



Words from our CEO

Hi HPA team,

It has been a busy start to 2024, with a lot of things going on in HPA.

At the Board level, we have been discussing HPA's Branding and Marketing

directions over the past few meetings, with a few ideas coming forward on how we can increase our exposure across our wide and varied markets. The board have also just approved a revised version of the current Strategic Plan up to 2025. One of the issues in the current Strategic Plan has been developing a masterplan for Albatross Street and the Toupein Road properties. This exercise is progressing very well and will aid the board in their decision making for future development plans on both sites. The board also received the recent NDIS Interim Audit report which included the finding from the auditor that "HPA Inc is recommended for Continuous Certification" and will have its next audit review in 18 months time. Lastly the Board have discussed some governance training, recognising that governance is always changing and is an increasingly important tool. It also plays an important element in our ongoing NDIS audit reviews, and therefore is a critical activity to be continuously developing and being abreast of contemporary practices.

Our program teams have been extremely busy during the last few months with Ausdesigns pumping out conference bags, shirts for various organisations, assembling Reidy's lures, NTG Mailouts and our paper sorting and shredding teams are just run off their feet. Breaking Ground is gearing up to take on a big contract in the near future, which will enable HPA to increase participant numbers in this lawn and garden maintenance works area. If any participants have an interest in this space, please let our staff know.

Our SIL and Outreach teams are "humming" along and maintaining great service levels for participants, with the view of looking at further opportunities in this space in time to come. Our PEG Day Program team continues to excel in providing interesting and excellent activities for our participants, with the new Harvest Corner initiative now being able to be added as another fun and educational activity. Lastly, the team at Trash and Treasure at Shoal Bay, have raised the service bar beyond expectations. Down a few staff, the team of Wayne, Colin, Josh, Ini, David, Aiden, Marley, Bayley and Tama have really lifted and gone above and beyond the call of duty. Congrats to this hard working team on the wonderful things they have changed in the past few months.

Across all our programs and the Executive, HPA have markedly increased our training to staff. It cannot be under stated the importance of training, learning and development and to this end HPA have initiated stronger training requirements within our Learning Management System, particularly in relation to NDIS requirements. We have also supplemented this with some regular trainings, which start with an introductory topic from myself and close with a feedback session for staff. It has been a pleasure seeing all our staff attend these training days, the feedback we have received to date has been absolutely fantastic with many great ideas coming forward from staff. I am pleased to announce as a result of the staff feedback HPA will be making some changes to the way in which it conducts some of its internal business operations, and we will be looking forward to our staff views hoping that these changes hit the spot for staff. Thanks again to all the staff that contributed to these ideas, and we look forward to more of your feedback in future sessions.

I can't believe it's nearly four months of the year already gone by. The year is just racing by and until the next newsletter, everyone stay safe, enjoy the beautiful dry season that has commenced and I hope you enjoy reading the rest of the newsletter.



Community Harvest Gardens Working Bee

On Thursday, 11th April HPA participated in a site "clean up" at the Community Harvest Gardens, adjacent to the Gray Community Hall in Palmerston.

HPA has joined forces with Life Without Barriers and the Palmerston Steps Group in a 3 year partnership on the operation and management of the Community Harvest Garden initiative for the Palmerston City Council.

The day had about 50 volunteers from these organisations, plus some volunteers from our friends at Merit Partners, some interested community members and their children.

HPA had some of the Shoal Bay Team (Ini, David & Aiden helping with the trailer and wheelbarrow activities) and our Peg Program participants (Lexi, Dion, Asharona, Thomas and Maria) enjoying some painting and an outing in the beautiful gardens.

It was simply amazing the community spirit that was shown on the day and provided a much needed "cleanup" of the old garden beds with some fertilising, mulching and planting of vegetables undertaken.



Thank you Trish and Jazzy from Bunnings for donating over \$1000 of items to Harvest Corner to help us on the day: shovels, rakes, fertiliser, mulch, raised beds and most importantly our vegetable plants.

Their help was tremendous and they deserve a medal for their assistance, providing advice on plants and how best to manage.

The Garden is certainly starting to take shape and will be a strong community asset in coming weeks for the Palmerston Community.

There will be a launch of the site in about a month's time (further details to come). A membership application will be available for interested community members and groups at the launch and this will provide year-round access to members.

If you have an interest in gardening, or just would like a morning out – keep any eye out for the launch details, they will be on our facebook site.





Transition to Open Employment

We are happy to announce that William has successfully transitioned from supported to mainstream employment. William worked with HPA for approximately one year. During this time, he discovered his passion for ground maintenance. He also enjoyed the challenge of enhancing his skills in machine maintenance. William demonstrated that he was prepared, enthusiastic and capable of working in open employment.

After much conversation, planning, and assistance, William was offered a position that he was really pleased about. Now, after approximately two months, he is very satisfied with the choice he made.

We wish William all the best in his future.



Farewell Stewart

After 22 years and 1 month's service, Stewart has decided to hang up his gloves and resign from his position at Ausdesigns.

Stewart's career began at Super Tube in the early 2000s. In more recent years he continued his HPA career working at Ausdesigns as a Manufacturing assistant.

Stewart will be remembered as a valued, long-serving colleague who loves cats and has a great, dry sense of humour.

Stewart's mother Helen came in to finalise his resignation and had only wonderful things to say about his 20+ years working for HPA. Her final words were "you've done a bloody good job."

Thank you for your hard work and dedication to HPA.



DAS Accommodation & Support Services



The DAS program has been making great strides over the past few months, with new participants joining our Supportive Independent Living (SIL) and Outreach programs. It's a wonderful achievement

to welcome new participants to our support services and watch our program grow.

We have also been hard at work completing repairs and maintenance on the Parap units. This has been a big project for our team to finish and after months of hard work, we are thrilled to welcome two new tenants into their new home.

At HPA, we prioritise the delivery of top-quality support to our participants, which is why we place great emphasis on providing critical training to our support workers. Through ongoing training initiatives, we aim to equip our team with the necessary skills and knowledge to offer the highest quality support possible.

In addition to our focus on training, we have also been engaging in team building activities to foster a strong sense of camaraderie and collaboration among our staff members. These activities not only promote teamwork but also create a positive and supportive work environment that ultimately benefits our participants.

At HPA, we recognise the significance of supporting our participants in maintaining their connection to their culture. Ensuring positive family connections and fostering a deep understanding of cultural heritage are core values embraced by our team. In the months of March and April, we had the privilege of facilitating a meaningful journey for one of our participants back to their country in Arnhem Land, Gove. We understand the importance of family connections in shaping one's identity and well-being, and we are committed to supporting our participants in nurturing these vital relationships.

We recently celebrated the upcoming arrival of a new addition to the DAS family, as we showered our wonderful SIL house supervisor, Sanju, with well wishes before her maternity leave. We are excited to welcome Shusma into the role of active house supervisor during Sanju's absence, and we look forward to supporting her in this new chapter.



NEW

Timber Planter Boxes



Designed to hold potted plants,
use inside or on a covered
patio, deck or balcony.

Made to order by HPA, in 3 sizes, small medium and large

📞 8947 0681

✉️ workshop@hpa.net.au

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Bikes Galore

Who enjoys push bike riding? Why buy new?

HPA Shoal Bay Trash & Treasure Recycle Shop has a regular flow of push bikes being saved from landfill every week.

If you're into a lifestyle change or just a first bike for the children, look no further. The choice is diverse, We have a range of push bikes to suit all ages and categories of rider.

Involve the whole family for some outdoor fun & exercise.

Shop hours

8am to 4pm

7 days a week

Call the shop 0417 816066



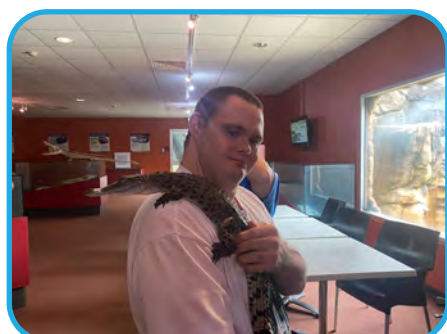


Participate – In community access
Engage – In group activities
Grow – In self development

The PEG Day Program strives to provide a fun and engaging environment for people to express themselves and try new things. We encourage our participants as much as possible in finding their creative sides. A big shout out to Bunnings Palmerston for booking the Day Program into some amazing DIY projects! Our latest creations included beautiful tea light candle holders with air plants. It was truly a rewarding experience to see our participants unleash their creativity and craft such beautiful pieces.

Recently Palmerston and Litchfield Seniors enjoyed a morning tea provided by the PEG Day Program, along with some amazing Easter creations. They also had a cinema outing with our participants see the movie 'Argylle'.

Our PEG activities also included a trip to Crocosaurus Cove, Palmerston Library and morning tea at Territory True Cafe.



Adam bravely cuddled a crocodile at Crocosaurus Cove



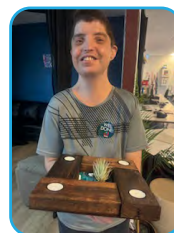
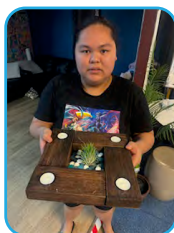
Everyone was so happy to have a visit from Helen (recently retired from HPA)



Movie time at the library on a rainy day

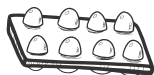


Morning tea - supporting local business



The PEG crew painting their Easter Bunnies at Bunnings and making tea light candle holders.

Yum



What's Cooking



Bon
APPeTiT



Maria made a delicious Weetbix slice



Michelle and Nicole prepared some
curried eggs for morning tea



Yummy chocolate cake
made by Michelle

Fun with Palmerston and Litchfield Seniors



Easter arts and crafts



Artists at work



At the cinema



Cool Easter Bonnet





Congratulations to Carolyn



***For becoming a team leader
at Ausdesigns!***



Here's what HPA supported employees had to say about her:

- She is so awesome to be around
- Always gives a good advice on a question
- Very nice and good supervisor
- She is always positive in our work everyday

Carolyn has quietly achieved notable milestones over several years, earning the respect of everyone around her by building positive relationships.

Her kindness, thoughtfulness and warmth make her a great leader, and we're excited to see her thrive in her new role.

Carolyn says that HPA is one big family, she enjoys coming to work to see all the happy friendly faces of supported employees and staff. She learned at HPA how to change the situation and not the person.

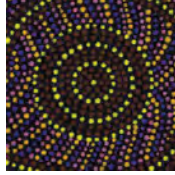
Ausdesigns is an industrial textile business that specialises in design and manufacture of promotional products. Our uniquely-crafted products can be personalised with your promotional branding and we can incorporate our stunning local indigenous prints.



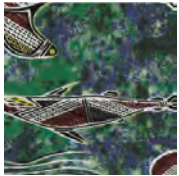
Bush Orange



Bush Yam



Dots



Freshwater



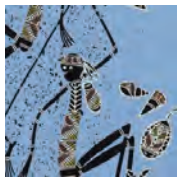
Freshwater Turtles



Hunting Scene



Karawa Dreaming



My Mother's Country (Blue)



My Mother's Country (Lime)



Yellow Waters



Wildlife



Turtles



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HPA Easter

Ausdesigns were lucky enough to have a very important visitor to our Easter celebrations - no other than the Fabulous Mr Willy Wonka!! (AKA Mr Joseph McGee).

Willy also brought along some of the amazing goodies he made at the Chocolate factory - with 4 Golden tickets to be found.

Everyone at Ausdesigns enjoyed a delicious sausage sizzle - expertly Bbq'd by Dave Clarke - thanks Boss Dave!

**Some yummy Easter cup cakes
were made with love from PEG.**



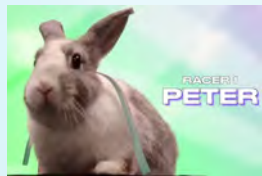
Check out the beautiful bunnies and Easter hats!





A huge shout out to Elders Top End Group. Thank you for holding an Easter Bunny Bonanza, Charity Championship!

Your company shows the community how you are committed to giving back and supporting charities in the top end.



Congratulations to the winning bunnies and charities:

- 1st Place – BUGGSY for HPA
- 2nd Place – MIFFY for Salvation Army
- 3rd Place – PETER for Starlight Foundation

It was a great effort also from the other two competing bunnies and charities:

- 4th Place – ROGER for Autism NT
- No Place, DNF – EASTER for PAWS Darwin

Special mention goes to the Parap & Palmerston Veterinary Hospital for attending the event to closely monitor the bunnies and ensure they were kept fit and healthy.





Zoo Animals Word Search



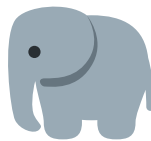
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 P O L A R B E A R S L O A T H



CAMEL
 CHEETAH
 CROCODILE
 ELEPHANT
 FOX
 GIRAFFE
 GORILLA
 GRIZZLY BEAR

HIPPO
 KANGAROO
 KOALA
 LEMUR
 LION
 MEERKAT
 MONKEY
 OSTRICH

PANDA
 PENGUIN
 POLAR BEAR
 RHINO
 SEAL
 SLOTH
 TIGER
 ZEBRA



FUN FACT



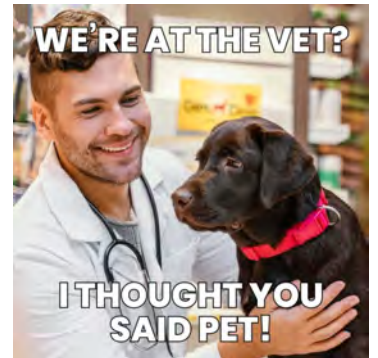
WET AND DRY

Countries near the equator have only two seasons, wet and dry, and their climate is warm no matter what time of year it is.

For example, the monsoon season in India can last four months and, in 2005, a record-breaking 37in/94cm of rain fell in just one day.



Donovan
Friends



SIGN LANGUAGE



open

FUN PAGES

COLOURING COMPETITION



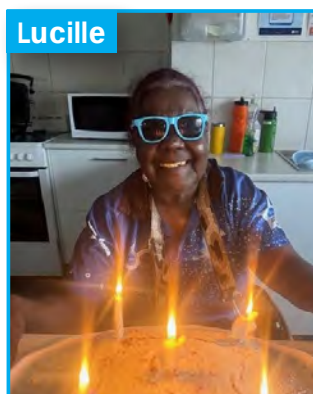
Winning Entry

Raymond was the winner of the February Newsletter colouring competition. Well done Raymond.

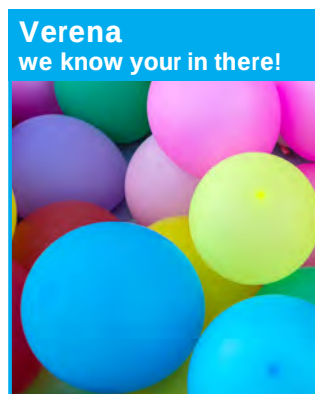


HPA recently celebrated the birthdays of Lucille, Verena, Jodie and Nathan.

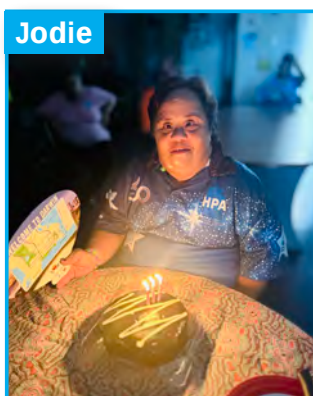
Birthdays are nature's way of telling us to eat more cake. Happy birthday!



Lucille



Verena
we know your in there!



Jodie



Nathan