

CAM CAN

THE STORY

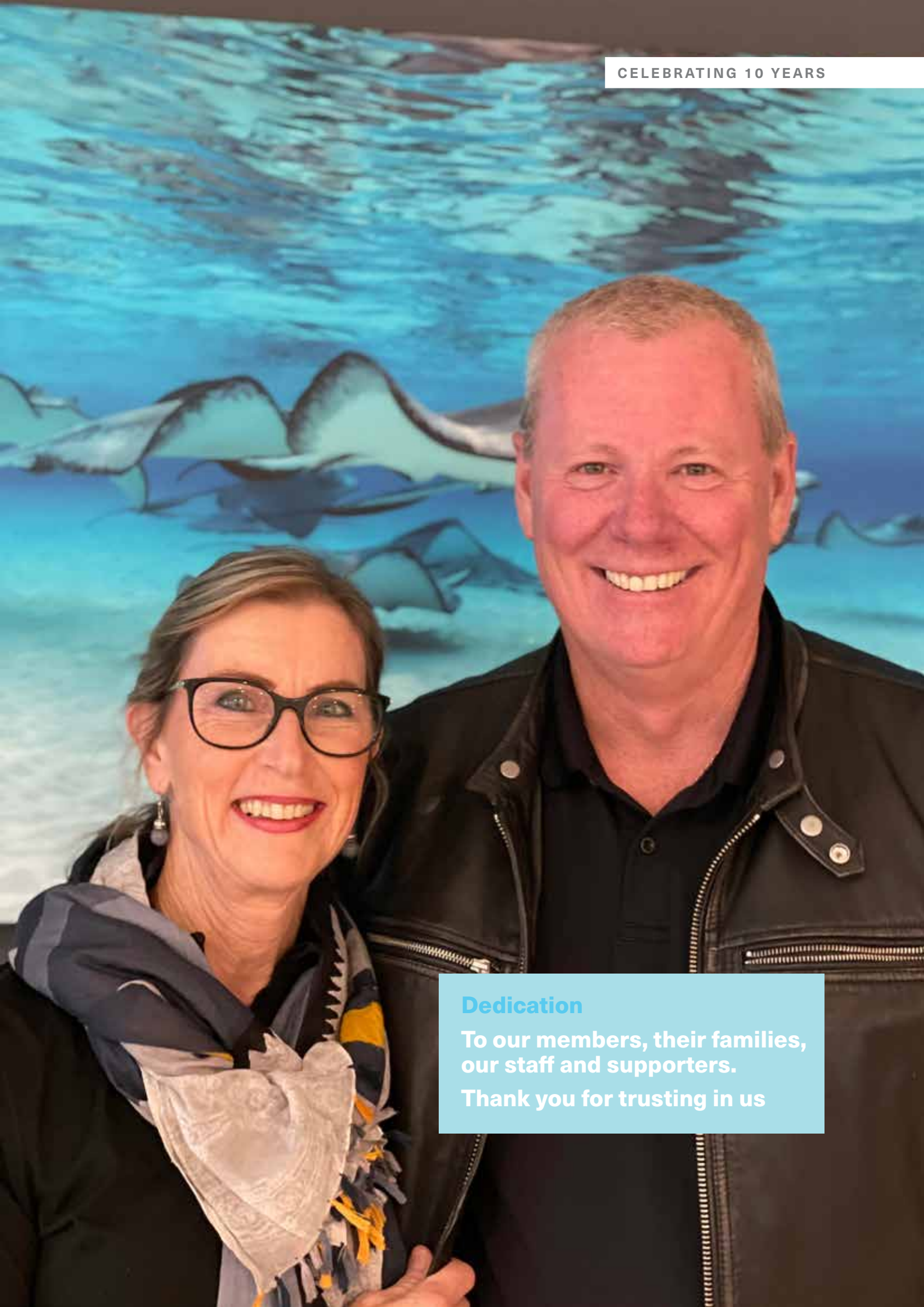
Celebrating **10** *years*



“

IF WE CAN MAKE A DIFFERENCE
FOR JUST ONE PERSON,
IT WILL BE WORTHWHILE.

”



Dedication

To our members, their families,
our staff and supporters.

Thank you for trusting in us



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FOREWORD

A SIGNIFICANT MILESTONE

It would be fair to say that just one year of Cam Can was a significant milestone, let alone ten. Right from the start, Cam Can captured people's attention – it offered the prospect of something different, something very personal and innovative. Its founders, Marc and Anthea understood the challenges faced by families and people with disabilities. They had lived the experience through raising Cameron, one of their children who was born with a disability. That journey was profound and as a result of those learnings, Marc and Anthea were inspired to help other families.

“If we can make a difference for just one person, it will be worthwhile.”

And so the adventure began.

In its first year, Cam Can exceeded all expectations. The organisation's reputation grew as stories from members emerged. Cam Can took pride in being able to deliver services that actually made a positive difference. Relationships were developed with members, families, external organisations, businesses and other service providers. To this day, the founders are most grateful to the very first members of Cam Can – the individuals and families who put their trust in the organisation, who believed in Marc and Anthea enough to have faith they would bring about a good life for their loved ones. Marc and Anthea are no less heartened by the hundreds of members who have continued to invest their confidence in Cam Can.

Cam Can prides itself on what sets it apart from other service providers. Its sound set of principles and values underpin every aspect of the organisation. It stands by its members to ensure they have choice and control over their lives and that

their arrangements are flexible and sustainable. Cam Can recognises that when working together with members to bring about good outcomes, it is going to take time. Time to build trust, time to form enduring relationships and time to develop skills – in Marc's words, “we're not in a sprint, we're in a marathon”.

This commemorative journal is not only a reflection of 10 years. More importantly, it celebrates a decade of stories. A decade of Standing Strong Together.

None of this would could ever have been possible without strong leadership, dedicated board members and equally committed and passionate employees. These comprise the organisation's invaluable support workers who, hand in hand with members and families, bring a person's Plan to life – no simple feat! The coordinators who invest themselves in supporting members and their families - the team of dedicated managers who guide, mentor and problem solve, the ever inspiring training and development staff and finally the colourful administration and accounts employees. Embracing the values of Cam Can has been a whole of organisation experience. It has created common understanding and unity amongst all who work with Cam Can.

This commemorative journal is not only a reflection of 10 years. More importantly, it celebrates a decade of stories. A decade of Standing Strong Together.



CAMERON – THE “CAM” OF CAM CAN

If it were not for Cameron, there would be no Cam Can.

This is the story of Cameron's journey to date.

It is a story of love and heartbreak, friends and foes, obstacles and opportunities, hard work and rewards.

Mostly it is a story about believing.

Written by Cameron's mum, Anthea

HOLDING THE VISION

CAMERON

Born with his “perfect imperfections” – weighing in at a healthy 9.2 lbs, unblemished and beautiful – who could have imagined on 7th February 1990 what a journey lay ahead.

I clearly recall the excitement of my own Nan. She was thrilled at the arrival of Cameron but what I remember most was that she counted his ten fingers and ten toes and expressed he was perfect. As time passed and Cameron did not meet developmental milestones, we slowly started to realise Cameron was not perfect in the eyes of others.

By the time Cameron was six months of age, questions were being asked. Testing commenced, evaluations were being made, professionals were taking charge and already the direction of Cameron's life was being dictated. Little did we realise at the time what a dangerous road we were travelling down – the road paved with good intentions, the effect of which would be devastating.

Cameron's life and consequently the life of our family became consumed with challenges. For years, prior to the commencement of kindy and school, days became a whirlwind of visits to appointments with specialists and therapy sessions. There was no playgroup for Cam. Relationships with friends were stretched or lost and a sense of isolation was taking hold of our family. The only support of any value came from Cameron's grandparents. Cameron was slowly being rejected by community and absorbed by

the medical system. Home started to take on the form of a therapy studio. Cameron became the object of various clinical trials each requiring considerable input for recording purposes. We undertook the trials in the hope they would offer something to benefit him however, this was not to be. The house started feeling like a prison – every day was exhausting, every task was something that had to be calculated to factor in Cameron's declining and problematic behaviour. At the time, we thought those days would never end.

Although 1990 may not seem that long ago, technology in the early 1990's was something still emerging in the family home. Internet access was limited in content and availability. Television was still limited to four channels in our home. Video tapes were the go and DVD's were becoming the new trend. There was no Facebook. No group chats. It was not easy to research, to find useful equipment or locate services and community groups. Local Area Coordination was non-existent in the metropolitan area as the initiative was still in its infancy in regional WA. All of these things contributed to our family feeling increasingly out of touch and disconnected.

The challenges Cameron's behaviour presented us with escalated considerably with the arrival of his younger brother. As with many first born children, the arrival of another sibling means adjustment and a change to routine. Cameron's interest in remaining the centre of attention was heightened often making simple undertakings just too risky. His attraction to his young brother Alastair was intense in a physical sense so



Cam newborn.



Cam trialling an upsuit for muscle retention.



Our living room became a therapy room.



First birthday.

constant vigilance was necessary to prevent injury to either child. Although Cameron was not independently mobile until he was over three, he was still exceptionally strong and able to get around in his own way. It was an extraordinary eye opener as a parent, witnessing how simple it was for Alastair to master skills as he grew. Cameron had needed to be taught everything – and so it was likely he always would. Alastair surpassed Cameron developmentally in a blink. He was and remains Cameron's best teacher and provided the closest balance to normality in Cameron's life.

PRIOR TO SCHOOL

When Cameron was finally old enough to attend kindy, it was at his local kindy close to our family home. He was surrounded by people who lived in the area and he attended two half days in the week with support from a teacher assistant. Cameron was encouraged to participate in the same activities as other children and to them, he was simply Cam. They knew when Cam was around that they should be on the look-out and they should also wear a hat to deter him from pulling their hair. Other than that, they went on being regular kids and as much as possible, so did Cam. By the time Cameron completed his year at kindy followed by a year of pre-primary at his local school, the education department had gathered enough "evidence" to direct him not to his local primary school for an inclusive school experience, but to the education support school several suburbs away. A meeting called by the primary school principal at the time, allegedly to discuss how Cameron's behaviour could be better managed leading into year one turned out to be a meeting with a "cast of thousands" whereby the principal fulfilled his alternative agenda. We feared his plan was to exit Cameron from his local school for fear of damaging the school's good reputation. This was 1995. The inclusion of children with disabilities in their local schools was rare but it did happen.

SCHOOL – NOT AS WE KNOW IT

From the start, school for Cameron did not go well. It could hardly be described as a school as the building structure resembled more of a day centre or a hospital. Teachers, therapists and nursing staff accommodated offices at this school in a ratio that would well overload a regular school. Smiling faces and helpful staff

did little to ease my discomfort. At the outset, the school seemed welcoming but it wasn't a normal school – it wasn't school as most of us knew it including Cameron's pre-primary friends. The delightful principal and well-meaning teachers all wanted the best for Cameron and did their utmost to try and educate him. However Cameron was like the "square peg" who would not fit in the round hole moulded by the school.

By this time Cameron had been labelled with having a profound intellectual disability. His files which collected every piece of medical information from the moment he was born would show he was non-verbal and had difficulty eating and drinking. This would require speech therapy. His fine motor skills were very poor thus needing the intervention of an occupational therapist and his coordination and gross motor skills also required a lot of attention in order for him to move around more comfortably. Those investigating the file would also find Cameron had epilepsy, an alternate squint and serious behavioural issues. With all the therapists and teaching staff dedicating their efforts to help Cameron, they had overlooked other needs which I believe were far more important.

Cameron's world comprised of teaching staff, therapists, nurses and fellow students who exhibited a range of physical and intellectual disabilities. To accommodate this, the education support school was open plan in design, essentially to enable students with mobility issues to get around with ease. Children arrived at school in the big orange bus – a service the education department deemed necessary. I can't begin to tell you how stigmatising it was to have the bus turn up at our home each morning. Why? Our house stood out to everyone in the neighbourhood, noted as being the house where the child with a disability lived. People avoided us. The bus used to arrive at 7:30 am to take Cam to school which in fact was only fifteen minutes down the road. Apparently the bus service doubled as a "babysitting" exercise. If children are on the bus longer then they have much less time to bother people! Cameron was not a fan of the bus and protested rigorously every morning. It would take us an hour and a half to get him ready in the morning allowing thirty minutes to get him from the front door to the bus. It was traumatic for all of us, including the bus driver. This was every single day! What was Cameron trying to tell us?

At the education support school, classrooms were lined with tubs of educational support



Cam at the back of the class, almost out of temptations way.

materials but there was an equal amount of medically related equipment and aids. It was not uncommon to hear students groaning, wining or screeching. As a visitor it was alarming. So many children, ranging in age from five to eighteen totalling about fifty, all with significant disabilities. It was difficult not to be taken aback. Over time I would get to know many of the students for the individuals they were but the trauma of being confronted with such a foreign environment and such difference will never leave me. No disrespect is directed to anyone who was involved, as I am certain everyone made the assumption they were providing an optimal learning setting for all the students. The question has to be "how could anyone possibly be educated in such an environment?" What outcomes were the Education Department hoping to achieve? In my eyes, it did not make sense that you could remove a person from main stream life that offers everything normal, then segregate that person in an artificially alternative life for a period of twelve years and expect them to "fit" back into society in a way that society expected them to be. It was an impossibility.

If that does not resonate, consider this. There were no typical role models for Cameron at school. Expectations of what he would achieve were low. He was one of many students perceived as problematic – and he was smart enough to work that out! He was mothered, he was treated as someone much younger than his actual age. People took pity on him and on us as a family. People avoided Cameron, even more so when he tried to interact as he was an apparent risk to others. He was never allowed the chance to experience being in a classroom of twenty students who all spoke, communicated and interacted in the way kids



Cameron and Friends at Kings Park 2004 .



Marc and Cam 2004.

usually do. He would not be able to hang out on the school oval at lunch time or join in sport or music or art. Everything Cameron participated in was a therapy. Cameron went through school with a teacher assistant by his side every single moment of every single day. He was deprived of the chance to make friends. Friends from kindy

and pre-primary who went to his local school would one day grow up to be the politicians, employers and community leaders. Cameron would never benefit from this. If Cameron had attended school with these children, his post-school opportunities to be included in community and in a workplace would have been significantly enhanced.

GIVING CAM A CHANCE

As it was, Cameron chose to react negatively to his school environment which was no surprise. I believe he was trying to tell me something and I listened. I had one chance to make it right for Cam. In order for me to tackle the education system I recognised I'd need to arm myself with more knowledge and information and as such, dedicated three years to studying part-time at Edith Cowan University. Additionally I attended various workshops and somehow managed to maintain my regular employment. At one of the workshops I recall being absolutely taken aback with the realisation of what I was facing.

Three of the most humble yet passionate and highly educated academics in the country, Errol Cocks, Bob Jackson and Darrell Wills, ran a five day workshop for people with disabilities and their families and other participants. A component of the course delved historically

into the treatment of people with disabilities including children with developmental disabilities. It was then it hit me like a slap in the face. We were shown the photograph of a child with no clothes on, abandoned, deprived of his humanity and locked in a cage located outdoors. If this was not confronting enough, to learn this had happened to children in as late as the 1950's and 1960's, the very time when I was a child myself, absolutely shocked and horrified me. People with disabilities were perceived as a burden, not human. They were often treated like animals and used for experiments. If Cameron had been born only 30 years earlier, this may well have been his destiny. I was astounded. How could one person possibly treat another person this way, particularly one more vulnerable?

This information only fuelled my need to make changes for Cameron, with urgency. The urgency was reinforced when during Cameron's time at the education support school, a student who had previously been in his class was moved to a different education support school. This student hit the news because the school had made a cage to put him in! This was in 2002.

"The grandmother of an intellectually disabled boy who was repeatedly locked in an outdoor cage wants an apology from the Western Australian Education Department.

The department is defending the actions of staff at a Perth school where (name and age withheld), was shut in a 3.5-metre high wire enclosure for up to an hour at a time at between October 2002 and late last year [...]

But the department's district director, (name withheld), says the enclosure formed part of a behaviour management plan devised for the boy [...]"

When I finally felt more accomplished Cameron was entering his seventh year at the education support school – seven years too long, but never too late to attempt a change. I was determined and resolute to remove Cameron from the school and offer him a more typical educational experience. I knew I would need assistance and set about gathering allies, people who had experience in this area, had established credibility and were familiar with the education system and the Education Act.

As anticipated, the school did not endorse my decision believing I was doing Cameron a disservice. Exiting the education support school turned out to be as much of a challenge as recommencing in a new school. Be it fate

I'll never know but it was around this time I met Marc, now my husband of almost twenty years. Without his insight and support and his extraordinary ability to challenge the education system, the system he knew better than most, I believe Cameron would not be enjoying the life he currently lives.

It was unheard of to remove a person with a profound disability from an educational support setting to a regular school. This was further complicated by the fact that Cam would be entering high school. The first hurdle was to identify a suitable school. After considerable research a local college whose principal shared our values and beliefs offered Cam a position for Year 8. Bob Jackson, Marc and I engaged in several meetings and conversations with the principal. Together we prepared the way for Cameron's commencement the following year. With great anticipation and also a fair degree of anxiety Cameron entered his first day of high school at the college. He looked the part – just like the other students. Through a pre-planning exercise, Cameron had met his teacher assistant so there was a familiar face to start with. To our absolute dismay, after just one week Cameron was asked to leave the school. Unbeknown to us, the principal with whom we had connected the previous year was no longer working at the school. His replacement shared none of his predecessor's values or willingness to even try and include Cameron on any level. We collected Cameron from the school – another memory we will never be able to erase Cameron's allotted seating position in the classroom was in the broom closet!

It was around this time another astounding incident happened. It also made me even more determined. It happened while taking Cameron for a walk which was the best way for me to escape the confines of our house. Walking always presented me with a challenge as I was rarely able to anticipate how cooperative Cameron would be. He was able to walk with assistance by holding on to my arm with a vice grip. His fear of falling was evident having experienced numerous hospital visits for stitches to his chin and repairs to his teeth. Cameron did not possess the instinctive reaction to put his hands out to save himself when he fell. Loud sudden noises would startle Cameron, also resulting in the likelihood of a fall. Before even considering leaving home I would make an assessment of Cam's disposition. I did not want to risk an incident, particularly one that would draw attention to Cam in a negative way. An incident would entail a behavioural meltdown

1 ABC News. "Perth school defends caging of child." ABC News Online [Perth], 9 February 2004. www.abc.net.au/news/2004-02-09/perth-school-defends-caging-of-child/133064



High school days - education support centre.



College - day one.



The twin Cam's chillin' at Leavers.



Cam's 21st birthday - held at his relative's farm in Pingelly.

whereby I feel saddened to say, Cam would protest by sitting or laying on the ground, biting his hands, banging his head and screaming. It could be anywhere, even the middle of the road! It did not concern Cam. Therefore structuring the walk was critical and required a degree of sneakiness.

Because Cameron would rather stay out than return home, I tried to structure the walk so he would not notice when we were heading back. On this particular day, Cameron, being switched on as he always was, unfortunately became alert to the fact we were heading home. A street sign on the corner that could not be avoided gave my plan away! The meltdown happened. I knew that playing into it would only make it worse. Cameron has always been very strong so staying away from kicking legs was a good strategy however, safety was important. Keeping him off the road was my focus as I hovered close but not too close. I knew the moment would pass and eventually he would get up and we could walk home. It was then a car approached the intersection. Upon seeing the situation the female driver stopped the car and came over to offer her assistance. It's what she said that completely shocked me: "Hi, can I help? I'm a vet and I'm used to dealing with animals".

HIGH SCHOOL - ALMOST

The next chapter of Cam's education saw him enrolled at the educational support centre in our district. With nowhere else for Cameron to go, this was our only option. Although this was not ideal, there was one benefit. The education support centre was located within the grounds of the regular high school. This meant Cam had the chance to be part of the normal flow of a high school. He was exposed to regular kids and the opportunity to integrate was at times possible. We focussed on the positives and pushed boundaries. We made some inroads. By the time Cameron left school, students attending the education support centre had been granted permission to participate in some regular classes with the main stream school. This was quite an accomplishment. However, the system did not make it easy for Cam.

Some of his teachers believed Cameron was capable. They took time to get to know him and found creative ways to bring about the best learning outcomes for him. Sadly, on the whole, Cam's experience at this school was not a lot different to what he experienced at the education support school. There are a bucket load of stories we could share to demonstrate

how Cameron was monsterised, marginalized and discriminated against. For example, when students went on the school bus for an excursion, Cameron was forced to ride behind in an accessible taxi strapped in a wheelchair! Cameron was suspended from school regularly. He was “punished” in ways that were meaningless to him, in fact we believe it was our family who were actually being punished. We needed to work and keep our jobs yet we were constantly being forced to take time off to attend to issues at school. After years of being feared, unwelcomed, traumatised and devalued in school, it was no surprise Cameron’s behavioural issues had not improved, in fact they had digressed. Cameron deserved a fair go. He was being blamed for things that he was not responsible for. People set him up to fail. If we could not turn things around at this point, it would be too late. We had to act quickly. We realised our focus had to be to keep Cameron in school as long as we could. This would give us time to plan and prepare for a good life for Cameron beyond school. We believed in Cam, we had high expectations of him and knew he was capable of living up to those expectations if he had the chance.

Planning became our main game. Benjamin Franklin was credited with the saying: “If you fail to plan, you are planning to fail!” Planning could exponentially increase the chance turning Cameron’s life around. One question that frequently plagued our minds was “what will become of Cameron if we die?” The thought of that was too scary to contemplate. Our other children would be able to provide for themselves but not Cameron.

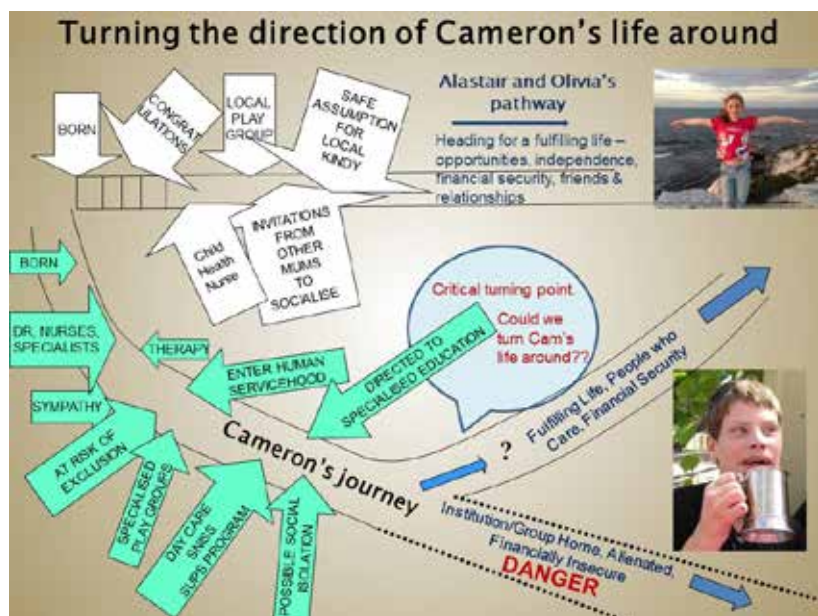
We started thinking things through together, Marc, Alastair and I. Cameron’s room became our drawing board. We literally had chalk handy so that as ideas came to mind, no matter how ridiculous they seemed, could be written on the walls – and ceiling! This was the very first tangible framework from which we created a vision to provide Cameron with a safe, fulfilling and meaningful future. Something sustainable – even without us!

THE BIG PLAN

With an absolute focus on the future and Cameron having turned thirteen, our first step was to gather people around who knew Cameron and who could help us create a picture of what his life could one day look like. We engaged a facilitator and an artist to physically draw the map. The day was attended by the handful of people Cameron had in his life – the only people with any knowledge of him as a person. These mostly included family, a person who provided some casual support for Cameron and Cameron himself. It was striking how barren his life was of any friendships. By the end of the afternoon a beautiful Big Plan had been designed. It was a work of art. All that had to be done was to bring it to life, literally. If only it could have been that simple!

THINKERS, DOERS AND BELIEVERS

The group, together with Cameron did a lot of thinking big, throwing together aspirational goals. We thought about Cameron as an individual, considered his strengths, his likes and things he would need. The map showed Cam enjoying various activities that interested him, sailing, swimming, ball sports. It also showed he would like to travel, to live in his own home, to have a job and earn an income, to feel a sense of belonging and most of all, to have friends. All these things were not necessarily aspirational. They were things that all people typically want to enjoy in life – including Cam. We recognised it was possible and could be achieved. It would just take a conscious and dedicated effort.



Importantly we had a vision for Cameron's future – we could literally “see” it. This vision would steer the course we had yet to navigate.

The first steps were identified and people on the day committed to fulfil particular tasks. Unfortunately as time passed we realised the responsibility fell back on ourselves to follow up and ensure tasks were undertaken in a timely way. This was not what we had in mind. Our lives were already full dealing with every day challenges. It was then something critical dawned on us. Although we had asked people to help design the Big Plan and they had volunteered to undertake certain tasks, we realised not all of those people were believers. They wanted the best for Cam but in their hearts did not really believe he was capable. If people didn't actually believe Cameron could live a typical life and achieve goals the group had identified, then they were not truly invested. Sadly the consequence of this meant we created a rift in the family as we moved forward. We did not have the time or energy to explain or convince. Time was not on our side and we needed to move forward with haste. It was not an option for Marc or I to give up work to look after Cameron full-time when he left school. More importantly, Cameron deserved a life other than the life the system had planned for him. It was up to us to make that happen.

A CAREER WORTH CUSTOMISING

Cameron, like all young people was unsure of what he would do when he left school. We, his parents, were also perplexed as to what he would/could do at the end of his school years. Although we had a vision for what Cameron's life could possibly be like, it was still aspirational and we were not certain about how to progress the plan. There were barriers. Most people in Cameron's life thought he would leave school and attend a sheltered workshop or maybe spend the rest of his life wandering around our community aimlessly. We were told that Cameron was too challenging and that we shouldn't expect very much of him or for his future. These were thoughts commonly expressed yet we knew Cameron's life was worth much more!

GATHERING A TEAM - CAM'S SUPPORT CREW

We were at a crucial turning point. If left to “the system” Cam's life upon leaving school would more than likely take a radical turn for the worse. There were no recognisable friendships or relationships outside the family in Cam's life. We needed to do something urgently. We learned of a strategy brought to WA by Vela Microboards in Canada. The concept was that a small

THE TWIN CAM'S

Cameron D was introduced to Cameron as a casual support worker during Cameron's school days. Their relationship grew. Cam D introduced his lovely girlfriend at the time, now his wife Emily into the mix. Cameron D and Emily are members of Cam's Crew and were instrumental in organising for Cameron to attend Leavers in his final year of school. Cameron had been excluded from attending Leavers with his fellow school mates. Emily was so upset at hearing this that she took time away from work with Cameron D to make this typical right-of-passage experience possible for Cameron. Upon informing her employer of her reason for wanting time away from work, to his credit, he granted Emily all the leave she required on full pay. Such a supportive gesture! Cameron D, Emily and another member from Cam's Crew Pete, took Cameron to Point Peron where they showed him a fabulous time.





(micro) group of committed family and friends (a minimum of five people) would join together with the individual to create a non-for-profit “board” through which a person could be supported to plan, be advocated for, connect to the wider community and have fun. It was not the perfect fit for us however we took from it components we thought would be helpful. Basically we decided to form a circle of support, a circle of friends, a network; this idea takes many names but its beauty is in its simplicity.

Initially we were apprehensive about asking others for help, however we needn't have been concerned. In the true Aussie spirit of a fair go for all, people stepped in to be part of what came to be known as call Cameron's Support Crew. These people all gave of their time freely. The Crew initially consisted of eleven people, some friends and some family including Cameron's father Andrew who has always been consistent in helping Cameron throughout his life. Not everyone had a personal involvement with Cam when the Crew first gathered. Two people were invited to join Cam's Crew because of their experience in owning and operating their own businesses. They were willing to share their knowledge and expertise. Amongst the mix of Crew members were both thinkers and doers. Most importantly, all Crew members were believers! After meeting together every month, sometimes twice a month during the first year, these people and Cam grew to know each other well. Meetings were kept to an hour followed by a BBQ and drinks, always with an emphasis on having fun! Meetings were held in a variety of places – our house, the family farm in Pingelly, a country pub – we even met at the offices of DSC where we were fortunate to be able to utilise their video link technology to include a crew member who was holidaying overseas.

One of the first and most important tasks undertaken by Cam's Crew was to develop a set of guiding principles. These became the foundation upon which every decision was tested. By documenting the principles; creating them and writing them together, Cam's Crew became better connected because the vision was clear – black and white. Cameron participated in each meeting and his responses – easy to be understood by those who knew him – were always taken into account. Each person had equal authority in making decisions including us, his parents. We learned that for Cam's Crew to be totally effective, it was important for everyone to take equal responsibility when it came to making decisions. This in turn built tremendous trust which led to

individuals feeling valued and the group working successfully together for the long term. Over the years, Cam's Crew have become much more than a group who meet regularly. They have become extended family to Cam.

GUIDING PRINCIPLES FOR CAM'S SUPPORT CREW

- 1 Cameron's Support Crew members are working together because they have a deep desire to assist Cameron to plan for his future.
- 2 Cameron's Support Crew members will work together to action plans developed for Cameron in a timely manner.
- 3 Cameron's Support Crew members believe that he has the capacity to participate in making decisions for his future. Cameron's capacity will be acknowledged, respected and demonstrated in all dealings of the Crew.
- 4 All decisions made by Cameron's Support Crew will demonstrate regard for Cameron's safety, comfort and dignity.
- 5 All support/services will be customised and individualised for Cameron with a focus on expanding Cameron's personal community and his social connections.
- 6 All members of Cameron's Support Crew will conduct their business in the spirit of mutual respect, cooperation and collaboration.
- 7 All paid services developed and or contracted for Cameron will be customised and individualised for Cameron and not just based on availability.
- 8 Members of Cameron's Support Crew will base their decisions about people and/ or agencies who are engaged to support Cameron on their capacity to demonstrate a proven ability to provide services as identified by the Crew. These services will be person centred.
- 9 People who work with Cameron will not be “attached” to the setting in which Cameron lives, works or recreates – their primary relationship is with Cameron.
- 10 Supports created for Cameron will facilitate a typical life experience including risk taking, relationship development, being involved in his community and community involvement.
- 11 All of Cameron's Crew will sit at the table with equal authority in making decisions for Cameron's future.

DEVELOPMENT OF CAM CAN SERVICES – A SMALL BUSINESS ENTERPRISE

Amongst agenda items that required the attention of Cam's Crew was the development of a business for him to operate – the only preferred option given we did not want to see Cam's life wasted. Having seen the benefit of developing a set of principles for Cam's Support Crew, the group recognised the importance of identifying operating principles for Cameron's business enterprise and set about brainstorming. A comprehensive list of key determinants was created:

- Operating Principles of Cam Can Services
- Cam Can Services will deliver professional services to its customers at all times.
- Cam Can Services will be run as a typical small business enterprise.
- As the proprietor of Cam Can Services, Cameron will be central to all business planning and meaningfully included in all business initiatives.
- Quality control will be a focus for Cam Can Services business support staff.
- Customer feedback will be sought regularly.
- Community contribution will be a primary focus.
- Opportunities for relationship development will be a function of Cam Can Services.
- All major decisions regarding the future development of Cam Can Services will be referred to Cam's Support Crew.
- Engagement with universities, other businesses and community groups will be sought to develop Cam Can Services into the future.
- Mutual benefit will be a fundamental principal of Cam Can Services.
- Cameron will be central to all

These criteria would ensure the integrity of Cam Can Services into the future. Importantly, they would also offer Cameron the best chance of achieving his aspirational goals:

- Develop relationships that may lead to friendship
- Be a valued and contributing member of the community
- Have a job and carry out work that is meaningful
- Have genuine responsibilities
- Continue to learn and build on skill development
- Earn an income
- Have worth, be recognised as a capable individual



Original Big Planning Day 19 Nov 2006.



Small group of family and friends at original Big Planning Day 2006.



Cam's Crew - BBQ following meeting, always fun and socialising.



Some incredible thinkers at Cam's 2009 Planning Day.



Cam Can Services advertising.

In other words, Cam's Crew sought for Cameron all the things that any person would typically want from a job and in life. These were realistic and achievable goals.

The idea of a waiting service came about while Marc and I were undergoing renovations at home. We were impatiently waiting for an appliance to be fitted and the tradespeople insisted they could only come on a week day. We had no remaining annual leave to sit by and wait. It was then that Marc, experienced the "Eureka" moment. Cam was sitting on the couch, again waiting patiently which Marc recognised as being something that Cameron had done perfectly well all his life. Cam always waited for someone to help him with meals, for assistance to dress, for people to pay attention to him - he waited for everything. As Marc often said, Cameron was actually waiting to get a life! Marc recognised we could build on Cam's capacity to wait and took the idea to Cam's Support Crew who discussed how waiting could be turned into a small business that would make sense to Cam and the rest of the world.

Given the focus required to pull together a small business enterprise in a short period of time, a sub-committee of Cam's Crew formed. This committee reported back to the Crew at monthly meetings with developments. Getting the administrative components in place presented some challenges but we negotiated the hurdles. Coming up with a suitable yet catchy name for the business was important. Needless to say the name was actually obvious but it took a switched on Crew member to articulate it. As she said, throughout life people have always said that Cameron can't do this, Cam can't do that. "Wouldn't it make sense to name the business Cam CAN?" And so it became. Midway through Cameron's final year of school, the business was ready to commence operations.



Cam's Crew formed a subcommittee to focus on developing Cam Can Services.

Cam Can Services is run like any other small business – it has an ABN, owns equipment, runs a vehicle, incurs costs, has a website, personalised work attire, business cards, flyers, promotional items and it earns an income. Cameron is the proprietor.

At the time of writing, Cam Can Services has been operating for 12 years and continues to expand. Cam has numerous customers as a result of return business from people for whom he regularly washes cars, provides weeding, yard tidy and watering services. For a number of years Cameron also had a contract filling vending machines one day each week. Until COVID19 caused Cameron to cease a number of business initiatives, he had worked at the local yacht club providing boat washing and cleaning services to the power boat section. He also volunteered weekly and cleaned tables in the quarterdeck dining area. Cameron continues to support other vulnerable people in his local community by tidying their yards, running errands and collecting groceries. Associations have been developed with organisations around Perth and business opportunities continue to grow.

GETTING THE DETAIL RIGHT

Cam's Crew recognise that one of the major strengths supporting Cam Can Services are Cameron's support workers. Great care is taken in appointing the right people to support Cam with the work he does. Customers who engage Cam Can Services are very keen to support Cameron and his business and quality support staff are the link between work well done and maintaining good relationships with customers. These hand-picked individuals also ensure that Cameron is supported in a respectful way which encourages his participation in jobs and leaves the customer happy with the completed

work. Consistent feedback throughout the years indicates that Cameron is actively raising the profile of people who have a disability by demonstrating to the public that he IS capable. It has also resulted in enormous personal growth and friendships for Cam.

Since he commenced his business Cameron's confidence has soared. He is excited about his work and has a reason to want to get up each day. His business provides him with the opportunity to meet new people and engage in work he enjoys. He has purpose and meaning in his life. He stands tall and proud - literally. Problematic behaviours from the past are no longer an issue; he is happy, busy, earning an income and building relationships. His life is not being wasted. He has become a valued and contributing individual – the community is finally giving him a fair go.

A PLACE TO CALL HOME

In line with the values and principles established by Cam's Crew, and also as a goal identified on Cameron's plan, it was expected that Cameron would one day have a home he could call his own. Again, some people struggled with this concept, but for the believers in Cameron's life, it was simply another thing to plan towards.



Emily, young Olivia and Cameron - all a part of the family, Cam's Crew.

Typically, young people leave home somewhere between the ages of eighteen and thirty and we envisaged with the work that would be required to bring this project to life, a realistic expectation for Cameron would mean he'd be about twenty-five or twenty-six. This was based on the knowledge that public housing took at least ten years to become available once a person was registered. Therefore, without hesitating, we placed Cameron's name on the waiting list with Homes West. He was fourteen at the time.

CAM AND PETER

Peter and Cameron have a long history. Peter commenced working as a support worker with Cameron not long after he moved into his home. Peter was studying at the time. Although Peter was absent for a short while, he has consistently worked with Cameron right through until his studies were finalised, and then more. Peter is the person Cameron very much looks forward to seeing on Sundays at the regular BBQ from where they leave to spend the afternoon together. Cam looks out for Peter and his face lights up when he sees him or his car arrive. From this point the rest of us at the BBQ realise we might as well go as Cam is no longer interested in our company, he is so taken with Peter.

Peter was the successful candidate out of a talented pool of applicants to be offered an accountant's position at Cam Can in 2019. Like his colleague Emmanuel, Peter remains friends with Cameron and they catch up regularly.





12 month Celebration of Cam Can Services - photo of Cam with Cam's Crew.

STAYING CONNECTED

Regular calls to the housing department over the years that followed to check progress of Cameron's name on the list seemed to go unnoticed. At this time, there was no specialised housing designated for people with disabilities. Everyone waited in the same queue. But we did manage to secure the name of a lady who seemed to listen, Brooke. Once we had established a contact, we increased our calls to help Brooke connect with our story and the need for Cameron to have a place of his own. Eventually Marc went to visit Brooke. He was able to help her understand a little about Cameron and articulate the key things he would need in a home. I don't know whether she took a shine to the story or to Marc however, to our total surprise, Brooke called one day with the address of a place that had become available for us to go and view. Filled with excitement and a fair degree of OMG we headed to Palmyra. Upon arriving we realised immediately the place was unsuitable – a three storey block of flats with numerous flights of stairs. The apartment was on the top level. Disappointed but undeterred, we kept our faith in Brooke. Sure enough, three months later she called again. This time she had nailed it!

First impressions of the place in Willagee were great – except for the flight of 12 steps to get to the front door which was quite concerning given Cameron's mobility issues. Nonetheless, we feared that if we declined the offer, Cameron's name would indeed be set back to the bottom of the list. We recognised Cameron always lived up to our expectations and we believed the steps might actually be beneficial for him. With that in mind, we accepted the offer – and have never regretted our decision.

TRANSITIONING

The two bedroom home became available in November 2008 while Cameron was in his final year of high school. Cam's Crew were fine tuning the development of Cam Can Services in order for Cameron to commence business. The decision to gradually transition Cameron's day times from school into his business had been conveyed to the school. It was a fortunate coincidence that Cameron's home became available at exactly the same time. This enabled Cameron to run his business from his new home, using it as a base while familiarising himself with his new surroundings. He was able to participate in selecting furniture and be a part of moving his own things from the family home into his own home. Being surrounded by familiar items every day, having the space to move around freely and start to gain a sense of belonging while spending occasional nights slowly led to Cameron living in the house full-time while also running his business from the same address.

During this phase, Cam's Crew set about looking for the right person to share Cameron's house. Although Cameron was eligible to receive financial assistance (ATE funding – Alternative to Employment funding) from the Disability Services Commission to help with support during the day, Cameron did not have funding for support after 5:00 pm. With a stroke of genius, Marc saw an opportunity. Marc has always been the person to remind us that we can think much more creatively if we take the dependence on money away! Therefore he asked, "What kind of arrangement could be put in place that would not cost anything, but would benefit Cameron?" What if we advertised for someone to come and share Cameron's home in a typical house-mate kind of arrangement, but set it up so that the person lived in the house rent free in exchange for being at the house with Cam from 5pm to share a meal and provide companionship into



the evenings. A mutually beneficial arrangement. Cam's crew examined all the possible pros and cons and weighed them up against the principles. Everything aligned.

The position was advertised and several people were selected for interviewing. Interviews were conducted at Cameron's home and of course Cameron was there to guide the decision. Although three of the applicants were found suitable, there was one, the very first who captured our attention most. It was a gut feeling that instinctively told us he was the person we should select. He arrived at the interview in bare feet with a beanie on his head and guitar on his back. Cameron warmed to him without hesitation. Their connection was sincere and engaging. We thought about it for only a day before we called and offered him the opportunity which he accepted. The relief we felt was enormous. We could not wait for the next chapter to unfold.

The prospect of Cameron moving out of home full-time was not at all daunting for us as it might have been for other parents. We had absolute confidence in the processes and safeguards we had in place and we knew in our hearts that Cameron was ready. As a wise person (Marc) knowingly said **"it is not about letting go, it is about letting grow"**. The opportunity for him to move had come about many years sooner than we had anticipated however, in actual fact the timing could not have been better – both for Cameron and our family.

With his new found sense of independence and freedom Cameron started to shine. It was HIS time at last! Sure there were hiccups and adjustments to make but every day brought Cameron more and more into his own. Living in his home meant he was surrounded by things that belonged to him. He did not have to compete with siblings in order to be heard. He could roam around as he pleased. It was Cameron's choice if he wanted to watch TV or listen to music. His home was safe and to this day he has not experienced any incident resulting in injury from either climbing up or descending the steps – in fact climbing the steps has strengthened his calves and improved his steadiness, which in turn has contributed to building his confidence around mobility. Cameron continually faced responsibilities and challenges, all from which he continued to learn and grow. His life finally had meaning and purpose. He had also just met his dearest friend.

Tupea, Cameron's newly appointed house mate, happened to be in Perth when he saw and responded to our advertisement. He had been roaming around Australia in his trusty, well-



Brick paving busy bee with Cam & Cam's Crew 2009.



Team paving effort at Cam & Tupea's house.



Cam and Tupea.



Cameron with his Nan and Grandad, important people in his life.



One of Cam's first jobs, a contract to fill vending machines.



Craig and Cam - setting out on first day of Cam Can Services, 11 March 2009.



Irene and Cameron - best of neighbours.



Cameron with Tupea soaking up the sun on the beach at Broome.

travelled Toyota 4WD Land Cruiser, picking up work at various mining sites along the way. Tupea was a FIFO worker, one week on and two weeks off when we met him. This arrangement was one we believed would suit Cam - family could support him for one week and then Tupea would be back for the next two. One of the beautiful things (though there are many great things) about Tupea was that he had no preconceived ideas about how a person with a disability should be treated. From the start he just knew Cameron as Cam. The first few months were testing at times while the two explored their relationship and developed trust and respect for each other. However, the bond they formed only strengthened.

Working away for a week gave Tupea time to chill and gave us as family time to hang out with Cam without imposing on Tupea's personal space. However, within a reasonably short period of time, 5 months in fact, things changed. While at work one day I received a phone call from RPH advising Tupea had been seriously injured in a mining accident. We had no idea how long rehabilitation would take however, we did know we wanted to keep the position open for Tupea to return to live in the house he shared with Cameron when we was well again. We wanted to support Tupea in whatever way we could. Family and Cam's Crew stepped up. For three months we rostered nights to stay at the house with Cameron. It was interesting for us because by this time Cameron was well on his way to being reasonably independent and confident in the safe confines of his home. Occasionally we slipped up and were late or had to leave early. From this we learned that Cameron did not need someone by his side 24/7 and that in fact he enjoyed having some time to himself which is something we have deliberately factored in to his everyday life ever since.

Tupea returned home and was not able to work for a considerable period of time. This meant being home during the day when Cameron's support workers were assisting Cam with his home tasks and running his business. In a small house such as theirs, finding quiet space to rest and recuperate was tricky with people constantly coming and going. It is not an easy thing to have different people coming and going from your living space throughout the week, no matter how nice they are. Even if you're working during the day, coming home to a place where other people have been hanging out, moving things around and utilising your living space is a bit unsettling.

These issues never seemed to overly bother Tupea. He makes friends with everyone and is the most selfless and giving person we have ever met. Tupea is very spiritual. He is also very bright, light



Cam being supported with car washing 2012.

hearted and always sees the funny side in things which Cameron finds particularly amusing. He plays the guitar, sings and composes and has involved Cameron in everything musical. Although he was forced to take a lot of time away from work Tupea used the time well to establish good relationships with Cameron's support workers, with neighbours and to build a community connection.

Many heart-warming stories have emerged over the years but perhaps the most memorable is about Irene. Irene lived next door when Cameron first moved to Willagee. She made a batch of cakes and brought them in as a welcome gift to Cameron and Tupea. She could cook but she could not garden so before long, Cam with his supports and Tupea were doing Irene's gardening and Irene was making them meals (we also learned Tupea was not the best cook!). Irene had a huge soft spot for Cameron and she always looked out for him. She became the eyes and ears for us from over the fence, just as Tupea became the one to keep a check on Cameron and the way he was being supported inside the home. Tupea brought the neighbours together, frequently hosting a BBQ. He even built a gate in the back fence to enable neighbours to visit each other. The neighbours began to look out for each other and also for Cam. It was a beautiful set up.

Three years after his accident, Tupea returned to work, this time opting for local employment. He returns to New Zealand to visit his family most years. It is clear Cameron misses Tupea during his absences as Cameron's welcome upon his return is always overwhelming with excitement. Cameron has learned to trust and knows Tupea will always return, at some point. This was literally put to the test during COVID19 when Tupea was caught away for almost a year. To everyone's delight, particularly Cameron's, he managed to return.

GROWING IN LIFE

On a personal level, Cameron has become a competent and capable young man. He has even surpassed some of our expectations and continues to demonstrate his eagerness to expand his horizons. Things that may not seem to be major accomplishments for the rest of us have been significant developments in Cam's life. For example, Cameron will now assist with preparing his meals. He delights in being able to stir food on the stove, to grate cheese or chop vegetables with assistance. Although opening the top of a milk container remains a challenge, pouring milk unassisted is something Cameron can now do. He can assist with his own shopping without throwing items, he can be trusted to walk beside people without harming them and is happy to engage with others in his community. It takes time and patience from all concerned but these every day seemingly simple tasks are major accomplishments for Cam.

Cameron has become a familiar face around his neighbourhood. He loves swimming at the pool and the beach. People at those places have got to know him over time and engage in conversation with him through his support worker. His attendance at basketball and table tennis matches have become anticipated by club members. Cameron also enjoys his weekly gym and/or boxing sessions but a chance to experience music, be it a band or a busker is an absolute highlight! Nothing means more to Cam however, than hanging out with his family and Tupea.

Cameron's Big Plan was artistically created with high hopes and aspirations. By the time Cam was 25, all of the big ticket items had been completed successfully apart from one. Cameron had experienced holidays, short stay, but had never been to a destination further than a short drive away. Cam's Crew wanted Cameron to experience flying in a plane which was a fairly normal way for other people to travel. Broome was chosen as the holiday spot and three days accommodation was booked for Cameron and his entourage; Tupea, his dad Andrew and a support worker. As with all new challenges, planning was critical to ensure Cameron would be ready. For weeks leading up to the intended travel date, Cameron's trusty support team would take him for visits to the airport to familiarise him with the environment – the heightened activity, the sound of jet engines and noises of cars and passengers. We consulted with the airline and pre-arranged seating that would suit Cameron. The airline made concession for Cameron to be the first on



and last off the flight. Cam got used to wearing head phones and listening to music without being distressed. The big day came and I am extremely happy to say things ran so smoothly it was almost a non-event. Cam was calm, happy and excitedly took everything in his stride. We should not have been surprised!

NOW WE SEE

The effect Cameron has had on the lives of others has been far reaching. Twelve months after commencing his business operations Cam Can Services, Cameron and his Crew held a celebration to acknowledge how far he had come and triumph his victory. Cameron had defied the system! He had become a person who inspired others. He had caused people to question their thinking and values. He was successful on many levels and his future looked promising. Among the invited guests that day were family members and people who previously had not been convinced Cameron would be successful in life. It was very emotional for these people, some of them family who had become estranged a few short years prior. They conceded Cam Can Services had actually become the making of Cameron and acknowledged it was a viable business enterprise. They could see Cameron had matured, was confident, engaging and happy. He was a much calmer person than the Cameron they had once known.

MAINTAINING THE VISION

It is 2021 and at the age of 31 Cameron is living the best life possible. He has spent a decade living a beautifully typical life with its matrix of highs and lows, successes and learnings; such a tremendous accomplishment for a young man whom society would have preferred to reject. Cameron takes his place in community like the rest of us. He has demonstrated what can be accomplished when surrounded by believers. He lived up to our expectations on every occasion. The vision for Cameron's future is a shared vision - his family, his Crew and now his Cam Can family leave us feeling confident that Cameron's life will continue to be safe and secure, meaningful and fulfilling, even if we are not here.



A JOURNEY OF DISCOVERY

Tupea's story, told in his own words, straight from the heart.

Tupea was introduced to Cameron in 2009 after responding to the call for someone to share Cameron's home. An incredible twelve years have evolved.

ABOUT US

"The blind leading the blind....." is an idiom and a metaphor in the form of parallel phrase.

However, apart from its meaning, it is literally the truth about me and Cameron and our journey. I am physically half blind and Cameron is partially blind to life.

Can we see where we going you may ask?

Well, we haven't fallen into a pit yet so maybe the path we are trekking can be only seen by the eyes of the blind.

Cameron is a young man with intellectual disability. He has a great personality and a quirky sense of humour. We both love music and adore our families.

REALITY CHECK

When I first moved in to live with Cameron in 2009, I had no idea what to expect. It was destination unknown really. All sorts of thoughts crowded my mind propped by uncertainty and fears.

I lay awake in bed the first few nights trying to adjust to the reality of this life changing direction and the full weight of my responsibilities as a carer/flatmate hit me. Though on the surface the challenges of facing Cameron couldn't have been more different, I knew what it was to hold someone else's life in my hands as was with my mother in her last few years. The responsibility can be quite overwhelming.

As I adjusted to my new found life and to Cameron's needs, I realized that contrary to my initial fears, we were living a very happy life. Our life can be complicated and challenging but somewhere along the way I came to realize that our challenges do not prevent us from having a full life. Despite Cameron's inability to speak it



Cameron is a young man with intellectual disability. He has a great personality and a quirky sense of humour. We both love music and adore our families.

turns out you don't need fluent speech to have loving relationships. There is no need to fear that our lives might be made miserable.

It was in this realization that I knew my initial fears were partly due to a mismatch between expectations and reality. The deeper the relationship grows the clearer I see that it was largely society that was the problem not Cameron's disability. When I was able to let go of those expectations I was freed from many of those worries.

Life goes on and times go by.

LOOKING AFTER OURSELVES

One of the greatest gifts that has come from living and supporting Cameron is a deep understanding in the importance of "looking after myself". Making time for rest is paramount. We all get tired, frustrated, drained and get lonely. We all have a duty of care to care for ourselves. How can we be strong for others if we ourselves are not? The goal is not to be a martyr. Recognizing our own needs and nurturing them ensures we retain our energy and our uniqueness and passions are not lost.

I work full time as a Tradesman while the support worker works with Cameron during the day. This

has enabled one way for me to look after myself. In earning my own living I have autonomy. I can support myself, save for retirement and set money aside for leisure and recreation.

So claim your space.

THE REWARDS

The act of supporting and caring for another human being reveals many paradoxes.

The loss of one expected future can reveal one that perhaps is more challenging and yet richer than we could have imagined. We revel in tiny gains and it can give us a fresh perspective on what it means to live a good life. There is so much to be grateful for.

Cameron has been a better teacher to me. He has taught me many lessons in life and I believe that he is here for a very special purpose. I believe that I am a better person because of my experience with Cameron and how I look at the world around us.

SURPRISES

Whenever you think you are going through this door of life you picked, there may be another one waiting for you that you don't expect.

You'd be surprised with what you do or how you handle situations when you are really given no other choice.

FAITH

My faith is central in my life. I choose to believe that there is a high power, much greater than myself and Cameron's' challenges that has to be guiding me and Cameron everyday through this rough, challenging but beautiful journey.

Twelve years on and still going strong.



CAM CAN - THE STORY

AN INCREDIBLE RIDE FROM THE START

Having witnessed first-hand the profound effect it had on Cameron to experience a fulfilling life in which he was valued, had purpose and was surrounded by friends and believers, we could not help but think that Cameron's story was destined for something greater.

BUILD A BUSINESS - CRAZY IDEA OR NOT?

At the time, numerous people asked Marc and I why we would consider embarking on such a challenging and risky mission, particularly when most people our age were starting to make plans for their retirement! Many factors indicated that starting a business in your 50's might not be the smartest thing to do. "Consider your health", "think about the stress", "how will you cope financially?" "What about your family?" These were all questions posed to us. We were in a reasonable position financially, we were very focussed on providing a good life for our young daughter Olivia, who was four turning five. Our other children were older and either studying or living their own adult lives independent of us. Surely the sensible thing to do would be to continue working in our existing jobs, pay off current debts and focus on Olivia's future? We now know that this option was not in the DNA of either of us. We know we could never have just settled for a smooth sailing, ordinary and potentially boring life. As it turns out we were both destined to fulfil our entrepreneurial drives as a combined and balanced strength.

The starting point was a simple one. We could not allow ourselves to go to our eventual graves without "giving it a go". We could not rest until we had shared our very significant learnings with others. We had experienced first-hand how it was for our son Cameron, born with a profound intellectual disability, to be totally rejected by society. We felt the pain and isolation. We felt our family's anguish. We knew Cameron as a person and we fought the

system and it's negativity for 18 years in order for him to have a fair go. We wanted him to be able to live a typical life, a life similar to that of his siblings with the same opportunities and responsibilities. We created a positive pathway for Cameron. My heart is racing as I write this as the emotional trauma of that journey is still very real. We turned Cameron's life around. We actually did it. The energy we poured into bringing this about is beyond imagining. But we did it. Day by day. One step at a time. Each step very intentional and very planned. It is the learning from this journey we felt compelled to share with others. To see Cameron today, standing tall, confident and head held high with a smile on his face is the absolute reward. The investment in creating a new paradigm for Cameron throughout his development, seeking consistency in every arena, doing the hard yards – was it worth it? Unequivocally YES!

HEARING THE NEED

When Cameron left school at the end of 2008 he stepped into a position as the sole proprietor of his own small business enterprise. It was and in fact still is rare to find a person with a disability, particularly a profound intellectual disability being in such an elevated position. The business provides Cameron's life with purpose, meaning and responsibility. It gives him the opportunity to meet other people, develop skills and be an active community member. It gives Cameron a life he can enjoy and a future to look forward to. Cameron's story is nothing short of inspiring.



Anthea at work - 2011 home office.



First office of Cam Can - adjoining desks in our townhouse living room.

Word got around of Cam's business enterprise aptly named "Cam Can Services". Media took hold of Cameron's story. Marc and I were approached by other families seeking assistance to help create something meaningful for their family member. We were invited to present Cameron's story to small groups and then larger groups in and around Perth. Before long we were presenting Cameron's story around the country. I believe we were sharing a message of optimism and hope and we had evidence that if you work hard, set your expectations high and believe in your family member you can create a new narrative. All of this we did voluntarily in our own time whilst holding down jobs in Perth and raising a young child.

While travelling we listened. We heard a resounding message from families and people with disabilities that they were looking for something different, something other than the traditional avenues of support that were being offered. They were passionate about themselves or their family member being seen as an individual and for their strengths rather than their deficits to be recognised. These were people and families who were fearful of what the future held. They felt they had no control and required assistance to navigate a way forward. They were anxious about what would happen should something happen to themselves or the family member they were supporting. Much of this became quite overwhelming for Marc and I as we personally immersed ourselves in assisting families. We eventually realised it was more than we could manage both physically and emotionally.

Cameron's story was Cameron's story – not something that could be replicated but there were valuable strategies that other families could utilise. At this point we took a close look at our own lives. This was the turning point from which there would be no going back.

LEADING THE WAY

Marc had worked with the Disability Services Commission of WA in a range of positions over the previous 30 years. At the point of resigning from the Commission he held the position of Local Area Coordination Regional Manager. Previous to that he had also been employed with the DSC as a Local Area Coordinator, District Manager, Manager Operational Support and Development, and spent a short time as the Principle Adviser to the Minister

for Disability Services. Marc was the original Manager of the Community Living Initiative. His journey with and prior to working with DSC is a story in itself. However, I can't help but feel that Marc's career chose him more than around the other way.

Marc was destined to be in a position where he could bring about change for people who are vulnerable, from a position of greater leverage. His natural leadership and management skills, his absolute and unwavering commitment to stand up for what is right EVERY time, his ability to think creatively and strategically, his capacity to foster and nurture relationships, to recognise and grasp opportunity when it is presented, to clearly capture and articulate a theme of thoughts and to cleverly negotiate good outcomes, his drive – never to give up, his loyalty and his incredible generosity. This set of admirable qualities captures the essence of Marc, the CEO of Cam Can – the man who is also my husband of almost 20 years, the man of whom I am still awestruck and who continues to make me proud every single day.

Marc possessed all the necessary skills and a wide range of experiences through working in the disability sector that would enable him to become a leader with credibility in his own right. He also had the first-hand experience of living with a family member who had a profound intellectual disability. Upon recognising the gaping void and lack of opportunities being offered to families and people with disabilities, Marc took it upon himself to design an organisation that could potentially meet the demand within the community for supports that could offer people a more personalised service with greater flexibility, sustainability, choice and control.

There was one other ingredient Marc would require in order to take the giant leap – to resign from his current employment. He would need a partner. His partner would have to be kind, smart and supportive, encouraging and nurturing, have a thick skin, be able to read minds, expect the unexpected, become a risk taker and work in a zone of unpredictability. Who better than his adoring wife!

I came to the table with a completely different skillset. Twenty years working with Rio Tinto in IT, HR, Training, Corporate Relations and Communications provided me with extensive knowledge, experiences, skills and contacts which at the time I had no idea would be so valuable. Over the years I have been actively involved in supporting community



Marc facilitating a workshop for families in Queensland 2011.



Coordinator's monthly meetings at South of Perth Yacht Club - quickly outgrew the meeting space.



October 2012 - Cristee at Reception, Ardross Street office.

groups, held board positions with two not for profit organisations, trained and worked as an independent evaluator for the Disability Services Commission Quality Management Framework and advocated for the rights of people with disabilities. What I would consider my most challenging and most rewarding conquest has been the role I played in helping to turn Cameron's life around. From when he was born and perceived by most as being a great deficit to where he has arrived – now in 2021 at the age of 31, who would ever have thought Cam and his life story would be such an inspiration to so many.

Loaded with our combined toolkit and our shared passion and commitment, Marc and I figured that between us we had what it would take to start an organisation. We spent 2010 researching, planning and doing the math. There was much to prepare. We first needed a business plan. We presented our plan to the bank to secure a loan which would finance outgoings until the business could break even which we anticipated could take a couple of years. Working our regular jobs during the day, developing the building blocks of Cam Can after hours and attending to our young family filled 14-16 hours of our days for many months. I recall the numbing feeling the day Marc phoned me at work and said he had resigned. This was it! It was really happening.

WHAT'S IN A NAME

It all started with having high expectations. We expected a lot from our son Cameron while attempting to change the pathway of his life in order for him to be the best he could be and he lived up to those expectations. These same principles we applied to ourselves when it came



Meetings for Cam Can in the Ardross Street office meeting room.

to developing the aptly named business “Cam Can”. Having committed to assisting others, we were determined to do our absolute best. We vowed always to stand strong by our members and not to give up on people. It was our oath to Cam Can.

An innovative organisation required an innovative name. What better than Cam Can? **When everyone said that Cam could not, Cameron proved that he could. “Cam Can” – simple, catchy and positive.** And behind it lays a remarkable story upon which Cam Can was founded.

NOT ENOUGH HOURS IN THE DAY

From the moment Marc resigned from his employment with DSC, it was full steam ahead. There was no time to be wasted. While I continued to work with Rio Tinto, Marc set about doing the major leg work to get Cam Can mobilised. The modest lounge room in our townhouse, was the office from which we worked. Throughout these early days, Marc invested much time fostering relationships with the DSC and the Mental Health Commission. Prior to resigning from his job, the business name “Cam Can & Associates” had been approved. On 1 July 2011 Cam Can & Associates officially became an endorsed provider with the Disability Services Commission of Western Australia enabling the organisation to deliver individualised supports to people funded via the Disability Services Commission.

Marc operated the business on his own, full-time for a number of months. As a sole operator you are responsible for everything. During this time, Marc not only attended to the operational component of the business but also the functional area and provided direct support. Marc invested a lot of time meeting people and families and also worked directly with a few individuals. Word of Cam Can spread through the community as a new provider in Perth, a provider offering something a little different with personalised and tailored supports. Interest began to grow steadily. One night in November after a chaotic week, Marc looked at me and said “You have to leave your job; I need your help NOW!” Within two weeks, I too was working full time with Cam Can.

ALL ON BOARD

Having a plan is one thing. Successfully executing it is another. Countless hours of thoughtful discussion, robust conversation

**Having a plan is one thing.
Successfully executing it is
another.**

and a glass of wine or two assisted Marc and I to map out the long term objectives as well as much of the fine detail and day to day processes and procedures which would stand Cam Can, it's members and staff in good stead for the foreseeable future.

It became apparent to us that having a not-for-profit arm to Cam Can would provide multiple benefits. The not-for-profit arm would complement Cam Can & Associates by providing members with a service totally dedicated to their support. Staff in turn could receive additional employee benefits which would act as an incentive to people attracted to providing support to individuals.

The entity Cam Can Incorporated was created and held its inaugural meeting on Friday 9th September, 2011. Ten years on, we are overwhelmingly proud to say that apart from one member who resigned for health related reasons, the founding Board members all remain current Board members with Cam Can Inc. They are a spirited bunch of people with diverse backgrounds and professions. What they have in common is a strong sense of community, a willingness to learn and a desire to invest their time voluntarily for the greater good of others. They also love to socialise and have a lot of fun – essential criteria for being associated with Cam Can!

ON THE JOB

The south end of our townhouse living room provided the perfect aspect to set up office in 2010. We ditched the dining room table and purchased a couple of office desks and returns from Gumtree. Computers, printers, a phone and a vehicle each were all the tangible pieces of equipment we required – plus an essential whiteboard. Side by side we worked, often day and night. As much as I thought Marc and I could never work together I was mistaken. Somehow we survived – in fact we grew stronger together. We became a team and played to our strengths. Days turned into weeks and we rode the waves one day at a time.

Our routine started early – Marc in the office and me sorting out our daughter. The first task of every day was to review the whiteboard. The whiteboard acted as a map. It was the visual aid which assisted with planning for every day and every component of the business. As the business expanded, so did the whiteboard. It progressed from a Kmart version we had stuck on the wall, to a mobile version with changeable screens that we also picked up on Gumtree. Our desks were lined up along the end wall where the dining table once stood. Eventually we required an electrician to install a few permanently fixed power-boards to house our growing supply of electrical equipment.

While Marc would head out after our morning whiteboard catch up to visit families and attend meetings, I spent much time in the early months developing essential systems and processes both independently and in conjunction with various corporate bodies. Amongst other things these included banking, timesheets, salary sacrifice, payroll, tax, recruitment packs, advertisements, policies, procedures, insurances and vehicle transactions. These became ever evolving in order to assist the organisation become more streamlined. As I too commenced supporting members, Marc and I invested in our first administrative recruit – a bookkeeper, who also took up office in our living room for part of the time. She worked at her own home for the remainder. We held Board meetings in our living room and conducted interviews there too. But still we saw no need to have to move to alternative office premises.

ON THE MOVE

At the end of each week – and often the end of each day if I had to be totally honest – Marc and I would head outside to our courtyard with a wine or cider to discuss whatever had transpired in the day and to brain storm future initiatives. Our daughter Olivia would be skating up and down the driveway or playing with the neighbours while we talked. Months passed and the organisation strengthened but we were certain there would never be a need to leave our living room. It was the perfect office! Our coordinators were able to work from their own home offices, we spent a lot of time out and about visiting families so really moving to an external office location was not something we ever felt would be necessary. Clearly, we got that wrong.

While strolling around the neighbourhood one afternoon we noticed premises located on



Ardross street office entrance.



Ardross street office administration area.



Combined meeting room and kitchen with the necessary whiteboard.



Marc's office.

the ground floor of an old building in the local shopping precinct had come up for lease. Following investigations and given the overcrowding starting to unfold in our living room which was also beginning to compromise our home/work boundaries, we made the decision to take out a 12 month lease. We arranged a fit out to suit our perceived needs which included two offices, an admin area for a couple of staff and a bookkeeper, a reception desk and a meeting room combined with kitchen. We were very happy with this move. The location was walking distance from home and it gave us the capacity to enjoy both work and home life. Surprisingly, in only a few months, we were pushing the boundaries of this office rental.

Good timing seems to have been a common theme throughout the development of Cam Can. In the same fortunate vein, the adjoining office came up for lease. We snapped this up and fitted it out for use by our new managers. These offices served Cam Can well for a number of years until the opportunity to move to new purpose built premises in Como came about. The Como offices offered more space including room for meetings and training, a dedicated area for accounts staff and light, bright, new offices for senior staff. To this day, the core business operations of Cam Can continue to run from Como – and show no signs of moving any time soon!

CAM CAN'S MOVE INTO REGIONAL WA

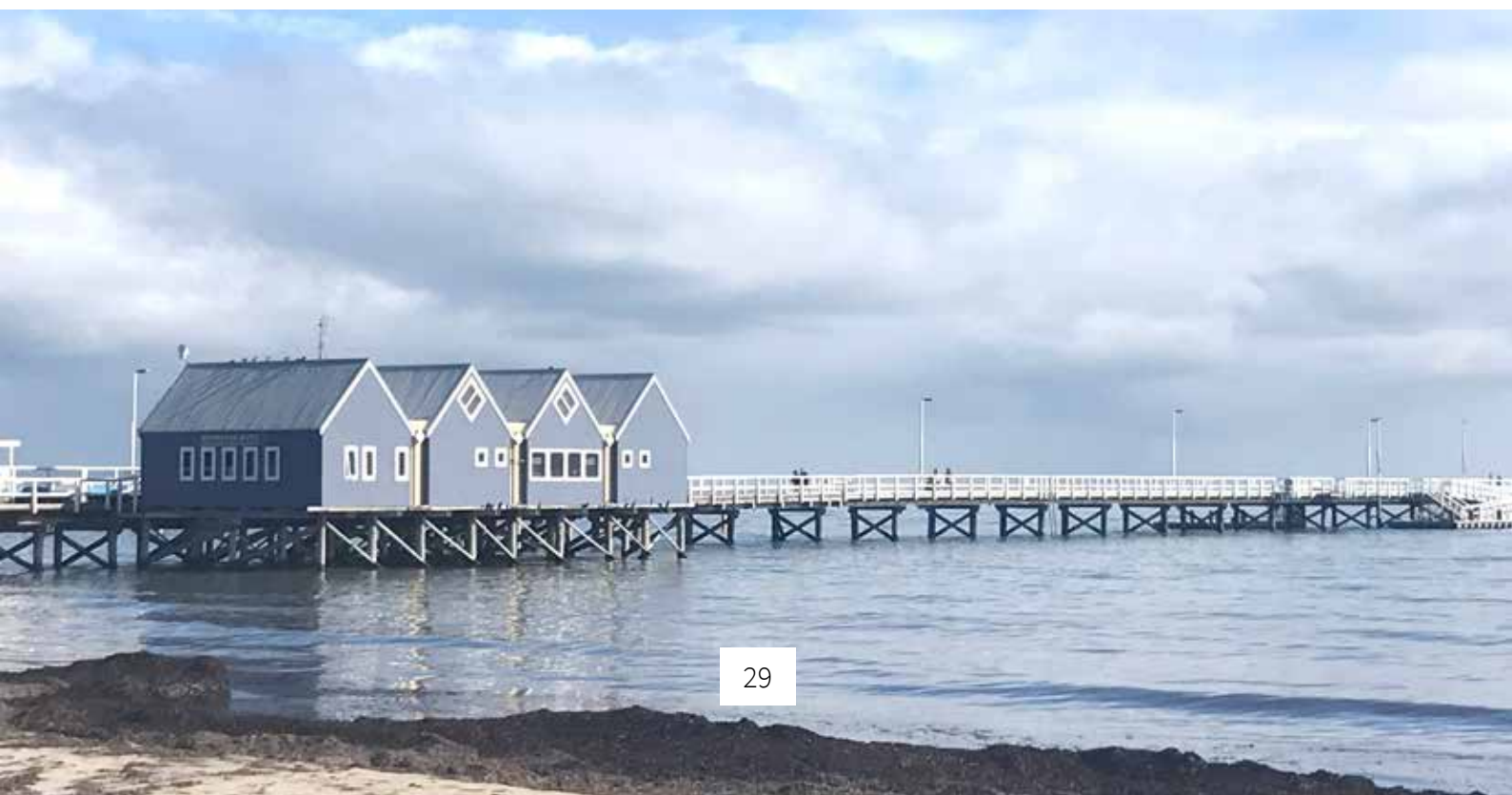
As Cam Can's reputation built on delivering truly individualised supports grew, so too did its membership. Enquiries to provide support to people in regional areas of Western Australia were received by Cam Can from families on a regular basis however, due to restrictions placed on providers of support by the Disability Services Commission, people living in regional areas were forced to choose between a limited number of providers existing in those areas. With a change of operating environment on the horizon and the introduction of the Disability Service Commission's "My Way" along with an NDIS trial site in the Lower South West, the door eventually opened for Cam Can to commence providing support in this part of the state.

In July 2014 Cam Can established its first operations in regional WA from its base in Busselton. Steve Robinson, an experienced manager with Cam Can had spent the majority of his life living and working with people with disabilities and their families in Esperance and other country communities in WA. He was the ideal candidate and enthusiastic to take the lead role in building a positive presence and strong business base for Cam Can in the Lower South West.

Drawing upon local experiences and established relationships Cam Can was finally able to offer people an alternative to the existing, traditional service providers. Cam Can offered people the opportunity to receive innovative and highly individualised supports. It brought hope and generated a new excitement in the area. People started experiencing something different to what they had been accustomed. The impact of Cam Can on the community in the Lower South West was becoming life changing for many as they ventured to live lives of their own choice.

Since that time, the demand for individualised, customised supports has continued to grow. Cam Can established a base for operations in the Busselton Community Resource Centre. It has now expanded into other regions including the Goldfields, Bunbury and Lower Great Southern.

Cam Can continues to work alongside members and families in these regions with a strong focus on assisting people to think broadly, plan personal goals and work towards achieving their dreams and aspirations.





STORIES FROM OUR MEMBERS

Central to everything Cam Can are the people this organisation is here to serve. It is their stories that unite and inspire us. Members of Cam Can and their families have charged us with the massive responsibility of assisting them to live their best life possible – a challenge we do not take lightly. Our members have placed their trust in us and we are profoundly honoured.

Sharing a vision, building a plan and working together can be an incredibly enriching experience.

BEN – MAKING A DIFFERENCE

Ben's account of his journey so far

A rather serious vehicle accident I was involved in some years back that should have ended my life put me in a position where I can't 100% look after myself. I have sustained a vision impairment and my memory isn't real good anymore. At the accident I had sustained a heart attack which stopped the flow of oxygen to my brain for a good 30-40 minutes. I then suffered 3 more heart attacks in the ambulance on the way to hospital and another in hospital so I had effectively sustained 5 heart attacks in the space of about 3 hours so my short term memory is a bit hazy.

I've lost about 1-2 years either side of the accident. My long term is still very clear I could tell you anything I did prior to the accident in detail. It appears when I came out of hospital the state government had destroyed the state's budget and I have been unable to find full-time work. I am a casual at Bunnings in Willetton but in the cooler parts of the year there's no work and due to being a low income earner being on a disability pension this can make things difficult. I have a house that's mine pretty much till I'm dead so I've got no concern about going homeless or going broke.

Now after being discharged from hospital I have been through a couple of care organisations that would promise things they wouldn't fulfil such as appointments to see certain people that would get changed without telling the "Client" - oh yes!

Cam Can refer to the people they are supporting as people with names not just a person with a client number. I will admit there have been some ups and downs with Cam Can when I first became a member trying to match up support workers that will work with members well. There have been a couple of support workers that more or less in the initial meeting in my head I was like there is no way we are working together but it all seems to be smooth sailing now. "I won't elaborate on the individuals" so yeah that's my story and I think my quality of life the way it is now wouldn't really be achievable without the assistance that I get from Cam Can so from the bottom of my heart I thank you. Thank you for listening.

HIGHLY MOTIVATED TO HELP OTHERS, BEN'S LIFE HAS NEW PURPOSE

Ben participates in a couple of other initiatives he can be exceptionally proud of. He volunteers at the Perth Children's Hospital entertaining children while they sit waiting. His unique and fun antics have proven to be a fabulous distraction to prevent children from becoming bored. He goes to great lengths to put a smile on their faces for which families and staff are very grateful. This is one way in which Ben feels he is able to help others.

Ben also wanted to teach others about the dangers of losing concentration while driving. Surviving a car crash presented Ben with an alternative life – a life with different challenges and opportunities to the one he had been living. Ben has been keen to help educate other drivers about road safety, particularly new drivers. As such he started presenting his story to various groups including potential drivers who are still at school. In December 2020 Ben and another driver by the name of Paul became involved in a campaign titled "The Life Toll" launched by Minister for Police and Road Safety, Michelle Roberts along with the Road Safety Commissioner Adrian Warner, "reminding drivers that a momentary lapse in concentration behind the wheel can change your life forever".

"The stories from Ben and Paul in the Life Toll campaign are real and they are brave," said Minister Roberts.

"I hope it might make people pause for a moment and be that little more patient, tolerant and courteous to other road users."

Ben's message to others is that an accident such as his "takes a huge toll on your life". He says "it is not something anyone would want to go through". He knows first-hand how things can change in an instant. Alerting drivers to this message may potentially save others – this is Ben's goal.



“...my quality of life the way it is now wouldn't really be achievable without the assistance that I get from Cam Can so from the bottom of my heart I thank you. Thank you for listening.”



EVERYTHING TO LIVE FOR

Brooke has bravely battled brain cancer for six years. Here is a brief account of her amazing story of resilience

On Tuesday 26th May 2015 I found out I had a malignant brain tumour. I was a 33-year-old mother of two young children, with my son Caden, only 9 months old. I was a practicing Podiatrist and running my own successful Podiatry business. I was very active, fit and healthy, and loved to travel.

Unfortunately, Brain cancer is so much more than a cancer diagnosis, it's also a disability. My life changed in an instant, with my neurosurgeon offering no hope for survival or treatment plan stating my brain tumour was inoperable.

Unwilling to take no for an answer eventually lead us to Sydney and to the wonderful Dr Charlie Teo, where I was offered surgery and hope. However, this surgery would come with a price, with Dr Teo explaining the surgery would cause paralysis. A few days later I underwent the risky 6 hour long brain surgery, putting my trust, faith and life in the hands of Dr Charlie Teo.

After my Brain Surgery, I had to learn how to swallow, eat, sit, stand, take my first steps and eventually walk with the aid of a stick. I required daily Physiotherapy, Occupational Therapy, Speech Therapy, Radiotherapy and Chemotherapy.

This isn't just my journey, as so many more people have been affected from my diagnosis: My husband, my children, my beautiful family and my best friends,

I required a lot of care initially following surgery, and it was very much a team effort with help needed for shopping, cooking, cleaning, babysitting, transport, research and fundraising, just to name a few.

However, the help I required could not be maintained long-term and this is where Cam Can came along. I'll be forever grateful for the exceptional service that has been provided and for the beautiful support workers that I've been paired with over the years. They have helped to improve the quality of my life and allowed me to continue being a mum to my children and live as normal life as possible. It has also allowed me to continue accessing the community and have



the help I needed for meal prep. Cam Can gave me my life back. Transport, community access, company, care and so much more. It's given me a life, and given my family their life back. They can now ease off on being my 'carers' and instead spend quality time with me and return to living their own lives. My health journey has been a long one and is forever changing.



It's been 6 years since my brain cancer diagnosis. I'm considered one of the lucky ones as most people diagnosed with brain cancer barely survive one year. I've always been a believer that behind every dark cloud there is a silver lining, you just have to keep your head up and look straight ahead to see it. This has held true with my journey. Staring death straight in the eye has also brought unexpected blessings such as crossing paths with Anthea and Marc and Cam Can. I can't thank them enough for the care they have provided me over the last 6 years.

CHERYL – MY LIFE MY WAY

I have been a member of Cam Can since the organisation first started and now receive daily support with personal care, social support, and community access. Cam Can is the first agency that I have dealt with that has asked me what I wanted and has supported me the way I want to be supported. For example, when new Support Workers join my team, I can advise them on how I would like to be supported and answer any questions they may have.

As a result of this, Cam Can have provided me the space to grow as a person, mature, and build confidence. When I first started with Cam Can my Support Workers would do things for me, and over the years supporting my independence has become more of a team effort. I now work with my support workers, Service Coordinator, and other Cam Can staff to create the life I want.

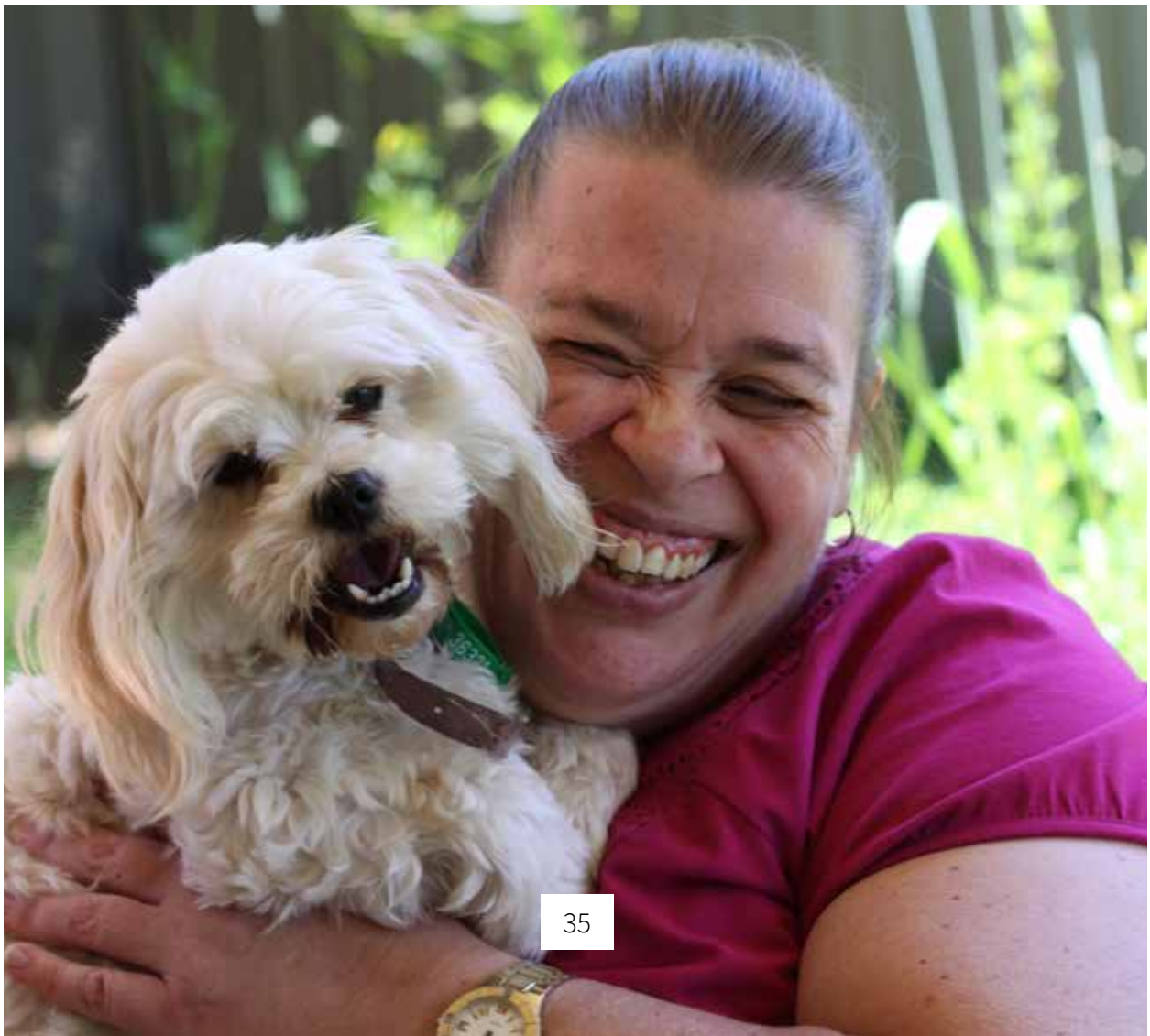
I can contact my coordinator and have a say in all decisions that impact me. I have not had this experience with other agencies and believe that Cam Can is a person-centred agency.

Furthermore, I have found Cam Can is an agency that is easy to approach as there is less red tape and hoops to jump.

Cam Can is providing me ongoing support by encouraging me to get involved in activities I enjoy eg. my eyesight group in the city once a month where I socialise with other people with vision impairment.

I love painting and doing craft as a therapy to manage my anxiety and make gifts for my family and friends. My support staff encourage and support me to stretch myself a little bit further, learn new skills and become a little more independent. They give me the space to test myself, make sure I am safe and being realistic. I also enjoy cooking and baking things like a chocolate mud cake, cupcakes, peanut butter biscuits and zucchini pie with the help of my support staff.

Cam Can is going to support me to go back to study so I can become a disability advocate which is my life long goal.



TRUSTED SUPPORT IS MAKING A HUGE DIFFERENCE FOR DYLAN

Dylan came over to Cam Can in 2019 with many challenges.

He was raised in the care of the CEO.

He had no other option other than return to the care of his mother after leaving care at 18 years old.

Dylan had limited understanding of money.

Cam Can were brought in at the same time as the state Guardian and Trustee were appointed.

Dylan was residing with his mother in Harvey where he was subjected to physical, emotional and financial abuse. He refused to engage with any supports at first however, over time he built some great relationships with his support workers.

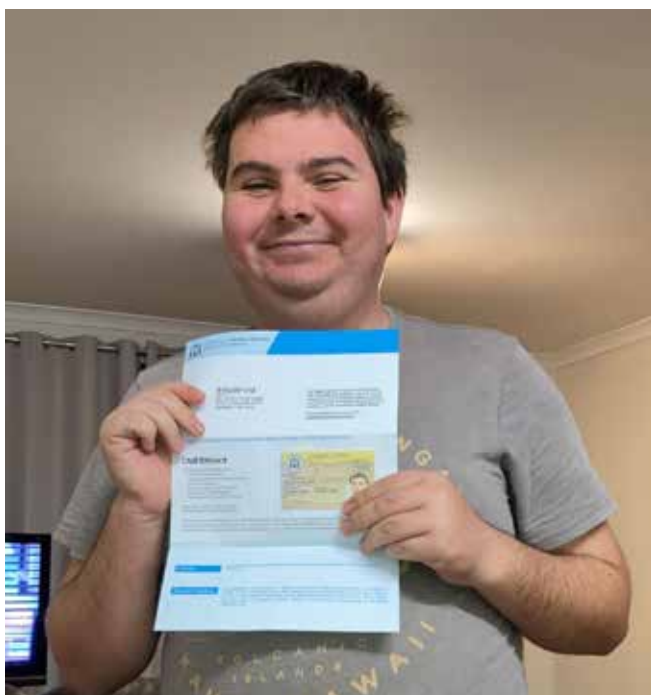
We assisted Dylan to transition out of the home in Harvey and into a Host Family arrangement. We had many difficult times as Dylan adjusted which unfortunately included missing person's reports.

Dylan is now living successfully with supports in his own unit in Bunbury. He has very little melt downs and is absolutely kicking goals.

Dylan could not read or write, however, he has worked hard with his support team to develop his reading and writing skills and after a few attempts has been successful in gaining his Learners' Permit.

Just another reminder of the wonderful flow on effect of what you both (Marc and Anthea) have created.

Dylan is now living successfully with supports in his own unit in Bunbury.



FABIAN – A FOCUS ON THE FUTURE

Fabian was finding it very difficult to build a relationship with his previous support network and decided to join Cam Can in September 2018.

At this time, Fabian was very transient. Fabian had a history of instability whilst being supported through multiple agencies. Fabian did have his own home with Department of Housing, however he was very unhappy living there and struggled to make positive choices which impacted on his wellbeing. Fabian then resorted to living on the streets, citing that he felt safer there. During this time, Fabian also had multiple admissions to the Acute Psychiatric Unit which tended to coincide with use of illicit substances and engaging in illegal activities.

Since Cam Can have been supporting Fabian he has had his Court Treatment Order removed and is now being discharged from Community Mental Health, as they feel he is taking responsibility for his own health and wellbeing. Fabian is now very comfortable at home and has support to keep unwanted visitors away.

Fabian has several passions, one being his family. He has two sisters and a brother, plus nieces and a nephew that live in Perth. Fabian loves to connect and spend time with them, especially with his younger brother.

Another passion of Fabian's is his art. Fabian is very creative and a very talented

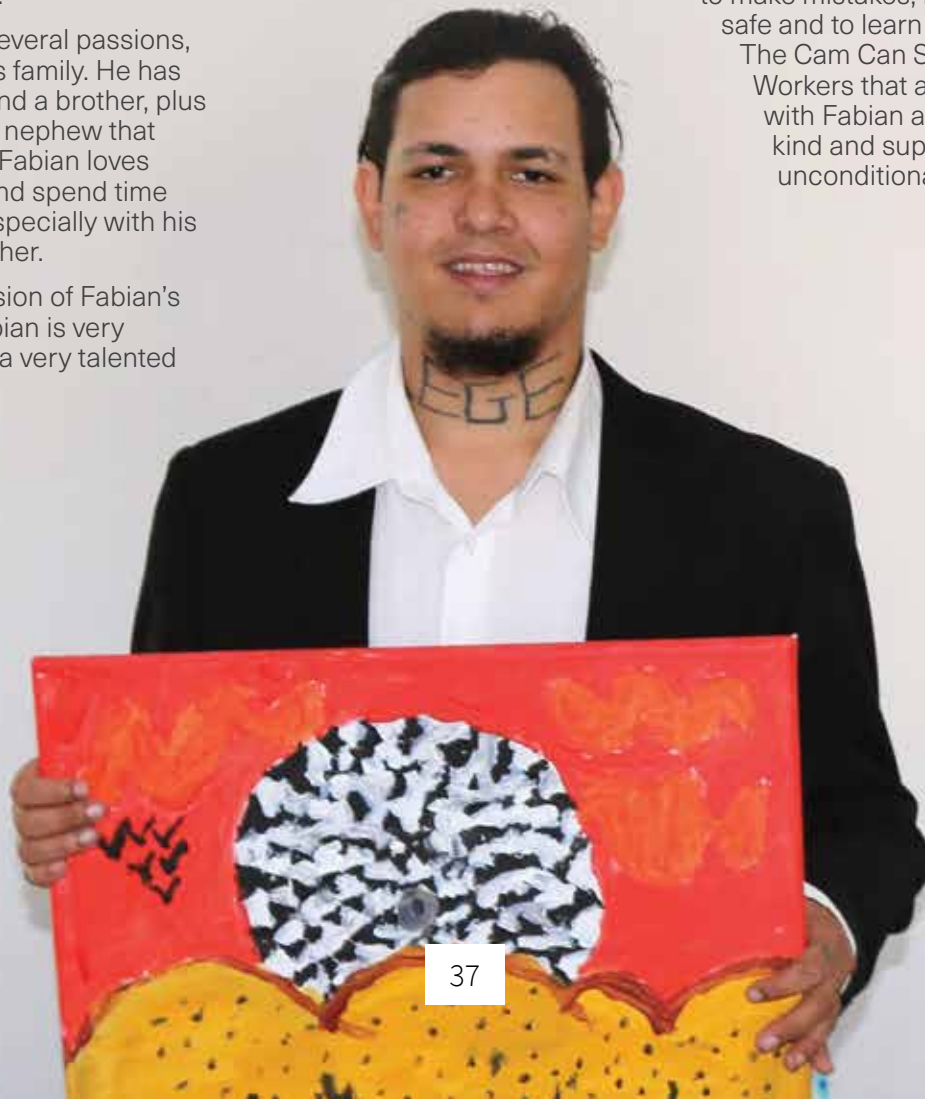
artist. For the past twelve months, Fabian has reconnected with art and has found this very therapeutic. He has recently joined a cultural art group and is loving it.

With his artistic talents, Fabian has found a passion for rap music, creating and writing his own songs. Fabian has also taken up skateboarding. He loves people and enjoys being part of a group. He has recently been attending a local church group and is considering getting baptised. Fabian also has a keen interest in chess.

Fabian has started his own small business enterprise, yard maintenance, which he loves and is doing well at.

This year Fabian presented his story at the Cam Can AGM which was heart-warming and inspirational to many. It was an incredible milestone for Fabian to speak in front of a large audience about his personal journey.

Fabian has an amazing support team in place which has allowed him to make mistakes, but feel safe and to learn from them. The Cam Can Support Workers that are working with Fabian are patient, kind and support him unconditionally.



FIONA – FEELING CONFIDENT IN LIFE

Fiona is a vibrant 30 year old lady who lives in her own home in Donnybrook, a small community in the South West.

This is Fiona's story:

I was born with Cri du chat syndrome it is a rare condition.

It means I was born with some difficulties.

Some of them are problems with speech and communication.

So I need some help and support to live my life the way I want.

I have been with Cam Can for 5 years and I now have lots of choice and control in my life.

I have a beautiful team of support workers and I am happy with my supports as they let me make choices and they listen to me.

I do my banking, budgeting, shopping, art classes, exercise, cooking, ride my bike, swimming and a variety of social activities. My team are willing to give anything a go.

I have meal preparation to assist me with learning how to cook healthy, yummy meals.

I wanted to be able to do some work that was meaningful. My support worker helped me to get volunteer work at the dementia ward at the local hospital. I enjoy working at the hospital.

Before I could work I had to complete a dementia course which I passed. I also get to wear a uniform just like everyone else. The older patients say they are happy to see me.

I have been doing art classes now for a few years and have made some amazing things.

I think I am very good at it thanks to my support worker, she teaches and inspires me.

I have been doing art classes now for a few years and have made some amazing things.



I have recently been experiencing neurological seizures which are scary and can happen at any time. I rely on my support workers to assist me when this happens, I have been taken to the hospital several times. My support workers know exactly what to say and do to assist me.

Since I have been with Cam Can my life has changed so much, it is incredible.

I am more independent and happy.

I want to thank my Mum for always being there for me and helping me along the way.

I also want to thank my support workers; I would be lost without them.

I want to thank Cam Can, my coordinator Tina, and Team Fiona for being flexible and helping me to have a happier more confident life.

GEORGIE – OVERCOMING THE OBSTACLES

Hi, my name is Georgie George,

I want to tell you about my experience in 2020. I have this illness called hoarding disease. I always had a little bit of a problem collecting stuff, but it got to the point where I didn't like anyone coming into my house, even my friends. It was hard to keep my house clean. This has been going on for a long time, years.

In 2020 I had a lot of stressful things happened to me at once. I broke my arm, my depression got worse, and I ended up staying in a Hampton House in Fremantle. I needed help being able to do everything. The problem was I couldn't let anyone into my home to help me. I felt angry with myself and embarrassed people were trying to help me, and I couldn't say yes.

I eventually admitted I had a problem, and I asked Molly, my support worker, for help. Then we found the Buried in Treasure workshops run by Blackswan. The first workshop was in November. I was not too fond of it; I did not want to do it, but I stuck to it. I have now completed the 16-week program. It was hard work but so worth it.

I spent a lot of time organising and sorting all the items in my house, and to begin with, it was very draining and upsetting, but I pushed through because I knew that holding onto these things was making me worse. Before I did this, my house was a mess. I couldn't do the things I should be able to do. There was no space on the couch, on my bed or on the floor.

Now there is space on my bed and the floor. I have a place for everything, and I can move around my house. I feel safer. I am still working on it, but I am getting there! I want to thank Jen and

Molly for being there for me. Without their support, none of this would've happened.

If anyone else struggles with problems like I was, they should ask for help, just like I did. I'm always happy to share my experiences and support if anyone needs it.



If anyone else struggles with problems like I was, they should ask for help, just like I did. I'm always happy to share my experiences and support if anyone needs it.

HELEN'S STORY

“Cam Can has changed my life forever”

I started Cam Can in 2011 meeting Anthea and Marc at my home with my Mum and Connie.

I was really excited to get to know all the Cam Can family and they have changed my life forever!

In September 2011, I met Michelle as the Support Worker, she has supported me since then because she is our good friend. I have met Michelle's family.

In 2016 I got to meet Jennifer as my Service Coordinator and last year I met Jess Thomas; she is my Support Worker.

Some of my activities are sewing class, art, volunteer and yoga.

In 2016 I started dancing lessons at Dancepower in Myaree meeting five pro dancers. I learn Latin to ballroom. I achieved my medal bronze bar modern in December 2020. I recently won first prize in my Latin dance performance at Rockingham Star Ballroom in March this year.

In 2018 I started making my bouquets at my floristry course at Murdoch Tafe and I get to meet some of my friends in my classroom.

In March 2020 my family had their first time for a trip to Sydney and Melbourne because it could make my dreams come true and the best trip I ever love!

My favourite Sydney part is the Home and Away Tour visiting Paddington street and swimming at Bondi Beach.

In Melbourne I visited the Royal Exhibition building, Queen Victoria Markets, and Sea Life Aquarium.

The Qantas airline helped me because it was my first time on a plane. I enjoy having food and coffee, but it made my ears hurt a bit landing.

I hope you enjoy this Cam Can reunion and make new friends. Cam Can will change our lives and support us forever

Love Helen



JEN – LOVING LIFE AND BEING HER “OWN BOSS”

My name is Jen Thompson. I have been a Cam Can member for nearly 3 years and I have just celebrated my 80th birthday!

I had a big party at my church with all my family and friends. It was a very special day. One that I will always remember.

Here is a bit about me

I was born in Melbourne 25th July, 1939. I was born with Cerebral Palsy. I moved with my family to Perth in 1966. It was a very lonely time and I was extremely homesick as I had left behind my church, my friends and my work as well as the Melbourne theatres. I felt I had nothing and it was hard to start all over again. Other people find moving difficult but being very disabled and not married, it made it almost impossible for me to break into Perth society in those days.

On the 30th June 1968 I became involved with the Mounties Church. The members of the church opened their arms and hearts to me. The church and it's beautiful people are still a massive part of my life today and because of the church, I have made many lovely lifelong friends.

On the 5th of April 1981, I moved out of home. I said 'goodbye' to mum and dad and my special den in their home in Mount Pleasant and drove my 'Goty' scooter to a small unit in Brentwood and started my life of independent living. My mum found it very stressful letting go of the reins of intensive lifelong care but it was very necessary for me to live independently at long last.

I worked with George Lawrence as a filing clerk for 30 years. I loved it! I am very proud to be living by myself and being my own boss. I will never live anywhere but here in my own home unless I get very, very sick. My wish is to die in my own home.

After many negative experiences with other agencies and support workers, I found Cam Can nearly three years ago. They are the very, very best people I've ever known in this industry. I feel I am respected, loved and wanted. Cam Can support me to be independent and my own boss in my own home - this is the biggest achievement of my life.



JUSTIN'S KICKING GOALS!

Since leaving school in 2018, Justin had been very isolated from peers and community engagements. He remained at home for most of 2019 and had also lost contact with the few friendships he had established while at school. While Justin had an NDIS plan, his family didn't know how to use the plan or access supports.

Justin and his mum Colleen contacted Cam Can and life changed for the positive from that first interaction.

Justin had set the following goals for himself:

- To build his independence towards moving into his own home one day
- To obtain his learner's permit and work towards gaining his driver's licence
- To develop friendships and engage in his community
- To obtain paid employment

With support from Cam Can, Justin now participates in the Open League at 10 pin bowling and is one of the best scoring competitors. He attends twice weekly and has made many friends whom he catches up with when he attends.

Justin is working on his daily living skills and now cooks for the family once a week. He has developed house cleaning skills and completes his own laundry tasks which give him great satisfaction.

At the beginning of 2020, Justin began the process of gaining his driver's

licence by successfully passing his learner's test. With a significant amount of hard work and determination, Justin passed his driving test in May 2021 and is now a very proud P Plater.

Justin had active involvement in developing his own resume and achieved some work experience in a volunteer aspect. In late 2020, Justin successfully gained paid employment at Woolworths. While he has set hours each week, he is often called in for extra shifts. The team at Treendale Woolworths love Justin's eagerness and his amazing work ethic.

Justin's Coordinator states he is an amazing and resilient young man who will now be charging forward with his support team towards the big step of moving out of home. Justin is excited about his future and cannot wait to achieve this next goal.

Justin came onboard with Cam Can late 2019.

Our magical journey alongside Justin began with Justin identifying his goals.



ALISON'S BEAUTIFUL LIVING MEMORIES

Ali was a member with Cam Can for four years 2012 - 2016. Here are some of beautiful Ali's stories.

Ali emanated vibrant, positive energy and lived her life following her dreams and passions. Alison surrounded herself with like-minded people – family, friends, community and positive support.

Ali was great company and a pleasure to be around, with her quick laughter and ready banter to keep you on your toes. She was a natural motivator and had a talent to express compliments to her support workers and all around her.

Alison enjoyed her independence and with the help of Cam Can she was able to move out of home into her own unit in 2014. Support workers from Cam Can assisted Ali to pursue some of her favourite activities in the community. She loved her outings to Mundaring where she attended beading and mosaic classes and she would frequently ask her support workers to bake a chocolate cake so she could take it to the ladies at the mosaic class for morning tea.

Ali built up good relationships with her support workers and had a lot of memorable quotes we all loved some of which included:

When going swimming “Don't Ruin My Day Hon”

When pushing Ali uphill she would ask “Is this keeping you fit?”

When staff found a car park - “I used my magic”

When she saw her parents “I am home, your peace is shattered”

One of Ali's great loves was flowers. Every week, Ali visited her favourite flower shop, bought herself a bunch of flowers and shared laughter and conversation with the staff. Flowers gave her so much joy. She wanted to create an artwork of these flowers so she could enjoy the love and joy over and over between visits to the flower shop.

In 2019 support worker Cheryl entered Alison into a Wellbeing WA Logo Competition, with a painting they had done together. It was successful and the painting is now the logo for Wellbeing WA. It's an inspirational but simple reminder of the benefits we get by taking responsibility to care for ourselves and others, and to do the things we find joy in. Importantly, it shows how our differences strengthen relationships and enrich our lives.



KAHLIA – ENJOYING A GOOD LIFE

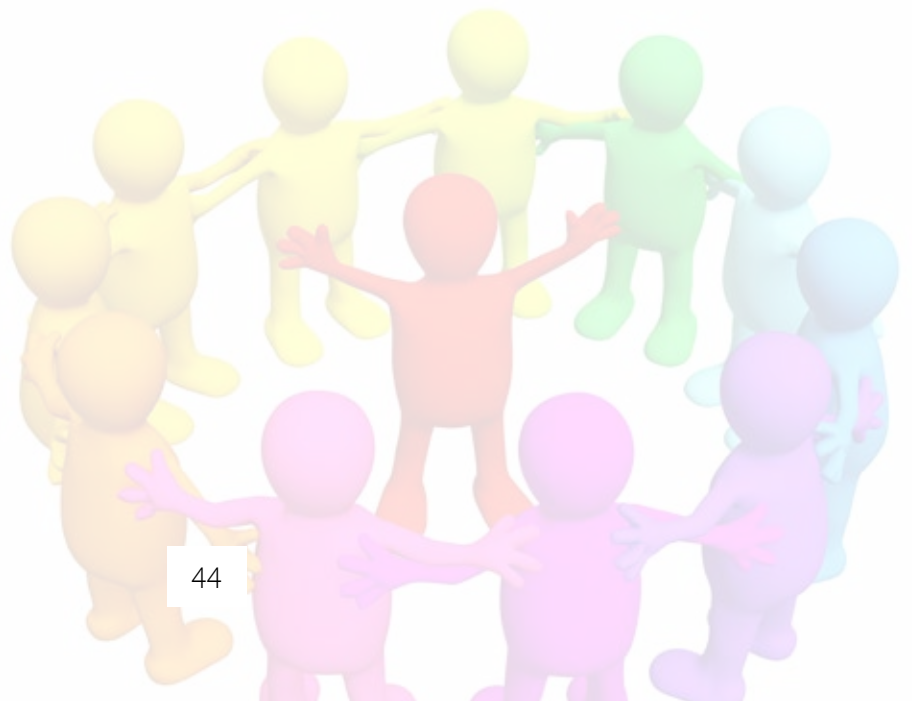
Kahlia is a bubbly and vivacious young woman who has embarked on an independent life in her own unit with support. She is a daughter, sister, niece, aunty, grand daughter and friend to many. She has a wicked sense of humour and enjoys playful banter with those around her. Kahlia is well-known in the wider Bunbury community where she participates in a range of leisure, sporting and recreation activities.

Kahlia commenced her journey with Cam Can in November 2018 and is supported by a team of support workers of her choosing. Kahlia is very skilled at recruiting and training her support workers. Kahlia has been learning new skills that enhance the independent life she wants.

Kahlia loves socialising and can often be found on a Friday night, singing up a storm at the local Kareoke bar. She is an extremely loving and caring person, in particular towards the older generation, babies and animals. Kahlia also enjoys playing games, including Uno and Monopoly. Over the past year she has discovered a love of camping and music festivals. She has also enjoyed entertaining her friends and family in her own home.

In recent times, Kahlia has been exploring the world of employment and is looking to secure a part time role at Kmart.

Like Cam Can, Kahlia is celebrating a milestone birthday this year and is busily organising her 30th Birthday party!!



MICHAEL - NAVIGATING HIS FUTURE

Hello, my name is Michael, and I have been a member of Cam Can since 2011.

In the beginning, I was living at home with my mum, stepdad and our dog, and my days were mostly spent playing video games.

My support mainly included help around cooking and cleaning, with the occasional trip to the shops. My mum's health declined rapidly during this period, and I decided to move out to let her rest and gain my independence. I moved in with my Support Worker under a Host Family Arrangement, who I still live with and see as my housemate.

It was around this time when I was asked if I would like to have a go supporting Cameron, which I still occasionally do to this day.

I also got a job at IGA stocking the shelves, and learned to catch the bus and train there and back by myself, which I was very proud of. I held this job for over a year, before moving on to a position at Kmart distribution centre, where I learned lots of new skills and met lots of people. After a few years of this job, I watched less experienced people get promoted over me, so I decided to leave. After this, I did a few courses to learn more skills and work out what I would like to do. I completed a crowd controller course, and a carers course, including prac. at an aged care facility. I had great ambition to continue caring, but COVID came and stopped my ability to progress. I recently started work at a band rehearsal studio, setting up rooms and collecting payments, and am enjoying the laid back nature of the work.

After so many years living away from my parents, I have learned lots of living skills, and now live very independently in my own granny flat.



A BRIGHTER, HAPPIER LIFE FOR TONY

As far back as we can remember the words that were a reflection of our lives in having a beautiful son/brother/uncle with a disability in group care were sadness, guilt, turmoil, disappointment, frustration, fear, suffering, pain and soul destroying. There were times that things seemed brighter and more positive but sadly these were far and few between. It has been 50 years!!

In August 2014, Tony had a blessed and amazing opportunity to receive individualised funding, which enabled him to move out of a group home and into his own place with support.

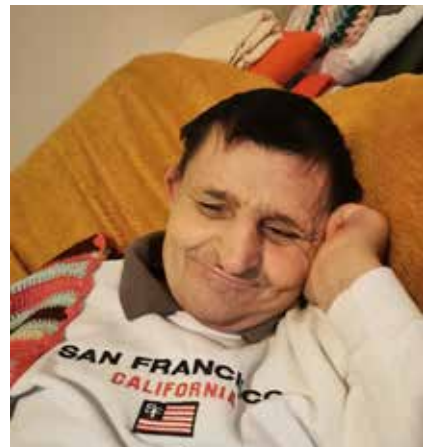
Since Cam Can came into Tony and our lives our world has become a brighter and happier place. In the last 7 years the words that reflect Tony and our lives are, calm, safe, happy, love, joy, respect, kindness, care, compassion, knowledge, collaborative, uplifting and inspiring to name a few.....

These words are a true indication and reflection of what the past 7 years has been like with the wonderful Cam Can team, from Marc, Anthea, Rob, Pauline, Admin staff, Co-ordinators and Support Workers (truly wonderful), there is a genuine care and respect and this is what it all comes down to!!!! It is that simple!!!!

When you “care” and you have “respect” you have everything, this is all we have ever wanted for Tony and finally the dream has come true.

GOD BLESS to all that have enriched and supported our lives. We have waited a long time but Cam Can you have been worth the wait!!!!

YOU SHOULD BE CALLED CAM CAN THAT CARES.....!!!! THANK YOU FOR EVERYTHING!!!!



NELLY'S STORY – VALUING HER INDEPENDENCE

I live independently on my own in a unit in Busselton and have done for a number years. I am a happy and friendly person and enjoy the company of others. I have built strong connections with my neighbours.

I moved to Australia from Holland when I was two years old. I lived in Jarrahwood as a child, before my family moved to Busselton in the late 1970s. My dad died in 1984 and my mum in 1992. I lived with and cared for my mum for a while, before she went to live in a nursing home in Perth.

I have a strong team of support workers who help me to hold my vision of maintaining my independence and doing the things that make me feel happy.

I absolutely love the beach as I find it very peaceful and calming. I am determined to get my strength and mobility to a place where I can walk along the sand and into the shallows of the ocean.

I am very independent and determined. I am a good cook and enjoy entertaining guests.

I love swimming!!! I am very spiritual and am interested in spiritual subjects. In the past I studied reiki and liked to help people with healing and spiritual support.

I do enjoy my own company and like reading books, watching TV and playing games on my tablet. I love Andre Rieu and try to see him in concert whenever he comes to Perth. I enjoy going to the movies and long drives.

Last year I started doing Diamond Dotting. I create beautiful pictures that I like to give to people as gifts.

I am learning to advocate for myself and ask for what I want and need. I started accessing therapy supports in 2017 and

have benefited from the input from OT and Physiotherapists.

I have three brothers who keep in contact with me and my support workers help me to have contact with them. We travelled to Canberra in 2019 to visit one of them.



I am learning to advocate for myself and ask for what I want and need.

TONY – MORE THAN JUST YOUR AVERAGE BLOKE, CHERISHING HIS INDEPENDENCE.

Hello, my name is Tony.

I am a 67-year-old man with Cerebral Palsy. I have lived and worked in human services since I was 18 months old. I was institutionalised as a baby and remained so until I was 17. It was like a prison, we had no rights, possessions or control. When I finally broke out of the system I went and lived with my parents in Bunbury.

Despite the odds, I went on to have a successful and independent career in human services, trying to make a difference wherever I could.

It was being forced to live independently several years ago that pushed me back into human service land. After being with several agencies that lacked the resource I required, I met Bridget and got involved with Cam Can in 2013. It was at a time in my life where I was very fearful that I was going to be institutionalised again. But thankfully Bridget and her team, took my rather limited funding and used it to keep me afloat.

Bridget could see that I was struggling and with sheer determination she got more funding for me, enough to live comfortably in my own home. Cam Can was able to coordinate services that I required to live independently. When I look back at 40 odd years ago to the way people with disabilities were treated and how now I can live with dignity, rights, and possessions and have control of my future, it's amazing how much it's all changed.

In 2019 I was fortunate to become an NDIS participant. This provided me with a lot more resources to be able to continue to live in my own home. The alternative would have been having to live in an aged care home.

I chose to continue using Cam Can service for personal support. They have been outstanding. I am able to work with the coordinator to ensure that the supports that I have are tailored to suit me. I have found Cam Can to be very member focused. If I am ever not happy with anything, I am able to discuss my concerns with the coordinator who ensures that I am living the life I want to live. My NDIS goal is to live as independently as I can in my own home and in



the community. Without Cam Can's support, this definitely would not be possible.

Congratulations to Cam Can for your 10-year anniversary. I feel very privileged to be part of this service and I hope that I can continue receiving their support well into the future.

A big thank you to Marc and Anthea Lema for developing and managing such an outstanding service on a day-to-day basis. I cannot thank Polly Coufos enough for being so professional, friendly and being there for me by helping me meet my daily needs.

I chose to continue using Cam Can service for personal support. They have been outstanding. I am able to work with the coordinator to ensure that the supports that I have are tailored to suit me.

LOVING LIFE IN MY OWN HOME

Rebecca's story

Hi my name is Rebecca Jane and I have been supported by Cam Can for around 9 years.

I dreamed for a long time of living in a home of my own. This is a goal that I worked towards for a while. I told my Coordinator this was something I would love to do and we started to plan how to make this happen.

To make this dream come true, I put in an application for a home of my own a few years ago and waited for a house to come up.

While I was waiting I learnt some things to prepare me to live by myself such as cleaning and how to care for my dog, Sasha.

When I heard that a house was ready for me, I was so excited! I got to look at the house to make sure it was right for me. I knew straight away that it could be my new home. I loved it as soon as I saw it.

I had some planning and organising to do like buying new furniture and fixing up the garden so my dog Sasha could be happy and safe in our new home. It took some time to move in fulltime but now I am in I am so happy! I feel very happy living independently in my own home.

I love living in my own home because I get to make my own choices. I like to be mummy to my dog Sasha.

Now I do fun things such as exercise with my Support Workers, cinema trips and going bowling. I like to invite my family and friends over to my new home to visit. I enjoy spending time relaxing at home too and watching whatever I like on Netflix. I have set up a greenhouse in my garden as I love to garden and grow seedlings.

Since living in my home I have been able to do a lot of fun things like go to the Katy Perry Concert and take holidays down south.

I like all my Cam Can Support Workers. We always have fun and they have helped me to settle into my home. My Support Workers spend time with me at home and encourage me to keep on track with my house. I get to choose which support workers I want to support me.

I am excited for all the fun things I can plan for my future. I have joined a new gym, would love to try skydiving.

Thank you for listening to my story, I would like to thank Lynn, Jan and all my Support Workers in helping in my big move in to my own home.



PAUL – CELEBRATING GOOD TIMES, FINALLY!

In the beginning...

I was happily living in Melbourne ...working for Honeywell as an IT trouble-shooter...and FIFO! I had a very active life including swimming, windsurfing, dancing, cycling & was frequently socializing. I regularly visited family and friends in Perth...in short I had total Independence and enjoyed life to the fullest!

My life significantly changed on 1st of June 2009 at the Bourke St. exit off the freeway! On my way home from work, I failed to negotiate the off ramp leaving the freeway...where I collided with a concrete barrier! This is when I sustained my ABI ... welcome to my nightmare!!!

I was admitted to Caulfield hospital, then flown back to Perth, with my son Josh and admitted to Shenton Park rehabilitation hospital...these were very dark and frustrating days for me!

After 12 months of improvement I was moved over to Brightwater, a group home in Victoria Park, where life was indeed brighter! I gained more independence. I chose Cam Can as my ongoing care provider and a difficult man was appointed as my Public Trustee to manage my financial affairs! With help from Cam Can I moved back into my own villa in Corbett St., Scarborough. It was like heaven after hell and I felt so very happy!

Cam Can are very diligent in matching up support workers with their members. I have two permanent carer/friends who suit me very well. Christina, Italian queen of cooking and colourful social butterfly and Janet (a good friend) assisting with all things healing...exercise, meditation, fun, travel companion & secretary and Clayton on call with IT.

In October 2012 I was fortunate to take a fabulous holiday home to Canada to attend my nieces wedding in Toronto! It was a wonderful month and as fate would have it we became aware that my sister-in-law Marlene had also suffered an ABI 5 years earlier! Marlene has been a mine of information for us to utilize in our ongoing pursuit of rehabilitation. More importantly Marlene has given me proof that with perseverance, things can and will improve

over time! I sincerely thank Cam Can, Janet & all involved in this journey home...it was inspiring, freeing, supportive, very grounding to touch base with my family and friends...a life before ABI!

Since returning, Janet has got me back up on my beloved windsurfer, taken me Pub Jiving and has implemented a weekly cello lesson. Music and dance are so therapeutic and healing!

I have thankfully survived prostate cancer, with treatment, surgery and post op care administered diligently by Janet...a very challenging time requiring a lot of emotional support.

In 2015 I applied for and won my independence from the PTOs assigned administrator, supported by my team of self-chosen Cam Can professionals. I then chose to put all my affairs in order supported by Mike my estate planner. Mike is on the Cam Can board ...along with myself, as an honorary member, which I do enjoy...I feel important and included.

In 2020 my independence came under threat, but my team of committed Cam Can professionals stood strong and supported me to secure my much valued independence via the State Administrative Tribunal process.

I continue to be supported by Cam Can and a wonderful bunch of people assist me to enjoy an every expanding range of interests to support my good health, wellbeing and happiness.

On that positive note I will love and leave you...

Gratefully... to the many generous souls involved in getting my life back on track and supporting & sustaining my quality of life and respecting myself and my independence into the future...

A very big and heartfeltTHANKYOU!!!

I continue to be supported by Cam Can and a wonderful bunch of people assist me to enjoy an every expanding range of interests to support my good health, wellbeing and happiness.





OTHER CAPTIVATING STORIES FROM OUR CAM CAN FAMILY

Stories from people who have worked and continue to work with Cam Can are often inspiring and heartwarming. The organisation has been strongly supported by a great bunch of people for a decade who are firm believers in Cam Can's values and principles and hold a shared desire to bring about a better life for others.

It has always been a team effort. People working in the administrative and finance area of Cam Can are driven by the same values as all other staff who support our Members either directly or indirectly. They have their interesting stories to tell as do our support workers, the very important, uniquely skilled and privileged individuals who are fortunate to work directly with our Members, assisting them in the way they wish to be supported to live their best lives. Our Coordinators and Managers come from a wide range of personal and professional backgrounds, all of which contribute a variety of flavours to enrich the matrix of knowledge and expertise within Cam Can.

In recognition of all our staff, a handful of stories from individuals working in different roles within Cam Can follow. They represent a small sample of people however, capture the thoughts of many.

MY JOURNEY WITH CAM AND CAM CAN

Story written by Emmanuel

Wow, wow, has it really been ten years. It indeed feels like yesterday when I heard the news that Marc and Anthea are starting a company. It's true what they say; time flies when you are having fun. I am writing this piece to give an account of how my journey with Cam Can started and how things have gone right up to this day. My journey began before the establishment of Cam Can when I supported Cameron.

I was first introduced to Cameron by a friend who was supporting him at the time. I vividly remember attending Cam's planning meeting at Marc and Anthea's place at the time (i.e. Bateman). I can't quite recall the content covered at the meeting, but I remember that the group discussed an initiative to start a waiting service business for Cameron. It was pretty inspiring to see a solutions-driven group of people come together and brainstorm ideas to help with improving someone's quality of life. Straight after the meeting, I asked Peter for Anthea's contacts as I wanted to apply for a job with Cam.

I expressed my interest to join Cam's team and waited patiently for an opportunity to come up. Finally, I joined Cam's team, and at the time, I believe Cam was 18 years old. As I write this piece, it dawned on me that I have been friends with Cam for well over a decade. I use the term friend instead of support person because, after so many years of being in someone's life consistently, I believe you graduate to a stage of being family. At the time of employment Cam's parents made it clear what they expected of me

as a support worker, and they also clarified what they expect of Cam. As already mentioned, my journey with Cam started long before Cam Can came into existence, and what strikes me the most is that in hindsight, Cam Can's values were evident in Cam's life long before the advent of the Company.

I was in my second year at University when I commenced work with Cameron. Years went by, and my connection with Cam grew stronger. At this point, the waiting-service business was in full swing and Cam was smashing his goals. It was a marvel to see it all unfold. In 2011 I completed my first degree, after which I decided to go on a different path, which led me to a search for a full-time job.

I secured a full-time gig with Stratco as an Inventory Controller. It was at this point that I ceased working with Cameron. After some months working with Stratco, I felt the need to go back to uni and pursue further studies. Going back to full-time study meant that I had to go back to working on a casual basis. Even though I had multiple options to consider for a casual gig, I reapplied for work with Cam. I got in touch with Anthea yet again in the hope of rejoining Cam's team. Luckily enough, I got rehired. Cam and I picked it off where we left off.

Upon my return to Cam's team, Cam Can was now operational and in full swing. It was business as usual with Cam and seeing as I was familiar with his support needs, we hit the ground running. Years went by, and I completed my





studies. Cam's business and his engagement with the community were growing from strength to strength. I met a lot of people while working with Cam on his ventures. Some of his clients have grown to be my close friends.

In late 2013 I decided to cast my nets in a bid to secure an Accounting or Finance job. The first Company that came to mind was the new Company on the block, Cam Can. I remember emailing Anthea every other second week to check if there was an opening in Cam Can's finance department. I emailed her frequently it was not funny; I think at this point; she would probably hit control, alt and delete as soon as my name popped up in her inbox. I would also go to offices in the city, dropping my resume to prospective employers. I continued this for at least twelve months to no avail. With my limited experience in the field, I had a dog's chance of getting a job; nonetheless, I was not prepared to give up the search.

In 2014 I went through a difficult time; I received news that my father was involved in a car accident, and after three months in ICU, he sadly passed on. I flew back to Africa to attend the funeral. Long after the funeral, I went on to my emails to catch up with things happening back in Perth. To my surprise, I had received an email from Anthea. In this instance, it was not an "I regret to inform you" type of email this time around, but one with some excellent news. To cut a long story short, there was an opportunity to join Cam Can, and it's needless to say that I grabbed the opportunity with both hands. At this point, I could not wait to get back to Perth.

I joined the Cam Can family in 2014, and this year marks seven years with the Company. The Organisation has seen enormous development over the years, and it has been a marvel to watch. Back in 2014, Cam Can had approximately 20 plus Service Coordinators and three admin staff. The above numbers have more than doubled over the past seven years. Several things set Cam Can apart from all the other employers. Cam Can

listens to its employees; there is nothing that beats being heard when you speak. The working environment at Cam Can is conducive; one feels part of a big happy family.

Amid all the changes and expansion, one aspect of the organisation remains constant. Our members are the reason we do what we do, and they are central to every decision taken. I am lucky to work on both ends of the company, in the Accounts department and as a Support Worker. I get to see first-hand how the work done behind the scenes affect our members and their families. In all this, I can safely say Cam Can remains true to its values to this day.

Cam Can's first decade has been nothing short of astounding; I have been blessed to have been part of Cam Can's journey since its inception. Without a shadow of a doubt, I can safely say that I am blessed to work for such a great company whose values I uphold dearly. Cam Can family, please continue doing the fantastic work you are already doing; lives are being touched and changed by what you do. As we wrap up and Celebrate Cam Can's first ten years in Business, we usher in the next decade expecting nothing but success; it's onwards and upwards from here. On that note, I want to wish you all a Happy Cam Can's new decade. To many more years of Standing Strong Together.

THE ADMINISTRATIVE TEAM

There is no other way to describe this group than a totally eclectic bunch of fun loving yet hard working individuals! This team has expanded in recent years to support Cam Can through a time of considerable change in the disability services sector. The scope of their work covers everything from finance through to console support, reception, social club organisation and much much more. There is no "I" in this team as they have demonstrated through consecutive years of retreat challenges!

HELIA'S STORY

From support worker to service coordinator

Cam Can family is the second family which has been gifted to me through my job.

I started working at Cam Can a few months after I moved to Australia. I was interested in the philosophy and values of Cam Can and working as a support worker was an absolutely rewarding position for me. In addition, the casual employment enabled me to focus on my thesis and complete my study.

As a part of my career development, I attended a training course at Cam Can which was called Stepping Out Program, the journey from Support Worker to Coordinator. This training gave me a more detailed understanding of supporting the members, families, and the support workers. A few months after I completed my training, I was offered to work as a Service Coordinator

while I was working as a part time Research and Development Engineer and was also offered to study for a PHD. I chose Cam Can to continue to work in a valued driven organisation.

When I started my role as a Service Coordinator, I was expecting my baby. I have received the warmest support from my colleagues at Cam Can during the challenging time of the pregnancy and also getting back to work after the maternity leave. Now I'm a mother of two. The supportive work environment and the flexible work arrangements have given me the opportunity to fulfil my responsibilities as a mother while I'm a full-time Service Coordinator. Motherhood has never been an obstacle in my career at Cam Can.



SERVICE COORDINATION – A PERSONAL EXPERIENCE

Story by Pauline

The world of service coordination was very new to me when Marc and Anthea invited me to join Cam Can. As an occupational therapist I wasn't too sure about this new role that I had no experience in. But Marc and Anthea's vision was clear and their passion was contagious. They believed that people with disabilities could be supported in truly individual arrangements in their own home. And they were committed to doing this in the best possible way, as determined by the member and their family. This was a very exciting venture to be a part of and I felt very fortunate to be involved.

It was a wonderful experience to join in the early years at Cam Can and to work with other like-minded coordinators who taught me so much.

I am very grateful to Marc and Anthea, to the exceptional people I worked with and to especially to the members and families who thrived in their own homes.

ABOUT SERVICE COORDINATION

The role of Service Coordinator requires just the right person. In addition to being a good fit with the organisation and possessing a set of skills that enables them to support Members of Cam Can optimally, these amazing employees all bring their fabulous personalities and life experiences into play when they meet with members, families and colleagues alike. They invest a lot of themselves in the work they do and for good reason. Service Coordination is much more than just a job. It is a role of privilege and responsibility, one that also gives back. There is nothing more rewarding than being able to help bring about a positive difference in another person's life.



JANET'S STORY WITH CAM CAN SUPPORTING MY FRIEND, PAUL

My name is Janet and I am Paul's primary support person and a close friend for over 20 years. This unique relationship works very well for us both as there is mutual respect, understanding and trust, with many commonalities and an enduring friendship we both enjoy.

I am Mother to three successful adult men. I was raised in a farming community family by two very community minded parents, and like my parents, I find personal joy in helping others, whenever I am able to.

I am the Vice President, Fundraising Co-ordinator & Show Director of A Cappella Go, our flourishing Community choir, as well as performing with a small variety group...The Dazzlers. This is all voluntary and we bring the joy of music, fun & fellowship to many, but mostly elderly people in our wider Perth Community.

Paul is an active member of our choir and I facilitated his inclusion several years ago. I drive Paul to and from practice on Wednesday nights and he attends many of our performances, plus performs when he feels comfortable to do so.

Paul being a musician himself and very social by nature, loves the corresponding benefits of being engaged with our friendly supportive group of singers and musicians. Paul successfully performed in our Xmas concert this year, which is a real testament to his ability to continually learn and improve.

I first supported Paul as a friend, when he arrived back in Perth after his accident, and subsequent brain injury in Melbourne in 2009. With regular visits, it became apparent to myself, friends and colleagues at the time, that Paul appeared very much alone, apart from the medical team he was under.

Paul spent some time rehabilitating at Brightwater at Oats Street, East Victoria Park. Once rehabilitation achieved sufficient progress with Paul, they suggested it was time for Paul to try living independently (with supports) in his villa in Scarborough.

Cam Can and Marc Lema was a standout favourite care provider with Paul, with their values allowing for members to choose the life they wanted to live, with supports that allow them to safely live their chosen life. Paul says he made the right choice.

Paul, after choosing Cam Can, then asked me if I would join his care team with Cam Can and I happily agreed.

Paul's independent living means the world to him.

Paul's team of Cam Can professionals have worked with dedication and care to provide a safe environment for Paul to live the life he chooses for himself, respecting his choices and independence.

We have added many new things over the past 8 years to facilitate Paul's ongoing wellbeing, happiness and continuous rehabilitation. To assist Paul with re-training his brain he has participated in...singing, dancing, canoeing, swimming, stand up paddle, windsurfing, dragon boat racing, sailing, surf club, cycling, men's shed, photo/movies editing, Spanish, creative writing, reading to name a few...the list goes on.

Paul has survived Prostate cancer, this was a very challenging time for Paul requiring a lot of daily emotional support from myself and also Christina, another Support Worker.

Paul generally cooks himself breakfast or sometimes treats himself out to his favourite café. With Paul's approval, we generally schedule daily exercise, (Paul loves swimming) mindful relaxation, piano/cello practice, plus a variety of other activities. Paul is a technician and often has little projects on the go in his villa, his friends and ex-colleagues help him regularly with these projects.

Paul's independent living means the world to him.



TRAVEL

In 2012 I accompanied Paul to Canada as his companion and carer as he wanted to attend a family wedding. I got to meet Paul's Canadian family and we enjoyed their kind hospitality. In 2016 I also took Paul on holiday to NZ to boost his spirits & help his feelings of independence, as travel is something he loves, we both enjoyed our experience.

Over the years I have met many of Paul's friends and work colleagues and we are proactive in maintaining these friendships as well as forging new ones.

More recently Paul practices Yoga for mindful exercise, Martial Arts, Counselling & Choir performance.

Paul is a very kind, perceptive, highly social man who has an intelligent, creative, humorous, lateral thinking mind.

Today Paul is capable of doing most things independently, with a strong network supporting

him any time he needs. Cam Can are always just a phone call away if any of us need assistance.

Paul enjoys being an honorary member of the Cam Can board of Directors and attends monthly meetings. This gives him a strong sense of belonging and inclusion. Paul has recently completed, along with the other board members, an Instinctive Drives course.

This new information has enabled Paul to understand himself more fully and what instinctively drives him in life...his main strength is verify...so now Paul readily accepts his drive to verify information i.e. dates, times, diary entries, safety etc.

This has proven very helpful.

Sincerely

Janet Durrant.

MICHELLE'S STORY

Michelle has worked as a support worker with Cam Can for almost 10 years!

In September 2011 Anthea introduced me to the very happy and bubbly Helen. I had limited experience as a Support Worker so was lacking a bit in confidence, but Helen soon put me at ease with her infectious giggles and love of life. Helen lead the way with our adventures and through many conversations I got to know some of Helen's dreams.

Her love of dance really stood out, so after trying a few dance studios I could feel and see Helen was finally in her comfort zone at Dancepower in Myaree. So since 2016, these people are her dance family. She has made many friendships over these years. Helen is well known at the dance competitions that take place over Perth during the year. The encouragement and support she receives from all the competitors is a joy to witness.

I loved being involved in arranging for Helen to attend a floristry class at Murdoch Tafe. Through liaising with the staff and Helen's family, it was made possible for Helen to attend the mainstream class with my support. She completed a term and was well liked by the teacher and other ladies in the course.

When I look back over these nearly 10 years, it's gone so fast, we have a strong bond, and I can't help but feel a sense of pride that I've been a part of Helen achieving so many of her goals. The one that stands out the most is a recent trip to Sydney, it was always on Helen's list of goals every year, and with the amazing support of Cam Can this dream finally came true in 2020!! It was a pleasure to help Helen plan and share this journey with her.

THANK YOU..... Helen
For changing my life



ABOUT SUPPORT WORK

When a person is selected by a member of Cam Can to come and work for them, it can be the beginning of an enduring, trusting friendship. People have often found their job as a support worker to bring enormous opportunity and reward for both the member and themselves. The individualised nature of the work means the member can be supported to pursue their goals and interests in a typical and valued way. It can also lead to support workers fulfilling personal and career aspirations of their own. The role of Support work can never be underrated - people holding these positions are responsible for actively bringing a member's plan to life.

RETREATS

A much anticipated event on the Cam Can calendar is the Cam Can retreat. Retreats are a dedicated day, night or weekend providing the opportunity for staff to enjoy some fun times together. This translates into people feeling well supported and enables greater transparency throughout the organisation. Cam Can is all about relationships – strong relationships are an essential element when it comes to providing quality supports.

Relationships between coordinators, managers and administrative staff are equally as important as relationships Cam Can strives to maintain with its members. Marc and Anthea recognised early on the huge benefits for everyone when people knew and understood each other. With this in mind a conscious effort has always been made to gather staff for informal catch ups on a regular basis. In the early days of Cam Can, at one of these events, the idea of a weekend retreat was floated. Wasting no time, the first Cam Can retreat was scheduled.

From thereon in, retreats became regular events. They combine teams and fun in a myriad of ways and in a range of locations. Following team events held during the day, board members are invited to join with staff for the evening. This opportunity has been invaluable in genuinely connecting board members with Cam Can staff and the work they do, and visa versa. Cam Can has always maintained a focus on having fun! The non-mandatory but very well supported Cam Can social club has also been active for a number of years leading to even more fabulous events. Cam Can is extremely proud of its team – aptly name the Cam Can family. You would be hard pressed to find a better bunch of hugely committed yet fun loving people anywhere.

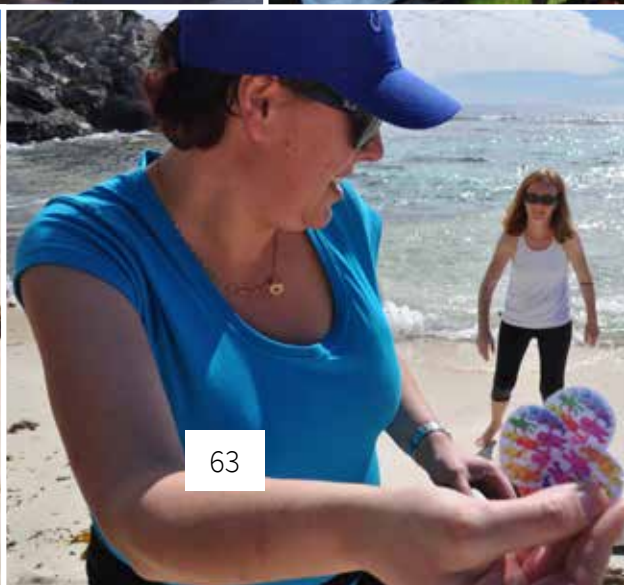
2012 MANDURAH RETREAT

The first Cam Can retreat! There was great anticipation for a weekend of productive training and a bit of socialising. We should have known better..... There was much socialising and very little productive training!!



2013 ROTTNEST RETREAT

“2013 saw the launch of a new era in training. Teams competed in the The Amazing Race – The Cam Can version with a twist! “



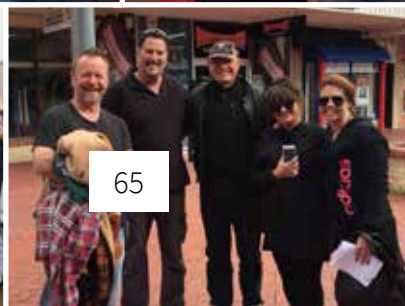
2014 DUNSBOROUGH RETREAT

Dunsborough retreat has to be remembered for the Master Chef challenge! Where better place to have the best fun than in the kitchen making exquisite food creations! Everything was taken into consideration, budget, presentation of food (and team members!) fancy menus - even appealing to the judges favourite dishes (no bribery at all!) A rainy day of golf to follow did nothing to dampen the spirits of Cam Can team competitors.



2015 MANDURAH RETREAT

Although photos are lacking, this retreat was remarkable for the community inspired challenges that connected Cam Can teams with people in the community as they were tasked with making random acts of kindness. The evening movie themed quiz night and fashion parade certainly created a stir. What were you thinking Markham!!



2016 THE VINES RETREAT

A fun afternoon of corporate team challenges tested each team's abilities with a variety of crazy yet challenging activities. The evening's entertainment at a small community hall in the Swan Valley was just a bit too much fun for some – wasn't it Emmanuel 😊



2017 ABBEY BEACH RETREAT

Following an afternoon of team events in the sun, a great “night at the races” led to enormous fun with everyone dressing for the occasion – some taking the betting quite seriously (not!) Our resident Karaoke star Trish set the scene for more laughter with her all-time favourite “I Will Survive”. Come Saturday morning, artistic talents were put to the test in an attempt to capture a slight likeness to the CEO!



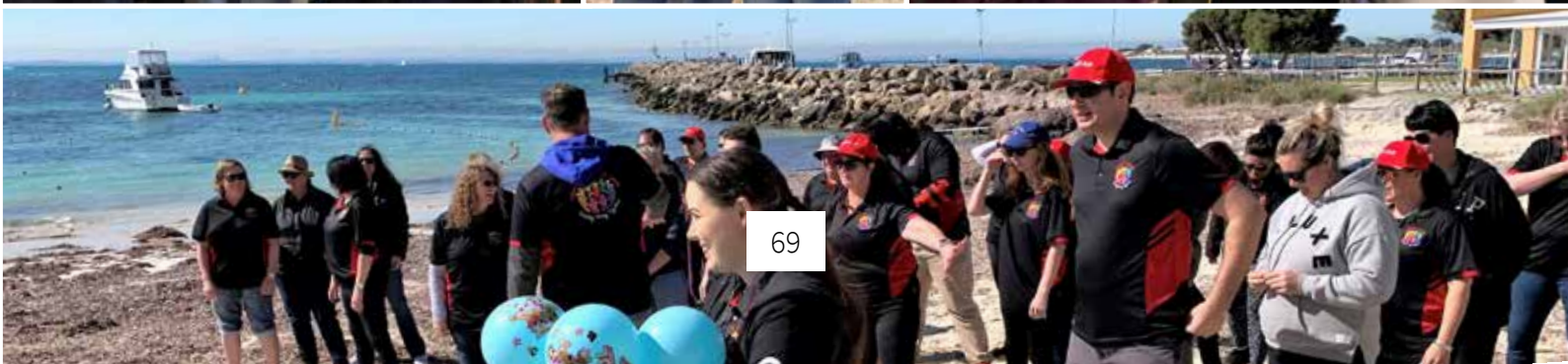
2018 HILLARYS RETREAT

Finding Dazza was like finding Wally! Enormous fun and a not even a little embarrassment while searching the marinal! Pin the tail on the CEO and a fabulous Cam Can rendition of Bruno Mars Uptown Funk set the scene for a night of dance & frivolity. Early morning sand, seaweed, sticks and marshmallow construction exercises capped a magic winter retreat.



2019 ROTTNEST RETREAT

Our favourite place to escape. Beach antics including tunnel ball, tug of war, team rap and a bit of hokey pokey followed by dinner at Karma with the board and presentation of team awards – Simply Magic!



2020 BUSSELTON RETREAT

A Christmas theme inspired retreat. No one will forget the artistic license some people took when it came to hanging their Christmas balls! We were even blessed with the presence of the man himself (Robin of course) serenaded by Bing Crosby, courtesy of Tim.



ANNUAL GENERAL MEETINGS – ANNUAL HIGHLIGHTS!

Unlike typical AGM's, Cam Can Inc.'s AGMs have become an annual highlight for its members. Attended by members, families, staff and the board, it is not unusual for guests to total 150 or more. To this day, formalities are kept brief and the opportunity of gathering people together to celebrate members' stories is the focus. The occasion has also become a time to officially acknowledge the work of staff. Awards are presented to individuals and teams who have demonstrated exceptional contribution during the preceding year. It is without doubt the perfect opportunity for reflection and celebration. Every year we are left in awe of the incredible stories we hear.









VALUING OUR MEMBERS, STAFF AND TRAINING

As an organisation, Cam Can is and always has been totally focussed on providing support that is person centred. The member is in the drivers' seat and directs not only how he or she is supported but by whom. Supports are tailor made and staff working with Cam Can do everything they possibly can to ensure the member is in control and that their supports are flexible and sustainable. Staff also assist members to think about the future and plan towards goals that are reasonable and can be accomplished.

Within the values framework upheld by Cam Can, the opportunity for members to live a life of their choice is honoured. Embracing the goals and aspirations of members and turning them in to real life experiences takes highly skilled, understanding and committed staff. It is no secret that when the right people are matched to work together, the likelihood of good outcomes is far greater. Cam Can prides itself on striving hard to introduce the right people to each of its members. Finding the right connection can bring about trust and amazing accomplishments.

Training within Cam Can has always been central when it comes to supporting staff. Over the years as the organisation developed greater capacity, the opportunity to invest more into training has been possible. When we have the right people we want to ensure their personal values are aligned with the values of the organisation. Current training within Cam Can is also tailored to match the individualised approach we have to supporting our members.

Providing quality support to our members is what we must do best. Serving our members well is our most important focus and we promise to stand by them, we will always have their back and never give up!

Our very lovely Bridget is the person responsible for everything training. Bridget commenced working with Cam Can as one of our very first Coordinators. She progressed to become an Operations Manager and later took some time to return to her other love – Occupational Therapy.

Upon being presented with the opportunity to work with Cam Can in a dedicated training position, Bridget returned with renewed excitement. Bridget has a passion for training and bringing out the best in each and every person. She delivers a wide range of training workshops in-house both in Perth and regional centres. What follows is Bridget's personal account of training with Cam Can since the beginning.

THE MAGIC IN TRAINING

By Bridget

What is it that excites me about training? Human beings and the experience of being human! Bringing people together to explore how we can support our members well, watching the light bulb moments when people understand that as humans we all share the same needs around connection, feeling safe and valued and hearing how that changes the conversations, interactions and way we support our members.



In 2012, a year after the commencement of Cam Can, Bronia Holyoake, (now CEO of Valued Lives) developed Cam Can's first values based training package. It was a suite of modules that explored what good support looked like, with a view that Cam Can service coordinators would deliver sessions to new support staff. Bronia, with the assistance of Anthea also developed and ran a workshop titled "My Home Your Workplace". It was run for both families and support staff to explore the shared experience of support being provided in people's homes.

Over the next few years training was run by a variety of Cam Can service co-ordinators and the content developed further. Cam Can was fortunate to have Tony Vardaro join the training



sessions and share his lived experience and wisdom. Tony's part of the training session always received the highest ratings in participant feedback survey.

In 2016, Heather Simmons, (a life-long advocate for people with disabilities, trainer and facilitator from Scotland) joined Cam Can in the first dedicated training role. Heather established and ran regular Orientation and Values in Practice training sessions for all new staff. She also created 'Stepping Out', a programme offered to committed and talented support staff with an interest in the service coordination role. Following the first round of Stepping Out several of the successful participants were offered a role as Service Coordinator with the organisation.

Training has continued to expand over the last four years, building skills and talents in our service coordinators and support workers - covering all manner of topics: Having difficult conversations, Building better teams, Understanding the NDIS, Community and Friendships. We have had a range of guest speakers both local and national bring their knowledge to us including John Armstrong, Adam Johnston, Kate Fulton and Lud Allen.

Cam Can has built new connections with other skilled trainers to ensure we have access to high quality training. With thanks to Teresa Tay from Avivo, we link support staff to training modules in epilepsy management, blood glucose monitoring, bladder and bowel care and peg feeding. Janet Draffin from Developing Skills offers training in manual tasks. All training continues to focus on supporting our Members well in a very individualised context.

Not only have we expanded the variety of training we offer but where we offer it and how. Training happens both in person and on-line over zoom. Sessions reach from Metro Perth to Country areas - Bunbury Busselton, Margaret River, Bridgetown, Esperance, Albany and Kalgoorlie

2021 has brought about the creation of a 'training department' with the arrival of Christine Kuca-Thompson.

We are a team passionate about building skills and capacity in our staff with the same vision established in 2011, of supporting our Members optimally.

A MESSAGE FROM MIKE – CHAIRPERSON OF CAM CAN INC.

It is both a delight and a privilege to be able to make a contribution to the 10 year Commemorative Book for Cam Can, both as a passionate believer in what the organisation has and continues to achieve for the benefit of the disability community, and as the current Chairperson of the Cam Can Inc. Board.



Having met Anthea Lema through a business related matter, my records confirm that I first met with both Marc and Anthea together on 29 April 2009 – interestingly almost 12 years to the day as I write this.

They subsequently visited me in my office and told me of their plans to start a not-for-profit organisation dedicated to community based support for people with disabilities and their families, and inviting me to join the Board. I felt privileged to be invited to do this and given my passion for the future security of people with a disability, I jumped at the opportunity and remember well a gathering at Marc and Anthea's home to meet fellow Board invitees who remarkably have also served on your Board since inception, a demonstration of their commitment to our purpose and values. Those individuals in no particular order include Cameron Dixon, Angus Wright, Gavin Ingram, and Claude Mancini. Emily Dixon served on the board until the end of 2016 when she and Cameron welcomed baby Spencer into the world. Keith Taylor was also a founding member whose contribution to Cam Can Inc. particularly in the early years was invaluable. Keith recently stood down as a board member for personal reasons. Anthea Lema joined the board in 2015 after Barry Elmslie departed after a short time. Paul Leeper has also held the position of honorary board member for several years. Paul's perspective and insight to the services provided by Cam Can is always refreshing and considered. Together this group of people have brought about stability and sound governance for a decade – an achievement we can all be proud of.

So here we are 10 years later; it's difficult in some ways to comprehend the development of Cam Can, a development which endorses the goal of Marc and Anthea to give people with disabilities the "Can" in their lives, as opposed to the perhaps common belief that disability means "Can't" in terms of achievement and living a fulfilling life.

My journey with Cam Can has been one of great learning and even greater understanding of the need for continuous improvement in the lives of those with disabilities, and the need for there to be a culture of proactivity as opposed to reactivity, of right not privilege; a culture significantly grown by the work of Marc and Anthea and the passion and commitment of those employed at Cam Can to enable members to have greater control of their own lives.

Above all I have been inspired by the past and present employees, members and contributors to Cam Can's success in times of immense change and challenges, not least of which have been adaption to the NDIS and dealing with the implications of COVID-19.

As an important if not vital part of recognising and dealing with the challenges inevitably resulting from change and the continuous development of Cam Can it was recognised by Marc that there was a corresponding need to both sustain and maximise team collaboration as a prerequisite to the achievement of our goals. With this in mind a programme using the ID™ Analysis was designed and implemented to assist leaders and teams to be aware of, and focus on, our strengths and our vulnerabilities and to build awareness of the strengths and vulnerabilities of others, its principle objective being the appreciation and use of our differing strengths and perspectives as part of our culture.

I have been privileged to be part of the delivery of this programme, together with team members and the significant talents of Bridget Scott, our training manager at Cam Can.

In closing I take this opportunity to thank your Board members for their unrelenting contribution and guidance and the Cam Can leadership and community for the privilege to chair the Board.



THE DEVELOPMENT OF CAM CAN

Timeline 2011 - 2021

2011

- Inaugural Meeting of the Cam Can Inc. Board - Friday 9th September 2011
- Subcontracting arrangement with Enable SW signed after five months of work - 22 November

2012

- Joint Services Agreement - The Board endorsed the Joint Services Agreement between Cam Can & Associates Pty Ltd and Cam Can Incorporated
- Cam Can Inc. board endorsed Cam Can's Purpose Statement which will always sit together with the organisation's values

Purpose Statement

Cam Can assists people with disabilities and their families to create innovative, personalised, flexible and sustainable arrangements that maximise their control over available resources, decision making and choice.

Our Values

Cam Can believes that:

- People with disabilities have authority over their own lives.
- Wherever possible and to the extent that they wish, people with disabilities will have control over their own supports and services.
- People with disabilities belong in the community of their choice.
- Family and friends are the most enduring support a person can have.
- Communities benefit from the active involvement of all its citizens no matter what their challenge.
- Every person has the capacity to contribute.
- Everyone has the capacity to continue to learn throughout the course of their lives.
- First DSC Evaluation against the National Disability Service Standards - All outcomes exemplary
- EPAC Salary Sacrifice program in place for staff
- First Anniversary of Cam Can
- Office premises identified
- DSC granted permission for Cam Can to work independently of Enable SW
- Dedicated position quarantined for Quality

2013

- Cam Can & Associates endorsed as a preferred provider with DSC
- Strategic Planning Day with Dee Roche held on 9th March
- Workshop designed for families - "My home - Your Workplace"
- New Website being designed
- Move from BOQ to Westpac
- Ceased contract with Enable SW on 13th September
- Employsure engaged to provide HR assistance
- IT system up and running with servers

2014

- Cam Can endorsed to operate in the Lower South West. Steve Robinson employed as Country Division Manager
- EDGE project around employment refined and progressing well
- Project with Perth TAFE initiated to assist with training including website based training
- NDIA launched in LSW on 1 July, 2014
- Cam Can working with 'Soldier On' to support returned service-men and women
- Work Safety and Health engaged to look at processes and policies by way of risk assessments
- Gap analysis and training needs analysis undertaken
- Cam Can operating throughout the South West region
- Projects underway with Curtin University

2015

- DSC invited Cam Can to partake in Project with Justice System
- Cam Can became involved with FRASIL
- Second full DSC evaluation
- Acquittal of the Strategic Plan. Members & families, Support Workers and Coordinators involved to reflect members actual requirements
- Safety evaluation undertaken
- Busselton office officially opened
- Sector decision on whether NDIS or MY Way – to be made by end of 2015

2016

- Planning Day – lots of positive feedback
- Alocasia Close – purpose rented house to allow for short stay and day time skill development
- ABC Stories – Banou, Anthea and Marc interviewed for Disability Awareness Week
- Commencement of in-house training
- New office building in Como complete
- Upgrade to internal systems, improved website, additional server to provide robust IT platform

THE EVOLVEMENT OF CAM CAN

Timeline 2011 - 2021

2017

- Future of DSC – WA announced merger of public sector to Department of Communities
- Stepping Out – First In-House training to upskill support workers with aptitude to become Coordinators – graduation 18th May
- Sue Davis external consultant presented her independent health check of Cam Can compiled over past 12 months. Reassuring and positive
- Cam Can office move to Como
- Training Manager – new dedicated position created

2018

- Announcement – WA State Government to move to national scheme over the next 18 months
- Cam Can has a transition schedule moving from State to National Scheme
- Cam Can committed to individualised arrangements and won't be pressured to provide support in grouped arrangements
- Expansion opportunities in NDIS for Cam Can
- Work complete on Strategic Plan to 2021 – Cam Can Inc. Board
- Marc and Anthea keynote speakers at "Imagine More" conference in Canberra
Mike doing great work with staff - Instinctive Drives
- Expansion – can commence work in Bunbury on 1 October 2018
- Console – Steve demonstrated Cam Can Console to the board

2019

- Coordinator appointed to work full time in Esperance
- DSC advising NDIS will roll out on 1st July 2019 to the Great Southern, Mid-West and Gascoyne regions. Cam Can will apply to operate in the Great Southern but not the other areas – strategic decision.
- Department of Communities – Quality Evaluation
- Resignation of long standing board member Keith Taylor
- Year of great change – whole disability services sector both locally and nationally likened to the most significant change in Australian government policy since Medicare. Comes with challenges but on the whole members largely benefit from transition.
- NDIS Transfer - A significant number of Cam Can members moved over to the NDIS
- New Service Coordinator hubs at Joondalup and Rockingham/Peel

2020

- Year of unprecedented development, stress and rapid change
- Considerable growth in Bunbury. Services commenced in Albany, Esperance and Kalgoorlie.
- Strategic Plan Implementation Group (SPIG) – continued to consolidate. Significant progress in all areas.
- A continuous improvement plan has been created to amalgamate the work of the SPIG group and GAP analysis works
- Newly created positions & appointments: Director of Operations
Quality and Continuous Improvement
Operations Manager Roles (2)
- March 2020 - The NDIS Quality and Safeguards Commission operating in all states and territories (except WA). It will begin working in WA from 1st July 2020.
- March 2020 - Covid 19 - Response Plans implemented
- The official handover date to the NDIS Quality and Safeguarding Commission set for the 1st December 2020.
- Restrictive Practice – Restrictive practice review committee established. Cam Can to register as both an implementing provider and specialist behaviour support specialist into the future.
- NDIS Transfer – Update, Approximately 96% of all members transitioned to NDIS

2021

- Instinctive Drives – Exec. team continuing to work with Mike and Bridget. Strong commitment across teams. To be rolled out to Coordinators commencing March 2021.
- Restrictive Practice – Panel formed and an independent person appointed.
- NDIS & Quality and Safeguard Commission – provisional registration to Dec 21.
- COVID19 – Response plan implemented. PPE supplies received.
- Strategic Plan to be acquitted 2021.
- Structure of Cam Can - Chris and Pauline leaving to start “My Life Story” organisation supporting people with disabilities.
- Steven Psaila-Savona commenced as Director of Strategic Development in March
- Cam Can 10th Anniversary Celebrations being planned



A BRIGHT FUTURE

With Marc at the helm as CEO supported by a passionate, skilled and dedicated team, Cam Can is well placed to look to the future with absolute confidence.

The organisation has in place a strong foundation and robust structure to support its members and staff for many years to come. The past decade has been spent developing and refining processes, policies, systems and procedures to ensure the organisation will continue to deliver the highest quality individualised supports.

We have been focussed on getting the detail right and committing to continuous improvement. We have invested heavily in our Strategic Plan to ensure it delivers its goals, projects and objectives. We believe in the strength of relationships and the power of good communications. We work hard to ensure the culture of Cam Can remains strong. We are also extremely thankful and grateful to the wonderful people who have been attracted to work with Cam Can.

For the first time in many years there will be a single environment in which to operate – under the umbrella of the National Disability Insurance Scheme. As time goes by and people develop greater confidence in the NDIS, we hope this stability will translate into increased optimism for members and renewed energy throughout the sector.

Cam Can has evolved to become a provider of choice for many Western Australians seeking an individualised support arrangement. Marc and I are more proud than ever of the organisation we created. Cam Can has stayed true to its core business

Cam Can has evolved to become a provider of choice for many Western Australians seeking an individualised support arrangement. Marc and I are more proud than ever of the organisation we created. Cam Can has stayed true to its core business. It remains focussed on always putting the interests of its Members first. Cam Can has been responsible for helping to bring about incredible life changing outcomes for hundreds of people. It is humbling and a huge honour to have been a part of this. It has never been about the efforts of any one person or any single strategy. It has without doubt been about all of us standing strong together.



REFLECTION AND THANKS

Over the years various companies and individuals have worked closely with Cam Can. Their support and commitment is very much appreciated. These include:

- Simon and Busselton Toyota
- Mike and the Corporate Will Company
- Claude, Heidi and Canning Accounting
- Ray and Grange Insurance
- Gavin and Ingram Developments
- Cameron and Cam Can Services
- Alan and Altitude IT
- Paul and Kestrel Creative

Additionally, we would like to make particular mention of Eddie Bartnik, Keith Taylor, Paul Larkin, Sue Davis, and Rob Erskine, five people who have been significant throughout Marc's career with the Disability Services Commission of WA and who indirectly have contributed to shaping the values and principles Cam Can upholds. Eddie is a no-nonsense kind of guy when it comes to ensuring the lives of people who are vulnerable will not be compromised. Not only was he responsible for the development of Local Area Coordination which initiated widespread reform of services to people with disabilities living in Western Australia, he was also a great source of inspiration and hope to families such as ours. Further, his absolute commitment to bring about something better for all communities, his leadership and progressive thinking were unparalleled when it came to providing inspiration and demonstrating strong leadership to Marc.

Keith, a fun and passionate man with years of dedicated service to people with disabilities living in WA through his work with the Disability Services Commission, was also for a period of time Marc's manager. Keith demonstrated strong leadership and was a great mentor to Marc throughout his career. Together they became a formidable team – both in and out of the work environment. Keith later went on to become an inaugural board member and Chair of the Board with Cam Can Inc. where his contributions continued to be realised.

Paul, Sue and Rob were all long time colleagues of Marc's while he was working with the

Disability Services Commission. Like Keith and Eddy, these fabulous people not only became life-time friends, they were great mentors and managers, responsible for ensuring that quality services were delivered to people with disabilities in WA through Local Area Coordination. An incredible team!

Finally, the most important salutations of all are reserved for our family, in particular our children Cameron, Alastair, Rebecca and Olivia. Cam, you have been the making of us. You have been the reason. You opened our eyes wide and ignited a fire within us that we could not and will not extinguish. It is due to you that hundreds of people living with a disability in Western Australia are living a good life, a typical life of their choice in a community they want to be in. Your story has contributed to changing the way people think. You have raised community expectations about what can be achieved and what is actually possible. You have provided hope and inspired people around Australia and indeed even around the world. Your accomplishments are a testament to your feisty determination and the challenge you set us to create a life that would be meaningful to you. You trusted us and it has been our absolute privilege to watch you develop into the respected young man you are today.

Alastair, you grew up with Cam. It was a tough gig. Obstacles and challenges loomed not just for Cameron but for us as a family. We struggled and I was forever conscious that you may have become a casualty. As tough as things got, as isolating and often embarrassing as things were, you simply got on with life. I know that's how it appeared on the surface and that deep down you were dealing with things in your own way. You are strong and resilient and rose above all adversity. Your commitment to Cameron and to our family, your loyalty, the way you have embraced life and never let an opportunity pass makes us overwhelmingly proud every single day.

If there was anyone who deserves a medal for endurance no one can go past Rebecca. Bec, you have been there and supportive of Marc and I right from the start and for that we are truly

grateful. Life has dealt you some interesting challenges and yet you have continued to soldier on. You give your all to everyone, literally! Your fun disposition, bright and cheery outlook on life is infectious and brightens the day of everyone around you. You have also managed to capture the hearts of everyone in the Cam Can family and your impact on the culture of the organisation cannot be underrated.

Then there is our most gorgeous daughter Olivia. Olivia, you have been fortunate to inherit the very best of your brothers and sisters traits - crystal blue eyes, strawberry blonde hair and an infectious, witty sense of humour. You have been the gift of magic. Our hearts swell with pride when we look at how you have brought unity and strengthened bonds within our family. You've brought more joy than any of us could have anticipated. You are funny, loving and bring out the best in all of us – including Cam. Growing up, we shuffled you from meeting to meeting, we packed you up and took you to conferences around the country. You were literally shaped by Cam Can. We also exposed you to a lot of "life". At the time we hoped you would learn from these experiences. It is clear to us now that you did. As the teenager you currently are, it is very heartening for us to watch you stand up for your friends, listen to you argue for people to be treated fairly and to observe your mature outlook on life particularly with regard to community and humanitarian issues.

Over the years, we accept you all made sacrifices and tolerated a lot from Marc and I as we worked bringing Cam Can to life. We made sure to have fun too however, creating Cam Can dominated a considerable amount of time and energy.

Through all of the journey, you kids kept us going, you motivated us and continued to support and love us. As it's turned out, creating Cam Can has also been about strengthening our family. It's difficult to put words to the depth of love and appreciation we feel however, from the bottom of our hearts, we thank each of you.



Alastair Olivia and Rebecca.

STANDING STRONG TOGETHER

As important as the lives of our members are, so too have Marc and I always recognised the value of our wonderful team of employees. We have often reflected on the incredible integrity of our staff; whether they be Support Workers, Coordinators, Managers or part of the Administrative team, their personal values are deeply enmeshed with the values and beliefs of Cam Can. We are incredibly proud of the quality of individuals who have been attracted to work with Cam Can over the years and have never held back when it comes to investing in the wellbeing of these individuals. There is no doubt everyone works hard but the focus has also been on having fun and enjoying time together. Of course we are all "Living the Dream" when asked, but the reality is and always has been exactly that. We all work in a very privileged space. People trust their lives in us and we will always do our utmost to ensure they are not let down. Not only are we standing strong together with our colleagues and our members, we are striving towards a time when the entire community can stand strong together. This will forever be our challenge.

Ten incredible years. It's been an amazing ride. Marc and I could not be more proud. It's been a decade of considerable work but much more importantly, a wealth of wonderful life changing stories.

Our sincere thanks is extended to all those who have contributed their stories to our 10 year commemorative publication.



2020 was a year of exceptional anxiety and challenges. COVID-19 brought people together and united communities globally in a quest to save populations from the killer virus.

We learned to be kind to each other. We realised the importance of checking in and caring about the wellbeing of others.

We all got a sense of what it feels like to be vulnerable.

In Marc's words, may we continue to be conscious of the humanity in all of us and think more of "we and our" and less of "me and mine".

