


ANNUAL REPORT

COLAC OTWAY DISABILITY
ACCOMMODATION INC.



2022



“ Yesterday has gone. Tomorrow has
not yet come. We have only today.
Let us begin. ”

— Mother Teresa

Vision

An inclusive community in which people have the opportunity to fulfil their unique potential.

Mission

CODA Inc. is committed to providing our clients with a range of quality, community based support programs which are flexible, accessible, affordable and safe, while promoting each persons' independence and value as a member of the community.

Our Values

All organisations have a culture which is built on shared values of its people. These values guide us in all our decisions and are fundamental to compliance with the CODA Inc. Code of Conduct.

- **Respect**
- **Honesty**
- **Empowerment**
- **Integrity**
- **Independence**

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Leadership/Administration Team



Chief Executive Officer
Monica Provan

Administration Support Officer
Charmaine Davis

Administration Support Officer
Elise Carson

Administration Support Officer
Mary Szymanski

Cluster Manager -
Accommodation Services
Bernice Reynolds

Cluster Manager -
Individual and Group Based Services
Renee Wilson

Finance Officer
Jan Verouden

Finance Officer
Jennie Woods

IT Support Officer
Madison Tovey

Manager Emergency Management,
Property and Fleet
Wendie Fox

Manager IT and Digital Infrastructure
Kat Bryan

Manager Office Administration,
HR and Quality and Continuous
Improvement
Olivia Goto

Manager Service Entry
Lucy Sinclair

Operations Manager
Anthony Graham

Service Continuation Officer
Sue Gamble

“ The strength of the team is each individual member. The strength of each member is the team. ”

– Phil Jackson

CODA Board Members

Sub-Committees | Finance and Risk, Art Show



Karen Brady | Chair

- Community representative
- Expertise in community services and finance



Mary Carew | Vice Chair

- Community representative
- Expertise in education, community service volunteering



Ed Morrissy | Treasurer

- Community representative
- Expertise in organisational risk



Tim Clarke | Member

- Community representative
- Expertise in accounting, taxation and business services



Chris Houtsma | Member

- Community representative
- Expertise in accounting, taxation and business and parent of current client



John Scarrott | Member

- Community representative
- Expertise in organisational finance



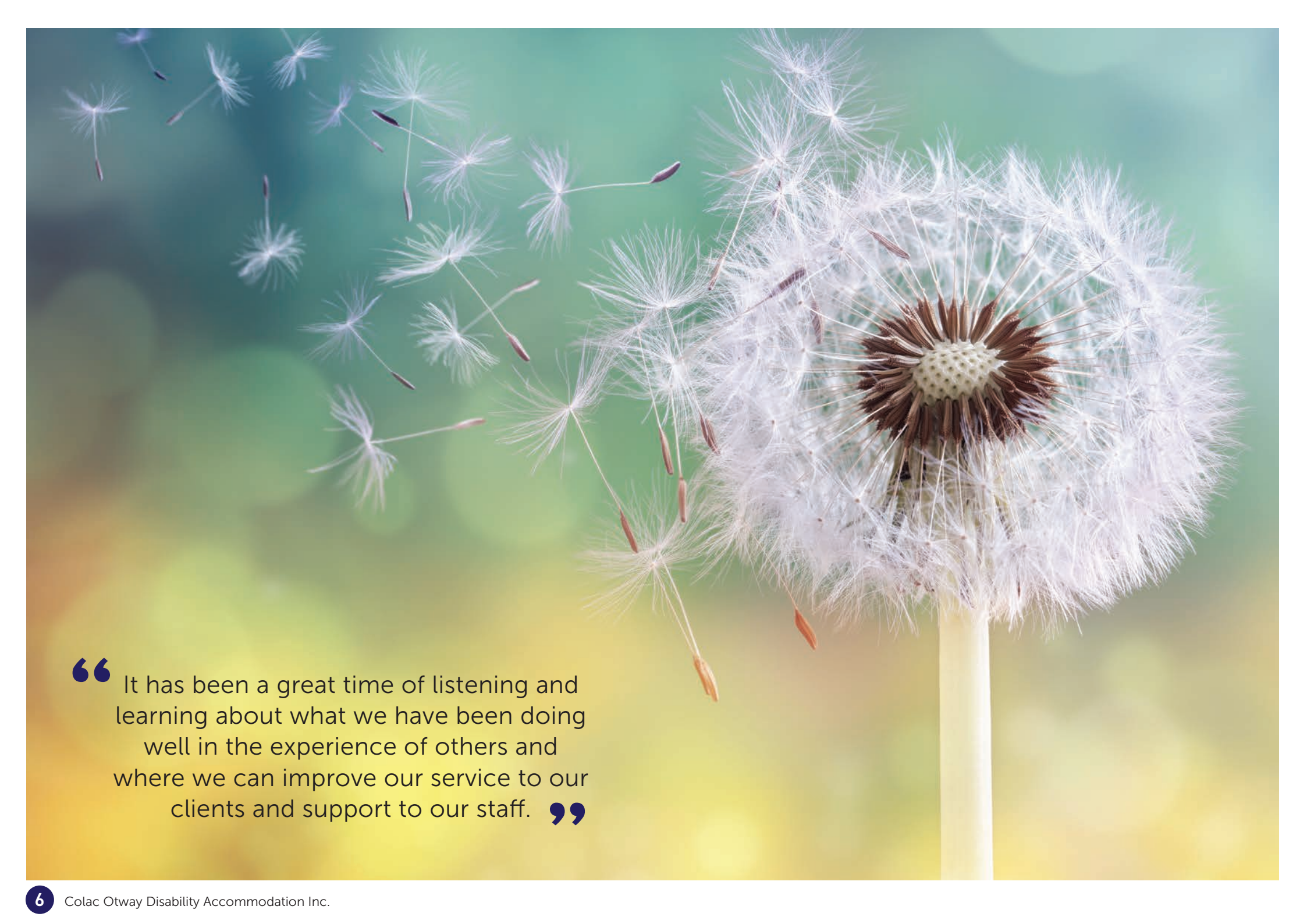
David Schram | Member

- Community representative
- Expertise in business management and community service volunteering



Ross Soares | Member

- Community representative
- Expertise with state level governance, and parent of current resident



“ It has been a great time of listening and learning about what we have been doing well in the experience of others and where we can improve our service to our clients and support to our staff. ”

Chair and CEO Report

A YEAR IN REVIEW

Another twelve months has passed by so quickly, and as June 2022 marked the end of our three year strategic plan, we have spent much time reviewing all our achievements; reflecting on the significant imposts on progression and discussing key aspects of business that are important to our clients and staff across all levels of the organisation. It has been a great time of listening and learning about what we have been doing well in the experience of others and where we can improve our service to our clients and support to our staff.

It has also been a very challenging time as the NDIA significantly altered the funding methodology for our primary services, Supported Independent Living, without any formal advice to the sector until November 2021. In real terms, this meant that we provided more rostered hours in houses and more administrative support and hours to staff than we were funded to provide for over five months. The Board actively lobbied both Richard Riordan MP and the Honourable Dan Tehan MP to have this issue addressed. Whilst both Ministers supported our concerns, the NDIA only responded by advising that they were improving the communication regarding Supported Independent Living services.

We embarked on a review of our team structures early 2021 and in the first quarter of the 2021-22 financial year, we changed our middle management structure with the aim of better meeting both client and staff support needs. The majority of this structure has been in place for eight months now with some group-based activities still to transition to the new structure. Supervisors and Cluster Managers are still learning and developing in their

new roles but they have certainly stepped up to the challenges presented. We know that this change has also generated some challenges for our clients and families as well, and appreciate their patience with us as we consolidate roles and expectations of staff and improve the communication lines with clients.

Middle management staff participated in a lot of training this year to increase their skill base, including topics such as successful recruiting strategies in thin markets, building resilience in staff, managing difficult conversations, responding to bullying as well as attending more technical training on NDIA funding and guideline implementation. Direct support staff participated in training on safe meal time management for people with swallowing disorders, ethical response training and staff also maintained their regular competencies via refresher training in infection control, medication administration and manual handling.

We have had more staff movement this past twelve months than ever before. Our Operations Manager Tony Graham retired, and Olivia Goto and Mary Szymanski also handed over their batons to new staff and we thank all of them for their significant contribution and wish them well with their new journeys. Bernice Reynolds and Renee Wilson were successful applicants to the new Cluster Manager roles and long-time employee Sue Gamble moved back into the office to take on the role of 'rostering guru'. Kat Bryan is on secondment to the Corangamite Shire, learning many new skills in records management and archiving and Madison Tovey has been sharing her incredible IT skills with us in Kat's absence. Lucy Sinclair joined the team to take on



Karen Brady
Chair



Monica Provan
CEO

some administration portfolio's including supporting service entry of both clients and staff, organising both staff orientation and training and supporting the CEO with quality/continuous improvement activities and complaints management.

Part of the restructure included re-envisaging our service streams and the support methodologies required for the key client group of each service. Supervisors moved around into new positions to support the key skills of each service stream and drive the goals of the client group. We commenced providing two new Supported Independent Living services; moving out of home is a great milestone for our clients, and also very exciting for our staff to support and watch people increase their independent living skills so dramatically.

Our children's group-based activities were difficult to re-establish this year, with the still frequent need to redirect staff to essential service provision affected by COVID. There will be a strong focus in the coming year on reimagining how we can provide these additional supports as staff really enjoy supporting children in planned activities – small excited faces can make our day!

We have had some great progress with infrastructure upgrades. The Langdon House kitchen and key access points have been altered to allow for more independence and participation for wheelchair users. The Hesse Street office also had some similar features installed, which included a new automatic bathroom door and automatic bench raiser. The technical plans for our development at Thomas Street have been significantly reworked to meet the needs of the intended


residents as well as meeting 'contemporary' Specialist Disability Accommodation design requirements.

Quantum Certification Services conducted our mid-term audit in June and it had a great outcome considering the new standards released by the NDIS Quality and Safeguards Commission had to be in place so swiftly. Whilst there are always opportunities for improvement, there were no non-conformances identified and we received great feedback from our clients. This outcome would not have been possible without our staff's commitment to our clients and their willingness to reflect on feedback and improve their practice.

Our Board Members also have continued their commitment to the quality of our service delivery and their constant support has allowed us to face our challenges with confidence. Chris Houtsma joined our team this year and we have also had some Board retirees, with Miffy Shelton retiring after 6 years of service and David Schram also retiring after 16 years of service. We sincerely thank both members for their time and thoughtful, considered input.

The combined strength and commitment of the Board and our staff will stand us in good stead as we move through the next 12 months of challenges and strive to meet our visions and goals reflected in our new three year strategic plan; as we continue to push forward against the environmental and government funding forces affecting us all. We thank you all for being with us on the journey this past year, and hope that, together, we can continue to navigate our challenges successfully in the coming year.

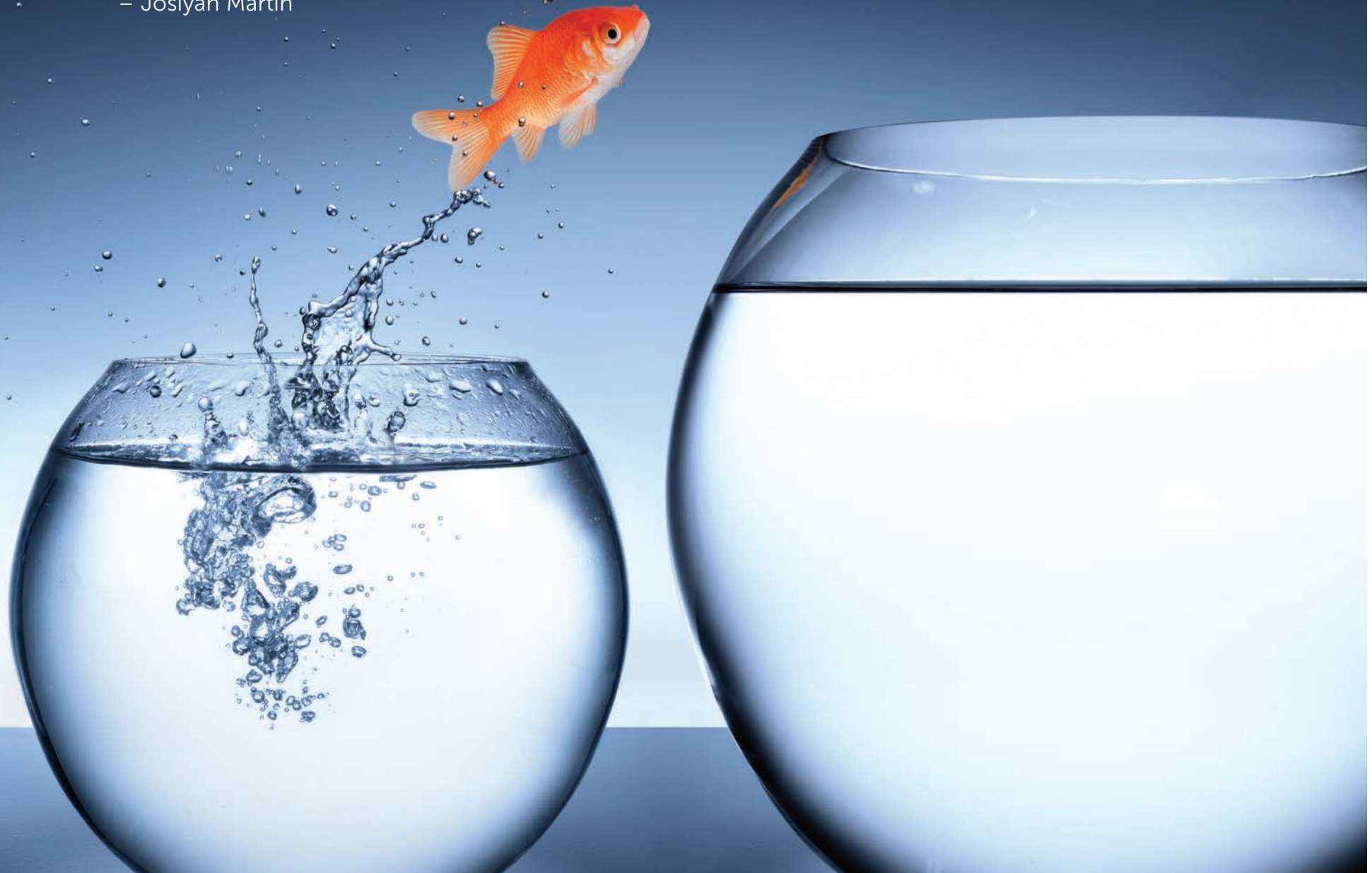
“ CODA has advocated on behalf of our clients to state and federal governments to address cuts to NDIS funding for Supported Independent Living. ”

A photograph of several ants on a piece of wood. One ant is standing on top of a curved log. Two other ants are on the left side of the log, one on the log itself and one on a separate piece of wood below. Two more ants are on the right side, one on the log and one on a separate piece of wood below. The background is a clear blue sky.

“ The combined strength and commitment of the Board and our staff will stand us in good stead as we move through the next 12 months of challenges and strive to meet our visions and goals reflected in our new three year strategic plan. ”

“ The magic in new beginnings is truly
the most powerful of them all. ”

– Josiyah Martin



Accommodation Services

CLUSTER REPORT

The Accommodation Services Cluster was created as a result of the review of team structures that began in early 2021. This cluster encompasses six services, five homes at which CODA provides Supported Independent Living services with one of these including complex in home supports and one house that provides Short Term Accommodation.

In September 2021 Bernice Reynolds took on the role of Accommodation Services Cluster Manager, overseeing the day to day operation of CODA's accommodation service supports. These services have expanded over the last 12 months to include a new service providing complex in home and Supported Independent Living supports to one individual in a privately rented home, and we have also taken on a new Supported Independent Living service that supports three individuals to live as independently as possible in their shared rental property.

The corresponding review and development of the Individual and Group Services cluster created opportunities for staff change and movement in the Accommodation Services Cluster, resulting in a number of staff stepping up into Supervisory roles.

CASS House has continued to provide 24-hour care and a home that is happy, stable, safe and enriching for each of our five residents. In December 2021 Joseanne Pace took on the ongoing role of Supervisor of CASS House and has been enjoying the opportunity and challenges that come with taking on the supervisory role in the house.



Bernice Reynolds, Matt Wallace
(CURRENT)
Joseanne Pace



Wendy Owen
(ACTING)
Laura Dalton



Jo Cook



Jo Cook



Corina Hendriksen
(ACTING)
Melissa Benallack



Corina Hendriksen
(CURRENT)
Kerry Fletcher

Accommodation Services Cluster Report

A highlight this last year has been the long-awaited upgrades to the house by the Department of Families, Fairness and Housing. The upgrades included a new more accessible kitchen, reinforcing of some internal walls, a new more wheelchair friendly front door, new toilet, painting and blinds throughout, new fencing and letterbox and replacement of concrete paths that had become a trip hazard. In order to remain in the house whilst the kitchen renovations were undertaken, a section of the lounge room became a temporary kitchenette area where healthy pre-cooked frozen meals were able to be prepared for residents. Whilst the overall works took much longer to complete than planned the patience and resilience displayed by residents and staff was pleasing to see, as was the joy and excitement once they were able to see and utilise the new kitchen.

Simon has a new dual motor recliner chair that lifts to a higher height, making it much easier and safer for Simon and staff when transferring out of his chair. Raymond has a new wheelie walker, allowing staff to support him to maintain his independence in walking. Another resident has been supported to purchase new bedroom furniture, including linen and is enjoying the new look and layout of his room.

Residents have enjoyed 1:1 support time with staff to complete personal tasks like shopping, attend medical appointments and go out for coffee or a visit to the gardens and lake. Delicious meals have been made and enjoyed from the produce grown in the vegetable garden and residents have also continued to enjoy going out for a meal once a week. During the January holidays residents were supported to enjoy outings to the



Raymond taking control of his own shopping.

Accommodation Services Cluster Report

movies, places of interest in the local area and on one occasion a trip on the train to Camperdown for a picnic.

Jalmah, our shared supported accommodation house has continued to provide 24-hour care to five residents, providing quality support, incorporating assistance with daily living and social skills development, promoting and encouraging community participation and inclusion. Our residents have maintained an active role in decision making processes related to their day to day activities and the running of the house.

Residents have continued to enjoy their Saturday lunch outings to a venue of their choice and outings to the movies, Ballarat Wildlife Park, Cressy Aerodrome and a drive to Cooriemungle to visit G.O.R.G.E. Chocolates and Apostle Whey Cheese. All enjoyed spending quality time with family over the Christmas period and throughout the year as able to. Birthdays and Easter were celebrated by all. Residents have been supported in addition to completing daily household tasks to attend medical and personal appointments, complete banking and shopping.

Staff have enjoyed the re-modelled staff sleepover and office, which has a new layout and furniture including new desk, storage, blinds and fold away bed allowing more space during the day time for staff to complete administration tasks.

The connection of Wi-Fi and Disney+ to the smart television in the main loungeroom has seen the space transformed into the place to be, where all residents regularly gather in a relaxed ambience whether it be watching a show, movie or just listening to music streamed via You Tube.



Ben's all over the recycling business.



Mia getting her washing under control.

Accommodation Services Cluster Report

Wahroonga, formerly known as West Street has continued to provide supported independent living services to two residents within a training/transitional framework. The focus has been on supporting each individual residents' goals and needs to live independently in the community in the future.

Residents have been supported to further develop their independent living skills including liaising with Housing Choices Australia (their landlord) to raise issues with the house, request repairs and inquire as to the status of planned upgrades to the house. Residents are also supported with budget planning, meal planning, shopping, cooking, cleaning and gardening.

In September 2021 the residents decided they wished to change the name their home from West Street to Wahroonga, which is an aboriginal word meaning 'our home', CODA has supported this initiative.

Residents have been supported to budget, plan and purchase tickets to attend outings including a day at the Deep Blue Hot Springs in Warrnambool, Sovereign Hill in Ballarat, Frozen the musical in Melbourne, a night of ABBA music at the Sphinx Hotel in North Geelong and the Christmas Festival of Lights at Adventure Park Geelong.

All enjoyed time with family at Christmas and on special occasions throughout the year as able to.

Bunji, is a private home leased by the three residents. They are supported by a staff member to assist them carry out their activities of daily living in a Supported Independent Living environment and build their skills. Bunji was established



Michael getting a hand to put away his clothes.

Accommodation Services Cluster Report

in November 2021 after the three residents successfully concluded their living together trial at Langdon House.

The residents are supported 24/7 to live as independently as possible when they are not in day program or at work and enjoy a great social life with lots of fun and friends.

In addition to daily living supports, residents' have been supported to participate in activities including, an evening out viewing Christmas lights, Colac City Bands Carols by Candlelight, Christmas Festival of Lights at Adventure Park Geelong, Frozen the musical in Melbourne, Rock of Ages musical at COPACC and Geelong's New Year's Eve fireworks display.

In July 2021 CODA began providing complex in home and Supported Independent Living supports to one client who privately rents a house through a real estate agent and is supported by CODA 2:1 from 3pm to 9am the following day and weekends if not spent with family. Staff provide a variety of supports to offer the most amount of choice and control and to develop as much independence and skill building as possible.

Initially the establishment of this service was challenging as new staff learnt about the client and his routines and he in turn got to know CODA's staff and a new home environment. Over the last 12 months staff have worked to support the client in his own home to continue to develop skill building and undertake everyday living activities including, making his bed, setting the table for breakfast, making breakfast and washing dishes.



Brooke taking care of business in the kitchen.

Accommodation Services Cluster Report

The client enjoys family and friends coming to visit who sometimes stay and share a meal and being supported to go for a walk in his neighbourhood and to be able to see what is happening in his street and walking to the local IGA to purchase a drink to have with dinner.

Langdon House has continued to provide Short Term Accommodation services to children and adults with intellectual, physical and sensory disabilities and acquired brain injuries living in the community. Providing clients with a chance to develop independent living skills in a friendly environment where they are involved in everyday living activities including cooking, cleaning and group activities. Opportunities for social and learning experiences are also provided whilst giving parents/carers a break.

Clients have been supported to have input into constructing the grocery list and shopping for ingredients to enable them to construct their chosen meal from beginning to end as well as trying out some new recipes that they would like to cook for their families. Recipes have been developed in an easy one step instruction format for each client to construct at home. Clients are also supported to engage in normal every day house hold chores including making their bed, using the washing machine, loading the dishwasher and participating in healthy exercise.

In February 2022 two clients were supported to attend the Colac Carnival and tried some of the fair ground rides available, this was something they had never done before and were initially apprehensive about doing, but with encouragement



Jeremy giving the recycling bin a rinse.

Accommodation Services Cluster Report

and support had a wonderful time with one client going on one ride in particular multiple times.

During the kitchen renovations at Langdon House, staff and clients re-located to Troy's Cottage in Colac, an Airbnb. Unfortunately the cottage did not have the accessible amenities required to support all of our clients' which meant some of our regulars were unable to access Short Term Accommodation during this time. Upon their return to Langdon House after the renovations were complete, clients who had been unhappy about the proposed changes to the kitchen all agreed it was a much more open lighter welcoming space where they can now all cook together without bumping into one another.

Langdon's new kitchen enables staff to support clients to explore and investigate new things, to research recipes on Google Nest Hub, to discuss and try new foods, build on their pre-existing knowledge, step outside of their comfort zone and have fun doing so.

In June 2022 staff supported four clients to have a weekend away in Portarlington, staying at Caloola House. This trip gave the four clients the chance to relax and get to know each other in a holiday atmosphere. Clients enjoyed cooking as a group on the BBQ, walking along the pier and taking the ferry from Queenscliff to Sorrento, looking out for dolphins on the trip, unfortunately none were to be seen. A great day in Sorrento was had by all exploring the beaches, skimming stones across the water and creating beach art.



Anthony cooking up a storm for the group on holiday at Caloola House.



CAETLIN

Employability Skills Development

CAETLIN'S GOALS - To become confident in all aspects of retail and to be familiar with products at Murray Street Market.

Caetlin has been a long-time volunteer at The LEAP Shop. During this time CODA supported Caetlin to develop and further enhance her skills in a variety of tasks related to the retail environment.

Caetlin's abilities were noticeably increasing and to support her in further developing all aspects of her retail skills, CODA created an opportunity together with one of our community partners, Murray Street Market. CODA continues to support Caetlin at Murray Street Market to use and extend the skills she acquired at The LEAP Shop in a community run business. Caetlin has a flair for merchandising and talking with customers.

“ Working at the Murray Street Market gave me the opportunity to volunteer my time to learn the routines of working in a retail shop and work on my artistic creativity in giving attention to detail, to tell stories with the products that different people sell in their stalls. It has helped me to focus on building my retail confidence and understanding that anyone can give it a try and have a go, because down the track I would love to get a job in a retail store and use those skills to help myself understand what others do in their retail shops. ”

Individual and Group Services

CLUSTER REPORT

Our review of team structures that began in early 2021 has resulted in the development of the Individual and Group Services Cluster. This cluster has been in place now for eight months and encompasses three programs, My Supports, Empowering Pathways (adult and youth) and The LEAP Shop. A fourth program, The LEAP Collective is planned to be developed and added in the 2022-2023 financial year.

In August 2021 Renee Wilson took on the Cluster Manager role of overseeing the day to day operations of the Individual and Group Services of the organisation. In November 2021 the three new teams formed with many hours spent planning, debating and brainstorming what the next 12 months would look like for these teams and our clients.

The team structure review also afforded staff the opportunity to think about their roles, work life presences and identify areas they would like to work and further develop skills in. As a result, there have been a number of staff movements, with some staff choosing to take a step back from supervisory roles and instead spend time doing with they love best, working directly face to face with clients, for another it provided the opportunity to focus on further developing and refining their skills supporting clients.

These movements have in turn created opportunities for other staff, for some it has been the chance to step up and taking on a new more challenging role, for others it has provided the chance to move from one service delivery area to another taking on an equally rewarding role within CODA.



MY SUPPORTS

Megan Billing



EMPOWERING
PATHWAYS
(YOUTH AND ADULT)

(ACTING)
Megan Billing



THE LEAP SHOP

Hannah Divine
(CURRENT)
Corina Hendriksen

These changes and staff movements have resulted in many new creative ideas being generated and much enthusiasm.

The My Supports team helps people to live independently, it provides one to one individualised and flexible supports to help people with a disability achieve their goals. The team has been busy supporting clients to develop healthy meal plans within their budget, complete weekly shopping, meal preparation, prompting to maintain a clean and safe home environment, help with personal care, support to attend appointments, undertake personal shopping, planning travel, visits to family and accessing community activities.

The Empowering Pathways team supports clients through learning and capacity building, offering group programs

“ We are changing the way we provide support services to empower our clients to be active and visible members of the community and change their lives, one support at a time. ”

and individual supports to clients. The aim of these supports is for clients to develop confidence, learn new skills and be empowered to increase independence in making choices and informed decisions. The team has proactively pursued innovative ways to support clients to access community-based activities, further develop skills for daily living activities, access learning opportunities, improve physical and mental health wellbeing, access recreation, leisure and cultural activities and peer mentoring.

Our social groups on a Saturday have had some wonderful experiences together, whether it be mini golf, craft days or relaxing at the Hot Springs in Warrnambool, coming together socially has been important to tackle the isolation experienced over the last two years.

The LEAP Shop is a store that stocks pre-loved and donated clothing, homewares, toys, books, fashion accessories, electrical goods and furniture. It is a community interface where individuals are supported to work towards their individual goals in a retail setting. Some individuals are actively working on employability skills with the goal of moving on to supported or open employment. Proceeds from The LEAP Shop support the development of CODA projects that benefit clients.

The LEAP Shop team has supported clients to engage in workplace activities in line with their individual goals. These activities have included customer service, processing sales, cash handling, general cleaning, pricing of stock and creating

window displays, grading stock for textile collection and sorting and transporting stock to and from the storage shed. Clients have also been supported to assist with testing and tagging of donated electrical equipment, retail and visual merchandise training, making craft items for sale in the shop, and assisting with administration tasks such as sign writing and banking.

The LEAP Shop has also expanded supported volunteering to Murray Street Market, with one of our clients furthering her retail skills in a community setting. In the coming year when The LEAP Collective is up and running we hope to support our clients to gain commissioned sales from their personal art and craft works. This will build confidence and promote a deeper personal expression for everyone.

We would also like to extend our thanks to our regular volunteers Mary Carew and Leslie O'Neil and very belated thanks to Nola Hayes for the many hours she graciously volunteered during the set up of The LEAP Shop at Bromfield Street and the following couple of years.

“ Our clients are the centre of what we do, we are the lucky ones that get to walk alongside them. ”



ANDREW

CODA supporting our Client

ANDREW'S GOAL - To keep working and try some new things.

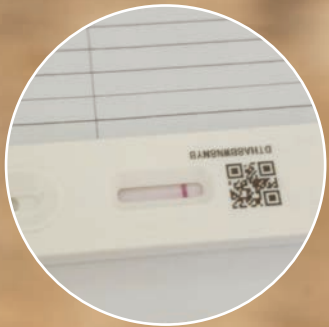
CODA have supported Andrew to make his volunteer work into a meaningful hobby business.

With support from staff Andrew trialled a number of different activities in a volunteer capacity and discovered he enjoyed the process and satisfaction of cleaning windows.

Staff supported Andrew to develop a flyer to advertise his business and distribute them to shop owners in the local area.

Once Andrew felt confident, we observed the step by step momentum of washing the windows was something Andrew enjoyed and needed minimal help with. Over the last year Andrew has increased his clientele to nine different businesses he regularly visits. Andrew's social skills have increased and he now comfortably collects his payment after completing a job and often has a general conversation about the footy with his clients.

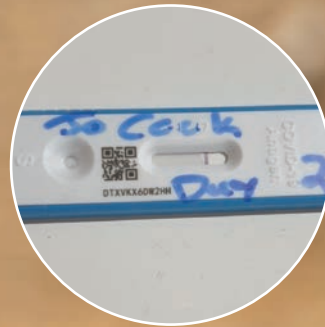
“ I love to use the squeegee when I clean windows. Staff help me use the rags to wipe off the water suds. ”



DAY 0



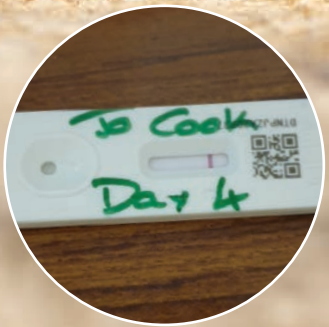
DAY 1



DAY 2



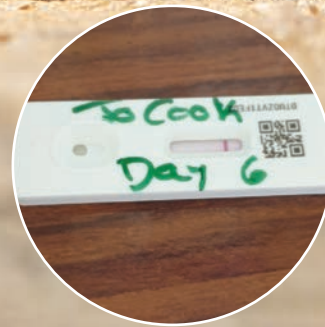
DAY 3



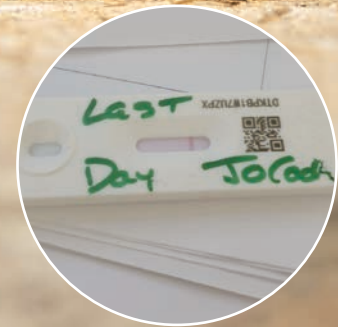
DAY 4



DAY 5



DAY 6



DAY 7

COVID-19 Report

A YEAR IN REVIEW

The impact of COVID-19 on our residents, clients, staff, community and services has again been evident over the last 12 months, we have continued to change and adapt our practices, systems and processes in response to what has become our new normal.

The use of Personal Protective Equipment (PPE), completing daily declarations, temperature checking and COVID cleaning has become part of everyday life for our clients, residents and staff. We have continued to develop and refine our COVID Safe Plans, exposure protocols, infection control training, COVID cleaning checklists and many more new forms and plans as we experience and learn more about living with COVID-19.

In August 2021 we were able to coordinate a vaccination hub with the support of Healthcare Australia for staff and clients who had been unable to access vaccination through limited mainstream avenues.

Whilst we have not experienced lockdowns or the same degree of disruption to services this year, we have experienced shortages of available PPE and Rapid Antigen Tests (RAT's) through commercial avenues, restrictions on the amount we could purchase and significant delays in delivery.

We are very grateful to Colac Area Health who on one occasion provided us with disposable gowns when none were available commercially and we were awaiting a delivery from the National Stockpile. We are also

appreciative of the NDIS and Department of Families Fairness and Housing (DFFH) who have made available RAT's for staff and clients to undertake surveillance testing.

Like many businesses and organisations, we have experienced staff shortages due to staff testing positive, requiring to isolate or needing to take time off work to care for family members sick with COVID. We have had to be agile, and modify our service delivery at times, finding new and innovative ways to support our clients and unfortunately, there have been times due to staff shortages when we have had to cancel supports or only deliver essential services, this has been difficult for all.

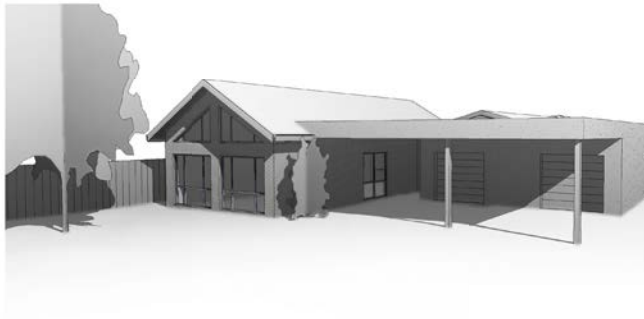
The impacts of the previous year's long periods of isolation have been evident in the increased number of clients experiencing anxiety and stress, supporting these clients to re-engage with peers in the community has been a focus for our Empowering Pathways and My Supports teams.

We have now moved into a space where we incorporate COVID safe practices as part of everyday service delivery, we regularly undertake surveillance testing of staff and the cost impost of purchasing PPE is included in our budget.

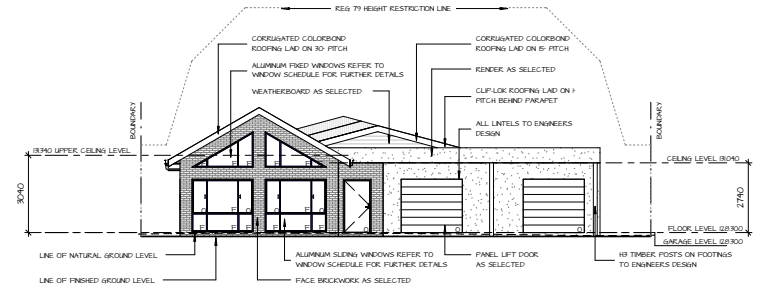
On a lighter note it has been incredibly heart-warming and rewarding to see staff successfully don and doff full PPE to support COVID positive residents and clients, and return daily negative RAT's.

“ We have had to be agile, and modify our service delivery at times, finding new and innovative ways to support our clients. ”

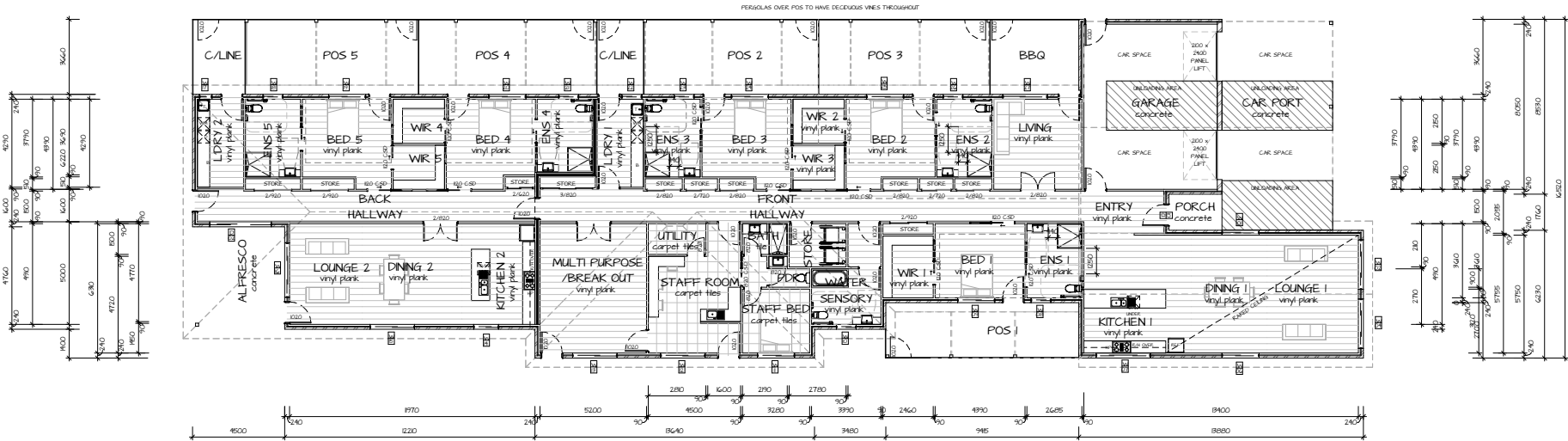
Concept drawings for new Specialist Disability Accommodation – Thomas Street



PERSPECTIVE VIEW



EAST ELEVATION
1:100



FLOOR PLAN
1:100

Facilities Report

The Thomas Street Development has again experienced significant delays; however, we continue to slowly make progress refining our design to meet the required Specialist Disability Accommodation (SDA) design certification, Council planning requirements and most importantly the needs of its intended residents.

In early 2022 services were disconnected from the existing house on the Thomas Street block of land and in April 2022 the Digga Group completed demolition of the house and out buildings, including asbestos and bee hive removal, leaving a clean site for future construction of the new house. The next stage is to obtain an initial BCA report for the Building Surveyor, begin exploring internal elevation drawings and start on incorporating the Robust elements of the NDIS SDA Design Standard and fire protection elements into plans.

This year we have also seen the completion of a major renovation of the staff sleepover/office at Jalmah. The room which is quite small, was overcrowded with two small desks, inaccessible fixed cabinetry, and the sleepover bed which doubled as seating if a second staff member or visitor was in the office for a meeting.

The layout of the room was redesigned to afford better use of the space with a fold-away bed installed, allowing a larger more appropriate corner desk, seating and storage to be installed. A fresh coat of paint, new carpet and roller blinds were also installed brightening up the room significantly.

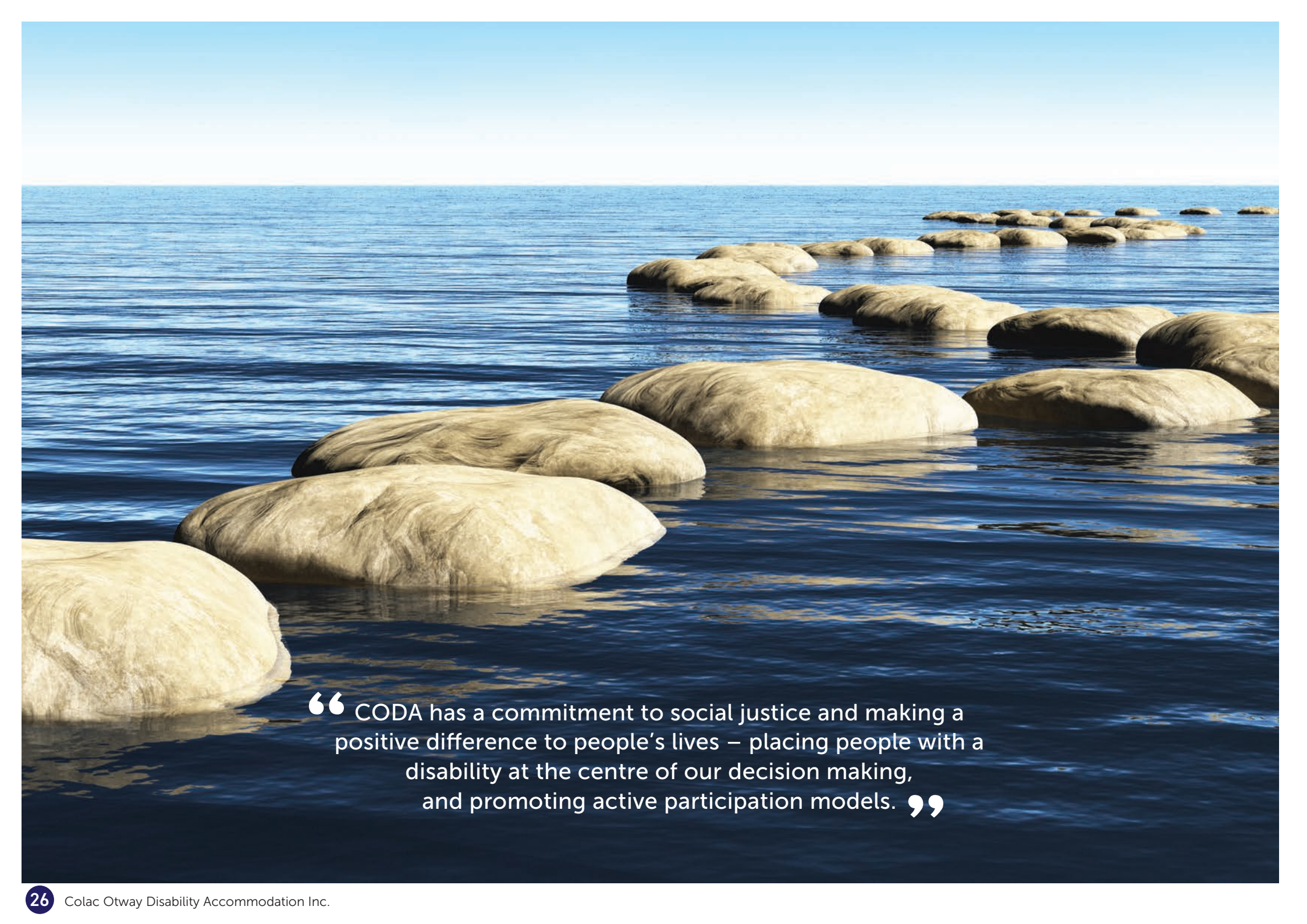
In May 2022 the long-awaited kitchen renovations at Langdon House began with the big task of packing away everything in preparation for demolition. The renovation whilst not without challenges has resulted in a new brighter kitchen and dining area that is more accessible to all. The new kitchen incorporates a number of new accessible features including wheelchair accessible high low adjustable cooktop, sink and bench, NEF oven with fully retractable door, lots of new draws and the relocation of the dishwasher and other items has also created a more accessible space for all.

As CODA's property's age the level of maintenance required to keep them in a good condition is increasing, with many fittings and fixtures requiring replacing, electrical and plumbing upgrades are also becoming more frequently required.

We have been slowly progressing works in the program space at the rear of The LEAP Shop in Bromfield Street, with the kiln installation nearly complete and new custom-made cabinetry installed in the small room adjacent to the accessible toilet, allowing safe secure storage of cleaning, sanitary items and one of our clients' window cleaning tools.

We also received a grant from Colac Otway Shire for minor works to upgrade the building façade at The LEAP Shop, the grant allowed us to freshen up the street front façade with a coat of paint and remove remaining signage from the previous tenant.

“ As CODA's properties age the level of maintenance required to keep them in a good condition is increasing. ”



“ CODA has a commitment to social justice and making a positive difference to people’s lives – placing people with a disability at the centre of our decision making, and promoting active participation models. ”

Board Member and Staff Milestones

Congratulations to the following Board Members and Staff on reaching significant milestones.

Board Member Milestones



Ed Morrissy
Karen Brady
Ross Soares



Jan Verouden Renee Wilson
Matthew Kelly Wendie Fox



Susan Gamble
Laura Dalton



Marg DeLorenzo

“ Thank you for being such an important part of our team. ”

Acknowledgements



“THANK YOU!”

CODA would like to thank the following people and businesses for their continuing support:

- A2Z Traders
- Access Your Supports
- Ball and Croft Better Home Living
- BDH Constructions
- Bunnings Colac
- Caloola House Portarlington
- Clarke and Barwood Tax
- CoConnect
- Colac Area Health – COVID Vaccine Hub and Home Nursing
- Colac Otway Regional Advocacy Services

- Coltek Leading Edge Computers
- Corangamite Clinic
- dKnet Partners – Focus, MiLife Victoria Inc., La Trobe Lifeskills, Management Governance Australia and Pinarc Disability Support
- Edney Electrical
- GenU
- Men Only Hair Design
- Murnanes Country Fresh Meats
- Murray Street Veterinary Clinic

- NDS – Sarah Fordyce, Clare Hambly and Graeme West
- Otway Medical Clinic
- Real Talk Speech Pathology Becca Henderson
- Sahm Keily – Graphic Designer
- SkillsConnection
- SLM Law
- South West Individual Support
- South Western IT
- Spence Plumbing
- Star Printing - Terang

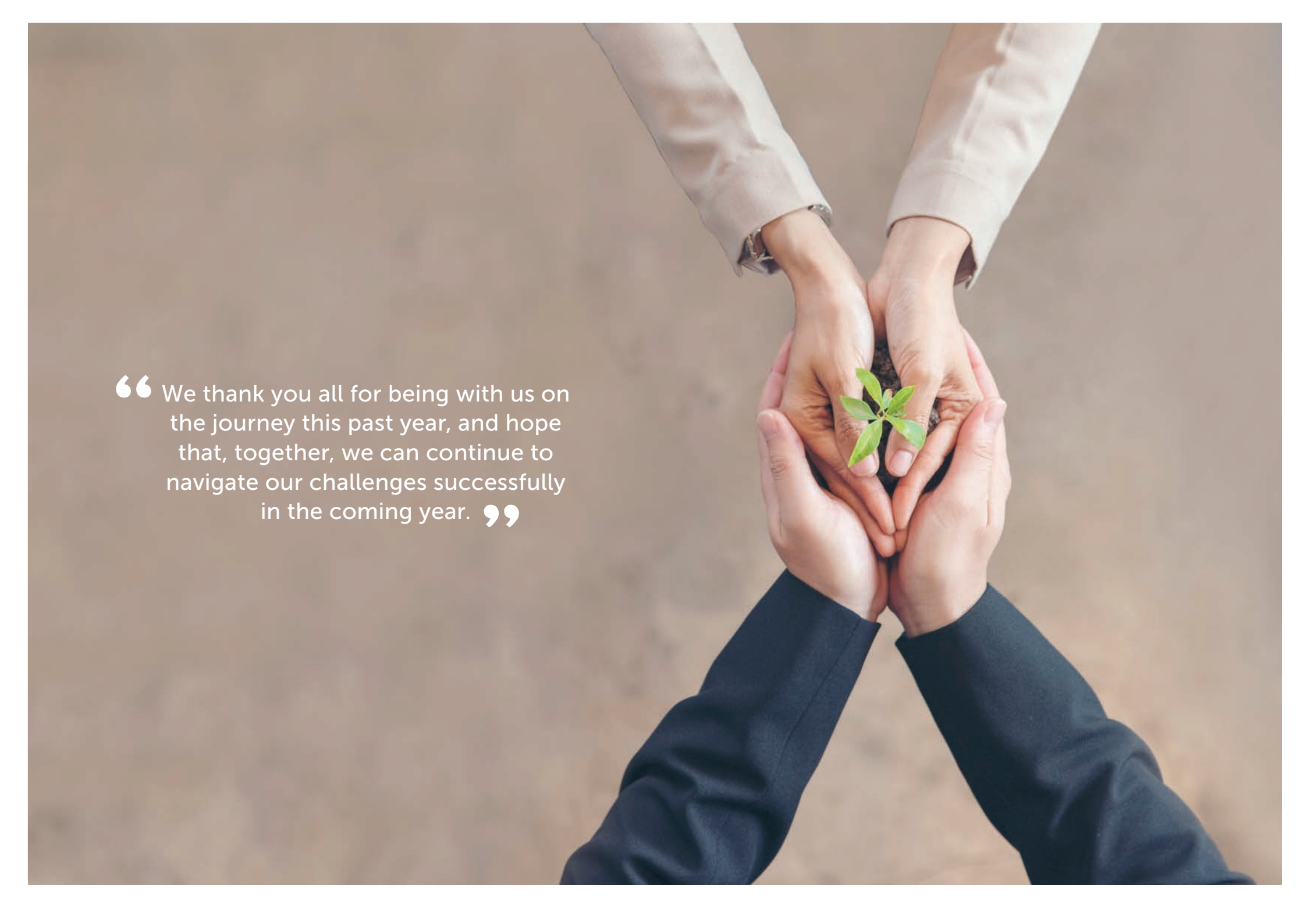
- StevCom
- SupportAbility
- The Footman – Frank DeLorenzo
- Thistle & Thorn Florist
- Troy's Cottage
- Western Waste

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Cover page: Chris Codling

Page 12: Raymond Frith | **Page 13:** Ben Dunne, Mia Soares | **Page 14:** Michael McCrickard | **Page 15:** Brooke Styles

Page 16: Jeremy Lang | **Page 17:** Anthony Bagg | **Page 18:** Caetlin Kirby | **Page 21:** Andrew Knight

A top-down photograph showing four hands, two in light-colored shirts and two in dark blue shirts, arranged in a circle to hold a small green seedling with soil. The background is a neutral, textured grey.

“ We thank you all for being with us on the journey this past year, and hope that, together, we can continue to navigate our challenges successfully in the coming year. ”

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