

CHANGING LIVES

ISSUE 15 SUMMER 2019

A CAREER FOR LIFE

Recognising the hard work of our team members

MEET OUR NEW AMBASSADOR

Adelaide Crows star Tom Doedee pledges support for Bedford



⊕ A MATCH MADE AT BEDFORD

DAMIEN AND LISA'S BIG DAY



Bedford®
Changing Lives



Meet your new **EXECUTIVE TEAM**

You might have noticed in recent months that four new faces have joined Chief Executive Maggie Dowling and Chief Financial Officer Tom Sexton at Bedford.

It's our new Executive Team and for those who haven't had the chance to say hello or find out how they can help you or your family, we thought we'd take this opportunity to introduce them.



Sam Hellams Executive Manager People

Sam has a Bachelor of Law, Arts and a Masters of Business Administration. She brings considerable experience in senior roles over the past 20 years as a lawyer and as a manager of business and service organisations, most recently at the City of Playford.

Sam is also passionately involved in not-for-profit organisations, whether as a high school mentor for The Smith Family or a board member at St John Ambulance SA, Spina Bifida, Riding for the Disabled and until recently, right here on the board at Bedford (where some of you may have already been introduced to her).

We're thrilled that Sam has now made the decision to join the Executive Team.



Kym Shreeve Executive Manager Business Transformation

Helping Bedford develop a high-level strategic and operational business model transition to the NDIS is Kym Shreeve.

Kym was the Executive General Manager People and Culture for the Endeavour Foundation, Australia's largest disability provider and largest employer of people with disability, with 5000 staff and clients across three states and 30 sites.

Kym has also had senior roles with UnitingCare Health, and as a director of workforce transformation with UnitingCare Queensland.

She has a Masters in Business Leadership, Graduate Diploma in Human Resource Management and a Bachelor of Business, Human Resource Management/Industrial Relations.

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Michael Kromwyk
Executive Manager
Marketing and Client
Management

Michael has a Masters of Business Administration and brings to Bedford considerable experience as a Sales and Marketing Manager across a number of industries. Most notably working for the RAA as a Senior Manager of Product Marketing Communications and Market Development.

While at the RAA Michael helped deliver double-digit portfolio growth, successfully deployed a new growth strategy, launched RAA Finance and RAA Driver Education and built strategic relationships with the Adelaide Crows, Port Adelaide and Adelaide United.

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KICKING GOALS for Bedford

From media personalities to business leaders, Bedford has many proud and passionate supporters spreading our message and good deeds to a wider community. For this young individual joining our team, helping people with disability is a cause close to his heart.

Signing a two-year contract extension with the Adelaide Football Club isn't the only exciting deal Crows' defender Tom Doedee recently struck.

The talented 21-year-old has also pledged his support as a Bedford Ambassador for 2019.

"It's an incredible place with incredible people doing incredible things... and you feel like everyone's got a purpose," he said.

"When I visited the Panorama site it was nice to see so many people come up and talk to me, but it didn't last long because the next thing I know they were saying 'sorry, I've got to get back to work!'"

Representing Bedford is a proud moment for Tom who, like so many of us, has had to overcome adversity and obstacles in life.

At age 11, his brother Harley was involved in a serious car accident that left him a double amputee and confined to a wheelchair.

However, that didn't stop Harley and his loved ones from keeping fit together and staying competitive.

"Harley decided to take up wheelchair basketball and so me and my two brothers, as well as some family and friends, decided to join him and make up a team. We actually got super-competitive and sometimes rammed into each other when one of us stuffed up," he said.

"Also, my partner's younger sister, Maggie has Down syndrome. She's



"It's an incredible place with incredible people doing incredible things... and you feel like everyone's got a purpose," **Tom Doedee**

18 this year and she's just the happiest person and brightens everyone's day. She's incredibly cute – although she doesn't like being called 'cute'."

These people and these experiences, Tom said, have changed and enriched his life.

"... but I wouldn't change it for anything because – despite wanting my brother to have his legs back – it's made us all better people. Now I think 'wow, this life is short, we've got to appreciate what we've got'," he said.

That determination has seen Tom continue to succeed in the sporting arena – especially when he eventually swapped his love of basketball for Aussie rules.

"It made me realise that I'm lucky to be able to run around every

night and it definitely pushed me to succeed," he said.

Last year, donning the number 39 guernsey, Tom made a big impact in the Crows' back line. He played 20 games and averaged 18 disposals and 2.2 intercept marks per game to finish second in this year's AFL Rising Star award.

While his time on the field is focused on the game at hand and his coach's instructions, Tom said occasionally his thoughts go to his brother, Harley.

"I know he loves his footy and he'll call me after a game or fly or drive over for a game and just say how proud he is or I saw you on TV. Obviously, it's a big moment for me to be playing and to make my family proud," he said.



Damien and Lisa's **BIG DAY**

When Damien first met Lisa at our Bedford Balyana site seven years ago he noticed how “pretty” she was.

From there, it didn't take long for love to blossom between the hospitality team members.

The pair have worked side by side ever since, bonding over cooking but also shared interests in sailing, theatre and going to the movies.

Last year, Damien got down on one knee and proposed

to Lisa at the Adelaide Botanic Gardens. She said ‘Yes!’

Then on November 24, 2018 in front of family and friends the couple finally tied the knot.

Some might think working together would strain a relationship, but not Damien and Lisa, who work in perfect harmony preparing food at the Panorama café.

They wouldn't have it any other way.

“We've worked the same days at Bedford since we first met. We always come to work and go home together,” Damien said.

“It's good fun,” Lisa added.

The excitement of their wedding was just one of several milestones celebrated by the couple recently, with Damien also recognised for 20 years of service by Bedford.

Looking to the future, the couple plan to work together for many years to come.

As for married life, it hasn't changed a thing between the loved-up couple, both saying “it doesn't feel any different.”



Bedford to sponsor NEW SOCCER LEAGUE

This year's Big Sports BBQ was our biggest ever, with the announcement of Bedford sponsoring a new disability soccer league in South Australia.

The deal has been struck in conjunction with the Football Federation South Australia (FFSA).

Several disability service providers will now compete during the year in community programs

and tournaments in the lead up to November's Phoenix Cup.

This exciting partnership will see FFSA and Bedford work together over the next three years to establish programs, activities and events for people with disability as an exciting prelude to the annual Phoenix Cup.

The announcement was just one of many highlights at our major fundraising event held at Adelaide Oval on February 22.

Guests heard from some of our sports stars as well as AFL and Adelaide United players about the value of sport in people's lives over a delicious two-course barbecue.

Funds raised on the day will support Bedford to continue providing invaluable sporting opportunities for our clients.

We look forward to sharing more photos from the event and highlights about the new league throughout the year!



A career FOR LIFE

While many organisations struggle to retain staff for more than a few years, some of our dedicated employees have notched up more than half a century at Bedford. We think that's a feat worth recognising...



David Brooks

"I would like to thank my parents for not giving up on me all those years ago when they found out that they would be having a child with a disability, for if it was not for them pushing me at primary school, high school and in life to do the best I possibly could I believe I would not have turned out as well as I have. In my 20 years of working for Bedford I have seen a lot of good stuff happen, like winning lots of big contracts with big clients. I would also like to give a very big thank you to the people who helped me."



Joyce Cotton

"When I first started there I couldn't do very much at all and I wouldn't talk to anybody, but I learnt lots of things like how to sew properly and how to pack things and now I talk to everybody and anybody. I love to get up in the morning and come to work at Bedford where all my friends are. If I didn't have this I would probably be sitting at home and bored."

A few weeks ago, Bedford marked International Day of People with Disability by hosting award ceremonies across Australia to celebrate our wonderful clients.

From Mount Gambier to Melbourne and Port Lincoln to Pooraka, the ceremonies honoured 175 team members who have contributed at least 10 years of service.

Bedford's Chief Executive Maggie Dowling said this was an important way of recognising all the hard work our team members have made to their local community.

"It's really humbling to have so many enthusiastic team members. Presenting them with a certificate

or token of appreciation is the least we can do, and yet some employees are too modest to accept it," Maggie said.

Aside from their loyalty, our workers have at times had to learn new skills, become flexible and resilient as tasks and industries changed over the years.

"Yet they take it in their stride. They're here because they love it and they know when they wake up every morning they've got a place to go where they feel like they're part of a big family and where they achieve the same work goals as anyone else in society," she said.

Here's what some of the recipients and guests of honour had to say on the day.



Craig Gerschwitz

"I was a marine engineer on a trawler and one day I fell and injured my head. I spent a month in a coma and then I was taken to Adelaide where I spent just under two years recuperating. I learnt how to walk, talk, write, read – pretty much everything. I've now been with Bedford for 10 years and it has good principles. I love being with the people too and all of them are my friends. They're so nice, I wish everyone was like them."



Mayor Brad Flaherty

"There's two wonderful groups of people here - the employees and the staff who enable them to achieve such fantastic outcomes. You can see people are so proud about the awards they receive and it's not a token award, it's actually an award for hard work that's occurred over many years and it's very deserving."

JOINING FORCES TO prevent the spread of fires

Bedford's use of best-practice methods and the latest technology to create reasonably priced products has seen us establish fantastic and enduring business relationships. This is just one of those success stories.

Fifteen years ago, a company called Promat Australia based at Mile End South approached Bedford (then known as Phoenix) at Torrensville to manufacture two fire prevention products.

The insulated fire pillows and bricks are inserted into wall cavities, ceilings and around electrical cabling to reduce the risk and spread of fires in homes, apartments and commercial buildings.



Originally Promat considered outsourcing the work to South East Asia, but instead found the Bedford team was well-equipped to produce the quality products at a competitive price.

Bedford CEO Maggie Dowling said the organisation's manufacturing equipment has been upgraded so the production of the safety devices can continue to provide employment for people with disability.

"These are cutting-edge fire-safety products being manufactured by one local company for another local company. It's a great partnership that has endured for fifteen years and we hope for many more to come," she said.

Promat Australia's Peter Butler is also proud of the partnership and the products are now winning awards around the world - particularly in developing countries or areas prone to industrial or residential fires.

"The recent tragedy at London's Grenfell Tower fire was the perfect example of why all multi-storey developments need correctly manufactured, tested and installed fire-protection systems," Mr Butler said.

"The number of high-rises will only increase – especially in areas like aged care, public housing and education, so we need to ensure we have measures in place to protect the most vulnerable members of our community."

As temperatures continue to soar during the fire danger season, it's good to know these two local companies are working together to make products which could potentially save lives.

For more information about any of the products call Promat Australia on (08) 8352 6759 and if you or someone you know would like to work at Bedford contact our head office on (08) 8275 0211.

Pathway to SUCCESS

Every year, Bedford provides hundreds of high school students with work experience in either individual or group work placements across our 22 sites.



The school-to-work program is, as the name suggests, a chance for students to gain hands-on training across many areas of our business and then transition into meaningful employment.

In 2018, 240 students from 30 schools participated in the program including Lachlan Highland and Connor Dawkins.

18-year-old Lachlan, who has ADHD and is on the autism spectrum, struggled in a mainstream school setting and was considering dropping out, according to his mum Narelle.

"He wasn't happy, he wasn't achieving. Then he started to do one day a week at Bedford and his attitude totally changed. Just being treated as an adult and feeling accepted. It gave him something to work towards," she said.

... And work towards his goals he did. Lachlan eventually completed year 12 and has now landed a job he loves with Bedford at Panorama in the packaging department.

"He wasn't happy, he wasn't achieving. Then he started to do one day a week at Bedford and his attitude totally changed. Just being treated as an adult and feeling accepted. It gave him something to work towards," **Lachlan's mum, Narelle**

Hamilton High graduate Conner Dawkins also completed the School-to-Work program after completing two placements at Bedford – one individual placement in hospitality and the other, a group placement in packaging.

Connor's determination was clear to see by his support staff and he too was offered a part time hospitality position afterwards at Balyana.

Bedford CEO Maggie Dowling says there are many positions becoming available at Bedford for young people with disability in areas such as horticulture, hospitality, cleaning, packaging and manufacturing.

"However, due to delays in the NDIS rollout and individuals not being given the right funding plans, we still have approximately 130 more positions to fill," she said.

One of those provisions is called "Finding and Keeping a Job" which is not being offered to all participants and families."

"We hope the federal government's new work taskforce will address some of these issues as soon as possible," Maggie said.

If you'd like more information about our School-to-Work program, SLES or Supported employment contact us on (08) 8275 0211.

CHANGING LIVES right outside your door

Did you know our Adelaide Property and Gardens (APG) team is behind many of the landscaping jobs you drive past every day?



Deployed across metropolitan and regional South Australia, 140 people with disability undertake contract work for commercial developers, local councils and private customers.

You can see their work from Victor Harbor to Adelaide and across to the Yorke and Eyre Peninsulas.

Each project is undertaken to the highest quality, while people with disability gain skills to last a lifetime.

Our team has been doing landscaping work at Lightview, in Adelaide's north-eastern suburbs, for the past six years and, impressively, recently completed a wetland development.

The hard-working team has excavated the site and planted and irrigated 30,000 plants to create a wonderful wetland for the local community to enjoy.

A similar project is also under way at Bluestone Linear Park at Bluestone estate in Mount Barker. Our team is adding 20,000 plants as well as a vegetated creek, walking path and garden benches to the area to create a sanctuary for residents.

In Adelaide's inner south, APG has recently upgraded Constable Court in Mitchell Park.

The team transformed a tired concrete courtyard into a lush garden with a communal herb garden and entertaining area for residents and guests to enjoy.

APG senior supervisor Hamish Small said the company is changing lives every day.

"The team and I laugh a lot and work incredibly hard to produce commercial landscape projects for high-profile South Australian clients and Councils. We're improving Adelaide's landscape, developing skills and improving future outcomes," Hamish said.



Last year APG received the *City of Playford's Celebration of Ability Award* for Business/ Employment/Education. The award recognised the incredible efforts of our not-for-profit team which competes with commercial landscape companies across the state.

APG has sites at Pooraka, Edinburgh, Lonsdale, Mount Gambier, Port Pirie, Port Lincoln and Kadina. If you are interested in joining the APG team please contact us on (08) 8275 0211.

Breathing new life into PORT LINCOLN

If you find yourself wandering along Port Lincoln's Heritage Trail, take a moment to sit on a specially carved log seat and enjoy the beautiful new surroundings that have been lovingly planted by our Day Options team.

From saltbushes to correas and pigfaces, there are more than 500 native flowering plants and shrubs dotted along the \$1M trail – a landscape recovery project and collaboration between Bedford, Port Lincoln City Council and Natural Resources Eyre Peninsula.

Our Day Options clients cared for the plants which were propagated

in February last year and then planted along the trail during spring.

Bedford's local Client Services Coordinator Emma Krieg described the experience as incredibly rewarding and a chance for clients to increase their skills and confidence.

"Day Options prepared the different soil mixtures for the seeds, we then prepared the tube stock, planted the

seeds, watered, provided shading when necessary and watched them start to grow after several months," she said.

"Rachael from Natural Resources Eyre Peninsula would come to Bedford and facilitate the correct planting methods and educate our members about native plants and caring for the environment.

"For our clients, this experience allowed them to develop their fine motor skills, learn about different types of plants and techniques of caring for them."

Now finished, the area is enticing many passersby to sit and enjoy the nature surrounding them, while the plants are attracting a variety of birdlife including wrens and honeyeaters. As for the Bedford Day Options team, they can't wait to enjoy the area they brought to life.

"We're looking forward going to visit the park, having some lunch and playing games and looking at the fruits of our team's labour, which will be these beautiful native plants growing," Emma said.

The community project has already generated interest in local media outlets, like the Port Lincoln Times and on social media, with many people commenting that they will take the time to visit the trail for the first time.

"We're looking forward going to visit the park, having some lunch and playing games and looking at the fruits of our team's labour, which will be these beautiful native plants growing," Emma



Day Options team member Lexia Smart carefully planting new seeds.

MASTERPIECES in the making

Bedford offers so much more than just meaningful employment. Our social inclusion and community programs are also changing lives.



Thomas Merton, a poet and social activist, once said, "Art enables us to find ourselves and lose ourselves at the same time".

Research also tells us that participation in the arts brings benefits such as bringing joy, building self-esteem and a different platform for expression for people with disability.

Over the years, our clients and employees have loved to pick up a paintbrush, dabble in drawings and create some stunning visual artworks.

Some pieces have even gained critical acclaim or won prizes – including this beautiful butterfly by our Panorama Day Options client group.

Pictured above is Callie, Marc, Laquisha and Cathy with their winning entry at the Royal Adelaide Show. They painted the butterfly for its spiritual meaning in life.

At Bedford we want our budding artists to continue spreading their wings, so we're working hard to fundraise for a dedicated art space at the Panorama Day Options site.

The studio will feature a pottery kiln and turning wheel, a professional art teacher, paint, brushes, easels and other supplies.

If you'd like to donate towards turning this 'blank canvas' into a functional art studio, call us on **1300 233 367**.



There are even future plans to enter our locally produced pieces into community art shows and events such as SALA (South Australian Living Artists).

When not being used by our Day Options clients, the area will be used for a range of community access art programs.

Above: Artwork by Bedford
Client Nathaniel Edington.



Paws for a **TREAT**

Our Day Options clients have also been busy making yummy, healthy dog treats to sell to the public and the furry family members of our staff.

The treats come in a wide range of shapes and the homemade recipes have already received the seal of approval from hundreds of pooches.

Day Options manager Stefanie Veitch said the new initiative is a great way to teach our clients cooking skills and financial literacy in a team setting.

"This has been such an enjoyable and popular program and, as an added benefit, the funds we raised from sales recently paved the way for our end-of-year Formal, which was a huge success," she said.

A bag of treats start at just \$4, but you'll need to order in advance as they're in high demand and batches tend to sell out quickly.

To order your dog treats today
call us on 8275 0211



Bright new start at **BALYANA**



Did you know Bedford offers housing options in South Australia and Victoria for people with disability? Our largest site, Balyana at Panorama can accommodate more than 70 people.

Vincent Smith, Michael Suter, Guiseppe Pancho and Ben Raymond have just moved into their new digs at House 4, Balyana.

The four men previously shared another house at the facility, however under the previous disability funding model they felt like they didn't have enough money for living expenses.

"There was no room at the house and we couldn't plan things like meals or cleaning. We'd end up ordering take-away and just doing our own thing," Guiseppe said.

However, when the NDIS was introduced, Balyana was approved to become a SIL provider (Supported Independent Living) and that meant all residents were now eligible to receive significantly more funding.

Residential Services Manager, Sheryl Kightley said it was a game-changer.

"The men now access a suite of services so we decided to upgrade a home for them with new flooring, furniture, appliances, a beautiful kitchen and robes built by the team at Bedford," she said.

The make-over has clearly received the thumbs up from all four housemates.

"The transition has been really good and everyone here is a lot calmer these days," Vincent said.

"This house is brilliant, and my partner likes it too. There's less clutter than before and we've got Wi-Fi now so that helps us save money on mobile phone bills," Ben added.

The increased funds also paved the way for increased staff ratios and even external consultants. As a result, the men now have access to a nutritionist to help them cook and plan healthy meal options.

"We work it out as a team. One might cut the onions, the other might set the table or clean up and I might cook," Guiseppe said.

"And now that I can finally save some money, I want to take some holidays this year and visit my relatives in the Philippines for the first time."

While the men occasionally have their disagreements, they said they always work things out and usually end up having a laugh.

"It doesn't matter what colour skin you are, doesn't matter what culture you come from we can always find a way to get along." **Michael Suter**

FUNDRAISING makes a difference



We exist to change the lives of people with disability, but we wouldn't be able to do this without the generous support of our community and fundraising groups.

One of these groups is the Women's Auxiliary which has been raising funds for Bedford and previously Phoenix for almost 50 years.

Starting out small, the ladies now host three events a year to help Bedford change lives, and last year alone raised an incredible \$24,000.

Women's Auxiliary kicked off its 2018 fundraising with a bridge day, before hosting a film night and concluding the year with a morning tea at the Fullarton Park Community Centre attended by 250 guests.

Last year's incredible contribution will be directed to providing training and skills-development opportunities for people with disability in Mount Gambier.

"Bedford owns a distressed 1920s bungalow in Mount Gambier.

In conjunction with Job Active, a Federal Government work for the dole program, we have been renovating the building so that we can provide a training and residential accommodation facility for people with disability," Bedford CEO Maggie Dowling said.

"Funding was needed for kitchen and laundry appliances to bring them up to a commercial standard so that we can provide training and skills development in improving community access and lifestyle.

"Now, thanks to this generous donation from the Women's Auxiliary, we are able to make these upgrades. Support from fundraising groups and the community really does make a huge difference in the support we can provide to our Bedford family."

Thank you to the wonderful Women's Auxiliary for your tireless dedication and hard work to help Bedford make a difference in the lives of people with disability.



You can help change lives too. By hosting your own community fundraiser for Bedford you can help us continue to employ and provide training and development opportunities to over 1,500 Australians with disability.

Your fundraising event can be anything you like, from participating in a fun run, to a casual day at work or a movie night, every dollar you raise will help change lives.

To find out more call us on (08) 8275 0211 or email bedford@bedfodgroup.com.au





SPREADING JOY through cooking

Food has a very special way of bringing people together and at Bedford, that's no exception! Our hospitality team members have been working on cookbooks filled with their favourite recipes to share with family and friends.



Showing every type of cuisine from Asian to Italian and American, these cookbooks bring all your favourites to life.

For hospitality team member Matthew, creating recipes for his cookbook was easy, choosing meals inspired by his love of potatoes.

"My cookbook was filled with tasty potato recipes. I've loved potatoes ever since I was little!"

Along with the rest of his Balyana team, Matthew had the opportunity to visit the Adelaide Central Markets last year and purchased ingredients

Matthew's **BAKED** POTATO with bolognese

Makes: 4

Ingredients:

- 4 potatoes
- 500g mince
- 1 tin of crushed tomatoes (425g)
- 3 tbsp olive oil
- 1 red capsicum diced
- 1 onion diced

For topping (the choice is yours!)

- Sour cream
- Grated cheese
- Salt and pepper

Method:

1. Preheat oven to 180°C.
2. Cut each potato in a cross shape. Drizzle with olive oil and salt.
3. Wrap potato in foil and prick holes.
4. Place potato in the oven for 25-35 minutes or until skewer pierces through nicely.
5. While potatoes are cooking heat oil in saucepan. Add onion and cook until golden brown. Then add capsicum and fry for 3 minutes. Add mince, herbs, salt and pepper to taste and stir for a further 8 minutes.
6. Turn heat down to low, cover the saucepan and simmer for 30 minutes.
7. Carefully remove potatoes from foil. Place potatoes on plate and top with Bolognese, cheese and sour cream.
8. Serve with a coleslaw or salad of your choice.

to re-create one of his cookbook recipes: his signature baked potato with a Bolognese twist (check out the recipe at the top of the page!)

Meeting local producers, learning about their methods and then finally purchasing all the ingredients for the recipe was a highlight for Matthew.

Coming into his 16th year of working at Bedford, Matthew continues to refine his cooking skills and invents new recipes all the time. He's particularly well-known at Panorama and Balyana for his delicious handmade sausage rolls.

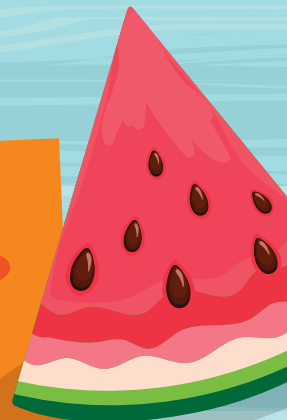
"Each week I help with making the sandwiches, biscuits and my famous sausage rolls."

Matthew says cooking is not only a way to save money on eating out, it's a chance to be healthy and creative in the kitchen.

"I like being able to set a goal for myself to make what I'm cooking perfect. It's also a good feeling to see people enjoy my food."

The skills that Bedford hospitality team members develop are invaluable. If you would like to join the team contact us at 8275 0211 today.





BEDFORD Summer LIFESTYLE LOTTERY

1ST PRIZE

\$100,000 CASH!

2ND PRIZE

**Outdoor Kitchen and Dining package
PLUS \$5,000 Jim's Voucher**

Total prize value \$13,093

3RD PRIZE

Middleton Beach Huts Holiday

Holiday valued at \$1,800 **PLUS** \$200 Cash

Total prize value \$2,000

OVER 2,100 prizes!
1 in 7 chance of winning!
Closes midnight 3 April 2019

*By purchasing a ticket in
Bedford Summer Lottery
you're helping change the lives
of people with disability every day.*

**Call 1300 981 519, visit bedfordlottery.com.au or send your
money via post to **PO Box 66 Melrose Park South Australia 5039**
today to secure your tickets**