



SHOALHAVEN NEIGHBOURHOOD SERVICES INC.

Stronger connections. Stronger communities.

# Our Community News

FREE

Spring Edition 2023

01 Sep - 31 Nov 2023

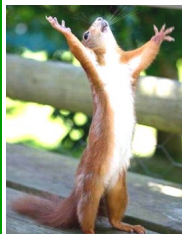


A Project of Shoalhaven Neighbourhood Services Inc  
**Disclaimer:** The views expressed in *Our Community News* are not necessarily those of Shoalhaven Neighbourhood Services Inc (SNS). All articles are published in good faith.

Produced at the East Nowra Neighbourhood Centre and sponsored by Shoalhaven City Council.

## Inside this issue:

Once again I would like to welcome you to Our Community News. For our Spring edition the emphasis is on incentives for employment, to build engagement among employees, to encourage teamwork, and to boost morale and motivation. We also have information on the risks of vaping, and how to make some homes for your garden insects!



Stay safe, get ready for Spring!

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## INCENTIVES FOR EMPLOYMENT

It is a simple human need to feel valued and appreciated and one of the main ways to fulfil this need is through employment and work. For most people having a job is a very satisfying part of their life. For others getting a job may seem like a chore, but there are many good reasons to being employed and receiving a regular income, such as attaining a sense of purpose and identity, learning new skills, and meeting new people.

Incentives for employment are a structured and motivational tool offering rewards and benefits to attract, engage with, retain employees, and to motivate positive behaviours in the workforce. They come in many forms including tuition reimbursement, more time off, and additional flexibility in work arrangements. The employer should choose employee incentive programmes that suit the desires and personal styles of their staff as well as aligning with the company's values.

The two types of incentives are financial (monetary, eg, payment or reward in exchange for achieving certain goals or targets) and non-financial (awards, privileges, recognition).

*Continued page 3*

## DONATION THANK YOU

We would like to thank the following local businesses for their generous donation/s to Shoalhaven Neighbourhood Services programmes:

1. Matty's Toys & Baby South Nowra - 5 baby cushions
2. Forty Winks South Nowra - two large pillows
3. Haymes Paint Shop South Nowra - 4 litres of paint
4. Nowchem South Nowra - hygiene items and Cherub Rubs products
5. Australian Plants Society NSW (Nowra Group) - plants arrangement
6. Unicorn Cheese South Nowra - cheese
7. Linda Baker from Nutrimerics - pampering gift for Open Day



## Water Bottle Refill Stations

Shoalhaven Water provides water bottle refill stations throughout the region to provide a free and easy option for residents and visitors to reuse their water bottles. The water stations are connected directly to Council's mains providing clean, fresh, cold water 24 hours a day.

Berry Queen Street *Broughton Walk*  
Callala Bay *Bicentennial Park*  
Callala Bay *Community Centre*  
Callala Beach *Community Centre*  
Cambewarra *Howell Faulks Park*  
Culburra Beach *Skate Park*  
Currarong *Piscator Avenue Reserve*  
Greenwell Point *Foreshore*  
Huskisson *Sports Field*  
Huskisson *White Sands Park*  
Kangaroo Valley *157 Moss Vale Road*  
Kangaroo Valley *Pump Track (300m  
from Hampton Bridge, right side*  
Nowra *Aquatic Centre*  
Nowra *Jellybean Park*  
Nowra *Junction Street Court*  
Sanctuary Point *Bike Park*  
Sanctuary Point *Paradise Beach Reserve*  
Sanctuary Point *Ray Brooks Reserve*  
Sanctuary Point *Skate Park*

Shoalhaven Heads *Jerry Bailey Skate Park*  
Shoalhaven Heads *River Road Boat Ramp*  
St Georges Basin *Sports Field*  
Sussex Inlet *Jacobs Drive*  
Sussex Inlet *Sporting Complex*  
Vincentia *Plantation Point Reserve*

For further details call (02) 4429 3214 or  
email: [council@shoalhaven.nsw.gov.au](mailto:council@shoalhaven.nsw.gov.au)



Positive incentives for being employed include:

- ◇ Bonuses: Employee bonuses are one of the most common types of financial incentives that companies use as a regular reward and to show appreciation. They might do this by offering a cash-in-hand bonus or include a bonus in their pay.
- ◇ Recognition: Staff appreciate their contributions being recognised and acknowledged.
- ◇ Reward: Rewards (including gift cards) are a way of showing appreciation and affirming the positive efforts of staff.
- ◇ Tax rebate: Tax rebates can be claimed on work related items such as work clothing, PPE, educational fees, etc.
- ◇ Apprenticeship subsidies: Under the wage subsidy programme, businesses that engage an Australian apprentice may be eligible for a subsidy (50% of wages paid to a new or recommencing apprentice or trainee) for a 12-month period, from the date of commencement.
- ◇ Government funded training: TAFE NSW government subsidised courses enable students to study at a reduced cost or free. To be eligible for fully subsidised (fee-free) courses the student must be:
  - \* living and working in NSW
  - \* an Australian or NZ citizen
  - \* a permanent Australian resident
  - \* a humanitarian visa holder
  - \* aged 15 years or over, and not enrolled at any school
- ◇ Volunteer recognition and appreciation: An incentive for obtaining full or part-time work includes voluntary work which is often looked upon favourably by Centrelink and businesses. Some organisations will recognise their volunteers with:
  - \* catered volunteer lunches
  - \* annual or semi-annual volunteer awards
  - \* certificates or acknowledgement from the mayor's office
  - \* gift cards to a store or restaurant

It is not about giving praises every other hour, rather it is simply acknowledging an individual's or team's behaviour, effort and achievements in the workplace that support the organisation's goals and values.



Australian Government  
Australian Taxation Office



Get free help with your tax return from a Tax Help Volunteer

Are your tax affairs simple?

Do you earn around \$60,000 or less?

### Shoalhaven Neighbourhood Services Inc

Nowra Neighbourhood Centre  
41 Worrigeer Street Nowra  
02 4421 5077

Commences 28/7/23

Friday Appointments Available  
9:30am - 2:30pm

East Nowra Neighbourhood Centre  
2/80 Park Road East Nowra  
02 4422 1299






Commences 25/7/23

Tuesday Appointments Available  
11:00am - 1:30pm

# VAPE

electronic devices designed to deliver vaporised liquids into the lungs when breathed in

The biggest misunderstanding about vapes is that they are harmless compared to cigarettes. **Vapes are NOT safe!**

 <p>NICOTINE</p> <p>Many vapes contain nicotine making them <b>very addictive</b></p>	 <p>FRUITY</p> <p>The nicotine in 1 vape can <b>=50</b> cigarettes</p>	 <p>If you vape you are <b>3 times</b> as likely to take up smoking cigarettes</p>	<p>VAPE</p> <ul style="list-style-type: none"><li>* are not water</li><li>* main ingredient - propylene glycol, vegetable glycerine, <u>or</u> glycerol</li><li>* often also contain nicotine, flavours and other chemicals</li><li>* may also contain harmful chemicals that are NOT listed on the pack (false or misleading labelling)</li></ul>
 <p>Vaping has been linked to <b>serious lung disease</b></p>	 <p>Vape aerosol <b>is not water vapour</b></p>	 <p>Vapes can contain the same <b>harmful chemicals</b> found in cleaning products, nail polish remover, weed killer and bug spray.</p>	

## MISLEADING AND DANGEROUS LABELLING



Vaping products are often not labelled or are incorrectly labelled. Most vapes with labels that claim to be nicotine free contain nicotine and a lot of other chemicals - they just don't put it on the pack

SIGNS OF ADDICTION: Nicotine addiction from vapes and smokers is the same:

- \* feeling irritable or anxious
- \* craving to vape
- \* experiencing a lack of concentration when you can't vape
- \* trouble sleeping

It is illegal to sell vapes to the under 18s, including friends and contacts on social media.

MOST YOUNG PEOPLE DO NOT VAPE - research has shown that 4 in 5 young people do NOT vape.



Stall enquires please call Kim on:  
0447 090 578

Market & media enquires please  
email: [nowramarkets@gmail.com](mailto:nowramarkets@gmail.com)

Kim Stephenson  
Nowra Makers Market Committee  
Chair

1<sup>st</sup> Sunday each month

8.00 am to 1.30 pm

Culburra Beach Community Centre and on the beautiful tree-lined reserve, with seating, for a cuppa or lunch.

All stalls are local and community focused with many handmade and home-grown items:

- ◆ unique and clever woodwork
- ◆ Clothing, including groovy tie dyed items
- ◆ crystals and stones
- ◆ plants, jams, cakes
- ◆ cards and paper craft, pretty pet items
- ◆ pre-loved & up-cycled items, books
- ◆ bric a brac, and more!



The Nowra Makers Market Committee also holds markets on the 4<sup>th</sup> Saturday each month at the Nowra Showground (near the Family Café, Worrigeer Street end, or via West Street or Scenic Drive) from 8.00 am to 1.30 pm.

While you're at the market take the opportunity to enjoy the location: go for a stroll along Ben's Walk, or take a relaxing walk or cycle beside the river. Dog's are permitted (on leash).

All stallholder fees raised at the Markets by the Nowra Makers Market Committee help raise funds for the Shoalhaven Anti-Poverty Committee\*.

\* The Shoalhaven Anti-Poverty Committee is a group of local services, government agencies and residents who are interested in reducing poverty in the community.

## RISKS TO PHYSICAL AND MENTAL HEALTH

Nicotine is a drug that is in many vapes and is very addictive for young brains (causing long-lasting negative effects on brain development such as changing the way brain synapses are formed in young people). This change can harm the ability to pay attention and learning, as well as affecting mood and memory.

Vapes may expose young brains to chemicals at levels that have the potential to cause negative health effects by impacting on the lungs and subsequent fitness. It can also increase the risk of depression and anxiety. Vaping has been linked to serious lung disease.

When someone inhales from a vape they can be exposed to:

- \* the same harmful chemicals found in cleaning products, nail polish remover, weed killer, and bug spray
- \* toxins such as formaldehyde and heavy metals
- \* ultrafine particles that can be inhaled deep into the lungs
- \* flavouring chemicals such as diacetyl (a chemical linked to serious lung disease)
- \* burns: vapes have been known to explode causing serious burns

Vapes are designed to be appealing to the user: flavours such as watermelon, grape, caramel, bubble-gum, vanilla, and mint, along with colourful packaging, make them appealing to the younger smoker.

Tobacco companies are continuously looking for new customers and vapes are a new way to get young people addicted to nicotine, which is often difficult to quit. Vaping is not harmless and the serious consequences of vaping are continuously emerging. Many of the long-term effects of vaping are still unknown.

### VAPE PENS

A vape pen is a vaping device that is shaped like a pen. Companies and retailers will advertise them as being convenient, ranging in size from old-school cigarettes to cigar-size and make it sound like an enjoyable shopping experience when choosing your flavour and style from leading brands:

“Start your vaping journey with confidence, at the best available prices ...”!

“Choose your shape, size and colour for a personalised experience”!



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Tasmanian Department of Health

<https://www.health.tas.gov.au> › sites › default › files

## EAST NOWRA NEIGHBOURHOOD CENTRE ACTIVITIES

Unit 2 / 80 Park Road East Nowra - 02 4422 1299

### MONDAY

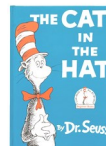
**Busy Bears Craft Group ~ 9.30 am to 11.30 pm ~ Cost \$2.00 pp**

- Weekly craft group. New members welcome.

### TUESDAY

**Reading with Bub ~ 9.30 am to 10.30 pm ~ Free**

- During school terms. All are welcome - **registrations are essential.**
- Parents, carers and children 0-5 years join us to read stories, sing songs and meet new people.



### WEDNESDAY

**Cuppa & Chat Women's Group ~ 10.30 am to 11.30 am ~ Free**

- During school terms.
- Join us for one hour each week to have a cup of tea or coffee and meet new people.
- All are welcome - **registrations are essential.**

### FRIDAY

**Compassionate Friends Support Group ~ 10.00 am to 2.00 pm**

- **4<sup>th</sup> Friday** each month
- Peer support group offering friendship and understanding to grieving parents/siblings/grandparents who have lost a child of any age.

### SATURDAY

**Brilliant Stars ~ 10 .30 am to 12.00 pm ~ Free**

- During school terms.
- A group for children 5-12 years to learn qualities such as kindness, truthfulness and respect through songs, stories, crafts and games.
- A community building service sponsored by Shoalhaven Baha'i.





## NOWRA NEIGHBOURHOOD CENTRE ACTIVITIES

41 Worrigeer Street Nowra - 02 4421 5077

### MONDAY

#### Monkey Mondays Playgroup ~ 9.30 am to 11.00 am ~ Free

- During school terms. All are welcome - **registrations are essential.**
- A weekly playgroup supporting children, families and carers. Come and meet new friends, play, create, and read stories.
- Please bring sunhat, some fruit, and water bottle.



#### Meditation ~ 6.30 pm to 7.30 pm ~ Cost \$15.00 pp

- Guided meditation group.

### SELF-HELP /SUPPORT GROUPS

Nowra Neighbourhood Centre hosts a range of support groups that meet every week. Please contact the centre for further information on 02 4421 5077.

- Alcoholics Anonymous (AA)  
<http://www.aanowrathereisasolution.org/>
- Al-Anon Support Group  
<https://www.al-anon.org.au/>
- Gamblers Anonymous (GA)  
<https://gamblersanonymous.org>
- Narcotics Anonymous (NA)  
<https://www.na.org.au>

### NEED A MEETING ROOM?

Our Neighbourhood Centres currently have meeting rooms available to hire. Please call (02) 4421 5077 for further information.

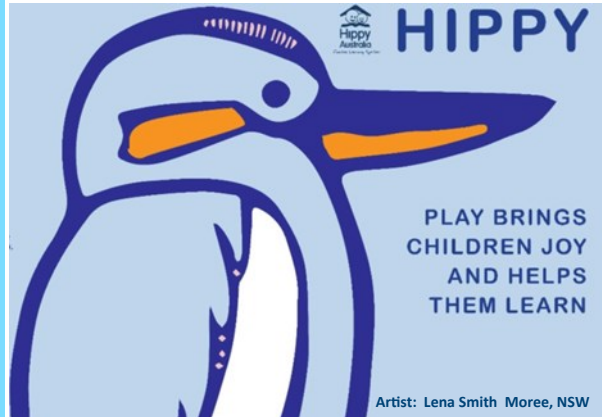


play-based  
activities

empowers  
you to be your  
child's first  
teacher

supports  
your child's  
transition to  
school

supports  
development,  
community  
connection, &  
confidence



## OUR PROGRAMME

HIPPY is a free two-year play-based curriculum of fun activity packs.

Starting when your child turns three, your HIPPY tutor will practice the activities with you using role play in home visits.

Each pack has activities for you to do with your child, as well as some ideas so that learning can happen anywhere at any time.

HIPPY assists children to become curious learners and to achieve important developmental milestones.



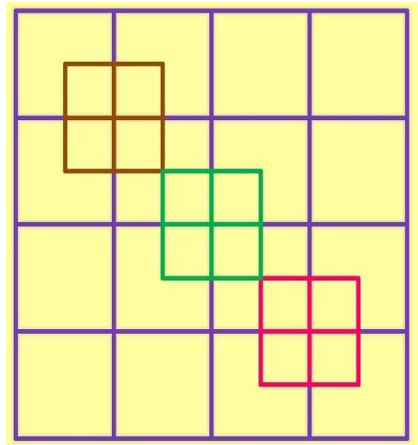
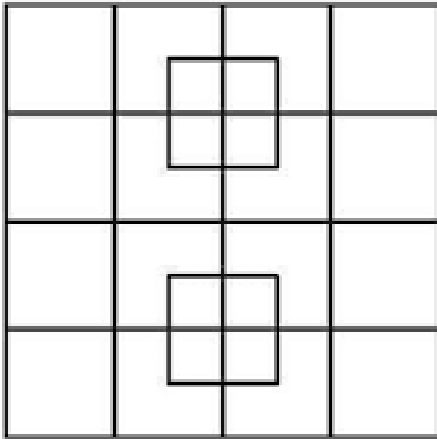
**YOUR HIPPY CO-ORDINATOR**

**NAME:** Kylie

**PHONE:** 0429 312 390

**e-mail:** [hippy@familyservices.org.au](mailto:hippy@familyservices.org.au)

*The Home Interaction Programme for Parents and Youngsters is funded by the Australian Government through the Department of Social Services. The Brotherhood of St Laurence holds the licence to operate HIPPY in Australia.*



Count the squares in each box above

**Hint:** Ignore the small centre boxes and concentrate on the 4 x 4 box first. A formula for working the main box is: 4 x 4 squares =

3 x 3 squares =

2 x 2 squares =

1 x 1 squares =

The total number of squares can be found in this newsletter.

11+	2÷		20x	6x	
	3-			3÷	
240x 4		6x			
	4	6x	7+	30x	
6x					9+
8+			2÷		4

Each row and column contains one of each digit - 1 to 6 (no number can be repeated in a row or column).

Each bold-outlined group of squares also contains digits 1 to 6 (which CAN be repeated within the group) which must achieve the result (as specified in the top LEFT corner of each grouping) using the mathematical operators +, -, X, and ÷.

The number '4' is placed in three squares to start you off.

# BUG MOTEL/HOTEL - a project for any age



Recyclable items: old drawers, photo frames, old tires, plastic bottles, milk cartons, large plant pots - for the container (as long as it is waterproof - it's outdoors accommodation)!

If using photo frames remove the backing (for entry to the premises) but keep the glass (for viewing who has moved in). For plastic bottles and non-see-through items cut out a section of one side (insect/bug entry).

Natural materials plus small pots and other recyclable items for filling - just wrap up, stack up, pack it all in.

Hang or place it somewhere in your garden (weatherproof home, with roof) or somewhere under cover for weather protection

\* A bee hotel should be in place for ONE SEASON ONLY, replaced with fresh material in Spring.

## Natural Materials

Leaves  
Pinecones  
Bark & Twigs  
Flowers  
Moss  
Wood Chips  
Nut Shells  
Bamboo  
Grass  
Tree Stumps  
Stones  
Shells  
Twine

## Recyclables

Toilet Paper Roll  
Scrap Paper  
Bricks  
Palettes / Skids  
Cardboard  
Plastic Bottles / Milk Cartons  
Drain Pipes  
Popsicle Sticks  
Rope  
Chicken Wire  
Plant Pots  
Old Drawers or Photo Frames  
Old Tyres



Ladybird hotel to control aphids on your fruit trees



# IT'S OFFICIALLY SPRING

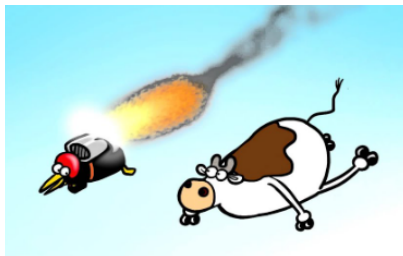
I'm sure many have heard a little ditty that begins with "Spring has sprung ...". The awesome author Anonymous is considered to have written the original with the wording in a Brooklynese (NY US) style:

.....  
Spring has sprung  
da grass is riz  
I wonder where all da boirdies is?  
Da boird is on da wing ...  
but dat's absoidr,  
da wing is on the boird!

---

Over the years words have changed a bit! On the right side are two (of **MANY**) versions.

See what you can come up with (try writing one with more than one verse for extra kudos).



Spring has sprung, the grass has ris  
I wonder where the boirdies is.  
The boirdies are high in the sky  
dropping whitewash in my eye.  
I'm a good boy, I don't cry ...  
I'm just glad the cows don't fly!



Spring has sprung  
the grass is ris  
I wonder where  
my lawn mower is!



## A WORD FROM MAXINE Manager, Shoalhaven Neighbourhood Services Inc.

Fee-free TAFE courses and volunteering are two great ways to gain skills and knowledge so that you are best placed to be able to gain new skills for employment and finding work. Take advantage of the opportunities that are currently available in our local area and get involved!



### World Rabies Day

28 September

Rabies is a preventable disease, yet in the 100 + countries where rabies exists, it continues to cast a shadow over the close relationship between humans and dogs. It is estimated that more than 10 million dogs are cruelly killed each year due to rabies or the human fear of rabies. This is equal to 170 dogs for every one human death from rabies. Globally, on average it costs [as at 25 May '23] A\$6.12 to vaccinate a dog against rabies, but around A\$165.24 to treat a person who has been bitten. Mass dog vaccination is both safe for dogs and communities, and economically viable. It must become and remain a priority to the elimination of rabies globally.

### World Animal Day

4 October

Exploitation, entertainment, sport, hunting: World Animal Day is an international day to raise awareness of the rights and welfare of animals, and to bring together people who advocate for the improved treatment and welfare of animals, both in the wild, domestic, and on farms. The day was first organised 24 March, 1925, by Heinrich Zimmermann in Germany, and is now held annually on 4 October to align with the feast day of Saint Francis of Assisi, the patron Saint of ecology and animals. Animal sentience is an important issue that has not yet received full recognition and acceptance in legislation worldwide.



Wild animal tourism fuels the wildlife trade: who you book with matters!

<https://www.esdaw.eu/hunting-dogs> (Spain)

[Animal Awareness Days Calendar](#) | [World Animal Protection](#)

**Greenwell Point (M)**

Contact Shirley Hargrave on 0419 424 588

OR Ann Williamson on [annwilliamson2540@gmail.com](mailto:annwilliamson2540@gmail.com)

**Kangaroo Valley Walkie Talkies (D, S)**

Call Lyn on [4465 1037](tel:44651037)

**Bomaderry Walkers**

(D, M)

Call May on [4423 0131](tel:44230131)

**Nowra Walkie Talkies**

(M)

Call Mollie on [0409 125 635](tel:0409125635)

**LEGEND**

D = dogs

M = medium

S = slow pace

P = prams

OR Register [www.heartfoundation.org.au/walking](http://www.heartfoundation.org.au/walking)

## Update from Nowra East Community Permaculture Garden - PIZZA OVEN

With our small group, we finally enjoyed our first pizzas in our pizza oven. It's taken a while but the delightful pizzas made by Deb and cooked by Ron were well worth the wait.

Big thank you to Deb, Ron, Malak, Gil and Maria for all their hard work on the day.



First Pizzas!



Oven ready

To become involved in the Community Garden please contact:

**General enquiries**

87 Jervis Street  
Nowra NSW 2541

☎ 02 4421 3539

✉ [nowraeast-p.school@det.nsw.edu.au](mailto:nowraeast-p.school@det.nsw.edu.au)

<http://www.facebook.com/NowraEastCommunityKitchenProject/>

# DO YOU WANT TO ADVERTISE IN OUR COMMUNITY NEWS?

*Our Community News is produced by a small team of volunteers and staff at Shoalhaven Neighbourhood Services.*

*You can support us by placing an advertisement, sponsoring the newsletter, or volunteering to help produce it.*

*For more information please email [community@sns.org.au](mailto:community@sns.org.au) or call 02 4421 5077.*

A5 Size Page	Dimensions	Total GST incl.
1/4 page	6cm (W) x 9.2cm (H))	\$11.00
1/2 page	12cm (W) x 9.2cm (H)	\$22.00
1 page	12cm (W) x 18.44cm (H)	\$44.00

**Estimated readership over 9,000 in the Nowra area.**



Shoalhaven Neighbourhood Services is a provider of services for people who have an approved NDIS plan.

If you're looking for support to access the community or for more information about the services we can provide, give us a call on 02 4421 5077.

## Volunteer with Shoalhaven Neighbourhood Services!

Are you looking for a volunteering opportunity that is fulfilling and flexible?



Call **02 4421 5077** to find out how you can become part of this dynamic, local organisation and make a difference in your and others lives.

Volunteering opportunities include social support, reception, admin, gardening, maintenance, TEI (targeted early intervention) programmes assistance, and IT. Volunteering provides many benefits to both mental and physical health by:

- \* providing a healthy boost to self-confidence, self-esteem, life satisfaction, and the ability to gain new friends
- \* preventing depression and anxiety
- \* giving support to stay physically healthy
- \* giving back to the community
- \* helping to acquire new skills to gain employment

11+	2+	20x	6x		
5	6	3	4	1	2
6	1	4	5	2	3
240x		6x		3+	
4	5	2	3	6	1
3	4	1	2	5	6
6x		7+	30x		
2	3	6	1	4	5
8+		2+		9+	
1	2	5	6	3	4

Squares: 40 and 51