

PHASE MONTHLY

"a world full of abilities"



Fun in Albany - PHASE Holiday Camp 2023

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JONAS SAYS

Dear PHASE Family,

Deb, our operations manager, embarked on a beautiful journey of love as she tied the knot with her soulmate, Samir. It was a day filled with love, laughter, and cherished moments that will be remembered for a lifetime.

We are thrilled to extend a warm and enthusiastic welcome to Kayla Sutton, who is joining our team as the new manager for the Dalyellup office. Kayla brings with her a wealth of experience and a reputation for excellence in leadership that we are excited to have on board.

Mental Health Week, observed annually during the second week of October, serves as a vital reminder that mental well-being should be a priority not just for one week but throughout the entire year. While Mental Health Week may bring heightened awareness to the subject, it is crucial to recognise that our mental health deserves our attention, care, and support consistently, regardless of the calendar date.



The concept of extending the focus on mental health beyond a single week is integral to nurturing a society where individuals can thrive emotionally and psychologically. Here are some ways we can make mental health a year-round commitment:

- **Education and Awareness:** Mental health education should be integrated into our daily lives. Understanding the importance of mental health, recognizing the signs of mental distress, and knowing how to offer support are skills that can benefit everyone year-round.
- **Self-Care:** Emphasise the significance of self-care practices. Encourage individuals to incorporate self-care routines into their daily lives, whether it's through exercise, mindfulness, hobbies, or simply setting aside time for relaxation.
- **Accessible Resources:** Ensure access to mental health resources and services year-round. This includes affordable counselling, crisis hotlines, and online resources for those seeking help and support.
- **Support Networks:** Promote the importance of building and maintaining strong support networks. Friends, family, and community connections can be invaluable sources of emotional support during difficult times.
- **Check-Ins:** Regularly check in on friends, family members, and colleagues. A simple text or conversation can make a significant difference in someone's day and mental health.

Bronwyn is returning to work after a well-deserved 7-week break to recover from an injury sustained at home. We couldn't be happier to welcome her back to the team!

Please join me in extending a warm and heartfelt welcome to Bronwyn as she eases back into her role. Let's make her transition as smooth and stress-free as possible. If you have any questions or need assistance, don't hesitate to reach out to her or our HR department.

Warm regards,

Jonas Mulombwa | Managing Director

EMPLOYEE OF THE MONTH

Celebrating exceptional support work

At PHASE we believe that we are only as good as our support staff. They form the backbone of our organisation and we pride ourselves in hiring and nurturing some of the most dedicated talent in the industry. We invite our



support staff to put forward names of their colleagues who they believe should be acknowledged for their exceptional work. The winner receives a \$50 gift card and a certificate.

This month's Employee of the Month award goes to **Bill Junior**. Bill has been very reliable in all the endeavours. He is very participant focussed and did a fantastic job on the School Holiday Program. He stepped up and took leadership when required and executed it very well. We want to acknowledge him and his work and for this we have chosen him as our Employee of the Month.

NEW STAFF

Welcome to PHASE



This month we welcome to the PHASE family **Monicah Kagiri, James Tarus, Harrison Broun, Kerry Fraser, and Christine Denys** who will be joining our troop of committed and enthusiastic support staff. We hope you have a long and happy association with us, We are very happy to have you as part of our team.

"Life doesn't get easier or more forgiving, we get stronger and more resilient."

— Steve Maraboli, Life, the Truth, and Being Free

CONGRATULATIONS!!

Debbie and Samir tie the knot

Debbie and Samir consolidated their 7 year long relationship by tying the knot at an intimate and touching ceremony on 30th September 2023. The wedding took place on a warm, sunny day in a picturesque garden, setting the perfect backdrop for their union. Deb was a vision of elegance in her stunning white gown, while Samir looked dapper in his tailored suit. Their smiles radiated happiness, and their eyes sparkled with love as they exchanged their heartfelt vows.

Friends, family, and colleagues gathered to celebrate this special occasion, coming from near and far to witness the union of two incredible individuals. The ceremony was filled with touching speeches, heartfelt wishes, and the sweetest promises of love and commitment.

The reception that followed was a joyous affair, with delicious food, music, and dancing that kept everyone on their feet. It was clear that Deb and Samir were surrounded by a community that truly cherished and supported their love.



"Love recognises no barriers. It jumps hurdles, leaps fences, penetrates walls to arrive at its destination full of hope."

—Maya Angelou

WELCOME BACK!!

Bronnie's back with us!

Welcoming back Bronnie with open arms. We are thrilled to have Bronnie back in the office after she had to take a break due to an injured shoulder. Her positive energy and upbeat personality have been missed greatly. The office was not the same without her music and laughter. We hope that she has a full recovery.



CONGRATULATIONS!



Mary Mukanshingiro and Ugyen Norbu came in to collect their **Employee of the Month** Certificates and \$50 gift vouchers. They won Employee of the Month for August and September respectively. Congratulations to the two of you.

WELCOME KAYLA

Service Deliver Manager, Bunbury

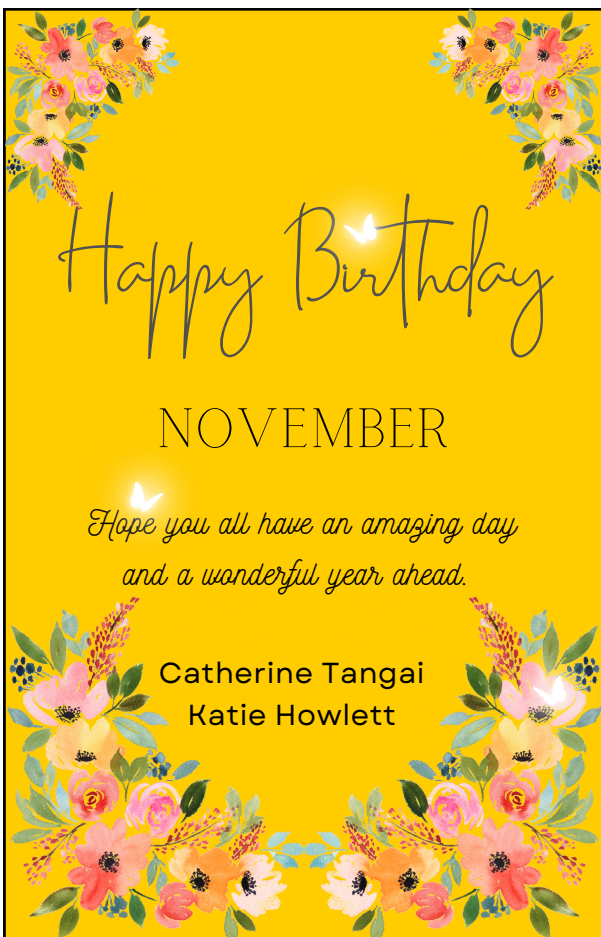
We are very happy to welcome Kayla Sutton as our Service deliver Manager at Bunbury. She has worked in management for 5 years with experience of working with children with challenging behaviours and trauma. She also has experiences in Project Management for Mental Health in adults and youth with disability. She is passionate about



ensuring delivery of quality services to all participants in need and creating a strong and passionate organisational culture.

Kayla's impressive background and dedication to her work have already made a significant impact in her previous roles, and we have no doubt that she will bring the same level of passion and commitment to our Dalryellup office.

As we welcome Kayla, we look forward to the fresh perspectives and innovative ideas she will bring to our team. Her leadership will undoubtedly play a pivotal role in driving our office to new heights of success and productivity.



SCHOOL HOLIDAY PROGRAM AND CAMP

Spring has sprung with our recent school holiday program which went for the duration of the school holidays – September / October, including weekends.

The weather was fantastic, not too hot or cold, just right for all our participants to thoroughly enjoy themselves and bond with the other children.

This time, the children enjoyed visiting: Bounce, Summit Rock Climbing, SciTech, Inflatable World, Aqua, Flip Out, DEFES Education and Heritage museum, Chillisaurus mini golf, Reptile Park, Perth Zoo and got back to nature by visiting Caversham Wildlife Park and Yanchep National Park.

We saw friendships blossom and some of the shyer children coming out of their shells interacting with other children and staff.

We also had our school holiday camp in Albany. There was a planned rest stop in Williams about halfway to Albany, where everyone was able to stretch their legs and have lunch from the roadhouse. The weather was a little cooler than in Perth, but the children had an amazing time on the camp. They learnt new games such as how to play ping pong and UNO with each other while taking turns.

Everyone pitched in to cook the dinner, make meals and clean up afterwards.

They visited all the sights that Albany has to offer, such as the Museum of the Great Southern which has a gang plank the children walked on and played in the ship. They went to the beach and had a splash in the water, which was a little cold, but they all had fun as their faces beamed with delight. They had picnics, went to see the wind turbines, visited a wildlife park and wild flower garden and took in the sights of the Great Southern Ocean.



"I can be changed by what happens to me. But I refuse to be reduced by it." — Maya Angelou

PHOTO GALLERY

Pictures worth a 1000 words

