



**YOU'RE
NEVER
TOO
OLD
TO
LEARN**

Carinya Society 2014 Annual Report



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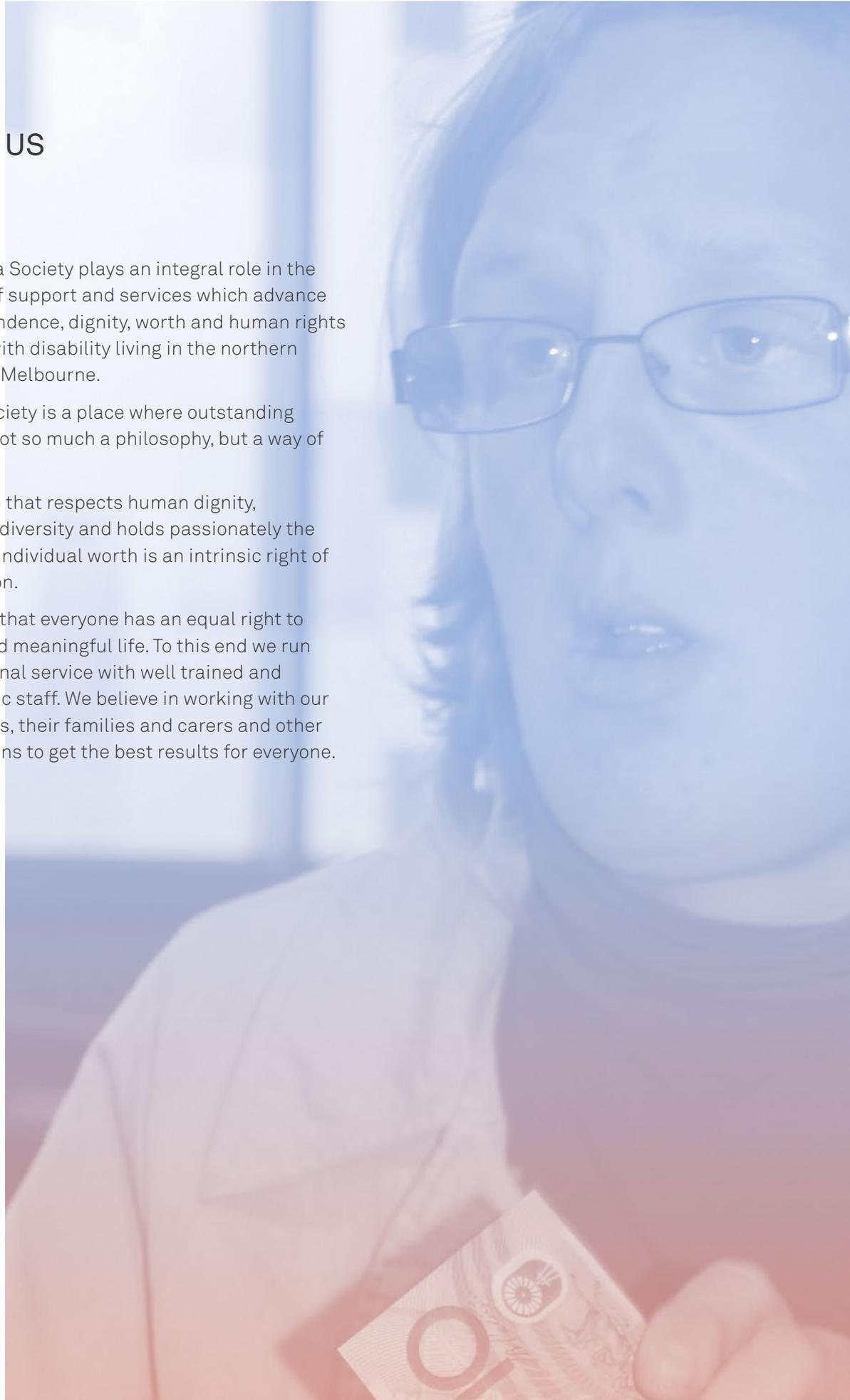
ABOUT US

The Carinya Society plays an integral role in the provision of support and services which advance the independence, dignity, worth and human rights of people with disability living in the northern suburbs of Melbourne.

Carinya Society is a place where outstanding service is not so much a philosophy, but a way of life.

It is a place that respects human dignity, celebrates diversity and holds passionately the belief that individual worth is an intrinsic right of every person.

We believe that everyone has an equal right to a happy and meaningful life. To this end we run a professional service with well trained and enthusiastic staff. We believe in working with our participants, their families and carers and other organisations to get the best results for everyone.





CARINYA'S MISSION

To provide outstanding services to adults with a disability that facilitate choice, support and value each individual as an integral part of the community in which they live.

In order to achieve the best possible outcomes for people with disabilities, Carinya Society staff will focus on how they can contribute to the following strategic priorities:

- Provide sustainability of service through leadership excellence, quality processes, brand identity and strong financial management.
- **Ensure quality service provision through a commitment to best practice methods and compliance with quality frameworks.**
- To work with others to create inclusive communities where people of all abilities are welcome.
- **To value the individual and their abilities before their disabilities.**

CHAIRMAN'S REPORT 2013/14

2013-2014 has been a busy year as the Carinya Society continued to provide outstanding services and support to all our clients. Our committed staff has ensured that each participant has had the opportunity to work towards achieving their goals by providing quality programs here on site at Carinya and within the community.

The introduction of the National Disability Insurance Scheme's pilot programs across Australia just over 12 months ago has had a significant impact on the organisation's internal operations this past year, as Carinya prepares for its implementation after 2016. This has resulted in increased work requirements for all of our valued members of staff. It has changed the way the board, staff, parents and carers have had to think about the services offered and delivered by Carinya now and into the future.

From a management level the installation of a client database Carelink+ has taken information storage and access into a new era of efficiency and professionalism.

The board, has continued to respond to the many changes and challenges facing the disability sector and has worked towards successfully fulfilling the requirements placed on the Carinya Society by the Department of Human Services, the Australian Charities and Not-for-Profit Commission, the Australian Taxation Office, our insurers, auditors and other stakeholders.

Carinya has had a wonderfully successful year in securing donations over \$170,000 from philanthropic trusts and foundations for client programs, staff training, equipment and property upgrades. Thank you again to our grant writer Ms Maxine Miller.

The board welcomed two new directors this year, Mrs Amanda Burgess and Ms Sarah Thompson.



Their specific expertise and contributions have been a valuable asset to the board. Treasurer Mr John Hoffmann and members of the Finance, Investment and Risk Management Committee have ensured that the Carinya Society has a financially sound future.

I thank them for their commitment and competence. Ms Ann Trowbridge recently retired from the board after 12 years of service as a director, three of those years as chair of the board and I thank her for her wonderful service and contribution.

I would like to thank the generous financial and in kind support of the trustees of the Carinya Foundation during the year, which allowed the society to renovate the property next door at number 12 Bellevue Street, which was at risk of major deterioration. The upgrades to the property have ensured that it will retain its value and be an improved asset in the future to the society.

I would like to congratulate our Chief Executive Officer Ms Debbie Mitchell for her efforts leading the organization during this past year and the support given to her by the management team and all staff.

Thank you to all the directors for your support over the past year and your commitment to Carinya for the year ahead.

Mrs Rosemary Freeman
Chairperson

CEO'S REPORT

As the disability sector continues to move through the rapid pace of change, I reflect on all that has happened over the past year at Carinya Society and can say that it has been a year of hard work, rapid and varied learning and tireless effort by all involved from the board of directors to staff and volunteers of Carinya Society.

The impacts of the National Disability Insurance Scheme have been felt substantially by and across Carinya Society. The learning curve has been steep and rapid. Significant effort has been made by all to continue to learn and respond to information coming from the trial sites. The role and services that Carinya provides has changed quite substantially and as always continues to grow and expand. Therefore widespread investment in professional development and supervision for all staff has occurred throughout the year. A total of 1554 hours of training and support have been invested in our staff this year.

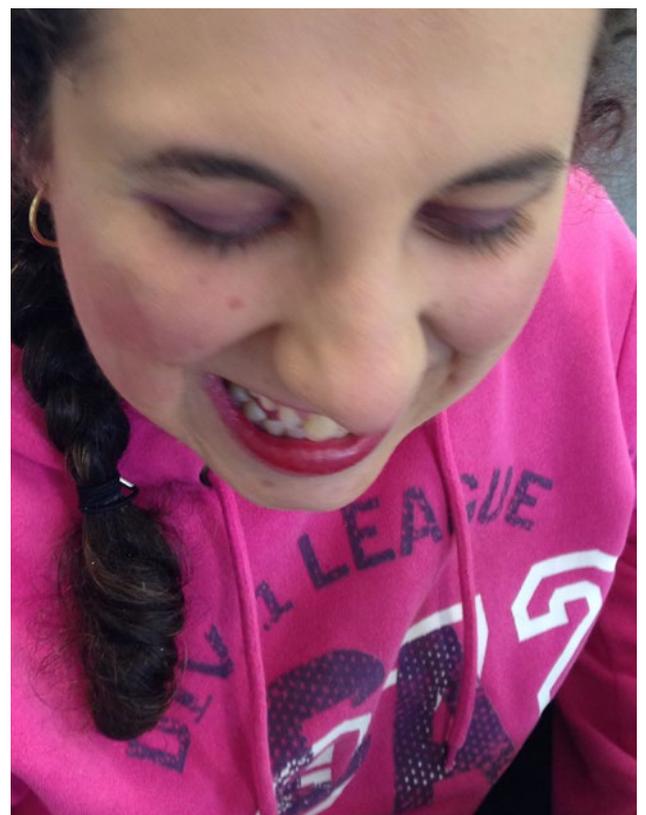
As expectations of service delivery change, Carinya has responded to feedback from individuals and made every effort to take advantage of opportunities that have been presented. The services teams have been strengthening self directed practices and individualised supports, and new models of support have been implemented. Comprehensive support to families and carers continue to be a focus of every member of the Carinya Team.

In addition to achieving excellent outcomes from our Department of Human Service Standards audit, other significant governance activities have taken place. The Board of Directors reviewed and endorsed all 16 governance policies and procedures.

After the annual review of current Board Directors positions and skill sets, the Board then undertook a lengthy process to recruit two new Directors into vacancies on the Board. Ms Amanda Burgess and Ms Sarah Thompson were welcomed to the table in November 2013. They have brought with them a wealth of experience, contribution and

commitment to support Carinya Society through the next phase of development with the impending Disability Insurance Scheme.

It has also been a year of much anticipated improvements and upgrades to the equipment and properties that are used by all staff, participants and residents. The Management team and staff have a keen focus on renewing the grounds and ensuring the buildings are in the best condition for the individuals who we support. Our efforts commenced with a massive clean out of the 10 Bellevue Street property over the quieter January period. Staff returned to program areas that were de cluttered, had room for storage and the appropriate equipment for each space. The main building was next to get a makeover. A huge thankyou goes to the Volunteer Crew from Yarra





Valley Water who joined us to paint the interior of the main building. Everyone agrees its looks fantastic and the participants are pleased to use the space when they are here.

After many years of collaboration between the Carinya Society and Carinya Foundation a joint project was on the agenda for the year. The Society received significant financial support from the Carinya Foundation to enable upgrades to the property at 12 Bellevue Street Coburg. The Society gladly accepted this financial support from the Trustees of the Foundation. Further to this support was the offer and expertise by one Trustee Ms Robyn Waters to help project manage upgrades to the property. Again this was gladly accepted by me. And after a short period of time the upgrades had been completed ready for the property to be utilised. On behalf of the Board of Directors I extend our thanks to the Foundation and Trustees Mr Leo Foster , Mr Ed Woods and Ms Robyn Waters for their generous support with the property refurbishment, it its very much appreciated.

In addition we continue to be supported by many philanthropic trusts and foundations that in turn help to maintain the property, vehicles and resources across the sites and assist with the development of new projects and programs for the individuals. We thank the following Individuals, Trusts and Foundations who continue to support Carinya Society. Carinya is extremely grateful to have received the following support throughout the year.

Debbie Mitchell
Chief Executive Officer

Inner North Community Foundation	\$15,000
Moreland City Council	\$5000
The Danks Trust	\$9000
Lord Mayors Charitable Fund	\$24,000
Holy Trinity Opportunity Shop	\$3000
ANZ Trustees	\$5000
William Angliss Charitable Fund	\$2000
Collier Charitable Fund Custodian Corp	\$18,000
Equity Trustees	\$4,750
The Pierce Armstrong Foundation	\$5000
The Flora & Frank Leith Charitable Fund	\$5000
The Jack Brockhoff Foundation	\$10,000
Equity Trustees (Ivor Ronald Evans Foundation)	\$5000
The Trust Company	\$39,500

CORPORATE SERVICES

Like the services teams, the corporate services team has felt the impacts of the considerable sector changes over the past year.

With the impending NDIS, responding to the evolving practice of individualised funding Carinya has had to learn from the trial site and constant source of information updates to respond to the changes in supporting individuals in both group and individual settings. Systems and processes have had to respond which has significantly impacted the work that the corporate services team perform.

Anything from invoicing and ensuring cash flow, to monitoring individual packages with the Department of Human Services and then the overall support provided to parents and carers during these changing times.

In September 2013 Carelink+ a client data management system was installed on the Carinya IT System and work began on implementation of the system. To help facilitate the implementation Carinya employed Vicki Kennedy a Systems Manager who had significant experience using Carelink+.

Significant background work was required to customise the system to our current needs in service delivery in both group and individualised support but also to plan the full roll out of individualised support (financial packages) requirements including monitoring and invoicing of packages. In addition to the current requirements for accessing participant records and information in one central location whilst implementing the onerous requirements of the DHSS Quality Certification. Everybody on staff were ably charge with learning the system and entering all participant and resident information, rosters, programs plans, person centred plans.

The administration team have worked alongside both client service managers to commence

tracking client funding through the system for our Respite for older adults packages and now a great focus on costing services can be achieved.

To everyone's credit Carinya has moved significantly away from its reliance on paper based (word and excel) systems that it previously relied on. And this is no truer than the Carinya's very lean administrative team of Cheryle and Miriam. Although the data base will produce efficiencies in the long term, it is still early days of transitioning from tried and tested systems that worked for the office. But it must also be acknowledged that the work that the administration staff (amongst everyone else at Carinya) has increased significantly with the requirements for quality certification. The team continues to provide exceptional customer support to parents and carers, but they also have to manage all new enquiries, provide information and contacts for additional support such as respite or aids and equipment, and then maintain all of this recording as evidence for accreditation purposes.

And everyone's uptake, learning and usage of the system will only improve over the next 12 months.

Transport still forms a major part of the services we provide to participants and the question of whether we provide transport is often one of the first things asked when potential new participants visit the Centre. Transport at times can be very complex to organise and is a service we provide to approximately 80% of our participant base, the majority of this transport is on our Carinya buses, however due to the increasing amount of wheelchair participants we also utilise several permanent taxi runs. The transport services are regularly reviewed to ensure that they remain a financially viable facet of the organisation.

Joanne Francis
Administration Manager

OCCUPATIONAL HEALTH AND SAFETY

This year has once again been a busy year for OH&S at Carinya, my role as the OH&S Officer is to be responsible for the Health, Safety and Welfare of all people within Carinya Society. During the year a new detailed Emergency Evacuation Procedure was developed and implemented to encompass all Emergency situations that could possibly occur in a service the size of ours. All of the staff and OH&S reps have been extremely helpful and supportive of improving emergency response times and procedures that in turn ensure the safety and wellbeing of our participants and residents. Staff have completed emergency response and evacuation training and continue to evaluate our drills and to implement systems improvements.

Some recent changes to Health and Safety legislation has resulted in several of the Policies and Procedures undergoing a review and update earlier than expected. As a result of our certification audit, I have now moved on to developing new policies and procedures to ensure we are meeting all of the suggested improvements resulting from our audit report.

The continuing objectives in developing and implementing the OH&S System at Carinya are to ensure we :

- Create a safer work environment for all staff as well as participants and residents.
- Reducing injuries and injury related costs, hence ensuring we direct all income to service provision.
- Provide measurable systems that verify OH&S performance within Carinya and to our funding bodies.
- Improve recruitment and retention of staff, which in turn benefits our participants.
- Demonstrate Legal and other compliance.

I would like to thank all staff for ensuring that we continue to comply with our OH&S responsibilities and for their contribution in the development of new policies and procedures.

QUALITY AND INNOVATION

This year has proved to be another busy one in regards to quality and organisational innovation. After many years of support through the quality accreditation and audit process with SAI Global, Carinya made the decision to change its Independent Review Body (IRB). It was agreed that to be totally focused on continual quality improvement a fresh set of auditing eyes would provide a totally independent assessment of our quality systems, improve operations and increase quality outcomes in preparation for transition to the Dept. of Human Service Standards. In true quality improvement fashion, a range of IRB were assessed and considered and with the support of the Board Quality Service and Improvement Sub Committee, HDAA was selected as our independent review body.

As comes with change, the path was not easy. Carinya had to undergo two audits this year, both Stage 1 and Stage 2, whilst learning about the new elements of the DHSS. A significant amount of information needed to be provided in addition to a great deal of discussion that was required to inform the new auditors on what Carinya does, how operations currently work, and the organisation's vision for continuous improvement.

All of this however proved to pay off with Carinya being certified against the DHSS and re-certified under ISO 9001 after our Stage 2 Audit which was conducted from the 23rd to the 25th of June 2014.

Although Carinya has maintained certification against ISO for over 12 years, and has been compliant with the earlier Standards for Disability Services Victoria in the disability arena, the compliance requirements have continued to increase in addition to the direct impact on how to ensure organisations are providing quality services and ensure satisfied for participants and residents. As such this is a fabulous result during an extremely busy year and all staff must be recognised for their hard work in preparing for the audit and their commitment to improving

the quality of the services Carinya offers. Thank you to everyone for your individual contribution to improved service.

I cannot finish my report without mentioning some of the actual depth of improvements that have taken place. Much work has been completed on further developing the Person Centred Planning (PCP) process and identifying meaningful goals for all of our participants. All of the Managers, Team Leaders and direct care staff have had a big focus on identifying ways in which progress towards these goals can be established and measured. Staff have shown commitment and progress has been achieved in this area. The results from reviews of PCP's have also shown some significant achievements from many of our participants over this year. The organisation as a whole is now dedicated to exploring more opportunities to establish creative programs and practices as well as further improving the ones already in place in order to meet the needs of our participants and put us in good stead for the implementation of the NDIS when the time comes.

Melissa Pool

Quality Improvement Officer

As comes with change,
the path was not easy...



ANNETTE HODGSON

'You're never too old to learn'

At 53 years young, Annie has started a new era of learning at NMIT earlier this year. A graduate of the safe food handling course and student of the certificate I in work education, Annie demonstrates how people with disabilities can take advantage of a new era of opportunities.

Anne has always tried everything that has been on offer to her. As a teenager this meant, travelling independently to Broadmeadows Special School or even walking the bus route to get there if the bus didn't turn up. Annie always tried and would always use her learning given any situation.

As a girl she joined The Girl Guides and took in the ethos and skills she could before the club disbanded. Then onto youth group followed by trying out her skills at art and successfully sold some of her works.

It was clear then, as it is today that Annie needs stimulation, she listens, learns and then does. This insight has proved to be key to her current planning at Carinya.

Annie has done a multitude of tasks at home, she has always mixed with new people and never knocks back an opportunity placed before her. 3 months travelling in a caravan to Darwin was relished as a young lady.

Ten years ago Annie moved out of home and established her life and identity in a CRU. Life continued to present opportunities to grow and learn, along with of course, more holidays.

Annie even tried and succeeded at weight watchers, (attending for 18 months independently) much to the delight of her mother. She still now occasionally joins the Heart Smart Aqua Aerobics at Fawkner Leisure Centre.

Starting at TAFE at 53 was not an issue for Annie, her decision was clear. And to hear the excitement and enthusiasm from Annie over the phone after week one, was all that Ivy needed to know it was the right move in Annie's latest adventure.

Annie recently took it upon herself to apply her learning and skills at her mother (Ivy's) 80th birthday party. She made all of the sandwiches and cupcakes for the party and stepped into the role as waitress for the function. Dressed for the part, Annie excelled.

Annie continues to try hard at anything she sets her mind to including volunteering at the lost dogs home and local aged care facility. She loves to learn, meet new people and be a valued member of her community.

Annie is young at heart and Carinya has been a key support to her, providing guidance and encouragement for her endeavours at any age.

Annie has now set her sights on Childcare. Its always been in her skill set, and has supervised and taken care of her nieces and nephews. Annie now wants to complete a certificate in childcare.

Annie is testament that you are never too old to learn and Carinya have been so proud to provide the support to facilitate Annie's Ambitions.



INDIVIDUALISED SERVICES

Firstly I returned from 12 months maternity leave to find that Kate Jarvis had done a great job holding up the fort in my absence. I would like to thank Kate for everything that she did in my absence and for the thorough handover that I received upon my return.

We've had a number of staff departures and new members join the team in the past 12 months, which as always comes with ups and downs for services. But in the end our focus is on quality services to individuals who receive our services so new influences and input from new staff members helps to continue our improvement objectives.

Mandy Kaur, Leon Maloney, Emma Kerville, Jayred Dawson Smith, Emily Morris (6 month contract) and Niamh Amerlynck (6 month contract) and Kerri Baxter have all moved on to careers outside of Carinya, and we wish them all the best for the future. And then we have one staff taking maternity leave. Natasha Collins is enjoying spending time with her new baby girl Kiara.

As a result it's been an extremely busy recruiting during this period. The team welcomes Trevor Jones, Kim Dellavedova, Sally Karena, Bridget Devereaux, Alexsia Jensen and Aleki Mulitalo.

The service has farewelled five participants since July 2013. Two who have moved to other services and on a sad note, three individuals Garry Morrison, Peter Philips and Denis O'Sullivan passed away after varying lengths of illness. Gary and Denis had been attending Carinya for quite a number of years, but fond memories are held for all and they are sadly missed by all at Carinya.

Our volunteers Pat, Vincenza, Jane and Sara continue to provide great support our individuals and programs across the service. The service would not be the same without you, we very much appreciate your weekly support and commitment to the participants.

One of our teams with the support of some successful trust funding commenced a new era

in TAFE participation at NMIT Preston campus. Safe Food handling was completed and the 9 individuals and one staff member all graduated. This has been of great satisfaction to all participants and they continue to demonstrate their learning's in safe practice in food preparation programs across the service, including the weekly catering for the Coburg Rotary Club. It was fantastic to see some very proud individuals at their graduation presentation lunch.

Another group of 7 individual's have enrolled in workplace education at NMIT. With the support of the groups Team Leader Kacie Graham, the group are supported to attend every Tuesday. All 7 individuals are split across 4 Workplace Education classes to further promote social inclusion as students of the TAFE. And finally another small group of animated individuals have been participating Dance on a Monday and in performing arts every Friday afternoon.

All participants are loving going to TAFE, soaking up the learning environment, interacting with their peers and newly formed friendships. Everyone is walking around with an air of confidence.

One of the other teams has started participation in a sailability program supported by Volunteers from Broadmeadows. Every Thursday, weather permitting; a group of individuals go sailing at Jack Roper Reserve. The activity is on a rotational basis and three individuals are able to enjoy the freedom of feeling the air pushing them along the water while hanging a hand in the water. But everyone participates in the community for the day whilst they are there.

There has been an introduction of several new programs which have been a great success. Trampolining using the facilities at SCOPE St Albans, photography has captured some very popular black and white scenes of Melbourne, that have been much sought after by buyers. And bike repair and restoration has just finished its first bike, that will be donated to refugees.



The management team and staff have invested hours of labour to improve the facilities and grounds of the site. It commenced in January with a cull of broken and old equipment and furniture, and a clean up of all buildings and rooms. After this it was agreed to start one building at a time, and this where the main building has been the focus our attention. So starting with the easiest room, now known as the green room, Kacie, Anne, Debbie and myself prepped and painted it. Once the new furniture and equipment was back in, the room looked great, if we do say so ourselves.

But to tackle the second harder area, the remainder of the main building and computer room we needed help and lots of it. Again we stripped back the room, prepped the walls and floors ready for painting. We were lucky enough to have a group of very talented and hard working volunteers from Yarra Valley Water to help support us to paint the rest of the building. It's hard to believe that we achieved 2 coats of paint over the entire building in a single day. We are very grateful of the many hands we had helping. The area has since acquired some new furniture and more to come, the participants now love using the room.

The building looks great with its new electric doors, and it is so good that all enjoy the space much more now.

Thanks to an amazing team for all of the support you have given to all participants and the introduction of some exciting programs. Your support and programming ideas are invaluable as we continue to learn and evolve in this new era of service delivery.

Skye Hardman

Client Services Manager – Day Service



RESIDENTIAL SERVICES

The year has been a busy one with major focus on the health and wellbeing of the residents. There have been many appointments and follow ups to ensure the best outcomes for residents health is achieved. During the year, staffing resources were stretched to the limit when one of the residents spent some time in hospital and several weeks convalescing at home. With the support from our permanent and casual staff and with additional DHS funding, the journey was made as pleasant as possible for the resident and resulted in a positive outcome.

We have experienced more regular visits by the community visitors during the past twelve months and overall have been pleased with the good reports received. But in true independent inspection there are always action items that need to be addressed in more detail with the Office of the Public Advocate – Community Visitors and as necessary, action taken by Carinya.

Just like the Carinya's main site at Bellevue Street, Nelson house has required ongoing maintenance and as necessary, improvements and upgrades.



The residents have been kept amused by painters, plumbers, window cleaners, concreters etc but one of their highlights was the completion of a new driveway crossover, which now allows the vehicle smooth entry on and off the property and the resident's easy access to vehicles parked in the street. Moreland council were very helpful in working through this issue.

All the residents take fire safety and evacuations very seriously at the house. Over time they have become very confident and competent with what is required to evacuate safely. This was highlighted recently, when the technician from the company that does the monthly checks, set off the fire alarm without warning. The staff on shift were extremely pleased to see all residents stop what they were doing, give direction and support to each other and head to the Assembly Point without any staff input. They had put their training into practice!

After a review of the roster to ensure resident's needs are being adequately met, the weekend roster has seen the residents engaging in many more community activities individually or in pairs. They are locals at the Coburg shopping district, accessing hydrotherapy, personal shopping and banking and hair appointments. There have been many evening and weekend activities chosen by the residents including some sporting events, the movies and a couple of live shows.

However for the second participation in the Moreland Relay for Life event has to be the most memorable for all. Four of the residents registered before the day of the event, with one had actively decided not

to register or participate soon changed her mind when she arrived at the Coburg City Oval to watch. After seeing everyone having so much fun she asked to buy a purple t-shirt and became involved in the laps of the oval and the social aspect of the day. It was really great to see all of the resident's individual reactions, interactions, community spirit and engagement with the wider community. You know it was an extremely enjoyable and successful event, when no one wants to go home, when the time came.

Back on the home front, all of the residents have been introduced to the use of iPads. They have proven to be an invaluable tool for stimulating the mind and engaging at an individual level with each resident. They are quickly learning the benefits of technology. Unfortunately, not everyone has their own iPad. Two residents have received their iPads as gifts and the other three residents share a communal one, which as you can imagine with any popular device, sharing sometimes proves difficult.

The changing needs of all Nelson House residents places a significant demand on the staff during their shift and I am fortunate to have a dedicated team of four permanent and 2 casual staff, who oversee the residents needs and follow up to ensure the necessary actions are taken.

I would like to thank the Team for their support with the residents in the past year and look forward to working with them in the year ahead.

Anne Grattidge
Client Service Manager

RESPITE FOR OLDER CARERS PACKAGES

Once again participants who are in receipt of the Respite for Older Carers have enjoyed spending time in the community and pursuing activities of choice whilst hopefully providing some much needed respite to parents.

It has been enlightening to see that some of the participants have developed friendships and natural supports through regular visits to venues of interest which has led to catching up for a coffee or meal.

Others have used this time to maintain and build up their physical well being through enjoyable activities and exercise.

Activities which reflect the person's real interests and wishes have been pursued by staff, without the constraints of time. One of our recipients has been to see all manner of wrestling from the local scene to the international staged events.

One of the participants has utilised her respite support to gain skills in travel training with the aim to complete this by independently travelling to her TAFE in the future. So far many components have been achieved including, using a Myki card, topping up, swiping on and off, knowing which bus to catch, where the stops are and what to do if the stop is missed. The confidence of the participant has increased significantly in this time.

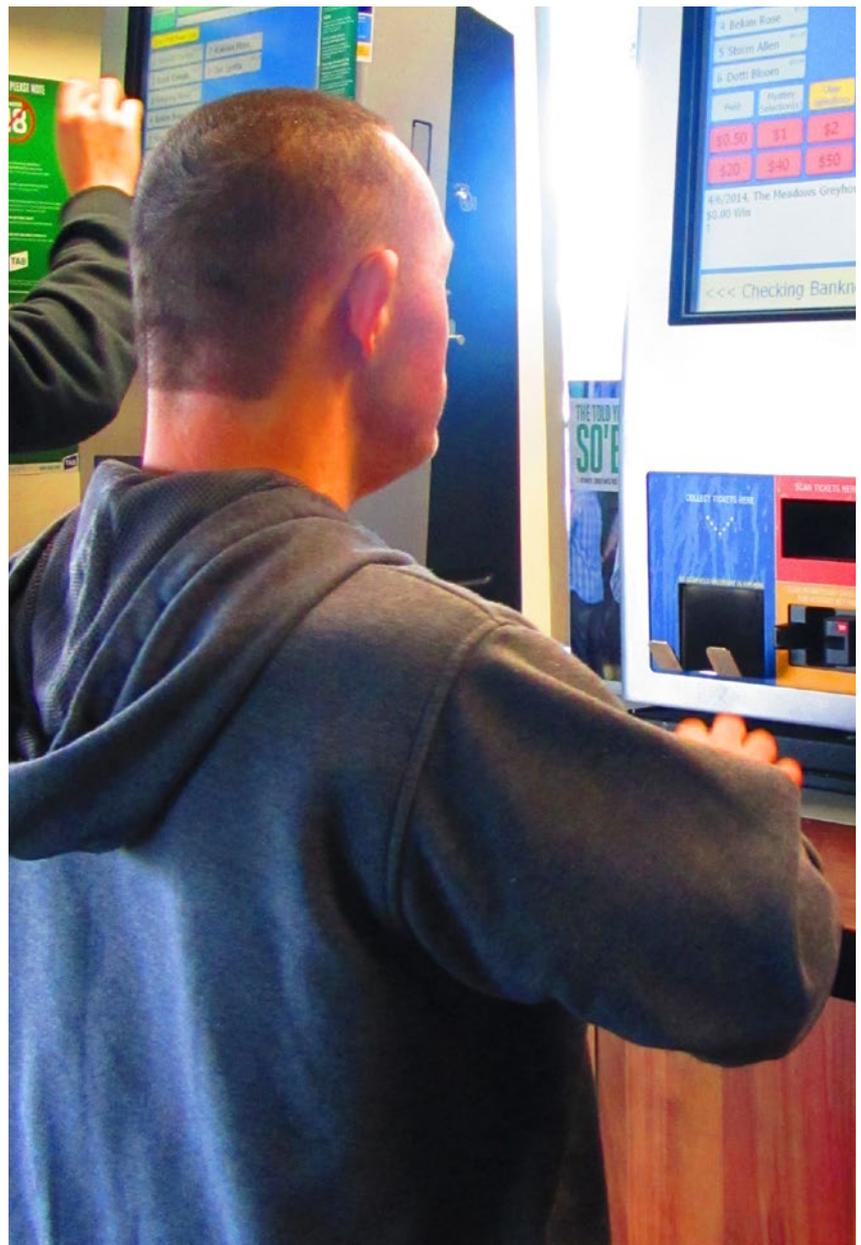
It is heartening to know that these packages support families when they really need it. In one such instance we were able to support a family through a difficult time of health whilst supporting their son with a smooth transition to respite accommodation and then the permanent move.

The group activities held during the holiday period are great for individuals who get bored at home and who want to join together and enjoy the company of others and visit places of interest out of greater Melbourne.

The participants and their families are very appreciative of the staff who support their individual through the ROC program and I would like to extend my thanks to them also.

Anne Grattidge

Client Service Manager



YOU ARE

DEBRA ATHAIDE

I am the one who watches,
as you battle to comprehend
the impatience and frustration
of those who have forgotten
the beauty of a simple life.

I am the individual who observes
expressions brighten
and worries overlooked,
when in your presence,
demands of a chaotic world
are momentarily forgotten.

I am the girl who notes
the disbelief in those
who hear your lone voice
penetrating their conscience,
forcing them to re-evaluate
their first impressions.

I am someone who listens
to the innocent giggles
of uninhibited delight
when you discover that
which numerous others
have ignored or forgotten.

I am the Carer who sips
your frustration as you wrestle
with expectations
of how you should behave;
the idealists wishing you could
conform to please them.

I am the sister who tastes
a tang of pride
when you painstakingly struggle
to make the seemingly
unattainable,
possible.

I am the woman who breathes in
the vivacity of one who
forgives unconditionally —
his family, the grateful
benefactors
of his trust
and unquestionable love.

I am the being who inhales
the hint of lament
in those who want
for you

all that you deserve
but may never have.
I am the person who feels
your tension and bewilderment
as you resist the temptation
to accept a life
devoid of colour.

I am your student who
senses
the joy and pleasure
of a teacher
who unknowingly fashions
his works in progress
through every interaction.

You are the man who
enlivens me—
splashing colour
composing symphonies,
sprinkling spices,
spraying fragrances,
shaping
and forever altering
the once nondescript canvas
of my soul.



BOARD COMPOSITION

DIRECTORS

Mrs. Rosemary Freeman - **Chairperson**

Mr Colin McKenzie - **Deputy Chairperson**

Mr. John Hoffmann - **Treasurer**

Ms. Ann Trowbridge

Mr. Nino Galgano

Mr. Ivon Lofts

Mr Michael Keehan

Ms Amanda Burgess

Ms Sarah Thompson

VALE

Peter Wynne Philips

7th September 1960 - 3rd February 2014

Peter commenced at Carinya after he moved from the family home into a supported accommodation, due to his changing needs. Prior to this time, Peter had had a very busy life and moved around within Australia and also travelled the world with his family. He enjoyed acting and had been in several productions. He was also a member of the "actors company of people with varying degrees of disability." Peter was a well liked "character."

Gary Russell Morrison

18th December 1950 -13th February 2014

Gary had a very long association with the Carinya Society. He commenced at a young age when it was known as "the Coburg Helping Hand Association" and his parents, the late Lois and Bob Morrison, were active members of the Organisation, serving on the Committee of Management and the Essendon Auxiliary.

Gary himself was a member of the Committee of Management for several years.

In the past few years, as Gary's health declined, he retired from the day service and spent his time at the Dorothy Impey Home. It was with sadness that we received the news of Gary's passing.

Denis Peter O'Sullivan

8th May 1956 - 13th June 2014

Denis commenced at the Carinya Society, following a transitional period when he relocated from his residence at Kew to Tullamarine.

He was well supported in his many programs and much of his time was spent in the local community where Denis developed a great appreciation of the outdoors and enjoyed the variety of venues that he frequented. During his time at Carinya, Denis overcame so many of obstacles and it was with sadness that we say farewell.



Bendigo Bank – Coburg Branch Staff

Coburg Leisure Centre

Greensborough Watermarc

Coburg Rotary Club

Department of Human Services -
Luke Keppich Arnold and Darren Freak

Eltham Catholic Girls College

Harding St Medical Centre

Kwik Kopy Coburg

Merri Community Health Service

Moreland Rotary Club

NMIT

OUR SUPPORTERS

Carinya extends its sincere thanks to the following organisations and individuals for their support and fabulous contribution to the developments of our service and support of our clients throughout the year.



Norden Body Works

Partners Wealth Group

People Outdoors (Vic Camps Association)

Pharmasave Pharmacy - Coburg

Preston Rotary Club

Carlee Holmes- Physiotherapist

West Coburg Bowling Club

Loyola College

Rick Allen

The Pod Video & Multimedia Production

T& F Automotives

The Lost Dogs Home North Melbourne

The Meadows Greyhounds





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