations	80,425	31,987
Murdoch Auxiliary funds donated	1,215	1,153
Profit on sale of fixed assets	-	93,046
Profit on sale of investments	-	10,594
Other income	255,243	149,846
	11,380,661	9,679,897
EXPENDITURE		
Salaries and wages	8,379,803	7,141,072
Administration operating costs	404,345	273,184
Bad and doubtful debts	6,393	10,406
Depreciation	429,873	366,399
Program operating costs	503,997	365,150
Production costs	103,920	108,393
Property costs	536,112	453,699
Transport	183,543	155,645
Loss on sale of fixed assets	25,185	-
	10,573,171	8,873,948
SURPLUS FROM OPERATING ACTIVITIES BEFORE CAPITAL ITEMS	807,490	805,949
Government capital grants	91,958	61,454
Donations for capital purposes	137,481	127,882
Distribution to McCallum Foundation	(250,000)	(250,000)
SURPLUS FROM OPERATING ACTIVITIES AFTER CAPITAL ITEMS	786,929	745,285
Net unrealised gain/(loss) on revaluation of land and buildings	-	130,000
Net unrealised gain/(loss) on revaluation of financial assets	189,674	(42,143)
Reclassification adjustment	-	(9,753)
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD	976,603	823,389

Statement of Financial Position

30 June 2013

	2013 \$	2012 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	4,815,249	4,136,517
Trade and other receivables	428,344	286,049
Inventories	20,909	23,559
Other financial assets	500,000	750,000
TOTAL CURRENT ASSETS	5,764,502	5,196,125
NON-CURRENT ASSETS		
Property, plant and equipment	7,374,869	7,218,696
Investments	980,335	790,662
TOTAL NON-CURRENT ASSETS	8,355,204	8,009,358
TOTAL ASSETS	14,119,706	13,205,483
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	2,352,638	2,438,995
Provisions	1,008,361	1,001,550
TOTAL CURRENT LIABILITIES	3,360,999	3,440,545
NON-CURRENT LIABILITIES		
Provisions	181,721	164,555
TOTAL NON-CURRENT LIABILITIES	181,721	164,555
TOTAL LIABILITIES	3,542,720	3,605,100
NET ASSETS	10,576,986	9,600,383
MEMBERS' FUNDS		
Reserves	1,039,929	909,584
Retained Surplus	9,537,057	8,690,799
TOTAL MEMBERS' EQUITY	10,576,986	9,600,383

Members of McCallum

Ron Barby
Lyn Box
Peter Brugman
Brett Bryant
Tim Bunning
Brian and Heather Carr
May Chester
John Chuk
Ken Clements
Complete Style Joinery
Geoff and Wendy Collins
Karen Douglas
Angus Eeles Plumbing
Carmen Fletcher
Michael and Judy Hallahan

Geoff and Marie Harrison
Leo and Karen Hayes
Lynden Hayes
Kevin and Maree Hewitt
Mario and Elena Iafrate
Hadyn and Jan Jones
Jean and Bill Kuiler
Joan Laidlaw
Andrew and Jenni Leisfield
Ian and Christine Lewis
Tyrone and Denise McCuskey
Mel and Elwyn McDonald
M & L McLean Cleaning
John and Elaine Morris
Kim Nevill

J & E Nolan
Greg and Marjorie O'Donnell
Stewart and Lorraine Paddle
Geoffrey Patching
Judith Patching
Mark and Catherine Pilbeam
John and Francis Powell
Judy Roberts
Noreen and Vin Ryan
Ted Scott
Mary Shone
Ron Smart Electrical
Trevor Smith
Ella Smith
Graeme and Rosslyn Sutton

Eric and Colleen Walker
Elizabeth and Michael Ward
Louise Weire
Helen Ballinger
Whites Florist
Robert Parker
UFS Dispensaries Ltd

Life Members

William Amos
Joe Ballinger
Bev Barby
Brian Dixon
Erma Fidler
Isabel Gribble
Elizabeth Hastie
Faye Hunt
Caroline Hutterer
John King OAM
Jean Needs
Norm Pinney
W.A. (Bill) Wilkie
Alan Wood
Val McRoberts

Staff Awards

Pinky's Pizza – Employee of the Month Ballarat

Jacinta Matheson
Community Connections
Meralin Lyons
Accommodation
Sandy Cook
Community Connections
Kathleen Chapman
Community Connections
Annie Seach
Administration
Hannah Russell
Community Connections
Stuart Barrow
Lifestyle Options

Ballarat Leagues Club Awards

Marg Britten
Industries
Roseley Mathews
Industries
Tanya Walker
Accommodation
Karen Fraser
Lifestyle Options
Gary Martin
Industries
Craig Scurr
Industries
Lisa Ward
Administration

Paul Houlihan
Industries

Lindsay Lee
Industries

Lisa Rumler
Administration

David Pitt
Industries

Stephen Lewis
Community Connections

Max Earle
Industries

Tim Kelly
Industries

Gail Walker
Community Connections

Stephen Regester
Administration

Janet Wraith
Accommodation

Liz Kulman
Lifestyle Options

Steve Eason
Industries

Domino's Pizza - Employee of the Month St Arnaud

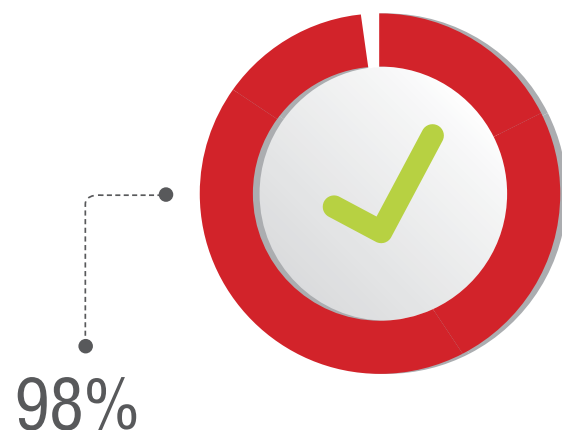
Carole Landsell
Murdoch

Michael Brassington
Murdoch



Trust and Foundations

Hilton White Estate
Percy Baxter Charitable Trust
The Mazda Foundation
Freemasons Charitable Organisation



In early August 2012, 310 Client Carer Satisfaction Surveys were sent to service users of McCallum. A total of 217 surveys were returned. 98% of respondents thought that McCallum staff do a good job. McCallum strives to improve all aspects of its services through continuous quality improvement.

“ At McCallum, we plan to be at the forefront for the benefit of the people we support. ”

Supporting Organisations

McCallum Disability Services gratefully acknowledge the support of the following organisations



ANZ Banking Group
56 Albert Street,
Sebastopol VIC 3356
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Telstra Countrywide
L2 Central Square, Ballarat VIC 3350
P: (03) 5336 5536
F: (03) 5336 5500
E: southwestvictow@team.telstra.com
www.telstra.com/countrywide



Garden State Insurance Brokers
21 Lydiard Street South,
Ballarat VIC 3350
P: (03) 5331 8059
F: (03) 5331 3634
www.gsib.com.au



Doherty & Clark Tyre Service
93 Hertford Street,
Sebastopol VIC 3356
P: (03) 5335 8371
E: dohcla@netconnect.com.au



Ziptales
13a,315 Sturt Street (City Centre
Arcade) Ballarat VIC 3350
P: (03) 5331 1184
E: admin@ziptales.com
www.ziptales.com.au



Ballarat Leagues Club
52 Humffray Street North,
Ballarat VIC 3350
P: (03) 5331 5830
www.ballaratleaguesclub.com.au



B.I.S. Computer Solutions
605 Landsborough Street,
Ballarat VIC 3350
P: (03) 5334 4223
F: (03) 5333 5735



Ballarat Toyota
19 Creswick Road,
Ballarat VIC 3350
P: (03) 5331 2666
F: (03) 5331 3036
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Tanya Daniel's The Good Guys
31 Mair Street,
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Microsoft
Visit: www.support.microsoft.com/contactus



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