

# NEWS AND VIEWS

## FLAME TREE WALK

Tuesday 3rd December is International Day of People with Disability. For Scope it also marked the exciting opening of another stage of the Hub's rejuvenation: Flame Tree Walk.

The development of Flame Tree Walk was a passion project for former CEO Tracey Lloyd, who we invited back to officially launch the walk. When Tracey first walked into the grounds in 2013, she was inspired by the natural surrounds and could imagine bush walks, community gardens; artists under shade and people laughing and enjoying themselves.

Without a doubt it has been a long and at times winding road to get to this point; but here we are, able to enjoy the benefits of this natural beauty.

Nature has a beautiful balance of colours, textures and scents which creates a harmonious existence for all. Your health and wellbeing also benefits from time spent in the natural environment. The path we have developed is accessible and there is a rest stop in the middle of the path so that you can sit and enjoy the canopy of trees around you.

We have planted Flame Trees to mark the start of the bushwalk; their flower essence signifies confidence and commitment - two values that underpin our organisation.





## What is International Day of People with Disability?

In October 1992 the United Nations General Assembly passed a resolution declaring that 3 December each year will be the International Day of Disabled Persons.

The event was renamed International Day of People with Disability (IDPwD) in 1997 by Australian community representatives to place a greater emphasis on the abilities and achievements of people living with disability. Individuals and organisations throughout the country are being encouraged to celebrate the day.

IDPwD is unique among community awareness days, as it unites disability organisations, businesses, federal, state

and local governments and the community. The day is a collaborative effort to celebrate and acknowledge the experience and expertise of people with disability.

IDPwD is an opportunity to: celebrate the contributions people with disability make every day to their communities; make a positive contribution to the lives of 4 million of Australians with disability.

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### *Saturday 7 December*

Sensory Sensitive Christmas Show, Warner  
3pm – 4pm  
Bray Park Carols, 4pm - 8pm  
Carols at Cotton Tree, 4:30pm - 8pm

### *Sunday 8 December*

Christmas at Emerge, Warner 3pm or 5:30pm  
Scarborough Christmas Carols 3pm - 8pm  
Sandstone Point Community Carols, 4:30pm - 8pm  
Lights on the Lake, Currimundi 4pm - 8pm  
Carols on King, Caloundra 4:30pm - 8pm  
Glasshouse Community Carols, 4pm - 8pm, Beerwah  
Coolum Christmas in the Park, 4pm - 9pm

### *Sunday 15 December*

Pine Rivers Christmas Carols, Strathpine, 3pm - 8pm

### *22 December*

Carols in the Park, Albany Creek 5pm - 8:30pm

### *13 - 22 December, 7pm*

Brisbane City Christmas Parade

Details of events can be found on Moreton Bay, Brisbane and Sunshine Coast Councils' websites.



## Christmas Events

## Operations Update

The Burpengary Hub has been a hive of activity recently as we have welcomed clients and families who have attended house meetings.

These meetings have focused on:



Reviewing FDP and PLS progress



Setting core staff teams for houses to ensure team members have the right skills



Working together to create our "How to Support Me" client profile for each of our clients



Working together to develop house and client inductions for our team members



Image by [Sebastian Šoška](#) from [Pixabay](#)

### What is a Progressive Lifestyle Strategy (PLS)?

A PLS is predicated on the wishes and aspirations of both the clients and their families and comprises a 12 week forward plan of seasonally based activities for our clients. These activities, arrived at in consultation with each client and his/her family, are reviewed monthly and amended if necessary. Each PLS is refreshed quarterly and his/her family can monitor progress and any changes via meetings with client and staff.

### Performance Appraisal and Development Planning

We have also been working with our team members to complete their performance appraisal and development planning. We thank everyone for their participation in this important task.

### What is Fortnight Delivery Planning (FDP)?

FDP converts each client's PLS to specific activities, days, times and sequences. This planning approach ensures the effectiveness of each client's PLS and informs our staff of any changes - activities, timings, sequences etc - which might be necessary.



Image by [Gerd Altmann](#) from [Pixabay](#)

### What is Performance Appraisal and Development Plan (PADP)?

The PADP is the process that we use to ensure that our team members have the right skills to provide support that improves the quality of our clients' lives.



## Growing the Garden



Things have been blooming nicely in the redevelopment of the garden space at Burpengary.

The old overgrown patch has been cleared, a new fence put up to stop unwelcome animals eating our plants.

Plans are underway for a seating area under the Moreton Bay fig and gardeners get ready because the soil will be ready for planting in 2020.



The garden redevelopment is being spearheaded by Barry from Just General Property Maintenance; he's pictured here with Noel Callaghan whose work health and safety knowledge will be put to good use in the garden.



# Melbourne Cup





# FLAME TREE BUSHWALK

“Let’s have a bushwalk, over there, wide enough for wheelchairs”

Flame Tree Bushwalk started as a vague idea to use some of the space at Burpengary to allow people to develop skills in bushwalking and experience the benefits of being in nature.

We are grateful for the support of Just General Property Maintenance and Mick Horbal, Excavator for taking the vague idea and turning it into a wonderland.

We hope you enjoy the space!



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## CAN'T WAIT! - UPCOMING EVENTS

The Scope Christmas Party and our last barbecue for the year will be held on Wednesday 18 December from 12:30pm - 3:30pm at the Scope Hub Burpengary.

For catering, please RSVP to Malita at the S.C.O.P.E. Hub on 5428 0155 or email [malita@scopeinc.org.au](mailto:malita@scopeinc.org.au)



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## FROM THE CHAIR'S CHAIR



Fading jacarandas and blooming flame trees is a visual reminder from nature that it's time to stop and reflect on the year that has been and plan for year to come. As the year ends, we prepare for our upcoming Annual General Meeting and Christmas festivities. I have been reliably informed that this year's Scope Christmas party on 18 December is not to be missed.

Talking to clients and families, I have been hearing a lot of very positive feedback in relation to the changes that we have made to our client support through the progressive life strategy and fortnightly delivery plan. These tools allow us to plan and work together to achieve the potential of our clients and their families to live full enriched lives.

I am sure you are all aware by now that in October, Tracey Lloyd resigned from her role as CEO. It was with some sadness and much gratitude that the Management Committee accepted Tracey's resignation. It is often said that in life change is inevitable but, in business, change is vital. In this context Tracey's decision is mature and selfless. She believes this move on her part at this time will facilitate flexibility and enhance the potential for the level of growth which is now open to SCOPE Inc as a result of the change program.

Tracey can point to a number of significant achievements during her time as CEO, perhaps most important, the very significant and far-reaching change program which is currently underway is the result of her initiative. As you know, this change program is about realigning and refocusing the organisation to ensure that the lives of our clients and our families are the very best they can be. SCOPE Inc is now a completely different and much better organisation than the one she inherited when she became CEO - and that is very much to her credit.

I am pleased to say that Tracey has been nominated for a position on the Management Committee at the AGM. Her ongoing commitment to our organisation is highly valued and very welcome.

In her resignation letter to me, Tracey wrote that she always wanted "...to be a chapter in the SCOPE Inc story, not the entire book." I'm sure we all agree that her chapter has been an absolutely splendid one.



## AU REVOIR NOT GOODBYE



Some of you will know that SCOPE Inc has been a big part of my life since 2011 when I joined the Management Committee.

All the work I have done as CEO has been driven by my commitment to, and focus on, what is best for SCOPE Inc and all our stakeholders. It was me who initiated the major change program which is currently underway. Having done that, I feel strongly that now is the right time for me to vacate the position.

SCOPE Inc is now a completely different and much better organisation than the one I inherited when I became CEO. And I believe that, in the future, SCOPE Inc has the potential to be a better organisation still.

I am so very grateful to the Management Committee, to our teams and our clients and their families for the support and encouragement which I have enjoyed while I've been CEO.

My commitment to SCOPE Inc is undiminished. Over the next few months I will be undertaking some project work for our organisation and I have nominated for a position on the Management Committee at the AGM.

So, all being well, in a different position to the one I'm leaving today I shall still be working with you all to ensure a bright, robust future SCOPE Inc.

In my resignation letter to Over and above the project work I'll be doing for SCOPE,

I'll now have the time to devote myself to my other passion in life - which is creative writing. This is very exciting for me.

Making a big change is pretty scary. But I have come to realise that regret is scarier still. I leave SCOPE Inc with some sadness of course, some pride in what I have contributed, some trepidation at what the future might hold - but no regrets!

It's been a great ride. This is au revoir not goodbye.



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## HOW TO CONTRIBUTE

Got something you'd like to share with everyone at Scope? It can be anything from something you've enjoyed doing to a new skill you've developed or arts or writing. Please email it to Malita ([malita@scopeinc.org.au](mailto:malita@scopeinc.org.au)) or drop it into the Burpengary Hub (30 - 54 Aquatic Centre Drive, Burpengary). We'd love to hear from you!