



 field

2011

Our vision is for people with disability to be included in all aspects of society.

Underpinning our vision is a strong belief in the power of learning and development to increase the capability of business, disability service organisations and the community to develop environments that are truly inclusive.

Thus our core business is creating learning opportunities that can support this process.

power

**no god in heaven
or human assembly
will speak for me
again these i have
discarded along with
institutions and consultations
and most of all**

charity

**shut in
shut out
shut up**

**that was our lot back there
until we remembered that
we were many in number
with not a lot**

to lose

What we have achieved in 2011

Led new and alternative models of learning and development

- Successfully contracted to deliver the 'Learning and Development Program for Facilitators and their Managers' across the state. This program aims to provide further support for ISP facilitators via resource development, training and support for communities of practice to implement new service paradigms.
- 'Changing Days Project' which is designed to enhance information, confidence and skills for staff of day services, people with disability, their carers/parents/supporters and metro access workers in reorientation of day services in the north west region of Melbourne.
- Successful completion of the 'Colleagues Connect Project' and distribution of findings to the sector and beyond.
- Presented the second Rob McNamara Art Exhibition: 'There is a crack in everything, that's how the light gets in' - from Leonard Cohen's song Anthem.

Developed and delivered targeted training

- Introduced the *field* Professional Development Program including workshops on Learning@work, Ready4work, Active Support, Financial Literacy (in partnership with Westpac), Showcasing ICT, Goal Setting etc.
- Delivered a further 40 workshops on Governance, Strategic Planning, Risk Management & Self Directed Approaches to Funding to Boards of Directors of Community Services Organisations.



- Delivered 26 TAC Independence Support Training Workshops to TAC Panel Provider agencies.
- Delivered workshops for Australian Homecare in Victoria, Queensland and New South Wales on My Home, My Choice.
- Supported community services agencies to access up to date training in relation to Fire Emergency and Evacuation (FEET) and Autism.
- Together with National Disability Services Victoria (NDSV) negotiated with the Department of Human Services to make the Leadership Learning Needs Analysis survey and state-wide reports available to the non-government sector.

Produced new educational products

- Developed and piloted a training module on 'Values & Attitudes in Action', underpinning Active Support and Person Centred Approaches.
- Produced a 'talking book' and MP3 version of Rob McNamara's autobiography 'Touching the Corners'.
- Continued to promote and distribute resources on Infection Control in disability residential services, Administration of Medication in disability residential services & Brushing Up on Oral Health.
- Developed resources to support organisations in the use of Goal Attainment Scales (GAS).

Provided information about the diverse range of learning events available

- Delivered more than 100 Infocasts to over 6500 recipients on learning, training and employment opportunities.

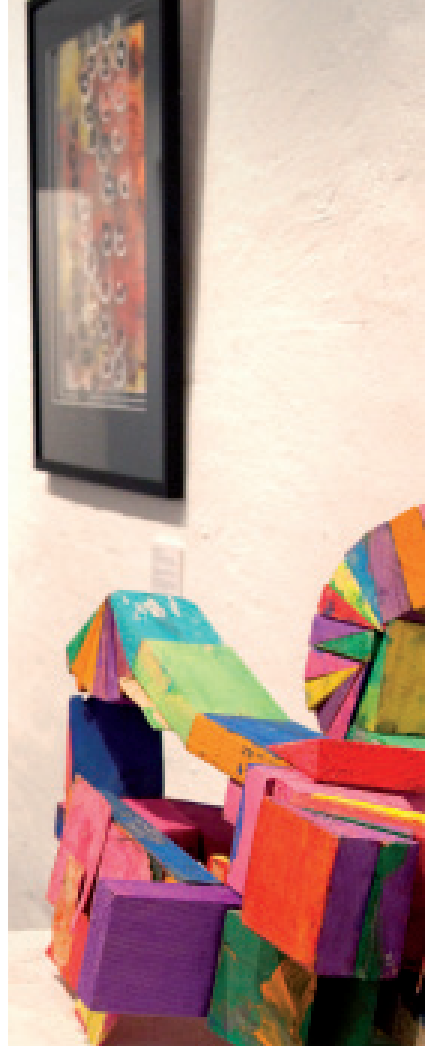
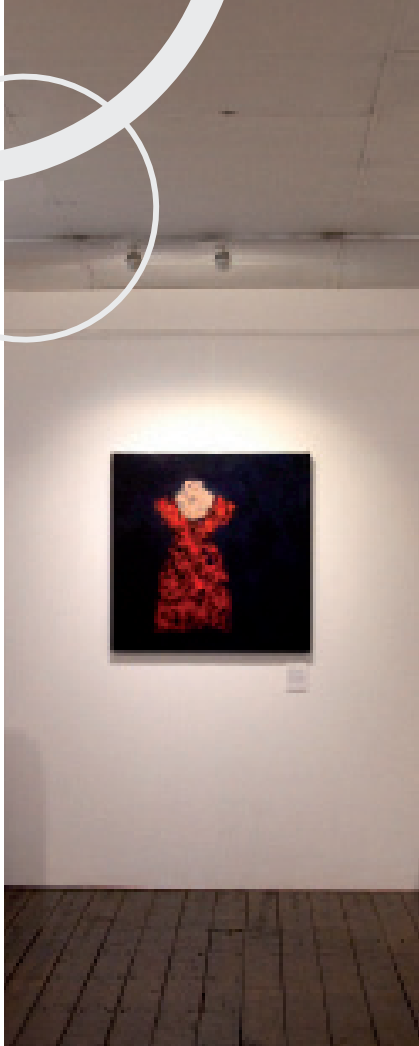
- Hosted an online training calendar listing of state-wide learning opportunities.
- Developed Maree's blog to encourage dialogue on issues of interest and concern of people with disability.
- Produced and uploaded to YouTube narratives of the experience of people with disability to self-directed approaches to funding.
- Delivered conference presentations – including GRAND Conference (Active Support – Keeping It Real) Geelong, 2010 and Connecting up 2011 – Reboot Your Nonprofit ('Blogging your Way to Understanding SDA Approach' and 'How to Manage your Staff more Effectively') Melbourne 2011.

Conducted forums on topical issues

- Disability and Sexuality
- Self-Directed approaches to funding
- Social inclusion in practice
- Future directions for the disability sector

Facilitated learning networks and partnerships

- Participation on a range of committees and working groups including Department of Human Services Workforce Taskforce, Case Managers Action Group (CMAG), VCOSS Clearinghouse Committee, NDSV committees on Workforce Issues, Occupational Health and Safety.
- Developed a new relationship with Manawanui – In Charge (New Zealand) to exchange information around self-directed approaches to funding.
- Continued to nurture and build our ongoing and very productive relationship with the University of Minnesota.



The artists and artworks included in this Annual Report were all part of the 2011 Rob McNamara Exhibition.

From front of publication: Truthceptual by Russell Dammers, Post No Bills by Maureen Whitaker, Love's Refuge by Cheryl Petersen, Baby fish swimming into the sunlight by Brady Freeman, The Smile Hiding Me by Amanda Hebden, Puzzling Light by Janelle Yeoman, and Houseblock by the IDVC J-Studio Art Group. The poem is Power by Satchel Lyon.



For further details concerning the activities of *field*, including financial reporting statements and staff and board profile please refer to www.field.org.au