



**VALID**

# 2023 - 24 ANNUAL REPORT

ADVOCACY IN ACTION

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[WWW.VALID.ORG.AU](http://WWW.VALID.ORG.AU)

## Acknowledgement of Country



VALID acknowledges the Traditional Owners of Country and pays respect to their Elders, past and present. We extend the same respect to all First Nations people we're in contact with.

VALID's work is carried out on sovereign Aboriginal land that was never ceded. Our main office is on the land of the Wurundjeri, a people of the Kulin nation.

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## Board members

**Arthur Rogers**

Chair

**Nicole Spehar**

Deputy Chair

**Georgina Frost**

Member

**Stephanie Gunn**

Member

**Judy Kelly**

Member

**Graeme Russell**

Member

**William Ward-Boas**

Member

**Staff****Fionn Skiotis**

Chief Executive Officer

**Melanie Watson**

Administration Manager

**Kimberlee Pearce**

Administration Assistant

**Heather Forsyth**

Senior Self Advocate

**Tully Zygiar**

Communications Coordinator

**Luke Nelson**

Communications Officer

**Frederikke Jensen**

Individual Advocacy Manager

**Andrew Minge**

Senior Advocate

**Kamila Kopec**

Individual Advocate

**Sidonie Zagoda**

Individual Advocate

**Jon Slingsby**

Training and Consultations Manager

**Zoe Broadway**

Senior Project Officer

**Michele Semmens**

Community Development Manager

**Ann Hutchinson**

Regional Coordinator

**Jana Hand**

Regional Coordinator

**David Hansen**

Regional Coordinator

**Mark Thompson**

Self Advocacy and Local Projects  
Leader

**Candace Bates**

Project Assistant

**Liam Doyle**

Project Assistant

**Katy Gagliardi**

Project Officer

**Rick Ruiu**

Self Advocacy Manager

**David West**

VALID9 Team

**Sara De Grandis**

Team Leader

**Hala Baksmaty**

VALID8 Team

**Anthony Risoli**

Team Leader

**John O'Donnell**

VALID8 Team

**Barry Robinson**

My Housing Plan Codesign Team

**Josef Power**

VALID8 Team

**Catherine Townsend**

My Housing Plan Codesign Team

**Marcus Plush**

VALID8 Team

**Greg Tucker**

My Housing Plan Codesign Team

**Mark Walton**

VALID8 Team

**Raven Moore**

My Housing Plan Codesign Team

**Mimari Hartono**

VALID8 Team

**Celeste Rattray-Wood**

My Housing Plan Codesign Team and  
VALID8 Team

**Omar Muhammad**

VALID8 Team

**Declan McAllister**

VALID8 Team

**Tobias Ward-Boas**

VALID8 Team

**Cindy Rhodes**

VALID8 Team

**Sam Mouakkassa**

Our Voice Representative



### Vision

A society where everyone is empowered to exercise their rights in line with:

- The **Universal Declaration on Human Rights (UDHR)**
- Other human rights standards.



### Purposes

1. **To Strengthen and promote the human rights of people with intellectual disability, including:**

Inclusion

Access

Employment

Health

Education

Housing

2. **To Support family and carer networks of people with intellectual disability towards these goals.**





## Aims

VALID aims to empower people with intellectual disability to:

**Exert control and influence over the decisions and choices which affect their lives –**

People will have a say about what happens in their own lives.

**Inform and influence the policies, processes and practices of disability service agencies, governments and other authorities –**

People will have a say about what organisations connected to disability do.

**Exercise their human rights and citizenship status within their local communities –**

People with intellectual disability will be able to do the same things as anyone else.



## Values

### Respect

This means we accept and value people for who they are.

### Collaboration

Working together.

### Courage

Being brave and strong.

### Humility

Understanding that we do not know everything.

### Passion

Caring a lot about what we do.

### Dedication

Not stopping until we live in a society where the human rights of people with intellectual disability are happening in practice.

### Integrity

Doing what we say we will.  
Being honest when we make mistakes.

## Chair's Report

I am pleased to present the Chair's Report for the 2023-24 year on behalf of the Board of VALID.

I want to express my appreciation to my fellow Board members for the thorough and diligent work they do in providing the necessary stewardship and oversight of the work of VALID.

We always endeavour to work as a cohesive, constructive and forward-thinking Board so that we can most effectively contribute to VALID's ongoing progression and development.

During the year we welcomed Judy Kelly to the Board, and we appreciate her contribution on the Board so far. Also during the year Stephanie Gunn stepped down as the Deputy Chair and I want to thank Stephanie for her strong contribution in that role.

Stephanie continues as a Board member and continues to make a great contribution as do all the other Board members. Nicole Spehar accepted the appointment to the Deputy Chair role and will also make a great contribution in that role.

During the year VALID strengthened internal processes including policy development and administrative systems. While this can take a lot of work for everyone we are confident that the Board and all the staff of VALID have not lessened focus on providing the best support we can to people with an intellectual disability and their families.

Much of VALID's funding is from short term project and grant funding which can be very challenging and leads to a great deal of uncertainty for staff and for effective planning. While this is common for most non-government advocacy groups it nonetheless creates complexity and adds to the considerable workload of our CEO and VALID's staff.

The Board really appreciates the hard work that Fionn Skiotis does as CEO, not only in the many grant applications that need to be submitted but also for his great work in general. Since his appointment Fionn's leadership has had a positive impact and has been integral to the substantial progress VALID has been able to achieve. Fionn is ably supported by Managers and staff, and I also thank them for the great work that they do.

Finally, I want to thank all of VALID's members, friends, partners and funders for their ongoing and vital support.

**Arthur Rogers**  
Chair





## CEO's Report

In last year's report, the first following my appointment as CEO in August 2022, I noted that VALID was again in good shape after a period of some instability. The work involved in bringing VALID back to full capacity has continued since then, with more efficient organisational systems, new and revised policies and greater team cohesion. As a consequence I can now say that VALID is in even better shape than a year ago.

I also noted last year that VALID was ready to once again make a strong contribution on advocacy for people with intellectual disability. In reality this isn't so easily achieved. VALID receives no funding for systemic advocacy, which makes contributing on key policy developments and other big issues difficult. Despite the lack of dedicated funding, we set up a part-time Systemic Advocacy program, but ultimately couldn't sustain this initiative as hoped.

VALID has however sustained its four key program areas, of Self Advocacy, Individual Advocacy, Community Development, and Training and Consultations. An exciting development planned during 2023-24, and now being realised, is the establishment of VALID Connect Ltd as a subsidiary of VALID, to take on our fee-based services including training, consultations and development of Easy Read materials. I encourage you to read the program reports and highlights provided by VALID's Managers.

Seeking and obtaining government funding as a disability advocacy organisation can also have its challenges. While VALID appreciates the funding we receive, we shared the frustrations and to a degree the disappointments of many in the sector in attempting to engage with this year's ILC funding rounds. In the end VALID more or less maintained funding at an even level – something to be thankful for at a time when many competent advocacy organisations experienced hefty cuts.

I must thank my colleagues for their dedication to VALID's mission and their ongoing hard work – they make the delivery of complex and sometimes challenging programs look easy. I also want to express my gratitude to VALID's Board members, who provide a vital sense of expert stewardship and stability to our organisation. Lastly, my thanks once again to VALID's many members, friends, partners, funders and other stakeholders, whose loyalty and support remain as important and appreciated as ever.

**Fionn Skiotis**  
CEO



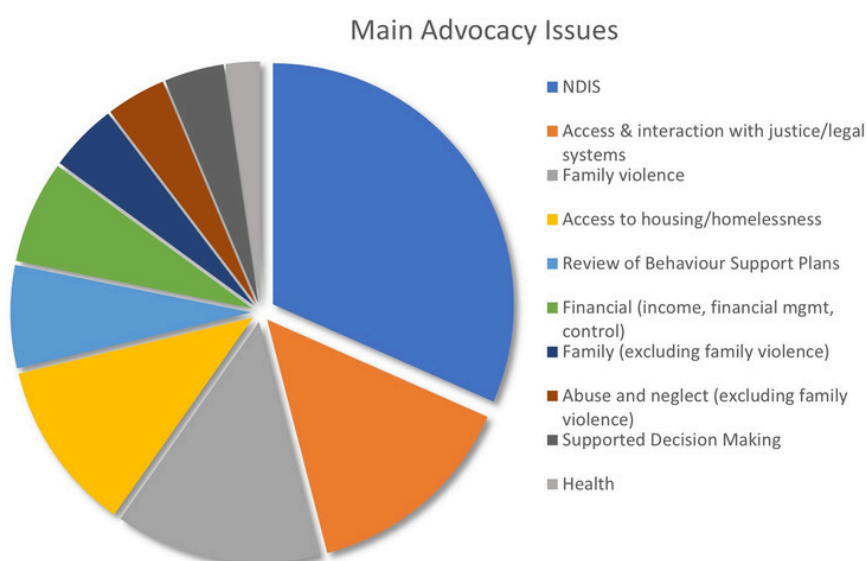
## Individual Advocacy Report

Individual Advocacy handled 200 cases in the financial year plus an average of 40 plus enquiries a month. We know, issues handled do not reflect the problems across the board for people with Intellectual Disability. We know many live in segregated settings and are dependent on services referring to individual advocacy. If services are the problem, they rarely refer to us or are referred by a whistleblower which makes investigation lengthy and delicate.

As was the case for previous financial year, the team supported people who had problems related to NDIS and NDIS services (Direct support services and support coordination). Abuse and neglect, not listening to the voices of people with intellectual disability was a main concern but also lack of training and education in service delivery.

Additionally, high risk and in some cases severe abuse and neglect and human rights violations was a result of the intersection between NDIS and mainstream services pinballing people seeing some participants also stuck in inappropriate settings such as hospitals and avoidable police interactions. Problems related to NDIS equates to 32 percent in our case load.

Comprised of 14 percent of the total case load support for access to and interaction with justice/legal systems followed the trend we have seen from previous years. Cases ranged from a person unfairly accused of a crime due to their disability and the 'failure gaze' of the community to people who were sexually assaulted. The team also supported people on orders. It is our experience, that there is a lack of 'equality before the law' and that people who do harm to others have a history of exclusion and sometimes traumatic experiences as a pathway to the justice system.



Fourteen percent of the team's total cases were people subjected to family violence. We have seen some structural improvements happening in mainstream services to get people the help they need with five Family Violence and Disability Practice Leads in family violence services in Victoria and increasing staff in places like Orange Door with the necessary knowledge, however more are needed.

The team reviewed several behaviour support plans (BSPs) for people subject to restrictive practices. We found unregulated practice and in some cases abuse when we reviewed plans.

### **Staff**

Individual Advocacy operated in the financial year 2023-2024 with Advocacy Manager Frederikke Jensen, Senior Advocate Andrew Minge part time and Individual Advocates Sidonie Zagoda and Kamila Kopec. Albeit a team of four people, the DFFH funding is equivalent to three full time positions and four of the team members work part time.

### **Training**

There has been an increased focus on training in the team. Given the higher number of cases with family violence and coercive control over the last couple of years, advocates have done MARAM training. MARAM stands for the Family Violence Multi-Agency Risk Assessment and Management (MARAM) Framework. It is used to ensure all services are effectively, collaboratively and consistently responding to family violence risk.

### **Partnerships**

Amongst partnerships is the Individual Advocacy Team collaborated with organisations such as RIAC, IFAS, STAR Victoria regarding parents with disabilities involved with child protection. This has been an important community of practice for advocates and some systemic work is flowing from this as well. VALID's Individual Advocacy will be co-chairing these meetings in the next year with RIAC

Frederikke Jensen  
**Individual Advocacy Manager**



## Self Advocacy Report

Self-advocacy is the ability to speak up for yourself and make choices and decisions about your life. This is the foundation of VALID's self-advocacy programs which empower people to assert their rights and achieve better outcomes.

Through the 2023-24 period the VALID Self Advocacy team has been involved in a number of programs and initiatives. The Self Advocacy team continues to facilitate Network meetings. The Networks are an integral part of VALID's aims and mission and provide a pathway for people into other VALID programs and activities such as the VALID Self Advocacy Forum.

The VALID Self Advocacy team reestablished its partnership with Palliative Care Victoria which included presenting resources about grief, loss & dying to people who live in group homes and delivery of training to support workers and families.

The VALID Self Advocacy team was also involved in partnerships with Housing Choices Australia and DANA. These projects focused on understanding the difference between Supported Disability Accommodation and Supported Independent Living and talking to residents about their home and living options as part of the NDIS review.

VALID continues to support a number of SUFY (Speaking Up For Yourself) and Resident Focus groups in partnership with Life Without Barriers.

## VALID8 & 'My Housing Plan' Projects

There was a much more buoyant and enthusiastic attitude going into the 2023-24 period as the team was proud of being able to achieve its targets in 2023 and are well on the way to completing group home visits for 2024.

The development of the VALID8 Companion App was completed and we continued to update various elements as the year progressed. As per our agreement with DFFH, VALID was able to recruit an additional 10 self-advocates in 2023. VALID acknowledges the contribution of all the VALID8 team members, past and present.

There were many opportunities for VALID8 team members to speak at events about their work and the VALID8 project, which informed people about what the program is about and the achievements of the team. These opportunities also built individual capacity among the team members around presenting and acknowledging their individual achievements.

VALID were also successful in an NDIA submission to deliver the 'My Housing Plan' project. This will be a 2-year project to co-design and deliver workshops to and with people with intellectual disability.

The 'My Housing Plan' project is focused on giving people with disability accessible information and a roadmap around their housing and living options.

The 'My Housing Plan' project will deliver interactive workshops to small groups of NDIS participants in metro, regional and rural locations in Victoria. These will be facilitated by people with lived experience of disability as part of a co-design team.

These workshops will focus on supports participants might be able to get from the NDIS to help them live more independently, for example staff support, equipment, and learning new skills. We will also talk about what participants need to live the way they want.

## **SPEAK OUT Annual Conference**

A highlight for the year were two VALID8 team members travelling to Devonport, Tasmania to present at the annual "Speak Out" Conference in October 2023. The theme of the Conference was "Paving the Way", and the team members presentation was on the VALID8 program, in particular the empowerment of people with intellectual disability to have control and influence over the decisions and choices which affect their lives.



*My Housing Plan team members smiling at the camera*

Below are comments and reflections from team members.

*"I really enjoy going into group homes and talking to the residents. I interview them. I ask them questions about their home, and how they feel about it."*

*"Residents liked being able to talk to me about things they want to change and they showed me things like photo's, weekly charts and asked me to look at their bedrooms."*

*'I was very excited when I got told I had an interview. I was a little bit nervous before the interview, but I felt pretty good. I was pretty proud of myself after the interview. I felt it went really well.'*

*"VALID has been one of the best jobs that I've had so far. It's made me feel very included."*

Finally, I would like to acknowledge the contribution of the Self Advocacy team, the VALID8 team and the 'My Housing Plan' co-design team for their dedication, enthusiasm & hard work throughout the year. The teams are an invaluable part of VALID and its mission to empower people through Self Advocacy.

**Rick Ruii**  
**Self Advocacy Manager**





## Community Development Report

2023 – 2024 has again been a vibrant year for the Community Development Team at VALID, but one of some uncertainty and sadness, early in 2024, as the ILC ICB ( Information, Linkages and Capacity Building) funding from the Department of Social Services for our Peer Action Groups, came to a close at the end of June 2024, despite the great achievements and outcomes for individuals, families and communities over the life of the project.

An evaluation of the PAGs by Social Ventures Australia in 2024 strongly evidenced the validity and success of this project model.

Peer Actions Groups operated until the end of June 2024 in Banyule/Darebin; Geelong/Bellarine; Western Victoria, Frankston, Greater Dandenong, and Moe. Some of the Peer Action Groups have continued with local support from volunteers, local government, neighbourhood houses and other organisations as they have been much valued in their local communities, but they will no longer be VALID PAGs.

The Community development team also acknowledge and have welcomed the support of the Community Broadcasting Foundation in the form of their grant, which has broadened the work of Access Airwaves in providing radio and podcast training, development, and equipment over the past year.

Community Development can be very proud of all that has been achieved over the past financial year, having facilitated, codesigned and hosted many groups, events, and workshops across Victoria aspart of the Peer Actions Groups and other projects. Face to face meetings across the state were again welcomed by participants of the groups, and relationships continued to be built and developed among many of the Peer Action Groups through to the end of the project.

Collaborative and supportive partnerships and relationships with Neighbourhood houses, libraries, local and state government, the NDIS and organisations in the identified areas, have continued to be another positive outcome of the projects, and testify to the positivity, effectiveness and strength of the work undertaken by the Community Development Team, volunteer peer leaders and participants.

Skilled staff and dedicated volunteers are at the heart of the successful Community Development work. Our staffing including those who identify as having a disability, have provided a consistent and supportive team environment and knowledge bank over the last few years.



Volunteer leaders as well, enthusiastically joined online each fortnight for a Peer Leadership meeting, gaining advocacy and other leadership skills and training in a range of areas. It has been exciting to see the personal growth of our volunteers with disability, increasingly finding their voices and their independence and reaching out to respond to barriers and challenges both in their personal lives and their community. The Community Development Team acknowledged the fantastic contribution of many of our volunteers in May 2024 with a scrumptious lunch at Pullman On the Park.

These are representative of the range of projects, events, and happenings across Community Development:

- Diversity Pride Day was again celebrated by Peer Action Groups with a variety of events focusing on 'respect and celebration of people with a disability'.
- International Day of Disability activities were also held by the Peer Action Groups at various locations. Frankston PAG with Orwil Street Neighbourhood house, held an exciting event with over 100 people in attendance enjoying music, speakers, an art competition and photobooth with local government and a range of organisations represented.

- Western Vic PAG made a valuable contribution to the SPIDAH Project Supporting people with intellectual disability to access health, throughout the life of the project and were noted for their collaboration in the SPIDAH final report.
- An Anthology of writings by people with disability, 'Diverse City' was codesigned, developed, launched by the Banyule/Darebin PAG with local government support and lunch at Ivanhoe and showcased across Victoria through other events at libraries and other spaces. Writers from the anthology have volunteered their time to read their own works at these events such as at the Ballarat library and at a HAS conference workshop.
- The CD team and participants from the PAGs enthusiastically participated in the annual Having a Say Conference in Geelong in February 2024, with a presentation, facilitation of Meet and Greet workshops, manning the Community Development Team stand and volunteering with other aspects of the Conference.
- A lived experience Acknowledgement was written and presented by a CD staff member with lived experience of disability at the opening of the VALID staff retreat in early 2024.

- Book week events in Stawell and the Buloke Shire's Inclusive Books for Inclusive Communities, gifting books on disability, to local organisations to diversify their book collection and normalize disability.
- A bus shelter was finally installed in Buninyong due to the support of the Ballarat Working Together Group PAG.
- Access Airwaves has gained an increased reach and interest through the podcasts, radio shows and training developed.
- The 'Get off Your Phone' video resource produced in partnership with Advocacy WA highlighting positive relationships between PWD and their support workers, was well received in promotional opportunities.
- The 'Dulcie Stone Writer's Competition' went national for the first time in 2023 with a fabulous luncheon and awards ceremony celebrating the winning entries early in 2024. CD acknowledge the support of Writer's Victoria and Inclusion Australian in the promotion and staging of the competition.
- The CD team look to the future with optimism and excitement as we embrace and implement new funding and projects that will improve the lives of people with disability in our Victorian communities.

Michele Semmens  
**Community Development  
Manager**



*IA group of screenshots of people from our resource "Get off your phone"*

## Training & Consulting Report

This year, the Training and Consultations Team at VALID has been very busy. We mainly focused on Easy Read projects but also took part in various consultations and training activities.

### Major Projects

#### **National Disability Services (NDS) – VALID Mental Health and Wellbeing Local Uplift Project.**

This project aims to make mental health services more accessible and inclusive for people with disabilities. These services, known as 'Locals,' are community offices where people can get professional mental health support. The project covers three specific areas across Victoria where Locals have been established.

VALID supports this project by giving advice, offering feedback, and converting documents into Easy Read formats. We also support the people with lived experience on the steering committee and the people who are members of the three project working groups. So far, we have supported seventeen participants, including eleven people with disabilities and six family members.

Each working group meets regularly to design better strategies for these services.

Thanks to Heather McMinn, Deniz Akin and Tahlia Seedy the NDS project team and Linda Rowley for providing Mental Health and Wellbeing support to the project. The project is funded through to mid-2025.

## The University of Melbourne - Behaviour Support Projects

VALID has supported two projects led by Dr. Paul Ramcharan and Professor Keith McVilly, both renowned researchers at The University of Melbourne who specialise in disability studies.

The first project, "Physical Restraint: A Ten-Year Review," gathers views from people with disabilities and their carers. We have converted documents into Easy Read formats and helped with focus groups.

The second project, "The Right Direction Project," aims to involve people with disabilities more in creating and understanding behaviour support plans. We have provided Easy Read documents and helped people with lived experience take part. So far, we've helped twenty people with disabilities in these projects.

A special mention goes to Liam Doyle from the Community Development team, who is working as a co-researcher with Dr. Ramcharan and Professor McVilly, congratulations, Liam.

Thanks Paul and Keith for inviting VALID to be involved in this important work.

### Training

In the past year, we have delivered several training programs, mainly focusing on the Keys to Success Program (KSP) and Easy Read training.

- Zoe led a tailored version of the KSP for Yooralla's service users. This started with the core KSP course and included follow-up sessions to help participants use their newly gained self-advocacy skills to help them plan for their futures effectively.
- We were also invited to deliver training to 'Roundsquared', a support provider based in Moruya on the South Coast of New South Wales. The training program is called 'From Self Advocacy to Advocacy.' The first day of this program focused on their self-advocacy group called 'Let's Talk Speak Out,' which represents people who are supported by Roundsquared's services. On the second day, we provided training to Roundsquared's support staff, equipping them with essential skills to better support members of the Let's Talk Speak Out group and other people who use Roundsquared services. Roundsquared appreciated VALID's support and were happy to pay all the costs related to the delivery of this training opportunity.

## Consultations

Throughout the year, VALID has conducted various consultations and focus groups involving people with disabilities, as well as family members and carers. These consultations were an important part of several projects, including the Easy Read conversion process, where we were able to test the accessibility of newly converted documents.

In April, VALID was invited by Possability, a Supported Independent Living (SIL) provider, to conduct an annual consumer engagement survey for TAC-funded participants who live in houses where Possability provides SIL staff. This survey was conducted through face-to-face consultations with eleven residents across locations in Lilydale and Frankston.

Additionally, we facilitated focus groups as part of the NDS-VALID Mental Health and Wellbeing Local Uplift project, the University of Melbourne Physical Restraint project and the Privacy Impact Assessment document conversion project for the Australian Bureau of Statistics (ABS).

The most rewarding aspect of these consultations is seeing how eager people are to contribute, share their experiences, and have their voices heard and valued.

## Easy Read

This year, the demand for Easy Read services remained steady. We worked on converting documents into Easy Read format and testing them to make sure they were easy to read.

VALID produced Easy Read materials for a diverse range of organisations, including, the University of Melbourne (Documents for the 10-Year Review of the use of Physical Restraint and the Right Direction Project), Wyndham City Council - Disability Action Plan and BreastScreen Victoria - Disability Action Plan.



Providing information in an Easy Read format helps people with intellectual disabilities understand important content.

This work is important as it provides information to people in an accessible format, ensuring that people with intellectual disabilities receive the information they need in a meaningful way that allows them to understand the content.

In conclusion, this year has been marked by opportunities for us to further develop our skills. Our work on Easy Read projects, diverse consultations, and training programs has strengthened our commitment to accessibility and inclusion.

Our training programs, including the Keys to Success Program and tailored sessions for organisations like Yooralla and Roundsquared, have empowered people with disabilities.

The consultations we have conducted have provided valuable insights and helped us understand the perspectives of people with disabilities and their support networks.

The ongoing demand for our Easy Read services underscores the importance of our work in making information accessible for people with intellectual disabilities. By providing our services to a wide range of organisations, we have increased the reach and impact of our Easy Read materials.

As we reflect on the past year, we remain dedicated to our mission and look forward to continuing our efforts to support and empower individuals through accessible communication and comprehensive training.

Thank you to my colleague, Zoe, my manager, Fionn, and all the team at VALID.

**Jon Slingsby**  
**Training and Consulting**  
**Manager**



*Jon Slingsby standing next to a man in a white t-shirt, both looking at the camera*



## Having a Say Conference 2024 Report

The 23rd a Say Conference (HaS) was held over two days in February 2024. Overall we had almost 900 different people involved over the two days including over 700 on the second day and 470 people at the disco.

The high involvement also extended to the Art Competition, with a record 55 entries, which made it difficult for the judges to choose the winners.

The Inclusion Australia and VALID streams covered many of the important issues impacting people with disability at the time. This included both the recommendations of the NDIS Review and the Disability Royal Commission. The sessions gave participants the opportunity to ask questions directly of members of the NDIS Review panel and people involved in the Royal Commission.

The Expo was as usual a hive of activity with a range of disability services and a significant number of rights, complaints and advocacy services involved.

The highlight of the expo for many was interacting with the emergency services staff. We had Victoria Police, Ambulance Victoria and Victoria Fire Services (CFA & Fire Rescue Vic.) in attendance with information and displays - who can beat an ambulance?. Many including myself took advantage of the Fire Services info on being prepared for fire emergencies. Ambulance Victoria was also consulting participants about how they can improve support for people with disability. Then there were other people who were keen to have fun getting their picture taken with a police officer or two!!

We would like to thank the sponsors (see 2024 report), City of Greater Geelong for assistance with parking and Deakin University who again provided considerable support while we took over a whole level of their campus.

Feedback was great and so well done to all the VALID HaS team and our amazing volunteers from the Geelong community, the NDIA, Latrobe Community Health (Barwon NDIS LAC partner) and our VALID membership.



*Man in yellow t-shirt stansing on stage with two people seated behind him*

**Christine Scott  
Event Manager**



## VALID's Financials in 2023-24

Information on VALID's financial position on 30 June 2024, and our financial performance during the 2023-24 financial year, is summarised below.

VALID's accounts are audited by Ashfords Audit and Assurance Pty Ltd and all figures below are taken from the 2023-24 audited financial statements.

### Financial position at 30 June 2024:

|                         |                 |
|-------------------------|-----------------|
| <i>Assets</i>           |                 |
| Current assets          | \$1,267,266     |
| Non-current assets      | <u>\$84,087</u> |
| Total assets            | \$1,351,353     |
| <i>Liabilities</i>      |                 |
| Current liabilities     | \$748,903       |
| Non-current liabilities | <u>\$12,831</u> |
| Total liabilities       | \$761,734       |
| Net assets (Equity)     | \$589,619       |

### Financial performance during 2023-24:

|                         |                    |
|-------------------------|--------------------|
| <i>Income</i>           |                    |
| Grant income            | \$2,042,254        |
| Donations               | \$26,454           |
| Consultancy income      | \$88,745           |
| Conference & events     | \$265,711          |
| Other revenue           | \$382,865          |
| Total income            | <u>\$2,806,029</u> |
| <i>Expenses</i>         |                    |
| Employee expenses       | \$2,186,496        |
| Administration expenses | \$470,970          |
| Depreciation expenses   | \$105,298          |
| Occupancy expenses      | \$12,608           |
| Project expenses        | \$123,360          |
| Finance expenses        | \$4,426            |
| Other expenses          | \$99,667           |
| Total expenses          | <u>\$3,002,825</u> |
| Total loss for the year | \$196,796          |

### Financial position at 30 June 2023:

|                         |                  |
|-------------------------|------------------|
| <i>Assets</i>           |                  |
| Current assets          | \$1,431,468      |
| Non-current assets      | <u>\$324,899</u> |
| Total assets            | \$1,756,367      |
| <i>Liabilities</i>      |                  |
| Current liabilities     | \$768,876        |
| Non-current liabilities | <u>\$201,076</u> |
| Total liabilities       | \$969,952        |
| Net assets (Equity)     | \$786,415        |

### Financial performance during 2022-23:

|                         |                    |
|-------------------------|--------------------|
| <i>Income</i>           |                    |
| Grant income            | \$1,731,183        |
| Donations               | \$4,531            |
| Consultancy income      | \$89,260           |
| Conference & events     | \$250,501          |
| Other revenue           | <u>\$421,552</u>   |
| Total income            | \$2,497,027        |
| <i>Expenses</i>         |                    |
| Employee expenses       | \$1,755,887        |
| Administration expenses | \$398,090          |
| Depreciation expenses   | \$93,934           |
| Occupancy expenses      | \$677              |
| Project expenses        | \$61,146           |
| Finance expenses        | \$17,293           |
| Other expenses          | \$170,238          |
| Total expenses          | <u>\$2,497,265</u> |
| Total loss for the year | \$238              |

## Inclusion Australia Report

The 2023-24 year marked Inclusion Australia's 70th anniversary, celebrating decades of dedicated advocacy for people with an intellectual disability and their families. Throughout the year, Inclusion Australia strengthened its role as a representative voice, amplifying and integrating our members' local experience into impactful, nationwide projects and systemic advocacy.

Some of our highlights this year included:

**Support for the First Nations Voice to parliament:** Despite the disappointing referendum outcome, Inclusion Australia is proud of the collaboration with the First People's Disability Network and the NSW Council for Intellectual Disability to create an Easy Read version of the Uluru Statement, ensuring people with an intellectual disability could participate in this nationally significant discussion.

**NDIS Review:** Conducted 30 workshops nationwide, covering essential topics like supported decision making, home and living, and necessary supports. Submissions focused on safeguarding, pricing, and quality assurance, emphasising our commitment to a more inclusive and equitable NDIS.

**Disability Royal Commission:** The release of 222 recommendations in September strengthened our ongoing advocacy for stronger protections and better services for people with an intellectual disability.

**Employment advocacy:** Employment remained a core focus, with Inclusion Australia making submissions on the Disability Employment Centre of Excellence, the design of the new disability employment service and the Quality Ratings System.



*Kevin Stone, Damian Griffis and Catherine McAlpine*

**Make Decisions Real:** This multi-year project was completed in June, with the release of many co-designed accessible resources to improve supported decision making for people with an intellectual disability and their families. We also created resources about making decisions about money and worked with our member organisation in Tasmania - Speak Out - to create an animated video series. Make Decisions Real was strengthened by the valuable input of our members throughout the life of the project.

**Your Service, Your Rights:** This major national project was completed this year. We achieved the project goal of increasing people's understanding of their rights when accessing services. The success of this project was made possible through close collaboration with every member organisation across Australia. Heartfelt thanks go to all member organisations and to each facilitator, who formed an exceptional team to engage 92 service providers and deliver educational workshops to 852 participants.

We look forward to continuing our collaborative efforts, guided by the valuable insights of our members and community. Powered by our members, Inclusion Australia's national voice will continue to build lasting, positive change.



*Luke Nelson and Catherine McAlpine on stage, talking about disability employment*

**Catherine McAlpine**  
Inclusion Australia CEO







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