

# HEADLINES OCTOBER 21

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the newsletter of  
headway adp

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# message by our business manager

## ***COLOUR and MOVEMENT at HEADWAY ADP:***

Spring and Summer promise to be a positive period for Headway ADP as we see some restrictions ease and look forward to re-engagement. The COVID 19 road has been a rocky one, and we still have some distance to go before Headway House will be back to its best, running centre-based activities and great outings. As much as this is frustrating, it is the time for us to take stock, announce some key changes and give you a sense of where we are heading for 2022.

## **Finance Section:**

**ADIEU TO MARTAIR:** Headway ADP want to acknowledge the enormous contribution of Martair Yankos to our service over the past 4 years. After starting in the workforce at 15, Martair has opted to retire and is looking forward to a more relaxing future, with travel and time with her partner. We wish her all the great things that she hopes to achieve in the future, and she has promised that she will not be a stranger. Martair

has been a driving force in supporting our Business over these last 4 years.

### **INTRODUCING LEAH:**

Leah Guo comes to Headway ADP with a wealth of experience as a Finance Officer in non for profits. Leah has picked



up the ball very quickly but has found it hard to imagine that Headway ADP and Headway House usually isn't the quiet space as it is at present. We look forward to you meeting and welcoming Leah when we resume programs at Headway House in the new year.



**CONTINUED....**

## **COLOUR and MOVEMENT at HEADWAY ADP:**

### **SERVICE COORDINATION:**

After an exhaustive search we are going to make some exciting announcements regarding the addition of staff into 2022. This is important as we climb out of Covid lockdown and look to new referrals and support. Maria has done an amazing job over the past 5 years since the introduction of the NDIS, but we now need to bring in additional staff with relevant skills to help take our participant service to the next level.

Our goal after a sluggish end of year is to drive new referrals through a targeted marketing campaign and the introduction of some great new Headway ADP branded products.... stay tuned!

### **Groups:**

Virtual groups have been the mainstay of our group outreach over the past 3 months, and this is likely to stay in place until next February. The reason for this is largely to keep participants and staff safe, and of course, meet Department of Health requirements. The on-line groups have been building momentum, but I want to

emphasise that they work best when we have larger numbers of participants. Whether it be cooking, games or discussion, catching up with friends is a great boost to our mental health and wellbeing.

With Emma in charge, we have a great program, and you are in great hands. Another surprising success has been our virtual PCYC driver education program, which has been the brainchild of Marina and delivered by Aimee Chugg. Our capacity to be agile within the lockdown period has been an unexpected but enormous outcome.

**IT:** Headway ADP has successfully rolled new IPADS to all support workers and is reaping the benefits of technology that can be used for reporting, photography, online activity and ZOOM sessions. Our next phase will see the introduction of new PC's and technology within





## ***COLOUR and MOVEMENT at HEADWAY ADP:***

Headway House. By upgrading and retiring some of our older equipment, Headway will be able to offer enhanced supports for centre-based participants (including the visually impaired) and within the field.

### ***THE 2022 rebuild:***

Headway ADP has just completed its reconciliation for the Financial Year 2020/2021. We remain in very good shape and ready to continue supporting the local ABI community with the same sort of passion we have displayed over the past 38 years. Recovering from Covid is a little like the roll out of the NDIS (2016) in many respects. Some participants will continue the journey with us, whilst others will move on. What is clear however is the need to engage and rebuild our participant numbers as restrictions ease. We will do this by maintaining solid support hours, a solid staffing base and a re-engagement with the referral market.

Up front, we will be investing in some highly credentialled staff who can be mentored as Specialist Support Coordinators. It will take a little time to get return on this investment, but it

will mean that Headway ADP is positioned for the medium to long, and not just the short term. Our other goal in the coming months will be to ask for expressions of interest for Committee positions, so we are well positioned to maintain a quorum and a solid mix of professional skills and lived experience.

Succession planning is about maintaining the things you trust, know and love about Headway ADP, whilst having some great new staff with fresh ideas coming up through the system. I want to assure you that our future is about running a highly professional, well-trained service that can deal competently with participants and take pride in being an ABI specialist. It is the work we love and much more than a job.

All the best for the festive season and we look forward to meeting wiht you all in the new year.

Bill Sayers

# HEADWAY ADP

## TERM DATES | 2022

### TERM 1 2022

Australia Day 26th January  
(office closed)

**Monday 31st January 2022 to  
Friday 1st April 2022**

### TERM 4 2022

Term 4 Labour Day 3rd October  
(office closed)

**Monday 10th October 2022 to  
Friday 9th December 2022**



### TERM 2 2022

Good Friday 15th April | Easter Monday  
18th April (office closed) Anzac Day 25th  
April (office closed) – Queens Birthday  
13th June (office closed)

**Tuesday 26th April 2022 to  
Friday 8th July 2022**

### TERM 3 2022

No Public Holidays

**Monday 18th July 2022 to  
Friday 16th September 2022**



# COVID VACCINATIONS

**BACKGROUND:** On 25 March 2020 Headway ADP started the Covid 19 lockdown journey. Since this time, we have had periods of online groups, some brief periods of re-opening and then, from June this year, a much longer shut down that has now impacted for over 3 months.

**THE PRESENT:** So where are we now? Firstly, congratulations to all participants and support staff who have stepped up for vaccination. Our vaccination percentages are fantastic, and this is great news.

**THE FUTURE:** As we all now recognise, reopening and the right to do the things we want to do in the future all comes down to getting the jab and avoiding serious illness. By the end of October and towards the end of the year, we hope to be able to do many of the things we used to take for granted and go to places that we currently can't.

**CHOICE AND DECISION MAKING:** People do have the right not to be vaccinated and no-one should be forced. But the question is not as simple as individual freedoms. What this does come down to is a simple question. Does my right to choose not to be

vaccinated give me the right to infect others with Covid? Does what I want potentially cause risk to others? My personal view is no. Choice should never mean that you consciously place others at risk

**INFORMED CHOICE:** WE will see restaurants, clubs, events, flights, holiday destinations and certain retail spaces all ask for evidence of Covid Vaccination in the future. This means that for our Participants and Support Workers, proof of vaccination will be your passport to freedom. You can choose not to be vaccinated, but you may find it difficult to retain supports or achieve many of your personal goals. With any choice comes consequences.

**PROOF:** Without vaccination, we would still be seeing millions of deaths through smallpox, tetanus, measles, polio, and a raft of other horrid diseases. Covid vaccines have been tested as rigorously as any in our history, and they will be even better over time as we learn more about the virus. So....a big well done to all of you – 2022 will be better for it!

# HAPPY BIRTHDAY

**October**

Erich D 11  
Thanh N 27

**November**

Ron M 10  
Gary D 12  
Helen N 14  
Evangelos K 26

**December**

Michael R 3  
Alex D 5  
Michael W 7  
Doug P 29  
Helen F 30

**participant  
get together  
zoom style 18.08.2021**

Our Participants attended a Zoom Get Together online back in August of this year. Ten Participants were able to log on remotely with their supports on the day. Despite the extended lock down the Agenda and discussion were full. General feedback was that COVID Sucks.

## **Online Cooking Term 3**

The remote Zoom online cooking sessions were well attended and many of our Participants had the recipe book provided online via their google docs access. They had plenty of time to prepare and purchase ingredients to be ready for the set cooking sessions. Emma made the recipes super easy and narrowed instructions to a four ingredient recipe. Some of the feedback provided was that the recipes were easy to follow, inexpensive and that there was a variety of food options to pick.

## **Online BEAT Term 3**

Participants really enjoyed the afternoon BEAT Program before the lock down took place. Working online and following the program at home is a little challenging, general feedback was the BEAT works much better face to face. Headway ADP will be exploring other options based on this feedback

## **Games, Discussion Groups**

The online Games such as Bingo, Scattegories Scavenger hunt and trivia were a big hit last term. Participants have requested that this continue for Term 4

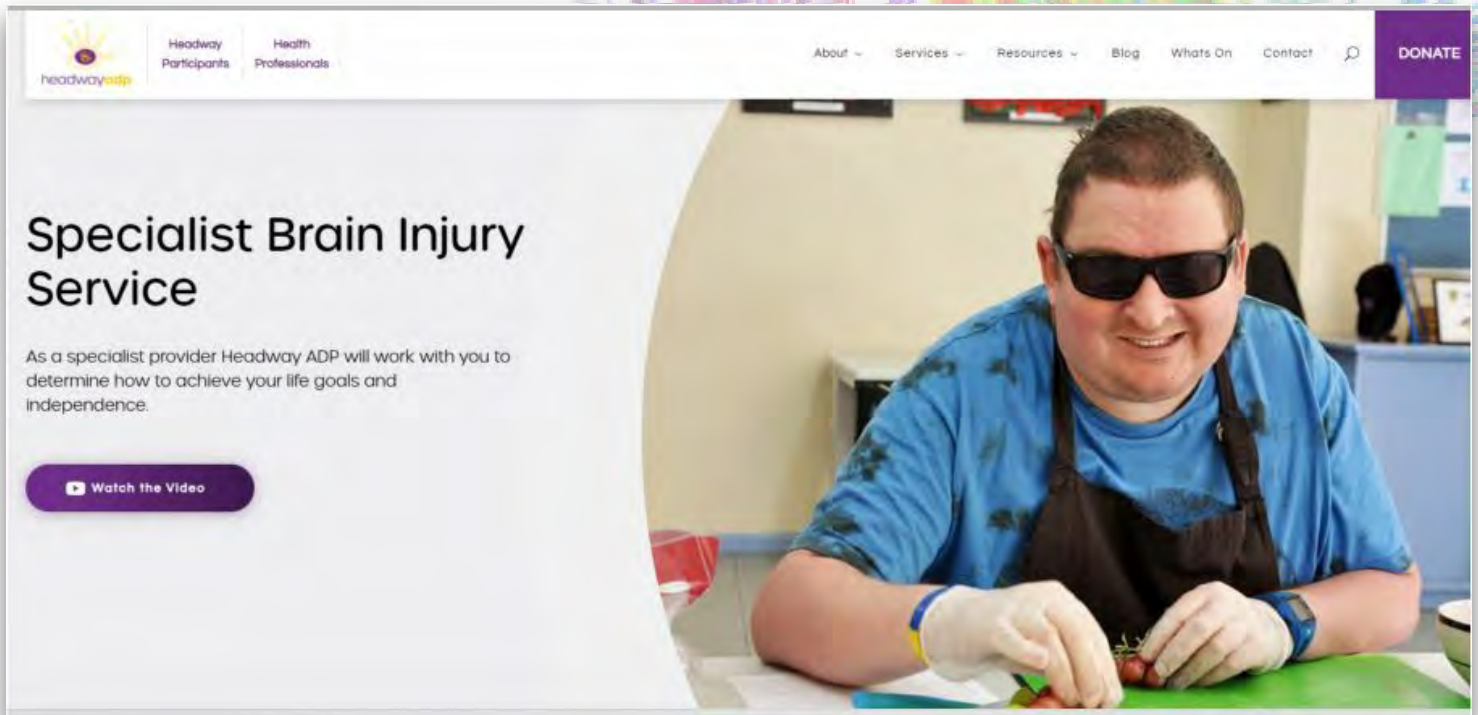


# new website

For those of you fortunate enough to have logged in for our website launch on Brain Injury Awareness Week. I would like to affirm that the new portal will be our new way of introducing our services and work to a much bigger audience.

The launch of a contemporary site has been a vision for Marina and Maria for some time, and we waited until we had built the funds to invest in a great product.

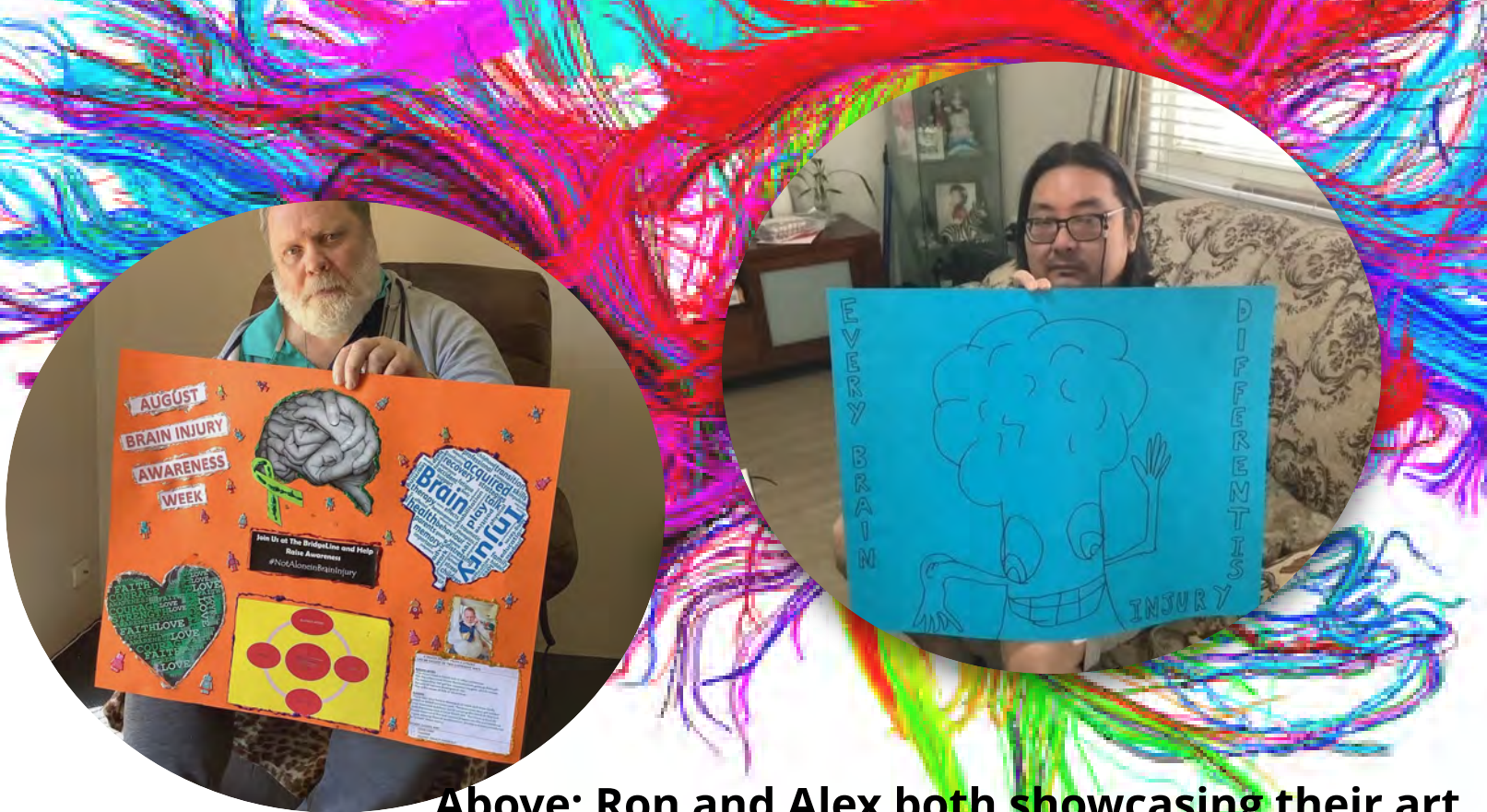
This new site <https://headwayadp.org.au> highlights the lived experience and stories of our participants as a feature, and allows the user to navigate a fantastic array of links, videos and information.



The simple menu allows participants, their family, informal supports, and referrers to connect with us and the content they need to make informed choices about the suitability of and connection with our programs.

When you visit the web page you can access current information on key topics and easy read versions of presentations we have made to our participants. Better still, Access to our Public Documents: (Annual General Meeting and End of Financial Year reports, a donation tab and library of newsletters make this an engaging and comprehensive site. People interested in working at Headway ADP are invited to engage with the Head Office team if they wish to join a great organization. Don't take my word for it. Check it out.

Web Development by Virtual Pixies - Leanne Ireleand.



Above: Ron and Alex both showcasing their art

# bia week 21

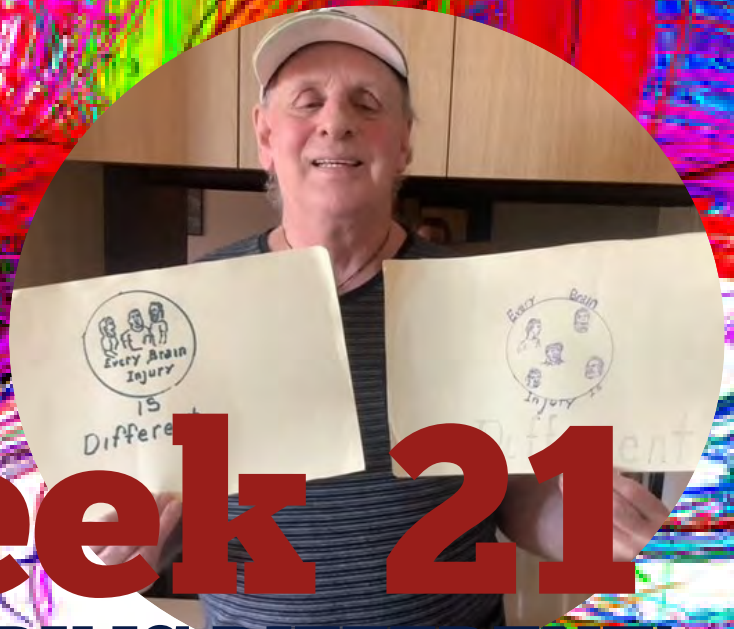
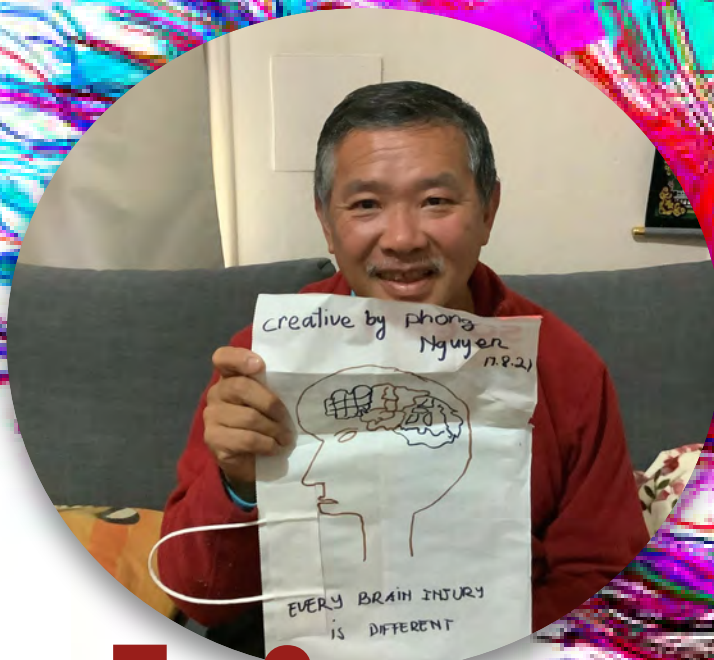
## 'EVERY BRAIN INJURY IS DIFFERENT'

During COVID lockdown it was always going to be a challenge to cut through with the theme that "Every Brain Injury is different". Covid tends to drown everything else out.

Our participants were never going to let the week and the day pass, without making a great statement. To support the week and launch our new website our Head Office team (ably assisted by support workers) promoted the idea of designing a poster to express how brain injury has impacted on each of us. As usual, our participants came through in flying colours. Prior to incurring a brain injury through trauma, stroke or other means, we are already unique people with different interests, physical, sensory abilities, needs and personalities. What a brain injury does is influence every individual in a different way. Sometimes, there is a sense of loss, sometimes, a change in abilities, other times, the changes in mood that come with impact on relationships or life choices.

Our goal at Headway is to assist our participants to achieve their life goals. Throughout Covid 19 lockdowns we have encountered considerable personal headwinds. Despite this, our participants have shown marvellous resilience *and their contribution is featured within this month's addition of Headlines*. Some common themes are Covid Lockdown Rules and their ever-present impact on heart, mind and wellness, as well as the surreal experience of coming back as a different person. We see a change in perception and our relationships as well as some items, like a jigsaw puzzle, unravelling the mystery of the brain itself.





# bia week 21

## 'EVERY BRAIN INJURY IS DIFFERENT'

*Participants: Phong (top right) Peter (top left) Thi (below left) and Evagelos (bottom right) proudly displaying their posters that convey this years theme*



# HEADWAY ADULT DEVELOPMENT PROGRAM

## CONTACT US

Percy Street Bankstown NSW 2200 | PO BOX: 894 Bankstown NSW 1885 |  
Telephone: 02 9790 0046 | [admin@headwayadp.org.au](mailto:admin@headwayadp.org.au)

### *Dates to remember:-*

- Monday 4th October (Office Closed Public Holiday) Term 4 commences Tuesday 5th October 2021 (all activities will be run on Zoom, these have been published for all Participants to access ) groups consist of Cooking, bingo, discussion, yoga & final participant Get Together for the year
- AGM/ Christmas Party 9th December 2021 will also be run via Zoom
- Last Day of Term 10.12.21
- Headway ADP Office will be Closed from Monday 20.12.2021 - Reopens Monday 10th January 2022



## Next Edition Mark Weeks NDIS Goals

Mark has achieved some of his goals since commencing with Headway ADP. Here is a sneak peak of what is coming in January 2022 Edition

HEADWAY ADP

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