



thorndale foundation **REVIEW**

Message from the CEO **The future is now**

Dear Friends

Welcome to Thorndale's fresh newsletter, called the Thorndale Review. The purpose of the Review is to report our successes and activities to supporters, family members, clients, staff and other interested parties. We hope to bring you the review at least once a year to keep you informed of Thorndale's progress.

Since I came to Thorndale in December 2007, I have met some great people including staff, clients, residents and supported employees. I have reflected upon society's pursuit of perfection and how unhelpful that is to people who do not fit that narrow mould. This is not to say that we do not support clients to achieve their aspirations – that is a strong part of Thorndale's philosophy. But we need our communities to embrace people with intellectual disability as equals who enrich our lives, and who contribute to the economic and social fabric.

Thorndale is moving into a new era. We are celebrating our 50th anniversary, and we also have our eyes firmly on opportunities for the future - and the future is now! The general population is ageing, as you would know from media reports, and this is due to people being healthier as well as having access to better medical care. Many years ago, people with disabilities such as Down Syndrome were not expected to live beyond about 30 years of age. Thorndale now supports people with

intellectual disability who are in their 50s and 60s. While this is an excellent outcome, it does mean that Thorndale must now consider and respond to their changing needs.



We're also looking at creating new services such as day programs for older people with intellectual disability who have worked all their lives and now want to consider retirement. This is an issue that is also firmly on the Government's agenda. The success of people working in Business Services means that we face the new challenge of how to assist employees into suitable retirement options.

In this first edition of the Review, you will read about how we have used the kind donations received in response to our March fundraising appeal. The appeal raised over \$15,000 for badly needed equipment and other items. Your support is vital to our continued success and is greatly appreciated.

Please enjoy the Thorndale Review and let us know what you think. We welcome suggestions and comments.

Regards,

Helen Carter

CHIEF EXECUTIVE

A BIG Thank You

*To our volunteers
and supporters.
We appreciate
your commitment
and skills – they
are essential to
the well-being
and success of
our supported
employees and
clients.*



Supported employee awards



Suzie Melaniuk – **Most Improved**



Cliff Colby – **Employee of the Month**

Did you know?

1. Supported employees are paid for the work they do based on the national minimum wage and enjoy the same employment benefits as the wider community.
2. Employees do REAL work, such as assembling roof rack components, shrink wrapping medical kits, putting together gas pipe parts and using metal folding machinery.

Thorndale Ability Programs in action

Helen Lendrum
TAPs Coordinator



TAPs has had another exciting few months with an increase in client numbers, the introduction of additional staff and many fantastic outings. Our purpose is to enable clients to learn new skills and maintain old skills, in an atmosphere of fun and pride in achievement. The aim of our day programs is to develop and maintain independence so that clients feel confident out in the community and when doing ordinary tasks of daily living.



Over the past few months we have visited the Chinese gardens at Auburn, Parramatta Lakes, Bankstown Airport, Mt Portal in the National Park, Waterfall Park in the Blue Mountains, Fairfield City Parkland, Richmond Lakes, Angle Park, Thirlmere Railway Museum and the Hoxton Animal Welfare League. These outings are important to clients in learning how to interact with others and meet new people.



Clients are also enjoying a gym program at Penrith, Music Therapy on a weekly basis and art and living and life-skills programs. We aim to provide a wide range of opportunities for clients so they experience a full life as would any member of our community. Clients and staff were also excited to receive a brand new Toyota Commuter Bus which has been put to great use already. Transport is a big issue for people with disability and it is vital that we

have access to reliable and safe transport so that we can support people to engage in the community and all it has to offer.



Working for independence and friendship

Lance Rickards

Services Development Manager



There are exciting times ahead for the Thorndale business service unit. Thorndale has signed a lease for a new 820 square metre factory located at Plasser Crescent St Marys. Staff, employees and carers were very impressed by the new location during our recent tour and orientation barbecue. I sense our employees are enthusiastic and committed to the relocation into this great new facility. I am asked every day by our employees when we will be moving into the new factory! Plans have been drawn up for the internal fit-out of the site and our DA application is awaiting council approval.

I wish to welcome our new Sales Manager, Doris D'Amato, who has just recently joined the Thorndale team. Doris has made rapid progress since her commencement, she has already been able to attract seven very valuable new customers to Thorndale. I am really impressed by the way that our employees have embraced all the new work and are excited by the opportunity to learn and develop new skills. The factory floor is really buzzing with activity and achievement.

We have also been in the process of developing Quality Assurance documentation, which will enable us to obtain ISO 9001/2000 accreditation. This accreditation will provide us with greater scope to attract new clients and strengthen our business.

Finally I wish to thank all of the supported employees who have volunteered for our Choir. It was great to see so many of you having such a fantastic time at your first lesson on Wednesday 27th August. Thorndale believes that employees should have the opportunity to develop their social skills in other ways as well as work, so we have established the Thorndale choir as part of their development program. We're looking forward to a great Christmas concert!



Targeted support

Clients in our Targeted Support Program are transitioning to retirement but want to remain active. Activities are similar to the TAPs program and operate from the Rance Road premises. It has been wonderful to see the development and enjoyment from clients as they benefit from the more appropriate activities.

AGM

**Saturday 15th November 2008.
Further details are to follow.**

At home at the cottages

Annette Hofmeier
Accommodation Manager



It's been a busy few months at the Cottages. We have had a few birthday celebrations, one of which was Norma's 60th birthday party where she entertained family and friends. The highlight was an Elvis impersonator who was a great hit with all guests. A couple of residents have been on holidays, including trips on a South Pacific cruise and to Queensland. Both the residents had a great time and made lots of new friends. Holidays are very special occasions for residents, but sadly only a few have the resources to be able to afford them.



Thorndale is not funded to provide holidays for residents so we rely on donations to be able to provide short breaks for residents. We were fortunate to have some tickets donated to the *Rocky Horror Show*. The residents who attended had a memorable and fun night and they were talking about it for days.

The staff at the cottages have been working hard with residents to develop their individual plans for the next year. This process of planning is very important – residents have an opportunity to tell us what their goals are and what they would like to achieve. This information is then used by staff to provide the right support to achieve each person's goals.

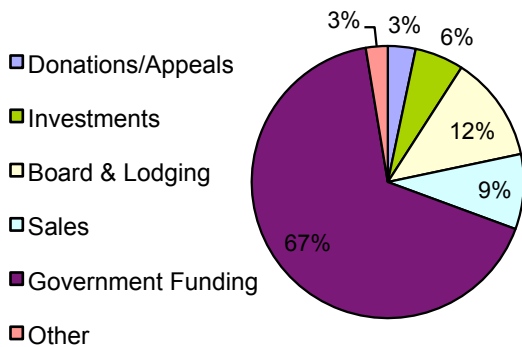


Open day

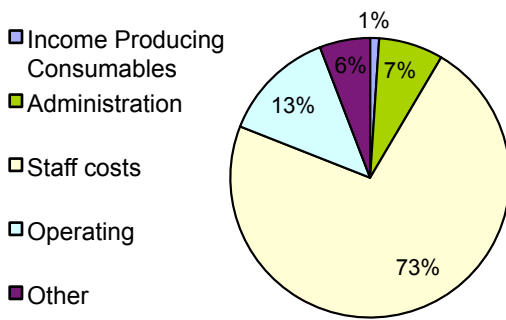
This year's Open Day was a great success. Among our guests, we welcomed the Federal member for Lindsay and former Mayor of Penrith, Mr David Bradbury MP. Over 70 clients, family and friends attended and enjoyed afternoon tea served by staff, and a presentation from CEO Helen Carter about Thorndale's future plans.



Where our funds come from



- Revenue for the 2007-2008 Financial Year was received from a number of sources, including the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) to fund the Business Service, and the Department of Ageing Disability & Home Care (DADHC) to fund the Residential and Community Participation programs.
- Donations include revenue from our annual Christmas Raffle and gifts from the March Appeal.
- Board & Lodging represents contributions from residents towards their support costs.
- Other revenue includes income from rental properties owned by Thorndale and interest from investments.
- Sales represents income received from customers of the Business Service.



How we spend the funds

The graph outlines expenses associated with operating and managing the services. Income Producing Consumables are the materials purchased to complete Business Services customer contracts. Administration expenses include insurance, professional fees, subscriptions, recruitment and other general administration costs. Operating costs include clinical support, repairs and maintenance, vehicle fuel and maintenance and laundry and cleaning. Staff costs include salaries and wages and other entitlements for staff and supported employees. Staff represent the larger part of Thorndale's costs and this is normal in a service organisation.

Board changes

In July, Mr Michael Mekhitarian stepped down as Chair of Thorndale's Board of Directors. Michael made an outstanding contribution as Chairman from April 2003 to July 2008, and prior to that as a Director from August 2001. He oversaw some major changes and improvements at Thorndale and his expertise enriched the capability and capacity of the organisation.

Mrs Cathy Gault has been elected as the new Chair of the Board. She has a long relationship with Thorndale and has been a Director since November 2000. We are privileged to have Cathy as Chair and welcome her into the role.



Dates for your diary

ALL SERVICES	BUSINESS SERVICES	TAPS
October Long Weekend CLOSED on Monday 6th October	Christmas Break	Christmas Break
	Last day for everyone Friday 19th December	Last day for everyone Friday 19th December
	Support Staff return Monday 12th January 2009	Support Staff return Monday 5th January 2009
	Supported Employees return Tuesday 13th January 2009	Clients Return Tuesday 6th January 2009

Don't forget the fabulous Thorndale Christmas raffle is coming up soon!

Check your letter box in November for ticket allocations

On the move and on the mend

Some of our services are on the move! We are very excited about the move of our Business Service to a brand new rented factory in St Mary's, happening in the next few months. Way back in the old days, this type of service was called a "sheltered workshop". Seriously! Well, our employees don't need sheltering – they are active and productive members of our workforce. We simply couldn't do it without them.

The new factory will provide a much more appropriate setting for the packaging and assembly work. We have obtained sponsorship from a major machinery company for a new forklift which will allow us to move, stack and store more pallets than before. We are looking for help from donors and sponsors for adjustable tables and seating for employees.

Other exciting news involves "mending" the old school building at Rance Road Werrington, where we currently have our

administration and Business Service. Once the Business Service has moved to St Mary's, we will begin extensive renovations to the Rance Road building. Renovations are long overdue, but the building, constructed in 1964 on land donated by Penrith City Council, is still very solid and functional for a new purpose.



We are preparing the building in anticipation of providing new day programs for a range of ages including school leavers, adults, people transitioning to retirement and older people with intellectual disability. The Rance Road building is ideal for this purpose as it has numerous large spaces suitable for different activities, plenty of bathrooms, a large kitchen and

fabulous outdoor spaces. The renovations include new flooring, lighting, accessible toilets, a disability-friendly gym, painting and a new kitchen fitout. We also need help with funds for the renovations and activities items.



Thankyou

Pictures often speak louder than words. Here are some photos of our residents and staff enjoying the items that our supporters helped to pay for.