



GdA Annual Report 2022– 2023



ACKNOWLEDGEMENT: GdA acknowledges the Traditional Custodians of the land on which we work and live, and recognises their continuing connection to land, water, and community. We pay our respects to Elders past and present.



Our Vision

An equitable and inclusive society that upholds the rights of all people to be empowered and thrive in life.

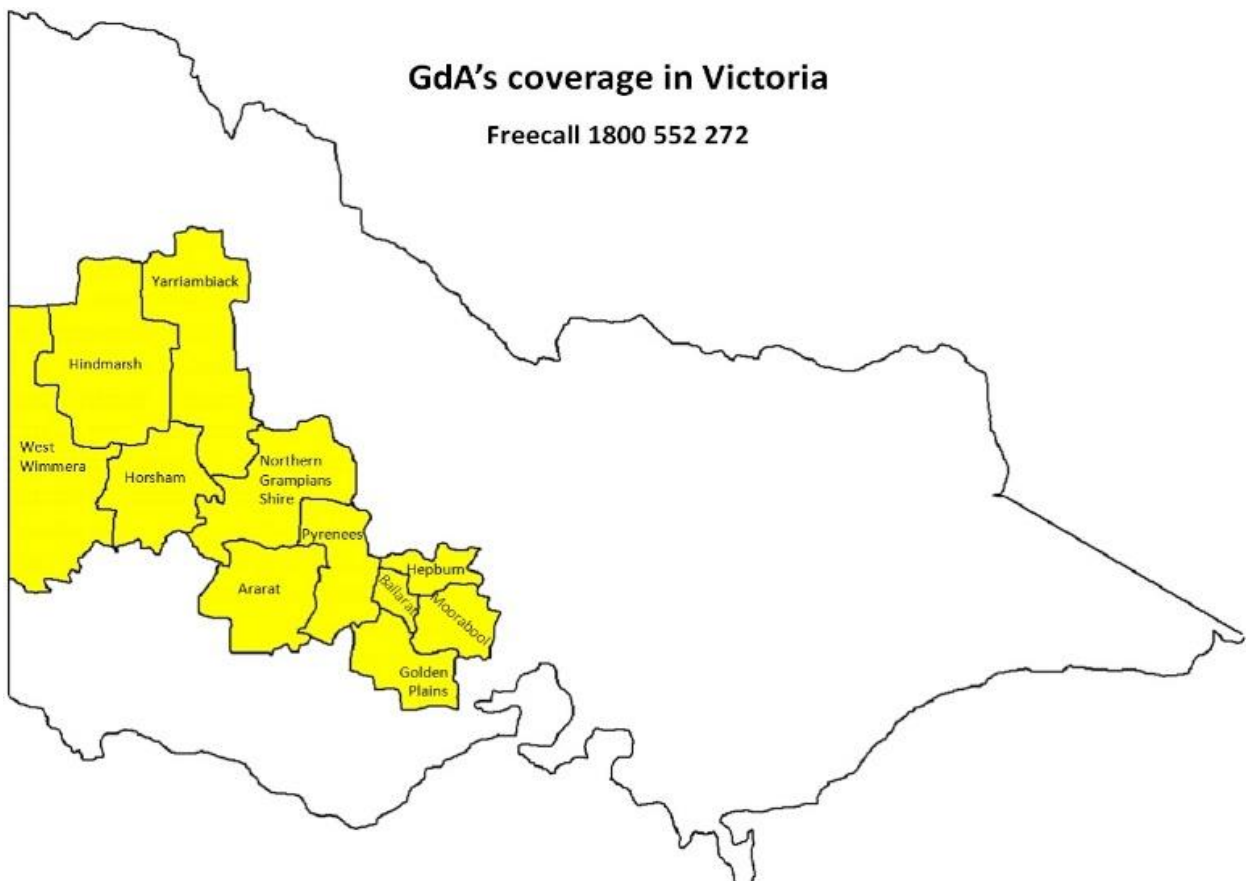
Our Mission

GdA stands beside people with a disability as they:

- Are empowered to live the life they choose
- Understand and act on their human rights
- Connect and build confidence, independence and friendships

Our Values

- Respect
- Integrity
- Loyalty
- Empowerment
- Self-determination
- Inclusion
- Empathy



GdA BOARD OF GOVERNANCE 2022-2023 (including years of service)

CHAIRPERSON

Daylesford



Norm McMurray

9 years

VICE CHAIRPERSON

Ballarat



Kay Timmins

12 years

SECRETARY

Ararat



Jo Richie

3 years

TREASURER

Horsham



Bernie O'Shannessy

7 years

ORDINARY MEMBERS



Mark Thompson

Ballarat 12 years



Carly McKinnis

Ararat 3 years



Craig Townsend

Ballarat 1 year



Thomas Marks

Ballarat 1 year

Board Charter

The Board provides effective leadership and collaborates with the Executive Officer to:

- ◆ articulate and exemplify the organisation's Mission, Vision, Values and Strategies
- ◆ develop strategic plans and order strategic priorities
- ◆ maintain open lines of communication between Board and management
- ◆ develop and maintain an organisational structure that supports the achievement of strategic objectives
- ◆ appoint the Executive Officer and monitor her/his performance against agreed performance indicators



Members and staff appreciate the voluntary work the Board does for people with a disability in our region.

GdA Life Members:

Kath Woods

Julie McDougall



Chairperson's Report

Norm McMurray

(Chair since Dec 2020)

It's been a very productive year at Grampians disAbility Advocacy.

I have supported the Board and staff as much as I can to help them to help GdA grow in its 23rd year into the highly valued advocacy service that it is.

We have both lost and gained great employees during the year, the most significant being Deb Verdon, the Executive Officer who held the reins for almost all those 23 years.

The recruitment process to replace Deb (an impossible task) was careful and thorough with a lot of consultation and engagement with Board members. Deb also tackled the onerous task of preparing an extensive manual for the incoming Executive Officer. I would like to thank the Performance and Review Committee for all their time and input to ensure that this was a streamlined transition for both Deb and the incoming Executive Officer Roy Reekie.

I believe that this process was as successful as possible, brought about by the diligence of the P.A.R.C, Deb and Julie McDougall who assisted with the interview process. The staff were all on high alert as the change commenced but carried on seamlessly in their roles and have smoothly eased into having a new head honcho.

Deb was celebrated with a magnificent send off in July. Attendees' adoration and admiration for Deb was hugely felt and openly shared and Deb left with a big smile on her face, ready for her new life chapter.

Welcome Roy, easy-going and approachable, ready for action and the many challenges that he now has to face. The handover from Deb to Roy may not have completely prepared him for the huge role, but it appears Roy enjoys meeting a challenge head on and is kicking goals.

Over this last year, the Board has evolved, tackling many more topics, and issues; notably the change from Deb to Roy in the EO role.

We also made significant strides towards our Reconciliation Action Plan. It's close to being finalised after beginning its development in 2022 and after many hours of effort, care and collaboration. I would like to thank all those involved, in particular, Board members Thomas Marks and Carly McKinnis and former employee Fiona Tipping who has stayed on our Reconciliation Action Plan Working Group.

The Referendum on the Voice to Parliament will be decided just prior our AGM and the release of this Annual Report and the outcome will be of paramount importance for all people of Australia. The GdA Board decided to go public with our Yes support. The EO consulted with key stakeholders, while not seeking specific direction except on the question of whether we should take a public position. In the end, it was unanimously decided that it is part of our role as advocates to walk alongside and support those seeking their human rights, justice and a voice and that is what our statement in support of the Voice says.

At the end of September after 4 years, the Disability Royal Commission has released its report making 222 recommendations. GdA would like to thank Sherree Unwin and Indigenous Advocate Fiona Tipping for their incredible hard work and the support that they provided to many people that made their submissions to the Royal Commission. We are all very eager to see what improvements for people with a disability eventuate from the Royal Commission's findings and recommendations.

The Information and Linkages Capacity Building funds have continued to enable GdA to provide its Independent Pathway and Living and Skills program in various locations across our region. This has seen great collaborative work with neighbourhood houses. Ararat and Stawell Peer Support Groups have continued to meet and provide highly meaningful connections for its participants. Our I-PaLS program manager Carol Starkey and her team Sarah Garton, Tiffany Kenny, Tadc Quirke and Matilda Schembri provide wonderful support to our I-PaLS participants.

Moving forward, GdA has received pilot funding to provide a fulltime Indigenous Advocate for Ararat, Northern Grampians and the Wimmera, to show what a difference an Indigenous disability advocate can make.

Demand for all our services remains very high and there is much more for GdA to do as it continues to provide support, wherever and however possible, but this places a lot of pressure on our under-resourced staff. Thanks to Advocates Trudy Joyce, Kaylene Howell, Phil Cutts, Sherree Unwin and our NDIS Appeals Support Officer Bernadette Duane for their expertise, commitment and diligence in supporting their clients.

In the administrative backroom, Angie McKew and Sue Horvath keep the whole organisation running.

Thank you to everyone who has helped to make GdA a continuing success story, with growing staff and membership and all the hard work and commitment of staff, Board Members, sub-committee members and all partnership organisations and stakeholders.

To close, I'd like to make special mention of two Board members – Kay Timmins and Mark Thompson – who, due to our association's rules, are required to stand down from the Board. Both Mark and Kay have, over the past twelve years, shown extraordinary commitment to GdA. Their contribution and support to the Board over the years has been immeasurable and is much appreciated. They stand as exemplars of the sort of dedication and commitment that all our staff and members show and of the sort of organisation and service GdA aspires to be.

**NEVER EVER DEPEND ON GOVERNMENTS OR
INSTITUTIONS TO SOLVE ANY MAJOR PROBLEMS.**

**ALL SOCIAL CHANGE COMES FROM THE PASSION OF
INDIVIDUALS.**

**NEVER DOUBT THAT A SMALL GROUP OF THOUGHTFUL,
COMMITTED CITIZENS CAN CHANGE THE WORLD.**

INDEED, IT IS THE ONLY THING THAT EVER HAS.

Margaret Mead



Retiring Executive Officer

Deborah Verdon

(GdA leader 2000 to 2023)

It is with a great deal of pride and some sadness that I write my final GdA Executive Officer report for the GdA Annual Report and AGM.

When I officially retired on July 19, 2023, the reality of the separation from an organization that had absorbed more than two decades of my working life started to hit home. The realization that I would no longer be spending time with my respected colleagues and valued clients, working together with a common goal of advancing the cause of people with a disability, was unnerving and even a little daunting.

But ever so gradually I saw that as one door closed, another opened, and I became excited about the possibilities for my retirement future.

I will be eternally grateful for the opportunity to lead GdA on its growth journey for 22 and a half years. I have been inspired by those I have been asked to assist, and those I have worked with as staff or Board members. I retire with nothing but admiration for the advocacy sector and those who contribute to it every day with all their heart and soul.

I welcome the new GdA Executive Officer Roy Reekie, and know he will provide the leadership, teamwork and expert management that has come to be expected from GdA. I congratulate the Board, and the Performance and Review Committee in particular, on the professional way that the change in EO was completed. This demanding and time-consuming task was expertly executed to the benefit of all involved with GdA.

Finally, I thank you all for your support over the years.

I've been asked to present some highlights from the 2022-23 financial year. This is not a comprehensive list of what was taken on during the year. Apologies in advance for any events and achievements that should have been included but may have been accidentally 'retired' from my memory.

GdA

- Board Chair Norm McMurray led the Board through the implementation of sub-committees. This ensured all Board members had the opportunity to grow their skills and contribute equally to the development of GdA as an organisation
- Funding for the Information, Linkages and Capacity Building (ILC) program was extended until June 2024. This ensured the I-PALS program could continue to support people with a disability throughout GdA's area of coverage
- Ballarat member Craig Townsend joined Board
- Self-advocacy group Sister Rocks celebrated its 10th birthday
- GdA appointed its first Communications and Engagement Officer, funded by the ILC program
- GdA's advocacy in Daylesford and peer support work was supported by the Daylesford Foundation and the State Trustees Community Inclusion Grant
- The Disability Royal Commission funding came to an end in June 2023; over almost four years GdA's two DRC advocates provided confidential and compassionate assistance for people who had experienced abuse, neglect, violence and exploitation to make more than 100 submissions to the Royal Commission

Indigenous

- GdA's draft Reconciliation Action Plan was submitted to Reconciliation Australia for feedback. This was thanks to the committed contribution of the Reconciliation Working Group comprising Fiona Tipping, Thomas Marks, Carol Starkey, Suzie Hamilton, Trudy Joyce, Carly McKinnis, Deb Verdon
- Renowned Aboriginal artist Thomas Marks of Ballarat joined the Board
- GdA and Palawa woman Fiona Tipping were finalists in two categories at the 2023 Wurreker Awards
- GdA staff participated in NAIDOC celebrations in Ballarat and Halls Gap
- One Red Tree Resource Centre and GdA presented a combined National Reconciliation Week event at the Resource Centre

Systemic

- Central Highlands Regional Advisory Group continued to meet quarterly in Ballarat with its members making significant contributions to systemic action to improve the situation for people with disability in the Ballarat region.
- The long-awaited announcement of funding for improved access at the Ballarat Railway Station was announced by the Victorian Government
- GdA project manager Carol Starkey was appointed to the steering committee that oversaw the establishment of a statue to memorialise the advocacy efforts of well-known disability activist and Stawell resident Stella Young

Once more, thank you to the staff, Board, members and supporters of GdA, and advocacy colleagues from other organizations, especially Victorian Rural Advocacy Network. I have loved every minute of it.

Go well,
Deb



Special recognition

This year, there are some GdA members who deserve very special recognition.

The following four pages reflect their invaluable contributions to GdA and our work.



[Mark Thompson's tribute to Shirley who is a longtime member of GdA & the Central Highlands Region Advisory Group](#)

I have known Shirley for over 12 years through various groups. These are some of the things I have enjoyed about Shirley.

Her no nonsense approach to many issues that she has dealt with such as the Media. She calls a spade a spade. She doesn't suffer fools gladly.

"Mark, can you get someone to get a cup of black coffee 1 sugar" when Shirley comes for any meeting.

Shirley always told jokes in a meeting, that was entertaining as she always side tracked us.

Shirley going to Ballarat City Council Meetings to advocate for improvements for the Sebastopol residents, such as footpaths, lighting, and the Sebastopol library crossing.

When I meet Shirley, she had a silvery white Labrador named Sahana. At the time Shirley, was losing vision in her right eye. Shirley, eventually, went legally blind but her friend was never far away. Sahana was always leaving her hair everywhere they would go.

(telling Shirleys side of the story from my memory) "Mark can you order me a taxi home?", but with Sahana (the guide dog) losing so much hair, taxis wouldn't come. "OK, easy. Shirley, we will put your booking in my name going to the Royal Mall Hotel Sebastopol. But when you and Sahana get in, tell the taxi driver your address".

Shirley also did radio interviews and other media work to advocate for changes to be made at the Ballarat Railway Station. She was one of our six people with the disabilities that filed a case to see what we could achieve. I remember one VCAT meeting in the city. This involved six issues that we had with Public Transport Victoria re the Ballarat Railway Station. I drove to Melbourne with Shirley & Sahana and my carer. I parked the car then we went off for coffee before the meeting. Shirley had a case to win, we were all fighting for change. I remember that day, poor old Sahana was not having a very good day. She was feeling unwell and threw up before we even got out of the building. With the meeting over, time to head back to the car & home.

Hang on a minute what car, where is the car? Up and down the streets my carer ran – no car. We were to find out that the car had been towed away & we were unable to pick it up until the following day. Onto a train and eventually we arrived back at Ballarat Railway Station. I organized a taxi home for Shirley and Sahana. Luckily, I was able to pick up my car the following day.

Shirley went back to CHRAG to tell them about the whole episode we had in the city. Shirley never missed too many CHRAG meetings, even if she was down, she tried to get there.

But still more sad news to come, Sahana was losing sight, so a new dog had to be found.

Questa was to be another chapter of Shirley's life, this time a black Labrador. Shirley asked if she could look after Sahana as well, but the answer was no. So, Shirley started her life with Questa, a lot different than Sahana.

2020

When COVID19 hit, a few of us from the Ballarat Working Group used to pick up her groceries and stop in for a chat. Shirley had good old soap & water and towel for all the workers. She didn't believe in hand sanitisers. Shirley would still attend meetings online believe it or not.

In 2021 Shirley Broke her back that really knocked her hard. I used to call Shirley on the phone. "Shirl the girl", used to say to me "stop Mark, you make me laugh so much".

After 2022, Shirley was had it with all meetings in the community. Shirley had no more punch in her, time to hang the gloves up.



Pictured above: GdA's Shirley Mitchell & Mark Thompson (photo: Ballarat Courier)
May 15, 2019 Photo by Adam Trafford re the article
"Ballarat train station to get access to upgrades, still not up to disability standard"

Sadly, Shirley passed away on Oct 5th 2023

GdA and CHRAG wishes to acknowledge Shirley's long contribution to helping people with disabilities by being such an active supporter, voice and campaigner over many years.

We're offering the last word on Shirley to Deb Verdon:

"Shirley was a trooper who lived independently until the last little while. I'm full of admiration for this woman and her resilience."

GdA Life Members

GdA's Board is pleased and proud to offer life memberships to four members whose contributions to GdA are acknowledged below:

Jenni Starick

(written by Julie McDougall)

Jenni was President of the GdA Committee (as it then was) from 2006 – 2010, Secretary in 2011 and Chairperson of the Board of Management from 2012 – 2020. That's 13 years in executive governance roles for GdA.

Never daunted by holding positions of responsibility, always reliable, well informed, open minded and practical, these qualities were reflected through her work. Countless volunteer hours were dedicated to supporting Debbie Verdon as Executive Officer, committee members, administrative staff, advocates, GdA members and people in our community.

It did not stop there. Jenny was also:

- ◆ The volunteer facilitator for 'Sister Rocks' Self Advocacy Group from 2012
- ◆ An employee of GdA as Peer Support Self Advocacy Project Officer 2020 – 2022

- ◆ A regular volunteer at Stawell and Ararat Peer Support Groups
- ◆ A GDA representative at many International Day of People With a Disability gatherings
- ◆ A generous donor of knitted items for 'Sister Rocks' Self Advocacy Christmas raffles
- ◆ The creative mind behind hampers put together to raise money for GdA self-advocacy groups
- ◆ A friendly face behind the GDA information desk at local expos and public gatherings.
- ◆ Above all, Jenni has always been, and is, a kind, respectful, good humoured and attentive friend and colleague.

She has made an outstanding contribution to GDA, the most important being to assist people with disabilities to be courageous in stepping up to make their voices heard.

Many people have Jenni Starrick to thank for many things. On behalf of GdA and those we work for, we thank her from the bottom of our heart.

Kay Timmins

(written by Angie McKew)

Kay joined the Board in 2011 and took on being Vice-Chair from 2012 and has been involved for many years with our Central Highlands Region Advisory Group, which Kay would often Chair.

Kay has always been fully committed to her role as Vice-Chair of GdA, often stepping in as needed to Chair many meetings. Kay has always been supportive to all other Board members and staff. Kay's style of facilitating meetings meant keeping people on track and keeping the meetings flowing, especially factoring in the time constraints.

Kay would be thorough with her note taking and was very proactive in her Finance and Policy Sub-Committee roles, ensuring a keen eye was put over the policies she was reviewing either individually or jointly.

Kay brought a lot of knowledge to GdA, by way of a professional background which included being a Lymphoedema Nurse and Kay had an important role with the Lymphoedema Association. Kay was also a key player in local Community Development, involved in many support and peer groups, as well as being actively involved on various other committees, both as a President and Vice Chair. Kay could be relied on for seeking out grant opportunities for GdA.

Kay always brought her enthusiasm to each meeting and her very caring nature. Kay represented GdA at other training or stakeholder meetings and would often bring an extensive report back to share with the other Board members.

Kay could always be depended upon to assist at AGM days carrying out the registering of attendees and ensuring that the paperwork was correctly distributed and managed. This was invaluable to Angie on so many occasions, including Kay always being prepared to lend a hand in any way she could, packing and cleaning up after an event had finished.

The first to arrive and one of the last to leave.

GdA is grateful for the amazing 12 years that Kay has been part of the GdA fabric and we look forward to continuing to work with Kay in whatever way we can.

Mark Thompson

(written by Angie McKew)

Mark Thompson began with GdA in 2011 and has been a great contributor to the Board and the Policy Sub-Committee, contributing from the perspective of lived experience of disability and as a community development worker with VALID. He has an extensive knowledge and experience of the NDIS

Mark has been actively involved with the Central Highlands Region Advisory Group since it began in approximately 2005. He has been the CHRAG Chair on many occasions and has assisted with quite a few important campaigns in the Ballarat area, including lobbying for improvements at the Regent Cinema Complex, various accessibility issues and the five-year battle for the Ballarat Railway Station upgrades.

Mark has always been highly vocal about ensuring the rights for those with a disability to accessibility and inclusion, getting around Ballarat and being able to participate in daily outings as the rest of the community can.

Mark is the Community Development Team Leader Western Region for VALID, started up the Ballarat Working Together Group and is a member of the Ballarat Mental Community Health Collective. Mark has organized many International People with Disability Day events in Ballarat.

Mark has also been a key player in the Annual Ballarat Access Awards and very importantly the “Changing Places “program around the regions.

Mark also created the Disability & Aged Care Guide (for the Ballarat region) which was launched at the GdA AGM in Ballarat in 2012.

Mark has played a very important role on the GdA Board, bringing in all his experience and his passion to improve the lives of people with a disability. We look forward to collaborating with Mark in the future.

Deb Verdon

(written by Roy Reekie)

Haven't we heard enough about Deb already?!

You all know how great she is and what's she's done for GdA and thousands of people with disability and their families across our region. You know how she helped to create VicRAN (the Victorian Rural Advocacy Network), develop it and run it. Hell, you know how she helped to create GdA as it is now!

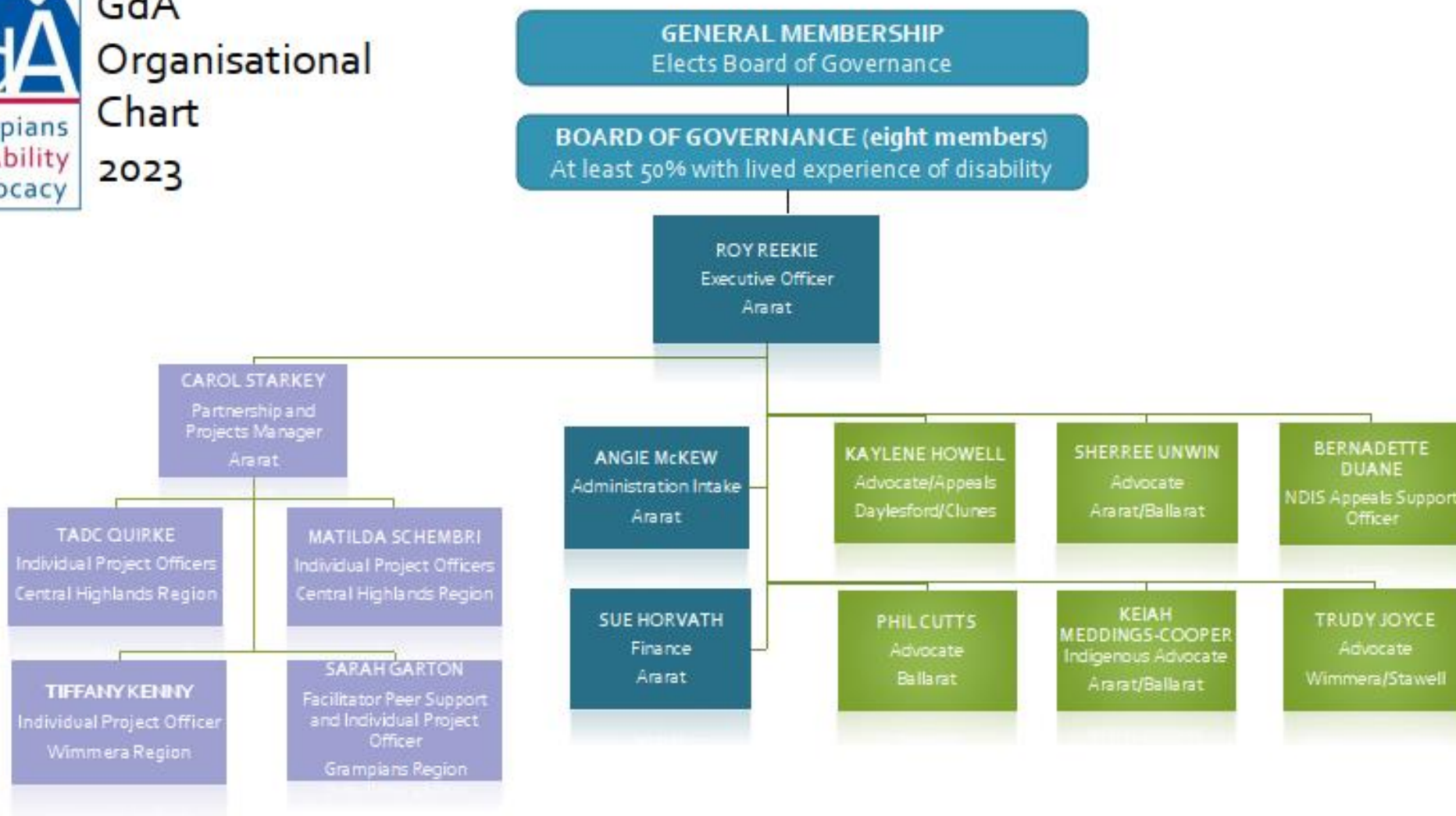
Wanna know more? There's a heap more about Deb in the rest of this Annual Report.

And all of it justifies us making Deb a Hotel California nominee for GdA life membership – you can check out any time you like but you can never leave. Deb will always be a big part of GdA.

Congratulations to all our new life members



GdA Organisational Chart 2023



Our programs in 2022-23

Advocacy programs

Disability Royal Commission support

This Federal Government funded program has now ended but it supported people with disability to make submissions to the Royal Commission into Violence, Abuse, neglect and Exploitation of People with Disability – the most important enquiry into disability rights and issues for people with disability in Australia's history.

National Disability Advocacy Program

Our advocates assist people applying for NDIS packages or the Disability Support Pension and to exercise their human rights in relation to accessing government services. We ensure that our clients' voices are heard and that their needs are understood and respected. This program and our NDIS appeals work are funded by the Commonwealth Department of Social Security.

NDIS Appeals

When things don't go to plan, there are appeal avenues – internal reviews and appeals to the Administrative Appeals Tribunal. Our Appeals Support Officers support our clients to navigate the often-complex legal processes associated with appeals. The challenges in this are great but the results change lives.

State Advocacy

Access, respect and other human rights issues can often arise in relation to State Government areas of responsibility – education, justice, health, housing and others. So, the Victorian State Government's Department of Families, Fairness and Housing funds us to fight for the rights of people with disability who feel discriminated against, overlooked and abused when trying to access and use these services.

Partnership work and projects

I-PaLs (Independent Pathways and Living Skills)

Funded through a Commonwealth Department of Social Security Information Linkages and Capacity Building grant, our Independent Pathways and Living Skills program creates and supports groups of people with disability to learn and develop social and life skills. Led by Carol Starkey, our I-PaLS team has developed these groups and delivered the I-PaLS capacity building program right across our region. These groups provide important social opportunities for some of the most isolated people in our communities.

Self-advocacy and Peer Support

We support individuals to self-advocate, in accordance with our organisational commitment to self-determination and empowerment. We run Sister Rocks Self Advocacy Group in Stawell once per month for people with disability. They support one another to make their own choices, help each other with problems and tackle the big issues. We also run a monthly Peer Support Group in Ararat for people who live with disability, and may be socially isolated, to connect with each other.

Systemic advocacy

Collectively, we identify and act on opportunities to change the way that people, communities and organisations think about and approach disability. Notably, our Central Highlands Region Advisory Group has taken on key disability rights issues in the Ballarat region, with some notable wins including disability access at The Regent Theatre and the Ballarat Railway Station.

OUR STAFF in 2022-23

Departing EO Deb Verdon



New EO Roy Reekie



Admin/Intake Officer
Angie McKew



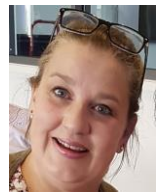
Finance Officer
Sue Horvath



L-R: Advocates Fiona Tipping, Trudy Joyce, Kaylene Howell



L-R: Advocates Bern Duane, Phil Cutts, Sherree Unwin



Project Manager
Carol Starkey



Grampians IPaLS & Peer Support
Sarah Garton



L-R: IPaLS Project Officers Tiffany Kenny, Tadc Quirke, Matilda Schembri



Staff farewelled 2022-23

GdA Executive Officer – Deb Verdon
Jane McMaster – Grampians I-PaLS Project Officer
Karen McAloon – Central Highlands I-PaLS Project Officer
Jenni Starick – Sister Rocks and Ararat Peer Support Project Officer

Staff welcomed 2022-23

Tadc Quirke – Central Highlands I-PaLS Project Officer
Matilda Schembri – Central Highlands I-PaLS Project Officer
Sarah Garton – Grampians I-PaLS and Peer Support Project Officer
GdA Executive Officer – Roy Reekie

Staff Reflections about working at GdA:

Angie McKew

Working at GdA is a humbling role. I'm reminded of what GdA is about everyday. I am in awe of every person that works here, their passion and commitment to their job and the organisation is truly inspirational. The Board and the EO are incredibly supportive. Everyone is equal and valued. I love my job because for each and every time I have helped a person in any small way, I know that I have come to work and done what I was meant to do. Apart from that, GdA is the BEST organisation to work for, an utter privilege. Such an important service.

Kaylene Howell

I am coming very close to of been working 10 years in my role as a disability advocate at GdA, within my local community. What an experience that it has been over the years, but this year particularly we have felt the shift of many changes within GdA. Our longstanding EO, Debbie Verdon stepped away into a well-earned retirement, Fiona Tipping moved on and is growing her professional profile, more faces within our team in the ILC program, and of course, welcoming our new EO- Roy Reekie.

Positives we have had in our local area: a new "Community Providers Networking Meeting" has been established. I believe this will be something that will grow over some time but will be a very resourceful meeting to be involved in. My position on the Disability Advisory Committee was extended and I have been seeing changes within Hepburn Council who have been showing to be more than open to being advised on all things Disability and Inclusion, which will achieve better outcomes for our clients systemically.

Some other federal issues and news impacting our work: The NDIS review being finalised. The Disability Royal Commission now complete and final report released. The Referendum into supporting our First Nations people having a voice and included in the Australian constitution. All happening right now. So many changes and I look forward to next year, as all these major influencing factors filter into our work.

Sherree Unwin

This past year has seen the wrap up of the Disability Royal Commission. During my 3 years as an individual support officer, I worked with many clients and stakeholders. Through this process, there were many clients assisted to tell their stories. I am looking forward to seeing the recommendations made by the commission and some significant changes to the disability sector as a result. I am lucky enough to be continuing at GdA as an advocate and appeals officer.

Trudy Joyce

As a disability advocate in the Wimmera and Northern Grampians area, I've had the privilege of witnessing positive changes in our community. I've enjoyed the camaraderie of individuals coming together to promote inclusivity and accessibility. Achievements include raising awareness, influencing policy changes, and empowering people with disabilities. Looking ahead, I hope for continued progress in breaking down barriers and fostering a more inclusive society where everyone's voice is heard and valued.

Tiffany Kenny

I have really enjoyed what the I-PaLS program brings. This year we saw a revamp of I-PaLS, to continue to mould the program to best suit the community. It is great for such an opportunity to reach out to rural locations, in my case across the Wimmera, but to also see participants thrive within the program. I enjoyed watching the changes in participants and the growth they have had. It is amazing to see what people can achieve with the right support. I'm excited about bringing I-PaLS next year to new locations and hope to see some of the friendships and bonds made over this year grow past the program duration.

Bern Duane

Working for GdA this last year has been a pleasure with a lot happening both internally (welcome Roy) and externally (DRC, NDIS Review).

Saying farewell to Deb and Fiona Tipping has been hard and I want to acknowledge them both. Fiona was a mentor to me during my early days at GdA and without her I don't believe I would be half the advocate I am today. Thank you. And well Deb, it goes without saying you have been instrumental in all our careers.

The last year has seen many challenges in the NDIS space, and I look forward to seeing the outcome of the NDIS review. I hope that it will bring about some much-needed improvements for people with disability and a simplifying of the appeals process and many other areas to make it easily accessible for those with a disability. I am optimistic about the future and the vital role our organisation can play in creating a more inclusive and accessible Australia for all.

Phil Cutts

My involvement – working as an individual advocate I have been assisting people with disability on various issues, issues involving such organisations as Centrelink, NDIS, Schools, Local Government, State Trustees, Disability Service Providers, DFHH to name a few. I have been fortunate to have been able to help most of these people achieve outcomes that they have been happy with. Through my work, I collaborate with many individuals and organisations - community members, health professionals, educators, CAFS, Orange Door, Berry Street, lawyers, courts, social workers, Disability Employment Service providers, NDIS Support Co-ordinators. I am fortunate in my role to be able to assist and work with people, with all of the challenges that come with that.

Letter of thanks received by Phil (permission of client to use obtained)



Phil,

This 'pay-it-forward' donation of stamps is a small token of my immense gratitude for the compassionate support and skilled dedication your organisation has offered me in applying for the DSP.

May many other vulnerable folk continue to benefit from your acutely task-oriented hearts, determined to create more inclusive communities, rich in normalising opportunity for the diverse nature of ability amongst us to be fully realised.

My forever thanks,

(August 2023.)



Incoming Executive Officer

Roy Reekie
(since June 2023)

I'm relieved to have Norm (as our Chairperson), Deb (until the end of June this year, our Executive Officer) and Carol (our Partnerships and Projects manager) reflecting and reporting on GdA's challenges and achievements in 2022-23. I was literally here for just a few days in that year and, in all conscience, cannot speak with authority about what GdA achieved.

The evidence of achievement is there in what I've noticed since I joined GdA, particularly regarding how well the organisation was run, but nothing replaces lived experience and direct involvement in what happened. So, thank you to all three of you for bailing me out in this report. As an incoming Executive Officer with meaningful experience of GdA and its role only since July, all I can do is to offer my initial observations of the promise and importance of GdA's work.

There's that old, well-worn adage about big shoes to fill. Boy, is it true in this situation? I don't know if you've done this but, as young boy, I would sometimes slip my feet into my father's shoes or workboots and walk around to see how it felt to be an adult. That's how it feels doing Deb's job after her, but I feel like I'm getting my balance and tottering less and less.

I feel the weight of responsibility of continuing Deb's amazing work to match the respect so many people in the sector have for her. It's a responsibility we all share – staff, board, GdA members. That's because, despite the great work Deb and GdA have already done in our region over many years and despite major reforms like the NDIS and the promise of both the Royal Commission and the NDIS Review, the work of fighting for the rights of people with disability and for the societal change necessary to guarantee equality and those human rights is far from over. In fact, we need to double down and really push for genuine, sustainable change and reform.

We do that by working with our clients, by always putting them at the centre of what we do and supporting them to be active in making their choices in their interests in their lives.

This is how I see the future, for disability rights generally and for GdA – a collaborative partnership approach where – to the full extent of their capacity – the people with disability with whom we work are in the driver's seat or calling the shots.

GdA's promise is to support people with disability in our region to become aware of and exercise their rights. This is important because taking a rights-based approach to disability issues (as opposed to a needs-based approach which tackles issues on a charity basis using sometimes patronising, laden judgements about who deserves what) rightly places the onus on society, the community to recognise, respects and respond to the rights and needs of people with disability.

GdA rises to that challenge by using three key tools:

- our staff who, I've noticed, are completely selfless in their commitment to their clients,
- our partnership relationships with other agencies. This is something that we need to continue to nurture, and
- our GdA members, who drive, guide and advise us to ensure that we stay true to our task and our values.

We also have some key challenges going forward:

- through NDIS reform and implementation of many of the Royal Commission recommendations, prising decision-making power from the bony bureaucratic grip. This will be a major challenge,
- keeping people with disability at the centre of everything we do, as our participating partners in how we do it, and
- maintaining our rural and regional focus and identity; staying true to our community.

Based on what I've seen to date, I have every faith in GdA's capacity to rise to those challenges and I look forward to drafting next year's Executive Officer's report to highlight how well we've done that.

Summary of GdA Advocacy activities in 2022-2023

Funding type	Number of individuals assisted
General advocacy	226
NDIS Appeals	86
Disability Royal Commission support	28
Total	340
Most common disability types (advocacy)	<ul style="list-style-type: none">• Psychosocial• Physical• Intellectual• Acquired Brain Injury• Neurological
Most common issues (advocacy)	<ul style="list-style-type: none">• Government payments• NDIS• Accommodation• Finances• Legal



Partnership and Projects Manager
Carol Starkey
(with GdA since 2019)

Partnership and Projects Report 2022 – 2023

Information, Linkages and Capacity Building (ILC) grant

Individual Capacity Building

This past year has seen some changes to our I-PaLS program, not least the staff changes we had at the end of 2022. Our Central Highlands project officer, Karen, and our Grampians, Ararat & Pyrenees project officer, Jane, decided to move on for personal reasons. They have both laid a great foundation in their respective regions with some solid connections to the community. Our new project officers, Tadc and Tilly in Central Highlands and Sarah in Grampians, Ararat & Pyrenees all hit the ground running at the start of 2023.

The I-PaLS program continues to empower and connect participants to their local community. Some of the topics covered include tenancy rights, financial literacy, job readiness, maintaining physical and mental health.

We have run programs so far in, Ararat, Daylesford, Ballarat, Warracknabeal, Horsham, Hopetoun, Bacchus Marsh (Darley), Haddon, Horsham, Stawell, Nhill, Creswick, Wendouree and Harrow. We have partnerships with Warracknabeal Neighbourhood House and Stawell Neighbourhood House to run programs on our behalf.

We are still facing some challenges post COVID with participants reluctant to join in group activities. As a result, we changed the format of the program to be a per term rather than semester long timeframe. This has seen an increase in the number of participants joining for 1 term and deciding to stay for additional terms. These changes and the increasing number of participants stand us in good stead for the remainder of the grant.

Our current ILC funding will see us through to the middle of 2024, which will see the I-PaLS programs rolled out across our region right through until June 2024.

We expect by that time, the need for I-PaLS will have shifted to look different. We are currently developing a new direction for the next round of ILC funding, which we are optimistic about receiving. This will bring about an innovative and exciting new direction for our I-PaLS team from 2024.

Organisational Capacity Building

At our last AGM, the GdA members voted to implement the new Constitution to replace the Model Rules that we were using as our Governance framework. The Constitution made minor changes to the governance operation of the organisation. If you are a member and would like a copy of the Constitution, please reach out.

Our Strategic Plan 2021 – 2024 Future Directions, is still the overarching guiding document for the organisation with the key strategic areas being,

1. Build resources and capacity
2. Empower communities to advocate and act
3. Strengthen Partnerships
4. Strengthen marketing and promotion
5. Improve organisation effectiveness and sustainability

As a part of our Organisational Capacity building component of the ILC grant, we decided to focus on developing a Reconciliation Action Plan. Since 2006, Reconciliation Action Plans (RAPs) have enabled organisations to sustainably and strategically take meaningful action to advance reconciliation. Based around the core pillars of relationships, respect and opportunities, RAPs provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting First Nations self-determination.

We are currently at the stage of review and amendments as per Reconciliation Australia. We are hoping to have this finalised and published by the end of 2023.

To support the development of the RAP, our staff and Board undertook Building Aboriginal Cultural Competency training in Ballarat on May 12th. This training was provided by the Koorie Heritage Trust. The training feedback was extremely positive with most attendees stating that they had increased their knowledge of Aboriginal Culture.

Peer Support and Self Advocacy

We farewelled Jenni Starick at the end of 2023 and welcomed Sarah to the role of supporting Sister Rocks and Ararat Peer Support groups. Jenni was an integral part of Sister Rocks for over 10 years, right from the very beginning of the group. I would like to acknowledge the unwavering commitment and passion that Jenni had for the group throughout the 10 years she was involved with Sister Rocks. We wish Jenni well as she heads into the next chapter of her life. However, you may still see her at the groups on occasion as she continues her support.

Our group times and days have changed to meet the needs of the group participants and are currently running as follows;

- **Sister Rocks** at the Stawell Neighbourhood House on the 3rd Wednesday of each month from 2.30pm to 4.30pm
- **Ararat Peer Support Group** at the Ararat Neighbourhood House on the 1st Friday of each month from 3.00pm to 5.00pm.

GdA received a small grant from the State Trustees for our peer support proposal “Branching Out” which runs from February to December 2024. The Branching Out project will be open to anyone with a disability or experiencing circumstances that create barriers in their life, particularly women and Indigenous people. We are excited to have this additional funding to support our peer programs. We have applied for the next round from the State Trustees and remain hopeful that we will be able to continue the important role of our peer support program’s as they grow going forward.



DEB’S FAREWELL AT THE ARARAT RSL JULY 2023

A lovely send-off was held for Deb with a beautiful afternoon tea and many heartfelt speeches made about what a legacy Deb leaves behind after such a long time at the helm. Deb was both sad and happy as she accepted the lovely tributes and gifts and made a very gracious response. Deb will be missed around GdA, but definitely never forgotten.



L-R: Angie McKew, Deb Verdon



L-R: Deb Verdon and Norm McMurray



Advocates L- R: Kaylene Howell, Bern Duane, Sherree Unwin, Deb Verdon, Fiona Tipping, Trudy Joyce, Phil Cutts



Pictured above Front L – R: Jenni Starick (past GdA Sister Rocks & Ararat Peer Group Facilitator), Kay Timmins (GdA Board of Governance Vice Chair), Norm McMurray (GdA Board of Governance Chair) Back L- R: Jo Richie (GdA Board of Governance Secretary), Tavis Starick (GdA member), Deb Verdon (outgoing GdA EO), Martie Starick (GdA member), Julie McDougall (ex GdA Board of Governance)

MORE ABOUT DEB! - staff tributes to Deb Verdon

Angie's Tribute

Deb is one the most extraordinary humans I have ever known. She has been rock solid, honest, fair and reasonable person, true to herself and all those she has interacted with. Human rights always at the core of her motivation, response and actions. And because of Deb, GdA is a highly respected Human services organisation. Deb taught the advocates to carry out these same traits and they do so each day so well, because of her.

Trudy's Tribute

In honour of Debbie, your unwavering dedication to our disability advocacy organization has left an indelible mark. Your leadership, compassion, and tireless commitment have empowered countless lives. Thank you for your years of service, and may your retirement be as remarkable as your legacy. And that the ripple effect you supported and created, continues

Sherree's Tribute

It was an honor and a pleasure to work with Deb for the past 4 years. Deb has an unwavering passion for the disability sector, evident in the ways she led and grew GdA over the years. I will always consider those years a highlight of my career and wish her all the best with her retirement.

Tiffany's Tribute

Deb is a fantastic woman. During the time I have known her, she has brought passion and compassion to her role as EO. She very much cares about her community and GdA. Like a footprint on the moon, Deb will be remembered.

Kaylene's Tribute

I would like to be able to take a moment of honouring our past EO Debbie Verdon, who has now set off into retirement. I often wonder what direction my life would have taken if I had not been given the chance to work for GdA. I came into the Disability advocacy with little knowledge and experience in the Disability sector, but was guided, natured and blessed with Debbie's wisdom to make me the Advocate I am today.

Phil's Tribute

A great human being, someone who 'gives a damn', relatable, funny, passionate, non-judgemental.

I was very happy to have had Deb as my Boss.

Bern's Tribute

Did

Everything

By

Valuing

Equity

Rights

Diversity and

Organisational

Needs

People and Dates as remembered by D Verdon 17/07/2023

(A run down but by no means a complete list)

GdA GENERALLY:

- ◆ GdA began as ASAS in 1996, soon after the closure of Aradale Psychiatric Hospital
- ◆ Alwyn Kitchen was a member of the original steering committee of Ararat and Stawell Advocacy Services
- ◆ Dorothy McLaren was the original advocate/co-ordinator
- ◆ Late in 2000 while working at the Ararat Advertiser Deb was unexpectedly tapped on the shoulder by her friend and GdA board member Adrian Phillips about the position at GdA
- ◆ Deb was interviewed by Julie McDougall, who also interviewed successor GdA Roy Reekie
- ◆ Dec 18 2000, staff was one advocate/co-ordinator, one temporary admin person, one advocate working 10hrs per week Bacchus Marsh.
- ◆ The 2nd person Deb contacted was Adele Markwell (South West Advocacy) for a rundown on advocacy, introduction to the importance of VicRAN and the collegiate approach to rural advocacy; along with Carol Okai from Barwon Disability Resource Centre.
- ◆ Early days in Ararat, Tanya Nicholson joined Deb in advocacy and Katrina Marshall admin
- ◆ Staffing levels grew further from 2004 onwards when State Government funding was secured for Ballarat and Horsham.
- ◆ 1st Advocates Ballarat advocacy: Ashley Heenan, Horsham Advocacy: Bernie O'Shannessy
- ◆ Central Highlands Regional Advisory Group began working on local accessibility issues
- ◆ 2005 Jenni Starick became President, position held until 2020, followed by Norm McMurray
- ◆ 2008 Dr Helen Rosenbaum Indigenous project officer – BADAC, Fiona the advocate BADAC from 2012
- ◆ 2009 Indigenous Population in the Grampians Region by Jo Richie
- ◆ 2009 Hepburn Moorabool Golden Plains – unique BDRC partnership set up with Carol Okai, Karen McAloon advocate, Kate Carroll advocate at BDRC
- ◆ 2012 Sister Rocks Self Advocacy Group commenced facilitated by Jenni Starick and Deb
- ◆ NDIS Appeals 2017 – Bernadette Duane NDIS Appeals Support Officer
- ◆ Wimmera Indigenous Project, Trudy Joyce, Kim Wiese, MOU Goolum Goolum Goolum Aboriginal Co-operative 2017 and Aunty Alva video
- ◆ Wimmera Migrant & Refugee Disability Advocacy (Karen Immigrant Project) 2019
 - Kathryn Delahunty, MOU Nhill Neighbourhood House and Learning Centre, Tha Tser and April Noe
- ◆ Disability Royal Commission into the Violence, Abuse, Neglect and Exploitation of People with a Disability commenced in 2019 with funding for advocacy to provide support clients to make their submissions to the DRC - more than 100 submissions incl. 2 professionally made videos
- ◆ Indigenous DRC Advocacy June 2020 FPDN – Fiona Tipping was employed as the GdA Indigenous advocate
- ◆ Carol Starkey started as the Project Manager DPFO 2019 and ILC 2020
- ◆ Emily Anderson ILC 2020 an Organisational Capacity Building Project Officer.
- ◆ Independent Pathways and Living Skills commenced programs – Project officers; Lou Makin Lisa Arnfield, Karen McAloon, Jane McMaster, Jenni Starick, Tiffany Kenny, Tadc Quirke, Matilda Schembri, Sarah Garton
- ◆ **COVID** – weekly zooms, individual and group commenced to support advocates working from home during Covid

SYSTEMIC SUCCESSES:

THE BALLARAT RAILWAY STATION – Long campaign (over 7 years)

Many people involved – Shirley Mitchell, Mark Thompson, Phil Cutts, CHRAG members
Support of ABC Radio Ballarat and the Courier

Thanks to Placido Belardo Disability Discrimination Legal Service, John Barnes and Save Our Station, Labor Member for Wendouree Juliana Addison & other supporters who turned up.

ALSO: the Regent Cinema improvements with the help of the Ballarat City Council; and many other improvements around the Ballarat region, including parking, accessibility, traffic signage, safe footpaths and access to buildings

STAFF OVER THE YEARS:

Ararat:

Josie Valente (Admin Officer) replaced by Leanne Rosenow, followed by Ingrid Blanch)
Judi Smith joins advocacy staff, lived experience and life experience
Angie McKew (Admin and Intake Officer)
Sherree Unwin (advocate for Disability Royal Commission submissions)
Sue Horvath (Finance Officer)

Horsham

Bernie O'Shannessy, Jodie Buckingham, Trudy Joyce

Ballarat Advocates

Ashley Heenan, Sara Cavanagh, Fiona Tipping, Phil Cutts

Daylesford Hepburn

Karen McAloon, Kaylene Howell

By the end of Deb's reign, there have been 33 new employees come on onto the GdA staff team, several volunteers and numerous Board members.

22 Annual General Meetings, approximately 250 Board Meetings, multiple other stakeholder meetings including advisory groups, guest speaking at allied health professionals gatherings, and not to mention all the staff meetings as well as client meetings and third parties meetings.

A retirement well earned.



Thank you to the organisations that have supported GdA over the past year

- ACSO Ballarat
- Ararat Rural City Council
- Ararat Neighbourhood House
- Barwon Disability Resource Council
- Axis Employment
- Ballarat Business Centre
- Ballarat and District Aboriginal Co-operative
- Ballarat City Council
- Ballarat and Grampians Community Legal Centre
- Berrill & Watson Superannuation Lawyers
- Budja Budja Aboriginal Co-operative
- Commonwealth Department of Social Services
- Consumer Action Law Centre
- Creswick Neighbourhood Centre
- Darley Neighbourhood House
- Daylesford Neighbourhood Centre
- Daylesford Foundation
- Disability Advocacy Network Australia
- Disability Advocacy Resource Unit
- Eastwood Leisure Centre
- Goolum Goolum Aboriginal Co-operative
- Grampians Community Health
- Harrow Neighbourhood House
- Hauser Disability Services
- Health Services Commissioner
- Hopetoun Neighbourhood House
- Horsham Neighbourhood House
- Rural Northwest Health – Daylesford campus
- Ian and Jocelyn Chegwin
- Moorabool Shire Council
- National Disability Insurance Agency
- Nhill Learning Centre
- Norm McMurray (Berrill & Watson Lawyers)
- Office for Disability (DFFH)
- One Red Tree Resource Centre Ararat
- Orange Door
- Pinarc
- Pinnacle Inc.
- Save Our Station Ballarat
- Public Transport Users Association – Ballarat branch
- Self-Advocacy Resource Unit
- Sport Central
- Stawell Health and Community Centre
- VALiD
- Victoria Legal Aid
- Victorian Department of Families, Fairness and Housing
- Victorian Disability Advocacy Network
- Victorian Rural Advocacy Network
- Villamanta Disability Rights Legal Service
- VMIAC
- Warracknabeal Neighbourhood House
- Women's Health Grampians – CORE



TREASURER

Bernie O'Shannessy
(Treasurer since 2015)

2022-23 Treasurer's Report

Life is slowly coming to terms with the COVID Pandemic.

Zoom meetings have become a permanent option for attendance to meetings, cutting down time spent out on the road and the cost of travel. A mixture of working from home and in an office has also allowed our advocates to achieve a better work/life balance.

Our funding continues to come from the Federal Department of Social Services (DSS) for Advocacy and NDIS Appeals and the Victorian Department of Families, Fairness and Housing (DFFH) for Advocacy services.

After advocating on our own behalf to funding bodies and members of parliament we were able to get some success in increasing our funding to help match wage rises and cost of living.

DSS has also allocated an additional one-off \$100,000 for an Indigenous Disability Advocacy program.

This year also saw the end of an era with the retirement of our Executive Officer (EO) Deb Verdon and the commencement of our new EO Roy Reekie.

At Grampians disAbility Advocacy (GdA) we ensure all staff financial entitlements are kept up to date and separate from our day to day running costs, so changes of personnel do not affect our budget.

I would like to thank Deb for her support and guidance to myself and all those who have passed through the doors of GdA in her time. I wish her well in retirement.

To Roy, I wish him all the best for his future with GdA.

As always thank you to our Bookkeeper Sue Horvath for the management of our finances and salaries and to our Accountants Sertori and Co for compiling our reports and taking care of our audit requirements.

I am happy to present the 2022-23 audited financial statements for your perusal.

[NB: Our end-of-financial-year accounts are currently with our auditor. The audited financial statements will be ready for presentation at our AGM on Monday 16th October. They will be added to this Annual Report after Monday 16th.]

Grampians Disability Advocacy Association Inc.

**Financial statements
For the year ended 30 June 2023**

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

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For the year ended 30 June 2023

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Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Committee's report For the year ended 30 June 2023

Your committee members submit the financial report of Grampians Disability Advocacy Association Inc. for the financial year ended 30 June 2023.

Committee members

The names of the committee members throughout the year and at the date of this report are:

Thomas Marks
Kay Timmins
Bernie O'Shannessy (Treasurer)
Steven Harmer
Norm McMurray (President)
Mark Thompson
Jo Richie
Carly McKinnis

Principal activities

The principal activity of the association during the financial year is:

Advocacy Services

Significant changes

The association has experienced a change in operations for the financial year with a change in employees.

Operating result

The profit of the association for the financial year after providing for income tax amounted to \$102,584.

Significant changes in state of affairs

There have been no significant changes in the state of affairs of the association during the year.

Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the association, the results of those operations or the state of affairs of the association in future financial years.

Environmental issues

The association's operations are not regulated by any significant environmental regulations under a law of the commonwealth or of a state or territory of Australia.

Indemnification and insurance of officers and auditors

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of Grampians Disability Advocacy Association Inc..

Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the Corporations Act 2001, for the year ended 30 June 2023 has been received and can be found on page 3 of the financial report.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

**Committee's report
For the year ended 30 June 2023**

Signed in accordance with a resolution of the members of the committee:

Bernadette O'Shannessy

20/10/2023

Dated

Bernie O'Shannessy (Treasurer)

N M C

Dated

20/10/2023

Norm McMurray (President)

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Income statement

For the year ended 30 June 2023

	2023	2022
	\$	\$
Income		
Grant - Depart of Health & Human Service	293,970.52	283,972.91
Grant - Department of Social Services	776,763.67	835,723.81
Grants - Other	18,181.82	9,090.91
ILC	417,878.81	370,649.24
Interest Received	9,053.14	1,521.41
Other Income	1,770.79	3,049.71
Reimbursement of Expenses	-	5,143.00
	1,517,618.75	1,509,150.99
Expenses		
Accountancy & Audit Fees	5,000.00	5,120.00
Administration Costs	-	1,000.00
Advertising	4,302.80	33,682.11
Bank Charges	304.36	231.35
BDRC	139,409.39	115,349.80
Catering	5,953.89	2,661.49
Cleaning	109.09	50.00
Computer Software & Supplies	23,499.35	15,174.58
Consultancy Fees	-	181.36
Depreciation	18,255.00	18,201.00
Depreciation - Right of Use	42,499.89	27,759.65
DSS & DHS audit	21,539.58	15,245.00
Electricity	1,868.70	2,430.39
Hire of Plant & Equipment	3,414.99	1,513.64
Insurance	357.04	1,381.67
Internet	315.53	143.62
Journals & Newspapers	136.09	93.60
Leasing Finance Charges	7,064.91	2,654.15
Motor Vehicle Expenses	30,282.58	42,923.17
Postage	1,292.05	1,813.80
Printing & Stationery	7,362.33	8,990.79
Provision for Annual Leave	(5,512.18)	(3,360.57)
Provision for Long Service Leave	14,127.57	(220.06)
Provision for TIL	-	2,622.59
Rent	24,246.45	25,674.92
Repairs & Maintenance	311.36	112.50
Staff Training & Welfare	21,523.89	18,279.05
Subscriptions	2,156.25	2,818.16
Sundry Expenses	-	36.23
Superannuation Contributions	96,563.12	85,449.29
Telephone	13,367.16	12,489.27
Travelling Expenses	11,817.65	10,676.66
Wages	907,224.99	862,149.48
Warracknabeal Neighbourhood House	6,612.20	-

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Income statement

For the year ended 30 June 2023

	2023	2022
	\$	\$
Workcover	9,628.23	6,789.14
	<hr/>	<hr/>
	1,415,034.26	1,320,117.83
	<hr/>	<hr/>
Net profit	102,584.49	189,033.16

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Balance sheet

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
Current assets			
Cash and cash equivalents	3	929,619.51	1,154,679.64
Trade and other receivables	4	9,274.58	22,562.23
Other current assets	6	10,853.70	13,772.85
Total current assets		949,747.79	1,191,014.72
Non-current assets			
Property, plant and equipment	5	98,153.05	139,914.54
Total non-current assets		98,153.05	139,914.54
Total assets		1,047,900.84	1,330,929.26
Current liabilities			
Trade and other payables	7	76,870.29	48,508.60
Provisions	8	94,784.57	110,338.36
Other current liabilities	9	119,158.92	478,133.89
Total current liabilities		290,813.78	636,980.85
Non-current liabilities			
Trade and other payables	7	48,879.02	88,394.86
Provisions	8	1,750.00	1,680.00
Total non-current liabilities		50,629.02	90,074.86
Total liabilities		341,442.80	727,055.71
Net assets		706,458.04	603,873.55
Members' funds			
Retained earnings		706,458.04	603,873.55
Total members' funds		706,458.04	603,873.55

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Statement of Cashflow

For the year ended 30 June 2023

	2023	2022
	\$	\$
Cash Flow From Operating Activities		
Receipts from customers	1,148,296.08	1,174,483.04
Payments to Suppliers and employees	(1,316,835.60)	(1,340,518.94)
Interest received	9,053.14	1,521.41
Interest and other costs of finance	(7,064.91)	(2,654.15)
Net cash provided by (used in) operating activities (note B)	(166,551.29)	(167,168.64)
Cash Flow From Investing Activities		
Payment for:		
Payments for property, plant and equipment	(18,993.00)	(9,713.29)
Proceeds from disposal of:		
Proceeds from sale of property	-	-
Net cash provided by (used in) investing activities	(18,993.00)	(9,713.29)
Cash Flow From Financing Activities		
Payment for:		
Payments of principal elements of lease payments	(39,515.84)	(26,295.34)
Net cash provided by (used in) financing activities	(39,515.84)	(26,295.34)
Net increase (decrease) in cash held	(225,060.13)	(203,177.27)
Cash at the beginning of the year	1,154,679.64	1,357,856.91
Cash at the end of the year (note A)	929,619.51	1,154,679.64

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Statement of Cashflow

Note A. Reconciliation Of Cash

For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts.

Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Commonwealth Bank Fuel Ac	2,132.83	1,109.06
Bendigo Bank - Social Investment	837,544.43	928,491.29
Bendigo Bank - Transaction Ac	89,359.57	224,100.14
Cash on Hand	44.05	72.30
Visa Debit Card	538.63	906.85
	<u>929,619.51</u>	<u>1,154,679.64</u>

Note B. Reconciliation Of Net Cash Provided By/Used In Operating Activities To Operating Profit After Income Tax

Operating profit after income tax	102,584.49	189,033.16
Depreciation	60,754.89	45,960.65
(Profit) / Loss on sale of property, plant and equipment	-	-
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:		
(Increase) decrease in trade and term debtors	12,919.15	(6,715.00)
Increase (decrease) in trade creditors and accruals	22,206.66	(49,796.47)
Increase (decrease) in other creditors	(370,269.53)	(331,072.71)
Increase (decrease) in employee entitlements	(15,484.36)	(14,578.27)
Net cash provided by (used in) operating activities	<u>(187,288.70)</u>	<u>(167,168.64)</u>

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Statement of changes in equity

For the year ended 30 June 2023

	2023	2022
	\$	\$
Retained earnings		
Opening retained earnings	603,873.55	414,840.39
Net profit	102,584.49	189,033.16
	<u>706,458.04</u>	<u>603,873.55</u>
Total equity		
Balance as at 01 July 2022	603,873.55	414,840.39
Profit	102,584.49	189,033.16
	<u>706,458.04</u>	<u>603,873.55</u>

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Notes to the financial statements

For the year ended 30 June 2023

The financial statements cover Grampians Disability Advocacy Association Inc. as an individual entity. Grampians Disability Advocacy Association Inc. is a not-for-profit association incorporated in Victoria under the Associations Incorporation Reform Act 2012 ('the Act').

The principal activity of the association for the year ended 30 June 2023 is:

Advocacy Services

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of preparation

In the opinion of the committee of management, Grampians Disability Advocacy Association Inc. is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the Act.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures.

The association is preparing special purpose financial statements.

The financial statements and material accounting policies all comply with the recognition and measurement requirements in the Australian Accounting Standards.

2 Summary of significant accounting policies

Income tax

The association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Association and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

Interest revenue

Interest is recognised using the effective interest method.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Notes to the financial statements

For the year ended 30 June 2023

Contract cost assets

The association recognises assets relating to the costs of obtaining a contract and the costs incurred to fulfil a contract or setup / mobilisation costs that are directly related to the contract provided they will be recovered through performance of the contract.

Costs to fulfil a contract

Where costs are incurred to fulfil a contract, they are accounted for under the relevant accounting standard (if appropriate), otherwise if the costs relate directly to a contract, the costs generate or enhance resources of the association that will be used to satisfy performance obligations in the future and the costs are expected to be recovered then they are capitalised as contract costs assets and released to the profit or loss on a systematic basis consistent with the transfer to the customer of the goods or services to which the asset relates.

Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Property, plant and equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

Plant and equipment is depreciated on a straight-line basis over the assets useful life to the association, commencing when the asset is ready for use.

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

Employee benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Notes to the financial statements

For the year ended 30 June 2023

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cash flows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cash flows. Changes in the measurement of the liability are recognised in profit or loss.

Impairment of non-financial assets

At the end of each reporting period, the association determines whether there is an evidence of an impairment indicator for non-financial assets.

Where this indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the assets is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss, except for goodwill.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Notes to the financial statements

For the year ended 30 June 2023

Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

COVID-19 Impacts

The COVID-19 global health pandemic has seen a State of Emergency declared in Victoria on 16 March 2020 and extended on 4 September 2020 for a further six months until 16 March 2021. A range of Restrictions have been in place across the state since that time which have impacted the operation of a Number of Grampians Disability Advocacy Associations Inc activities.

The consequential effects of COVID-19 on the economy remain difficult to quantify at balance day. Significant government funding at both the federal and state level have cushioned the economic impacts Through a range of measures including low interest loans, one-off payment and income support Payments in the form of Jobkeeper and Jobseeker.

The association's operations have been impacted by the following factors:

- restrictions on face to face contact, distancing protocols
- maintaining cleaning protocols, equipment and products.

The following items have been considered by the committee but remain satisfied that COVID-19 has not Required a change to the judgement and/or assumptions in the disclosure of the following balances:

- Fair value of non-financial assets
- Impairment of non-financial assets.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Notes to the financial statements

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
3 Cash and cash equivalents			
Bendigo Bank - Social investment		837,544.43	928,491.29
Commonwealth Bank - Fuel A/c		2,132.83	1,109.06
Bendigo Bank - Transaction Acc		89,359.57	224,100.14
Petty Cash		44.05	72.30
Bendigo Bank - ILC card		538.63	906.85
		<u>929,619.51</u>	<u>1,154,679.64</u>
4 Trade and other receivables			
Current			
Trade Debtors		-	10,000.00
GST Paid		7,470.00	11,363.00
GST suspense account		1,804.58	1,199.23
		<u>9,274.58</u>	<u>22,562.23</u>

These notes should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Notes to the financial statements

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
5 Property, plant and equipment			
Plant and equipment			
Plant & Equipment		105,097.56	86,104.16
Less: Accumulated Depreciation		(79,871.63)	(71,116.63)
		25,225.93	14,987.53
Motor vehicles			
Motor Vehicles		72,164.46	72,164.46
Less: Accumulated Depreciation		(43,668.00)	(34,168.00)
		28,496.46	37,996.46
Right of Use Assets			
ROU - Daylesford Office		11,973.97	11,973.97
ROU - Ballarat Office		41,264.45	41,264.45
ROU - Nissan 1VQ1EF		38,279.70	38,279.70
ROU - Hyundai 1TG9G		23,172.08	23,172.08
Less: Accumulated Depreciation		(7,982.64)	(1,995.66)
Less: Accumulated Depreciation		(29,474.61)	(14,147.81)
Less: Accumulated Depreciation		(15,949.87)	(3,189.97)
Less: Accumulated Depreciation		(16,852.42)	(8,426.21)
		44,430.66	86,930.55
		98,153.05	139,914.54

These notes should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Notes to the financial statements

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
6 Other assets			
Current			
Accrued Income		257.40	257.40
Prepayments		10,596.30	13,515.45
		<u>10,853.70</u>	<u>13,772.85</u>
7 Trade and other payables			
Current			
Superannuation payable		22,902.76	22,759.58
Trade Creditors		34,749.53	4,970.02
GST Collected		7,626.00	8,593.00
Amounts Withheld from Salary-Wages&Other Payments		11,592.00	12,186.00
		<u>76,870.29</u>	<u>48,508.60</u>
Non-current			
Lease Liability Daylesford Office		4,629.75	10,560.00
Lease Liability Ballarat Office		15,244.86	29,411.71
Lease Liability Nissan 1VG1ef		24,746.27	38,144.37
Lease Liability Hyundai 1TG9VG		6,058.97	15,922.83
Less Unexpired Finance Liability		(85.81)	(491.56)
Less Unexpired Finance Liability		(1,557.66)	(1,557.66)
Less Unexpired Finance Liability		(3.56)	(2,819.50)
Less Unexpired Finance Liability		(153.80)	(775.33)
		<u>48,879.02</u>	<u>88,394.86</u>

These notes should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Notes to the financial statements

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
8 Provisions			
Current			
Provision for Annual Leave		50,661.75	55,724.77
Provision for Long Service Leave		49,635.00	51,991.00
Provision for Time in Lieu		(5,512.18)	2,622.59
		<u>94,784.57</u>	<u>110,338.36</u>
Non-current			
Provision for Long Service Leave		1,750.00	1,680.00
		<u>1,750.00</u>	<u>1,680.00</u>
9 Other liabilities			
Current			
Accrued Expenses		32,485.24	21,190.68
Income in Advance		86,673.68	456,943.21
		<u>119,158.92</u>	<u>478,133.89</u>
10 Events occurring after the reporting date			
No matter or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the association, the results of those operations or the state of affairs of the association in future financial years.			
11 Retained earnings			
Retained earnings at the beginning of the financial year		603,873.55	414,840.39
Net profit		102,584.49	189,033.16
		<u>706,458.04</u>	<u>603,873.55</u>
12 Statutory information			
The registered office and principal place of business of the association is:			
Grampians Disability Advocacy Association Inc. Shop 2 Tuson Street, Ararat, Victoria			

These notes should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Statement by members of committee

The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 2 to the financial statements.

In the opinion of the committee the financial report:

1. Presents fairly the financial position of Grampians Disability Advocacy Association Inc. as at 30 June 2023 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Grampians Disability Advocacy Association Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:

Bernadette O'Shannessy 20/10/2023

Bernie O'Shannessy (Treasurer)

Norm McMurray
Norm McMurray (President)

20/10/2023

Dated

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Independent audit report to the members of association, Grampians Disability Advocacy Association Inc.

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report, being a special purpose financial report, of Grampians Disability Advocacy Association Inc. (the association), which comprises the balance sheet as at 30 June 2023, the income statement, and notes to the financial statements, including a summary of significant accounting policies and the statement by members of the committee.

In my opinion, the accompanying financial report of the association for the year ended 30 June 2023 is prepared, in all material respects, in accordance with the Associations Incorporation Reform Act 2012.

Basis of opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial report section of my report. I am independent of the association in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of matter - basis of accounting

I draw attention to note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist the association in Associations Incorporation Reform Act 2012. As a result, the financial report may not be suitable for another purpose. My report is intended solely for the association and should not be distributed to or used by parties other than the association. My opinion is not modified in respect of this matter.

Responsibility of management and those charged with governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with the Associations Incorporation Reform Act 2012, and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Independent audit report to the members of association, Grampians Disability Advocacy Association Inc.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.



Nigel Keating

146 Barkly Street, Ararat, Victoria

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Schedule of property, plant and equipment

For the year ended 30 June 2023

Asset Description	Acquisition Date	Private Use %	Original Cost	Opening Written down Value	Disposals		Depreciation		Closing Written Down Value
					Disposal Date	Disposal Value	Disposal Profit(Loss) On sale	Rate & Method	
Plant & Equipment									
Equipment	01/07/2002	-	11,672.00	78.00	-	-	20.00 DV	16.00	62.00
Automatic door	12/12/2002	-	363.00	5.00	-	-	20.00 DV	1.00	4.00
Office Equipment	07/11/2002	-	4,320.00	54.00	-	-	20.00 DV	11.00	43.00
Office Desk	23/09/2002	-	5,868.00	72.00	-	-	20.00 DV	14.00	58.00
Office Equipment	29/09/2004	-	525.00	10.00	-	-	20.00 DV	2.00	8.00
Data Projector & Screen	11/04/2006	-	999.00	27.00	-	-	20.00 DV	5.00	22.00
Chair	16/09/2008	-	1,508.00	11.00	-	-	30.00 DV	3.00	8.00
Cabinets x 2	23/09/2008	-	400.00	42.00	-	-	15.00 DV	6.00	36.00
Photocopier Ararat - Konica Minolta	30/09/2008	-	995.00	234.00	-	-	10.00 DV	23.00	211.00
Computer NDIS	26/08/2013	-	4,698.00	190.00	-	-	30.00 DV	57.00	133.00
Computer Switches NDIS	17/07/2017	-	8,845.00	2,129.00	-	-	25.00 DV	532.00	1,597.00
Cabling for Computers NDIS	23/07/2017	-	882.00	213.00	-	-	25.00 DV	53.00	160.00
Installation Computers NDIS	04/08/2017	-	314.00	76.00	-	-	25.00 DV	19.00	57.00
Installation costs computers	13/11/2017	-	203.00	54.00	-	-	25.00 DV	14.00	40.00
Computers & Printers NDIS	05/02/2018	-	630.00	179.00	-	-	25.00 DV	45.00	134.00
Corner workstation	20/04/2018	-	2,665.00	802.00	-	-	25.00 DV	201.00	601.00
Dell Optiplex 7460 x 2	06/03/2018	-	1,610.00	469.00	-	-	25.00 DV	117.00	352.00
Intercept X for servers	01/07/2019	-	3,748.00	468.00	-	-	50.00 DV	234.00	234.00
Desk & Chair	15/10/2019	-	1,079.00	173.00	-	-	50.00 DV	87.00	86.00
Dell Laptop x 3 ILC	14/04/2020	-	405.00	248.00	-	-	20.00 DV	50.00	198.00
Laptop DSS Dayl	04/08/2020	-	4,617.00	369.00	-	-	20.00 DV	277.00	92.00
Konica Minolta BIZUB C038 Photocopier	04/03/2021	-	2,123.00	401.00	-	-	75.00 DV	300.00	101.00
NEC Telephone System	07/06/2022	-	4,255.00	4,171.00	-	-	30.00 DV	1,251.00	2,920.00
Samsung Galaxy S9 Mobile (Royal Comm)	03/11/2021	-	3,449.00	2,963.00	-	-	21.43 DV	635.00	2,328.00
Samsung Galaxy S9 (Appeals)	01/04/2022	-	435.00	381.00	-	-	50.00 DV	191.00	190.00
Samsung Galaxy S20	04/04/2022	-	354.00	311.00	-	-	50.00 DV	155.00	156.00
Surface Go tablet	04/08/2021	-	676.00	369.00	-	-	50.00 DV	185.00	184.00
	13/05/2022	-	544.00	489.00	-	-	75.00 DV	366.00	123.00

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report of Sertori & Co.

Grampians Disability Advocacy Association Inc.

ABN: 19 253 808 264

Schedule of property, plant and equipment

For the year ended 30 June 2023

Asset Description	Acquisition Date	Private Use %	Original Cost	Opening Written down Value	Disposals			Depreciation		Closing Written Down Value
					Disposal Date	Disposal Value	Profit/(Loss) On sale	Rate & Method	Depreciation Amount	
Dell Latitude 7530 17-125LU 15.6" FHD Touch 16GB 256 GB (9em)	13/07/2022	-	2,370.00	-	-	-	-	50.00 DV	1,146.00	1,224.00
Dell Latitude 7250 15.6" touch FHD Touch 15-1145G7 16GB (Tudzy)	23/11/2022	-	1,659.00	-	-	-	-	50.00 DV	590.00	1,296.00
Galaxy S20 (tpPaLs)	28/02/2023	-	544.00	-	-	-	-	66.67 DV	122.00	422.00
Dell Latitude 7430 15-1245U 14" 16GB 256GB (Shamee)	22/05/2023	-	2,116.00	-	-	-	-	50.00 DV	26.00	2,090.00
Dell Laptop P33	22/02/2023	-	855.00	-	-	-	-	50.00 DV	151.00	704.00
Dell Laptop Carol	02/03/2023	-	2,459.00	-	-	-	-	50.00 DV	408.00	2,051.00
Dell Laptop	02/03/2023	-	1,889.00	-	-	-	-	50.00 DV	292.00	1,417.00
Dell Laptop Roy	29/06/2023	-	1,970.00	-	-	-	-	50.00 DV	5.00	1,905.00
Communication Racks	07/12/2022	-	4,405.00	-	-	-	-	30.00 DV	745.00	3,660.00
New Mobile club	11/08/2022	-	776.00	-	-	-	-	66.67 DV	459.00	317.00
			87,175.00	14,986.00					6,755.00	26,226.00
Motor Vehicles										
Hyundai Elantra 1QR9TU	21/11/2019	-	19,885.00	9,476.00	-	-	-	25.00 DV	2,370.00	7,106.00
Subaru wagon BHH657	03/03/2020	-	32,940.00	17,006.00	-	-	-	25.00 DV	4,252.00	12,754.00
Holdain Trax 1SG5RH	03/06/2020	-	19,335.00	11,512.00	-	-	-	25.00 DV	2,878.00	8,634.00
			72,160.00	37,994.00					9,500.00	26,496.00
Grand Total			159,339.00	52,980.00					18,255.00	63,722.00

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Sartori & Co.

UNIVERSAL DECLARATION OF HUMAN RIGHTS



1 We are All Born Free and Equal



2 Freedom from Discrimination



3 Right to Life and Safety



4 Freedom from Slavery



5 Freedom from Torture



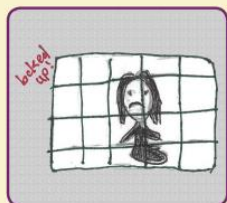
6 We have Rights no matter Where we Go



7 We are All Equal before the Law



8 Our Rights are Protected by Law



9 No Unfair Detainment or Arrest



10 Right to a Fair Trial



11 We are Innocent until Proven Guilty



12 Right to Privacy



13 Right to Free Movement within Borders



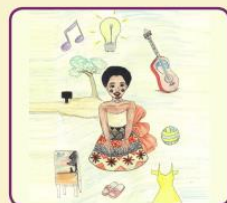
14 Right to Seek a Safe Place to Live



15 Right to a Nationality



16 Right to Marriage and a Family



17 Right to Your Own Things



18 Freedom of Belief and Religion



19 Freedom of Opinion and Expression



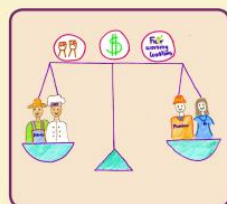
20 Right to Peaceful Public Assembly and Association



21 Right to Political Participation and Free Elections



22 Right to Social Security



23 Right to Fair and Safe Work



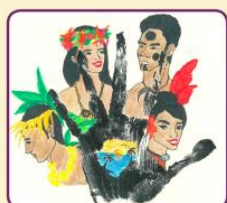
24 Right to Play and Rest



25 Right to Food, Water, Shelter and Healthcare



26 Right to Education



27 Right to Participation in Cultural Life



28 Right to a Fair and Free World



29 Responsibility to the Community



30 No One Can Take Away our Rights

ACKNOWLEDGEMENTS FOR ARTWORK

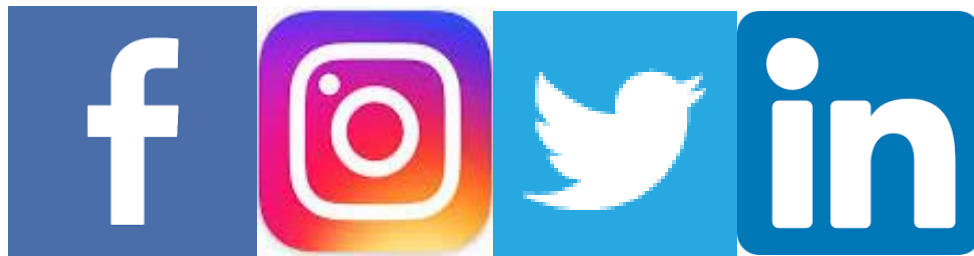
Article 1: Kalena Mae, Article 2: Gia Relang-Soram, Article 3: Aditi Singh, Article 4: Samuela Wainiqolo, Article 5: Ahana Gounder, Article 6: Nidia Singh, Article 7: Bojan Lucky Riklon, Article 8: Ayan Nizarat, Article 9: Ahana Counder, Article 10: Aroni Kaberias Rasch, Article 11: Khloe Lenuu, Article 12: Uelese Jason Tau Misilei, Article 13: Inaya Gounder, Article 14: Francisca Joe, Article 15: Valerie Baleirara, Article 16: Joyline Kalsuak, Article 17: Papa Naomi Seluka, Article 18: Millama Apisai, Article 19: Lilla Young, Article 20: Lilla Young, Article 21: Grace Talei Misilei, Article 22: Millama Apisai, Article 23: Joyline Kalsuak, Article 24: Junior Kalsuak, Article 25: Jayden Singh, Article 26: Ryan Kalsuak, Article 27: Sulliana Sulai Seluka, Article 28: Aryah Whippy, Article 29: Aarari Pollard, Article 30: Valerie Baleirara



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**Membership forms, Annual Reports, newsletters
and other resources available on our website**
www.grampiansadvocacy.org.au

Find us on the socials



I-PaLS

Independent Pathways and Living Skills

