

GdA 30th Annual Report 2025– 2026

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.

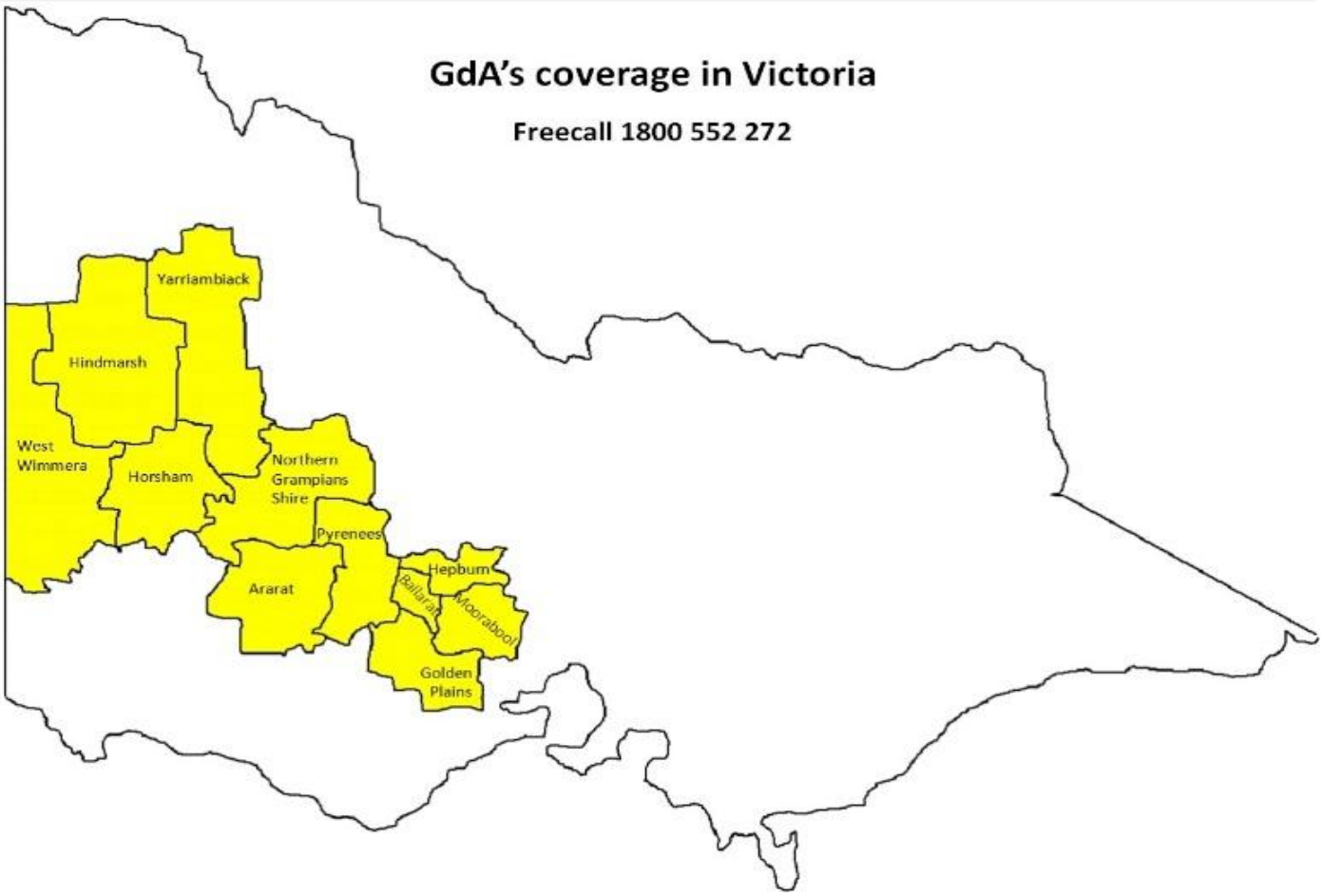
Our Mission

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 2025-2026

CHAIRPERSON
Daylesford

Norm McMurray
12 years



VICE CHAIRPERSON
Meredith

Carol Okai
3 years



SECRETARY
Horsham

Matt de Gruchy
2 years



TREASURER
Melbourne

Danny Ryan
2 years



ORDINARY MEMBERS



Craig Townsend
Ballarat
4 years



Dale Edwards
Ballarat
3 years



Sherree Unwin
Ballarat
2 years



Carly McKinnis
Ararat
2 years

Thank you to all our Board members for tirelessly providing their time, knowledge and expertise in overseeing the organisation and ensuring Staff are supported and policies are current.

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

Life Members

Julie McDougall
Jenni Starick
Deb Verdon
Kay Timmins
Mark Thompson



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





Outgoing Chairperson's Report

Norm McMurray

(Chair since Dec 2020)

On behalf of Grampians disAbility Advocacy Association and its Board of Governance, I commend this entire GdA Annual Report to you and now offer my own observations on 2025-26.

I would first like to acknowledge my fellow Board of Governance members for all their tireless and dedicated efforts this last year, Carol, Matt, Carly, Dany, Craig, Dale, Sherree, and Erin.
Thanks to our Advocates Trudy Joyce, Kaylene Howell, Phil Cutts, Jo Ritchie, Yvette King, Malachi Lampard and NDIS Appeals Support Officer, Bernadette Duane, for their expertise, commitment and diligence to their clients in 2025-26.
Our I-PaLS program manager Carol Starkey and her team of Tiffany Warren and Yvette King have provided wonderful support to our RAISE Your Voice participants at groups in Ararat, Stawell, Horsham Daylesford
and Rainbow.
A warm welcome as well to our new advocate employed under the NDAP Indigenous Advocate Pilot, Malachi Lampard, who hit the ground running and has established relationships with various external stakeholders.
Demand for all of 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 staff. We can only take on cases within the limits of the resources we have from the funding we receive. The work is intense, more complex and urgent as the rules around access to the NDIS change.
Just before Christmas 2025 GdA received confirmation that our current NDAP funding has been extended through to January 31 2027. Our NDIS appeals funding has also been extended through until June 30 2028.
The move from the National Disability Advocacy Program (NDAP) to the Disability Advocacy Support Program (DASP) is now in full swing, as is the move from Information Linkages and Capacity (ILC) to the new Disability Peer Support and Connections Program. These are two significant funding streams that, between them, represent over 60% of GdA's current organisational funding.
GdA facilitated the July gathering of VicRAN at the Trench Room in Ballarat – Rural Advocacy is extremely important and the work shared with our VicRAN partners is vital.
Thanks to Carol Starkey on her tremendous efforts on the Peer Supports work. Through this process GDA engaged with our VicRAN colleagues at CORAS, RIAC and SWAA to build a consortium with GdA as the lead agency. We keenly await to hear confirmation of this funding.
GdA has also applied for Peer Support funding to provide an expansion to our CHRAG model, by funding 1 FTE to replicate the model in Ararat and also in Horsham. If this is successful it will mean a significant boost to our systemic advocacy efforts and capacity.
In the administrative backroom, Angie McKew and Molly McGrath continue to keep the whole organisation running. A special thanks to Angie who performs a stellar role as Intake Officer, a job that can be very difficult given the waiting lists we need to use to manage the demand vs our capacity.
Thank you too all our board subcommittee members on our Finance, Policy, Strategy and subcommittees, as well as our Central Highlands Regional Advisory Group (CHRAG)
Finally, a huge thanks to Peter Harrison, our EO for his dedication, his hard work, his care and support to all involved with GDA, is truly valued.
Now that I am stepping down from the Board, as the Constitution dictates, I will continue to support GDA, the Board and all the staff as best I can. I am sure this will be yet another year of challenges.
Finally, and once again, I gratefully acknowledge all the hard work and commitment of our staff, Board Members, sub-committee members and members, and our partnership organisations and stakeholders.



EO's Report
Peter Harrison

This AGM represents the first full year of my tenure as Executive Officer of GdA, and an extremely busy one for GdA. Throughout the last year the staff of GdA have continued to provide high-quality individual advocacy across our different funding and catchment areas. We have also strengthened and increased our systemic advocacy through the increase in participation and reach of our Central Highlands Regional Advisory Group (CHRAG), engaging on issues including policing, public transport and accessibility, and participation in disability advocacy plans for both Ballarat City and Ararat Rural City Councils. GdA has also facilitated self-advocacy through our RAISE Your Voice groups and Sister Rocks, managed by Carol Starkey and facilitated by Carol, Tiffany Warren and Yvette King.

The disability advocacy sector in Australia is now moving into a new funding era, with the shift from the National Disability Advocacy Program (NDAP) to the Disability Advocacy Support Program (DASP) due to be completed by January 2027. At the time of writing this we are still unsure as to whether GdA has been successful as part of the vicRAN coordinated consortium, and we are hopeful that we will receive positive news shortly. In addition to this we have also applied for further funding under the Disability Peer Support program, which, if successful, will see GdA lead a consortium with South West Advocacy Association (SWAA), Rights Information and Advocacy Centre (RIAC) and Colac Otway Regional Advocacy Service (CORAS). GdA has also applied to access more funding in order to help expand the CHRAG model to be replicated in other LGA's within our current operational areas, thereby increasing the work that we can do at a systemic level.

This year, GdA also hosted vicRAN's July meeting, with the support of the City of Ballarat. The event was a success and included a joint training event for advocates around Supported Decision Making, presented by Dr Michelle Browning. The training brought together real-world case studies supplied by advocates across the vicRAN network and allowed all involved to flesh out these concepts and have a forum for collaboration. Hopefully with stronger ties developing in the vicRAN network through the DASP and Peer Support consortia, this sort of collaborative approach will become more commonplace and serve to strengthen disability advocacy throughout our region.

I am pleased to note as well that our BSI quality audit findings for the year had no findings, however as always there is opportunity for improvement, and we acknowledge that the work being undertaken by our staff as they advocate for people with disabilities, navigating some of the most complex and crucial moments of their lives can be taxing emotionally and mentally. We continue to provide support for the staff through our EAP and supervision programs and improve our policies where possible to improve the work life balance of our staff.

This year, in partnership with Ararat Rural City Council, GdA produced an updated Help and Resource Guide for People with a Disability. This guide was researched and compiled by Angie McKew, our admin officer, with assistance from our newest recruit, Molly Mcragth. It contains contact phone numbers, addresses and email addresses for over a hundred different disability services throughout the Grampians region, and has been distributed to key stakeholders, all of our members and is available in digital form on our website.

I would like to sincerely thank all of GdA's amazing staff and our dedicated board. You have made my first year in this complex and changing environment very welcoming. I am committed to doing everything I can to nurture the long-term sustainability of the organisation and to provide a productive and welcoming working environment for you all. I would like to make a special thanks to our Treasurer Danny Ryan for all his assistance, particularly in our process of moving the accounts system from Reckon to Xero, a task which would have been extremely difficult without his expertise and input. An extra thank you as well to our chair Norm McMurray who is standing down as a board member after 12 years. Thank you Norm for all of your efforts over the journey, and we wish you well.

Finally, looking forward, there will undoubtedly be challenges in the coming year, but as we reflect on GdA's 30 years in providing advocacy in our region, I am confident that we have the skills and knowledge to continue in our mission to provide that advocacy and to help improve the lives of the people in our community who need it.

OUR STAFF in 2025-26

EO Peter Harrison



Admin/Intake Officer
Angie McKew



Finance Officer
Sue Horvath



Finance Officer
Malian El Eter



Finance Officer
Daniel Leclere



Advocate
Trudy Joyce



Advocate
Kaylene Howell



Advocate
Bern Duane



Advocate
Phil Cutts



Advocate
Jackie Gravatt



Advocate
Malachi Lampard



Advocate/Project Officer
Yvette King



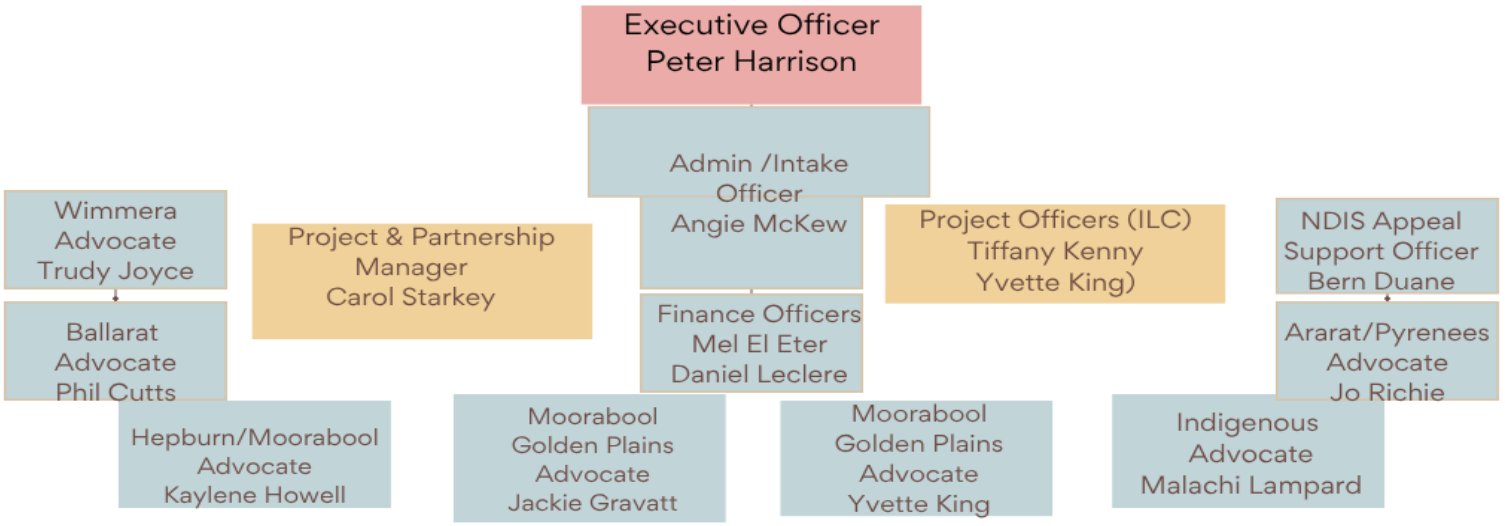
Partnership & Project Manager
Carol Starkey



Project Officer
Tiffany Kenny



GdA Staff 2025-26



GdA Sub-Committees and Advisory Groups

(all convened by a Board Member)

Central Highlands Regional Advisory Group (CHRAG)

Craig Townsend, Phil Cutts, Kay Timmins, Mark Thompson, Rebecca Paton, Dale Edwards, Malachi Lampard, GdA EO Peter Harrison

Policy Oversight and Review Committee (PORC)

Carol Okai, GdA EO Peter Harrison, Dale Edwards, Sherree Unwin

Finance Audit and Budget Committee (FAB)

GdA EO Peter Harrison, Dale Edwards, Sherree Unwin
Treasurer Danny Ryan

Staff Performance and Review Committee (SPARC)

Norm McMurray, Carol Okai

Systemic Advocacy Advisory Committee

Matt de Gruchy, Carol Okai, Dale Edwards, GdA EO Peter Harrison

Our programs in 2024-25

Advocacy programs

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.

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NDIS Appeals

When things don't go to plan, there are appeal avenues via 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.

Systemic advocacy

Disability Action Plan Working Group with Ballarat and Ararat City Council, Central Highlands Regional Advisory Group, and provided feedback on the Ballarat Bus Network to Transport Victoria, we provided feedback on the Woowookarung Reserve Development to Parks Victoria, and also feedback on Ballarat station upgrade including extra accessible entrances.

Partnerships and projects

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. The Raise Your Voice Program is a group that focusses on self advocacy and human rights; empowering people to speak up for themselves.



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

Partnerships and Projects

2025–2026 AGM Report

The 2025–2026 year has been an excellent year for RAISE Your Voice, with participants not only continuing to learn about rights and self-advocacy but then using those skills to create practical change in their communities.

RAISE Your Voice groups operated in Horsham, Stawell, Ararat and Daylesford, with a new group beginning to establish in St Arnaud. The focus remained on supporting people with disability to identify issues that matter to them, build their confidence, understand their rights and speak up about them.

Stawell – accessible communities

The Stawell group focused on footpath and community accessibility.

The group identified broken and uneven footpaths as a barrier for people with disability and older community members to move safely around Stawell. They also noted that there were other hazards that could be reported. They encouraged residents to report hazards through Snap Send Solve, developed community awareness material and met with the Northern Grampians Shire Mayor Cr Karen Hyslop.

This work received significant media attention through ABC Ballarat, which featured RAISE members Evelyn Henderson and Kim Hunt in their article and highlighted the group's efforts to improve Stawell's footpaths.

The group is now completing an accessibility review of signage at Cato Lake, considering readability, colour contrast, visibility, sign height and Braille and tactile information. The review has so far identified signage that contained incorrect information and highlighted opportunities to improve accessibility.

These projects gave participants practical experience in identifying barriers, gathering evidence and advocating for improvements.

Horsham – public transport

The Horsham RAISE group identified accessible and reliable public transport both in town and across the region as a major issue affecting independence and participation for people with a disability.

Their advocacy was featured in *The Weekly Advertiser* in April 2026. Group members spoke publicly about inaccessible coaches, difficulties using mobility aids, unreliable alternative transport arrangements and the limited frequency of regional services.

As a part of this work, the group created a survey for the wider community about public transport in the Wimmera and made it available through a QR code and also through a stall at the Horsham plaza.

There were 54 people who responded, with 78% saying there were not enough public transport times.

The survey also identified barriers including steep coach steps, unreliable access to ramps and lifters, limited wheelchair space and difficulty safely getting on and off vehicles.

The resulting Easy English report called for more frequent services, accessible vehicles, better connections, improved local transport and greater involvement of people with disability in transport planning.

The project's influence continued beyond the reporting year, with the Public Transport Users Association later referring to the Horsham RAISE your voice group’s Wimmera accessibility survey as part of growing regional advocacy for improved public transport.

Ararat – accessibility in action

The Ararat RAISE Your Voice group completed a lived-experience accessibility audit of the Ararat Leisure Centre on 26 May 2026.

Participants reviewed access to the pool, spa, gym, sauna, basketball stadium, change rooms and all other amenities. While several positive accessibility features were identified, the audit also found barriers including heavy doors, trip and slip hazards, inaccessible emergency information, changeroom issues and no accessible route into the basketball stadium.

The group developed practical recommendations for Ararat Rural City Council, including automatic doors, improved emergency information, safer flooring, accessible stadium entry and improvements to accessible change facilities. They were able to present this report to the committee working on the Ararat Rural City Council’s Disability Action Plan.

Building confidence and leadership

The most important outcomes of RAISE are not only the projects completed but the growth of participants themselves. Feedback collected shortly after the reporting year showed participants describing increased confidence, greater independence, improved ability to speak up for their rights, new friendships and stronger leadership skills.

We also travelled to Melbourne to participate in the National Self Advocacy Day event that was held by SARU. This was a great opportunity for the RAISE groups to meet other self-advocates from around Australia.

This demonstrates the value of self-advocacy: people are not simply being consulted about issues affecting them — they are developing the skills and confidence to identify issues, gather evidence, speak to decision-makers and advocate for change themselves.

Sister Rocks peer support group

Sister Rocks continued to complement RAISE by providing a peer-support and social connection opportunity in Stawell.

The group offers an important space for friendship, connection and belonging. These relationships help reduce isolation and provide a strong foundation for people to build confidence and become more involved in their community and in self-advocacy.

Looking forward

The work of RAISE Your Voice and Sister Rocks during 2025–2026 demonstrates the value of locally based, lived-experience-led programs.

From footpaths and public transport to community signage and recreation facilities, participants have shown that when people with disability are supported to speak up, be heard and lead, they can create meaningful change in their communities.



National Self Advocacy Day in Melbourne Wednesday 8th October 2025: (Left to Right) Trish and carer, Di and carer, Andrea, Evelyn, Kim, Jess and carer, Kylie, Brooke, Graham and Tiffany



Above:_ Patrick Jarvinen PTUA, Andrea, Graham, Trish, Kylie, Zoey, Naomi



Sister Rocks Has Talent April 2026
Evelyn, Kim, Brooke, Luellyn, Tiffany, Jess, Kay, Joshua, Kylie



Sister Rocks Christmas in July: Peter, Molly, Luellyn, Kylie, Deb, Josh, Brooke, Jess, Kim, Evelyn, Kay



Ararat RAISE group audit handover Left to Right: Brooke, Di, Phuong ARCC, Amanda, Kylie



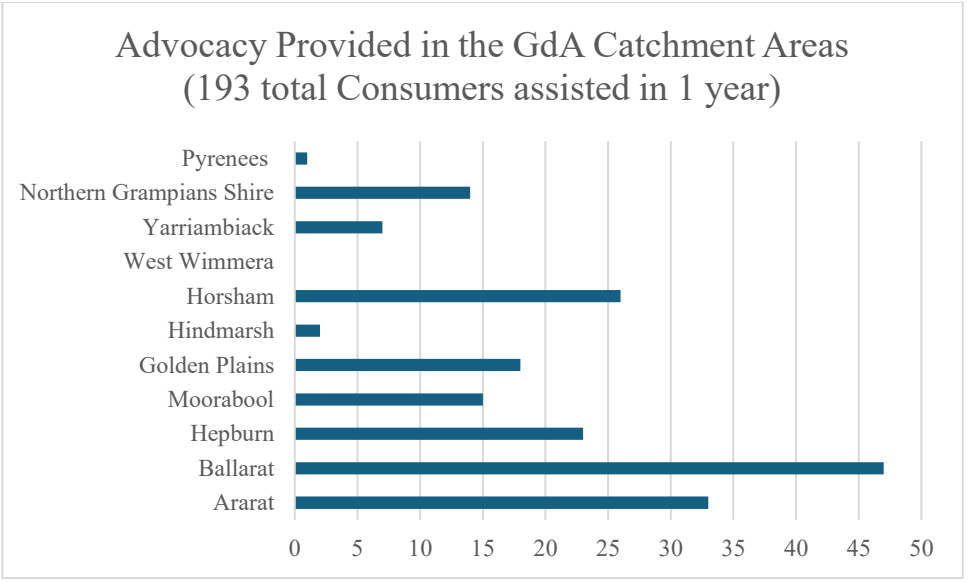
Above: Raise Your Voice Forum February 2026
Left to Right: Kylie, Di, Brook

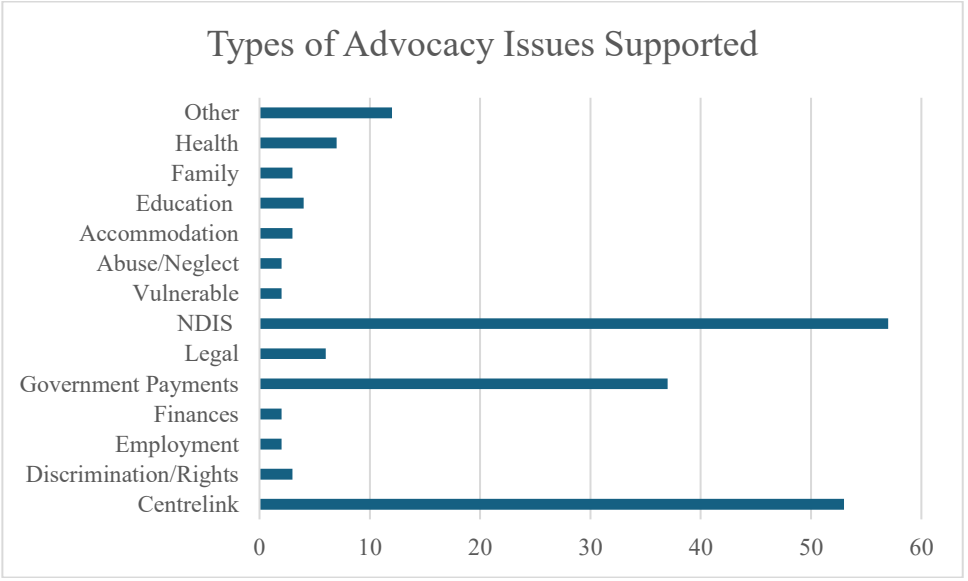


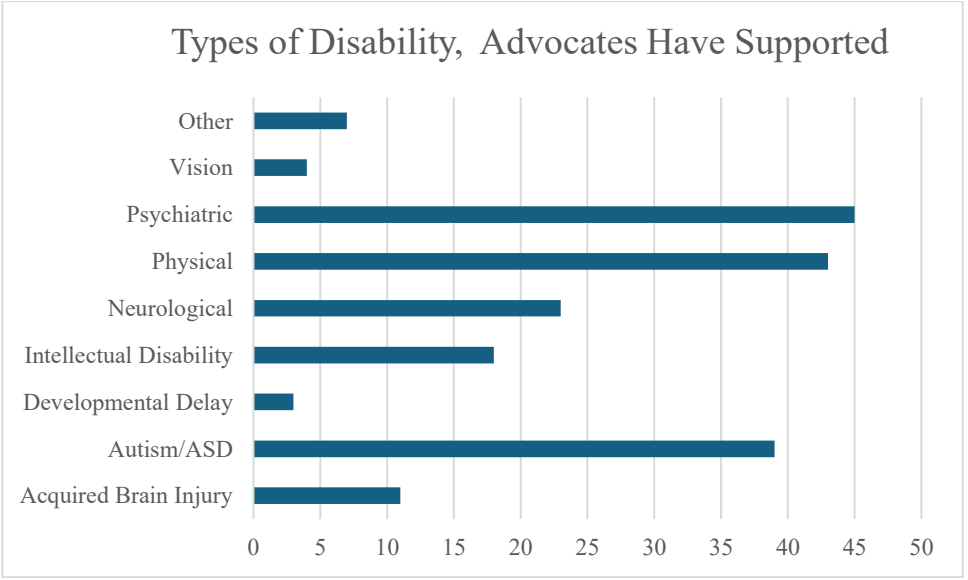
Above : Raise Your Voice Forum February 2026
Left to Right: Jess, Evelyn, Kim



Transport Survey Horsham Left to Right: Zoey, Richard, Graham, Naomi


Advocacy Provided in the GdA Catchment Areas
(193 total Consumers assisted in 1 year)
Pyrenees
Northern Grampians Shire
Yarriambiack
West Wimmera
Horsham
Hindmarsh
Golden Plains
Moorabool
Hepburn
Ballarat
Ararat
0 5 10 15 20 25 30 35 40 45 50


Types of Advocacy Issues Supported
Other
Health
Family
Education
Accommodation
Abuse/Neglect
Vulnerable
NDIS
Legal
Government Payments
Finances
Employment
Discrimination/Rights
Centrelink
0 10 20 30 40 50 60


Types of Disability, Advocates Have Supported
Other
Vision
Psychiatric
Physical
Neurological
Intellectual Disability
Developmental Delay
Autism/ASD
Acquired Brain Injury
0 5 10 15 20 25 30 35 40 45 50



TREASURER

Danny Ryan

This is my second year on the GdA Board, my first full year as Treasurer, and it is a pleasure to represent my report for this financial year.
At the outset, I want to express a great vote of thanks to our Executive Officer, Peter Harrison, our Finance Officer, Daniel Leclere , our Admissions Officer, Angie McKew and my fellow Board members for the sterling assistance they have provided to me over the past 12 months.
I'm also happy to report that GdA has made some critical improvements to our accounting and reporting systems, so our organisation is in better shape to adapt and take up opportunities in an ever-changing environment.

From the finance viewpoint, this past 12 months has seen our accounting programme changed over from Reckon to XERO. This change has provided GdA with improved capacity to analyse income and expenditure over our work sites and service programs.
Through XERO, our banking transactions are now automatically "fed back" into the GdA accounting records. This feature assists in bank reconciliations by reducing the risk of mis-recording amounts and transactions that previously had to be manually entered into GdA's accounts.

The teething problems in the changeover to XERO are now behind us and the GdA Board now has better access to comprehensive and detailed financial reports to guide its decision making.
In preparation for this Report, I looked over my Report to last year's AGM and reflected on the confidence I expressed then in GdA's financial resilience and capacity to adapt to challenge.
The independent review of the NDIS released in late 2023 recommended wide-ranging changes over a 5-year period. The roll-out of the Australian Government responses to that review has left public benevolent institutions such as GdA under pressure to adapt, or else.
Peter Harrison has comprehensively reported on key changes being made to the National Disability Advocacy Program (NDAP) and Information Linkages Capacity (ILC) program which comprise a significant proportion of our activities. Peter has done great work in readying GdA for these changes.

A significant financial risk that GdA faces comes from the short term and/or year-on-year nature of our present funding cycles. If GdA and our fellow consortia member agencies are successful in the tender processes that Peter has been a key player in arranging, an obvious benefit will be the move to longer funding cycles for GdA.

In this financial year our funding agency for Federal funds changed from the Department of Social Services (DSS) to the Department of Health under similar programs to previous years covering Advocacy, Indigenous Advocacy, NDIS Appeals and Appeals. At the State level, the funder for Advocacy continued to be through the Department of Families Fairness and Housing.
Interim funding for the last stages of the ILC program has continued under the joint arrangements with Rural Information and Advocacy Centre Inc. (RIAC).

Jason Hargraves from CountPro of Ballarat has again audited the attached financial statements namely the Profit and Loss Statement for the year ended 30 June 2026 and Balance Sheet as at 30 June 2026. Thanks go to Jason and his staff for all their efforts over the year.
I have certified that the audited financial statements give a true and fair view of the financial performance and position of GdA during and after the end of the financial year ended 30 June 2026.

Grampians Disability Advocacy Association Inc.

Auditor's Independence Declaration to the Committee of Grampians Disability Advocacy Association Inc.

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2026, there have been:

no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and

no contraventions of any applicable code of professional conduct in relation to the audit.

CountPro Audit Pty Ltd

CountPro Audit Pty Ltd

Grampians Disability Advocacy Association Inc.

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2026

	2026 $	2025 $
Income		
Grants - Department of Families, Fairness and Housing	**332,703**	312,279
Grants - Department of Social Services	**693,104**	656,737
Grants - Information, Linkages & Capacity Building	**326,368**	316,108
Grants - other	**1,160**	5,000
Interest	**445**	4,000
Other income	**3,213**	1,951
	1,356,993	1,296,075
Expenses		
Accounting & audit fees	**10.151**	16.150
Advertising	**1,355**	2,075
Bank fees & charges	**125**	132
Catering expenses	**3,053**	3,016
Cleaning	**281**	
Computer expenses	**30,391**	27,405
Consultancy fees	**14,397**	63,850
Depreciation - plant & equipment	**10,022**	10,577
Depreciation - right of use assets	**39,303**	35,326
DSS & DHS Audits	**1,770**	16,297
Electricity	**1,282**	1,504
FBT Expense	**397**	595
Hire - venue & equipment	**6,707**	14,255
Interest - leases	**7,217**	5,264
Motor vehicle expenses	**14,129**	22,733
Newspapers & journals	**145**	
Office supplies	**2,207**	1,737
Other expenses	**3,877**	685
Portable Long Service Leave Scheme levies	**14,445**	14,993
Postage	**1,216**	1,917
Printing & stationery	**1,726**	4,065
Rent - short-term & variable leases	**32,698**	22,690
Repairs & maintenance	**284**	5
Salaries & wages	**992,189**	878,535
Staff training	**13,807**	5,409
Subscriptions	**2,768**	3,573
Superannuation	**122,957**	98,510

Grampians Disability Advocacy Association Inc.

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2026

	2026 $	2025 $
Expenses (Continued)		
Telephone & internet	**8,551**	8,980
Travel	**12,598**	8,451
Workers' compensation	**17,590**	20,850
	1,367,638	1,289,579
Surplus/Deficit) for the year before tax	**(10,645)**	6,496
Income tax expense	**-**	-
Surplus/Deficit) for the year	**(10,645)**	6,496
Other comprehensive income		
Other comprehensive income	**-**	-
Total comprehensive income for the year	**(10,645)**	6,496

Grampians Disability Advocacy Association Inc.

Statement of Financial Position

As At 30 June 2026

	Note	2026 $	2025 $
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	**359,529**	446,901
Trade and other receivables	4	**10,589**	2,963
Financial assets	5	**75,000**	-
TOTAL CURRENT ASSETS		**445,118**	449,864
NON-CURRENT ASSETS			
Property, plant and equipment	6	**33,566**	38,334
Right-of-use assets	7	**75,698**	69,579
TOTAL NON-CURRENT ASSETS		**109,264**	107,913
TOTAL ASSETS		**554,382**	557,777
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	**78,628**	61,396
Lease liabilities	7	**42,838**	25,808
Employee benefits	9	**81,389**	96,754
TOTAL CURRENT LIABILITIES		**202,855**	183,958
NON-CURRENT LIABILITIES			
Lease liabilities	7	**36,011**	47,658
TOTAL NON-CURRENT LIABILITIES		**36,011**	47,658
TOTAL LIABILITIES		**238,866**	231,616
NET ASSETS		**315,516**	326,161
EQUITY			
Retained earnings		**315,516**	326,161
TOTAL EQUITY		**315,516**	326,161

Statement of Changes in Equity
For the Year Ended 30 June 2026

2026

	Retained Earnings	Total
	$	$
Balance at 1 July 2025	**326,161**	**326,161**
Deficit for the year	**(10,645)**	**(10,645)**
Balance at 30 June 2026	**315,516**	**315,516**

2025

	Retained Earnings	Total
	$	$
Balance at 1 July 2024	319,665	319,665
Surplus for the year	6,496	6,496
Balance at 30 June 2025	326,161	326,161

Grampians Disability Advocacy Association Inc.

Statement of Cash Flows
For the Year Ended 30 June 2026

	Note	2026 $	2025 $
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from government and customers		**1,356,548**	1,292,984
Payments to suppliers and employees		**(1,316,855)**	(1,297,729)
Interest received		**445**	4,000
Interest paid		**(7,217)**	(5,264)
Net cash provided by/(used in) operating activities	13	**32,921**	(6,009)
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		**(5,254)**	-
Payments for investments		**(75,000)**	-
Net cash used in investing activities		**(80,254)**	-
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net repayment of lease liabilities		**(40,039)**	(34,982)
Net cash used in financing activities		**(40,039)**	(34,982)
Net increase/(decrease) in cash and cash equivalents held		**(87,372)**	(40,991)
Cash and cash equivalents at beginning of year		**446,901**	487,892
Cash and cash equivalents at end of financial year	3	**359,529**	446,901

Grampians Disability Advocacy Association Inc.

Committee's Declaration

The Committee members declare that in their opinion:

- there are reasonable grounds to believe that the Association is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2022*.

Chairperson .....
Norm McMurray

Treasurer .....
Daniel Ryan

Dated 14 October 2026

In the Spotlight

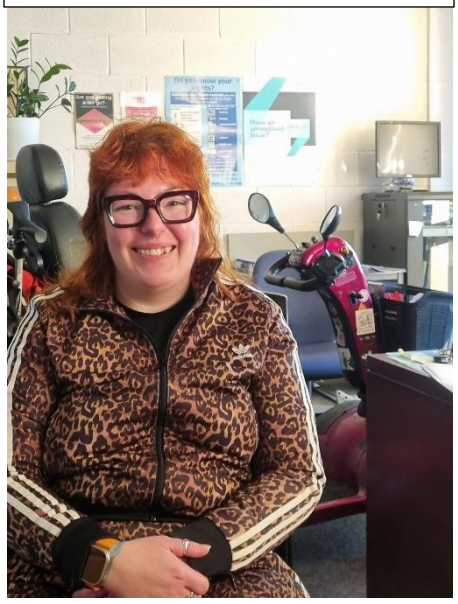
Below: our lovely ILC Project Officer Tiffany Warren who is currently on maternity leave, who will be back with GdA



Queen of Bowling Jo Richie



Our newest addition, part time Admin/Intake Officer at GdA Molly McGrath, a great happy friendly face to match the smile





Pictured above at the Meet & Greet the New GdA Executive Officer in September 2025 at the RSL
Left to Right: Front – Advocates Phil Cutts, Kaylene Howell, Bern Duane & GdA EO Peter Harrison
Back Left to Right: Advocate Jo Richie & Acting GdA EO Carol Okai (Board of Governance Vice



Above: Left to Right – Kaylene, Jo, Malachi, Peter, Angie, Phil, Bern & Yvette (Picture taken by Carol)

Back: Peter, Malachi & Phil awaiting their next strike!
Seated: Carol and Yvette, Kaylene admiring her score!



NDIS National Disability Summit
Board Members
Matt de Gruchy & Sherree Unwin



GdA Strategic Intent 2025-2028

Vision: **An equitable and inclusive society that upholds the rights of people to be empowered and thrive in life**

Mission: GdA stands beside people with disability as they:

- understand and act on their human rights
- connect and build confidence, independence and friendships
- are empowered to live the life they choose.

Values: Self-determination Empowerment **Inclusion** **Integrity** **Respect** Empathy Loyalty

Strategic Objectives	Strategic goals
Build a team with the skills and resources to effectively support the community	1.1 Work with the community using a community development lens
	1.2 Respond to the needs of the individuals and communities we work with
	1.3 Build our capacity in advocacy and self-help/capability-building
	1.4 Strengthen our skills through training, including with our partner organisations and within our networks
Strengthen our networks and our resilience through collaboration and diversification	2,1 Explore options for business and funding diversification
	2.2 Strengthen and extend our connections with allied agencies
Promote disability rights and interests and the impact of our work	3.1 Actively promote our vision and work/impact to the community
	3.2 Strengthen our presence, image and impact through social media, video and storytelling
Nurture ourselves, our working relationships and our wellbeing through reflection, respect, rapport and training/professional development for resilience	4.1 Develop our ability to adapt and deal with change and disruptive events
	4.2 Develop and enhance staff and Board member wellbeing through support, supervision, monitoring (for wellbeing) and enhanced engagement and collaboration across teams
	4.3 Create succession plans for the Board and the staff team
	4.4 Continually review, reflect on and improve our plans and direction

UNIVERSAL DECLARATION OF HUMAN RIGHTS



1 We are All Born Free and Equal



2 Freedom from Discrimination



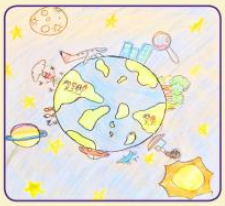
3 Right to Life and Safety



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



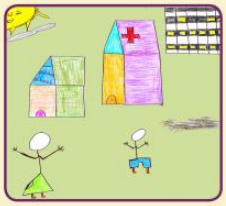
11 We are Innocent until Proven Guilty



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



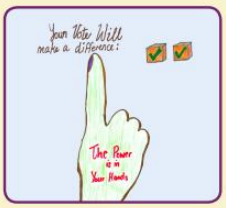
18 Freedom of Belief and Religion



19 Freedom of Opinion and Expression



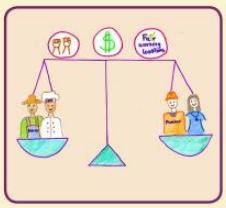
20 Right to Peaceful Public Assembly and Association



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

EUROPEAN UNION

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: Ayaan Nizarat, Article 9: Ahana Gounder, Article 10: Aroni Kaberias Rasch, Article 11: Khloe Lenuu, Article 12: Uelese Jason Tau Misilei, Article 13: Inaya Goundar, Article 14: Francisca Joe, Article 15: Valerie Baleirara, Article 16: Joyline Kalsuak, Article 17: Papaa Naomi Seluka, Article 18: Miliama Apisai , Article 19: Lilla Young, Article 20: Lilla Young, Article 21: Grace Talei Misilei, Article 22: Miliama Apisai, Article 23: Joyline Kalsuak, Article 24: Junior Kalsuak, Article 25: Jayden Singh, Article 26: Ryan Kalsuak, Article 27: Suliana Siulai Seluka, Article 28: Aryah Whippy, Article 29: Aarari Pollard, Article 30: Valerie Baleirara

Pacific Community
Communauté du Pacifique

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

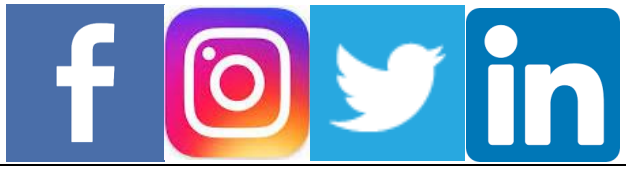
- ACSO Ballarat
- Ararat Rural City Council
- Ararat Neighbourhood House
- Ballarat Business Centre
- Ballarat and District Aboriginal Co-operative
- Ballarat City Council
- Ballarat and Grampians Community Legal Centre
- Berrill and Watson Superannuation Lawyers
- Budja Budja Aboriginal Co-operative
- Central Highlands Regional Advisory Group
- Disability Action Plan Working Group (Ararat Rural City Council)
- Ian and Jocelyn Chegwin
- Commonwealth Department of Social Services
- Countpro Accountants Ballarat
- Creswick Neighbourhood Centre
- Daylesford Neighbourhood Centre
- Department of Family, Fairness & Housing
- Department of Health, Disability and Ageing
- Disability Advocacy Network Australia
- Disability Advocacy Resource Unit
- Disability Advocacy Victoria
- Goolum Goolum Aboriginal Co-operative
- Grampians Community Health
- Grampians Health
- Health Services Commissioner
- Hopetoun Neighbourhood House
- Horsham Neighbourhood House
- Indigenous Community Advocacy Pilot Program
- National Centre for Disability Advocacy
- National Disability Advocacy Program
- Moorabool Shire Council
- National Disability Insurance Agency
- Nhill Learning Centre
- One Red Tree Resource Centre Ararat
- Orange Door
- People with Disability Australia
- Pinarc
- Pinnacle Inc.
- Self-Advocacy Resource Unit
- Stawell Health and Community Centre
- Stawell Neighbourhood House
- VALiD
- Victoria Legal Aid
- Victorian Disability Advocacy Network
- Victorian Rural Advocacy Network
- Villamanta Disability Rights Legal Service
- VMIAC
- Warracknabeal Neighbourhood House
- Women’s Health Grampians – CORE

Essential contact information

Central intake/enquiries
1800 552 272 admin@grampiansadvocacy.org.au

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

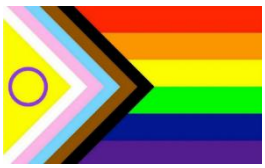
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This Annual Report was compiled by Angie McKew