



July 1 2019 – June 30 2020

Annual Report

Enhancing the capacity of people with a disability and their supporters to create a community strengthened by the inclusion of all!



Belonging Matters Inc



3/178 Boronia Road, Boronia Vic 3155



(03) 9739 8333



info@belongingmatters.org



belongingmatters.org



Consults



People with disabilities/families

855 consults
98 people

Consults



Professionals

400 consult
149 people

Workshops



10 workshops
358 participants

Webinars



6 webinars
441 people

Presentations



5 presentations to
203 participants

Peer leadership



2 peer groups to **66** people
15 leaders with disabilities
14 family leaders

Websites



3 websites
7,824 users
27,271 page views

Projects



NDIA
Designed by Me: Resources for Inclusion
Individual Capacity Building
Community Employment Partnership
My Home, My Way (partner with NACBO)
**University of Melbourne, Deakin Uni and
State Government VIC**
Developing a Career Access Program

Facebook



1441 views
33,215 reach
5275 engagement

Publications Distributed



45,283 Tip Sheets
182 periodicals
45 Books

Film and Video



3 documentaries
25 presentations

Talks That Matter



275 videos in channel
27,835 mins watched
7,200 views
151 subscribers

Providing capacity building resources to enable people with a disability the same opportunities in an inclusive and welcoming society.

Belonging Matters' Overview

Vision: A Community Strengthened by the Inclusion of All

Mission: To inspire, educate and build capacity at the grass roots to assist people with disabilities to live valued lives in the community

Overview: Belonging Matters is a values-driven education, information and advisory service developed in 2003 by people with disabilities, families and others who were concerned about the systemic exclusion of people with a disability from their communities. Since then we have developed a range of capacity building resources using various mediums including film, publications, workshops, conferences and retreats. These resources are designed to shift attitudes and create opportunities for people with disabilities to pursue mainstream employment, education, authentic community inclusion and valued roles. We do not focus on a person's disability or diagnosis nor do we aim to sensationalise their disability or create pity. Instead we aim to portray people with disabilities as valued citizens with abilities, strengths and passions who have contributions to make to society. Thus, shifting mindsets positively and preventing the amplification of difference often portrayed through the media and other sources about people with disabilities.

Aims: To build the capacity and skills of people with disabilities, families and their supporters to encourage them to become better connected to their communities, pursue typical options and pathways that are available to other citizens, take up valued roles and pursue self-determination/direction. This will be achieved through a range of tools such as educational and training events and various informational resources and personalised consultation.

To give personalised, practical, follow up advice directly relevant to an individual's lifestyle, situation and culture to enable them to become better connected to their communities, pursue typical options and pathways that are available to other citizens, take up valued roles and pursue self-determination/direction.

To harness the strengths and skills of people with disabilities and families and build their confidence through information, reflection, supported decision making and practice.

To strengthen informal support networks and reduce the reliance on paid services through providing people with advice and information on community connection strategies, self-direction, Circles of Support, House Sharing with non-disabled peers; thinking creatively about support and the implications of paid supports.

To provide mechanisms for peer support and leadership through networking opportunities such as training events, referral to others who have pursued typical pathways and provide leadership opportunities for people with a disability and families/supporters to enable them to mentor and inspire other people.

Guiding principles:

Belonging Matters believes that people do better when they experience:

- The same opportunities and rights as their fellow citizens
- Belonging and social inclusion in the community
- Valued social roles
- Lifestyles that enhance their individuality and uniqueness
- Self-determination and empowerment
- Lifestyle arrangements that focus on their strengths, abilities, interests and passions
- Freely given relationships from people who love and care about them (family and friends)
- Respect, self-worth, dignity and self esteem
- Compassion
- Welcoming environments and people in them
- Responsive, flexible and creative supports and opportunities
- Support processes that are people friendly



President's Report

Adam D'Arcy

It's hard to remember what we were all doing before the COVID19 pandemic hijacked 2020. It's a testament to the commitment of all services across the sector that they were able to manage the hurdles thrown their way and continue to provide supports to people with disability. More importantly though, it is a further reminder of the resilience of people with disability. It is sometimes a lot for a person to have to navigate the National Disability Insurance Scheme (NDIS), service provider requirements and staffing. Added to these matters were the safety requirements and individual concerns for individual wellbeing that COVID19 introduced into people's lives, as well as the disruption to social and community activities.

Through all of this Belonging Matters has had to navigate its own path through the National Disability Insurance Agency's (NDIA), Information Linkages and Capacity Building (ILC) grant process and then the challenges that COVID19 created in delivering the outcomes from those grants. What this highlighted for me was the amazing people who make up Belonging Matters. Their willingness to step into new technologies, provide insight and feedback and still be flexible about their working conditions was very inspiring, for me.

As the phases of the lockdown fluctuate, so too will the responsiveness of Belonging Matters to meet whatever challenges lay ahead to ensure that we can continue the vital work that we do for individuals, with families and within the broader community. Belonging Matters has continued to restructure as we move through this landscape and is always looking at the best ways to meet our outcome objectives.

Through all of this Belonging Matters has continued with the integral work that it does with individuals and families who look to Belonging Matters for support, education and leadership on how to best effect positive change in their lives. With the hard work that people put into achieving their goals, we have witnessed significant achievements for individuals, watching them take more control over their own lives and develop meaningful roles and relationships in the community along the way.

It is these outcomes that drive the organisation to keep working harder to ensure that the importance and value of capacity building is not lost.

Now, as much as at any time in the past, it is important that the voices of people with disability are heard, valued and respected. For this reason, the resources that are provided by Belonging Matters, such as information sharing, workshops, Circle of Support, Roles Based Planning, Talks That Matter, community linking, participation in workgroups, involvement with peak bodies and other like-minded organisations are distributed, accessed and utilised to ensure they reach as many people as possible.

I would like to thank the many individuals and organisations who provide donations, sponsorship and funding for the work we do.

I would like to acknowledge the dedication and commitment of the Belonging Matters team who worked throughout the year and did whatever they could to ensure positive outcomes for people.

However, the biggest thank you goes to our CEO, Deb Rouget. Deb works tirelessly to ensure that the vision of the organisation is upheld. It is her passion and dedication to the outcomes for individuals, as well as the service as a whole, that makes Belonging Matters what it is. I am sure that I echo the sentiments of the board and all those who have benefited from her work when I say that I don't know what we would do without her and that our gratitude is immeasurable.

Adam D'Arcy



Treasurer's Report

Mark Glascodine

I am pleased to present the Treasurer's Report and the audited financial statements of Belonging Matters Inc. for the year ended 30th June 2020.

It was a very challenging year, because our recurrent funding from the Victorian State Government was due to cease on the 30th June 2019. The survival of Belonging Matters depended on utilising an interim National Disability Insurance Agency (NDIA), Information, Linkages and Capacity Building (ILC) grant of \$123,000 to tide us over until more NDIA grant opportunities arose. These grants were delayed and the Victorian State Government extended our funding agreement for a further 3 months. This enabled us to survive over the July-Sept 2019 period. This led the Board and CEO taking a cautious and conservative view while applying for other NDIA grants and still offering what we could in regard to capacity building events and resources.

Through a great deal of agility and hard work, the CEO successfully applied for various NDIA, ILC grants including: a 1-year Economic Participation grant and a 3-year Information and Capacity Building grant. In collaboration with the National Alliance of Capacity Building Organisations (NACBO), we were also successful in a 3-year National Information grant, of which Belonging Matters is the lead organisation.

Our Net Profit from Ordinary Activities was \$93,832. This includes unspent monies from grants due to COVID19 which will need to be expended in the next financial year.

Income through NDIA, ILC Grant funding was \$1.2m (versus \$230,000 in 2019 from the State Government of Victoria) but includes carry over funding for the 2020-21 financial year.

Apart from the NDIA, ILC grant income, the Belonging Matters' team managed to grow trading income to \$65,000 (versus \$50,000 in 2019).

As grant activities and deliverables increased, staffing and other costs have increased. This has meant increased hours for existing staff, together with the employment of one new staff member. Total expenses of \$552,254 (versus \$264,689 for 2019).

Total Assets at the end of the financial year were \$1,027,234 (versus \$312,920 in 2019). Our Total Liabilities were \$812,888, predominantly for the NDIA, ILC grant liability for the next 2 years to cover capacity building activities, wages, staff leave provisions and other entitlements. The Net Assets of Belonging Matters at year-end were improved to \$214,396 (versus \$120,534 in 2019).

As the Belonging Matters' Treasurer, I would like to thank my Board colleagues for their interest in and support for prudent financial decision making. I also recognise the dedication and innovation of the Belonging Matters' team to work through such a difficult financial period, together with the impact of COVID19 and the lock down in Victoria. I'd like to commend our bookkeeper, Tracy Ireson, for her outstanding bookkeeping throughout the year and for working with Deb to introduce the new QuickBooks accounting system. I'd like to also thank both Deb and Tracy for their careful day-to-day management of Belonging Matters funds. In addition, I would like to thank Graeme F Delany of R.J. Sanderson and Associates Pty Ltd (Certified Practising Accountants) in preparing our audited financial statements.

If you would like to view the full financial statements for 2019/2020 financial year, please contact the Belonging Matters office.

Mark Glascodine



CEO's Report

Deb Rouget

For many years, people with disabilities have been excluded from the community. It's easy to blame external forces such as society, however if we continue to limit the potential of people with a disability by relying on outdated practices of segregation, congregation and special services, little progress will be made.

"This moving away from comfort and security, this stepping out into what is unknown, uncharted and shaky – that's called liberation" Pema Chödrön

Through the experiences and stories of people with a disability and their families, Belonging Matters aims to illuminate what is possible when people are supported to become valued contributors of their communities. For some people, after years of segregation, it means building a new vision for a full, meaningful and inclusive life, then taking small, but thoughtful steps into the future.

COVID19 certainly sent many people into the uncharted and unfamiliar this year. For people with a disability, like many others, their connections and roles fell away. Many people we support felt extremely vulnerable as they had to redesign and re think what they would do at home and how their supports might be delivered. What we did see though, was those people who were self-managing were able to reorientate reasonably quickly.

Belonging Matters, after just recovering from our funding transition to the National Disability Insurance Agency, also had to reorientate and step into the unknown! COVID19 sent us on a steep learning curve as we redeveloped our face to face workshops into webinars. Although not the same as meeting people in person, webinars increased our reach, especially into rural and remote areas. We reached 358 people with a disability, families and professionals through 10 face to face workshops, delivered 6 webinars to 441 participants and 5 presentations to 203 participants. Through a new initiative this year we also developed a range of **Tip Sheets** to support our workshop content.

Topics covered in this year's educational program included community, a home of my own, Circles of Support, self-management, life after school, friendships and understanding intellectual disability.

People continued to engage with our online resources, stretching our impact well beyond our physical presence. Our **Belonging Matters**, **Talks That Matter**, and **19 Stories** web sites attracted 7824 users and we had 5275 people engaged through **Facebook**.

Our online video library continues to grow. **Talks That Matter (TTM)** now hosts 275 videos with 7200 views on YouTube this year. A highlight this year was the production of a video called **"Our Roles Matter"**. This video was narrated by Brodie McElroy who spent many years in a day program, where his potential was never recognised. This documentary is led by the voice of people with an intellectual disability, who through their experiences, clearly articulate the benefits of valued roles in the community.

Through the financial support of Knox City Council, we also produced a documentary, **Homeshare: Fostering Home with Mike**. This documentary shares Mike's story about living in his own home with the support of housemates, rather than in a group home. Inclusion Melbourne also engaged us to film **Lauren's Circle of Support**. This documentary shares the benefits of Circles of Support.

We continue to invest in the leadership of people with disabilities and their families. This year 29 people shared their story through our publications, videos and presentations. We thank all of our leaders who generously share their stories. This is a powerful way for people to emerge themselves in the reality of someone's life and think about how this could become a reality for themselves.

Building Community Networks (BCN) aims to empower people with an intellectual disability to pursue a full, meaningful and inclusive life with the support of an unpaid Circle of Support. This year BCN facilitated 10 Circles of Support, however COVID19 meant people could not meet face to face for a good segment of the year. Although online Zoom meetings worked well for some people, those initiating Circles of Support found it difficult as relationships had not been established.

During COVID19, we continued to provide mentoring and consultations to people on the phone, via email and in online meetings. Our consultation service provided 855 personalised consultations to 98 people with a disability and their families. We also produced a number of **Tip Sheets** about things people could do at home during COVID19. In addition, we provided 400 consultations to 149 agencies, professionals or researchers.

Even though it was a challenging year, there were some good outcomes in people's lives. Just to mention a few - two people moved out of group homes to live in their own home with the support of non-disabled housemates and one person moved into a smaller, more manageable unit. One person started his own micro-business and another person sold her art work to businesses. Five people commenced a Circle of Support and one person achieved their dream of touring the Sydney Opera House with the support of a circle member. One man, discovered a passion for body building at a local gym and took a TAFE course to become a personal trainer.

We finished the Career Access project with the Office of Disability, University of Melbourne and Deakin University. This project aimed to explore the employment of people with intellectual disability in the public service.

In November 2019, in collaboration with the University of Melbourne, we commenced the Community Employment Partnership project. This project aimed to explore and research how creating partnerships with community service clubs could lead to employment for people with an intellectual disability.

In September 2019, our funding from the State Government of Victoria ceased. We were successful in obtaining a number of grants through the National Disability Insurance Agency, Information Linkages and Capacity Building branch. This included 3 new grants - Individual Capacity Building (3 years), Economic Participation (1 year) and a National Information grant in conjunction with the **National Alliance of Capacity Building Organisations** (3 years).

I would like to extend my heartfelt and sincere thanks to our dedicated team who never shy away from a challenge and turned their energies very quickly to delivering online webinars and other resources, all while working from home since March!

I'd like to thank:

- Caroline Towers, for her behind the scenes work in supporting the team, mastering Zoom and adding a spark to our marketing, all while home schooling her children!
- Teresa Micallef for her thoughtful work in regard to Circles of Support and nurturing a wonderful team of facilitators. I'd also like to thank Teresa for her contribution to our education program and assisting us to deliver a diverse range of webinars.

- Owen Hourigan, now an employee, for his ability to capture people's stories and presentations in a thoughtful way on film. In addition, a big thank-you for the work done across our multiple web sites.
- Patricia Wilson, who only joined us this year, for her amazing work on the Community Employment Partnership. It was not without its challenges given COVID19, but many seeds have been planted - waiting to explode into life!
- Emily Raymond for helping us to caption videos, run the office and process evaluations.
- Our facilitators Justine Hall, Lauren Mandel, Rachel Catchlove, Ellie Kleid and Isha Kaur for the incredible work they do to assist people with a disability to create or sustain a Circle of Support.

I would also like to extend my gratitude to:

- Tracy Ireson for her efficient and superb bookkeeping,
- Leigh Harrison for his quick and responsive IT advice,
- Graeme Delany from R.J Sanderson and Associates for our financial auditing,
- People, Culture Solutions for their pro-bono advice in regard to human relations,
- The National Alliances of Capacity Building Organisations who are an incredible support and source of wisdom!
- The NDIA for recognising the importance of capacity building in creating change and for funding our work, and
- The Belonging Matters' Board of Management (BOM) for their valuable contribution and remaining clear about our values and vision in a turbulent year.

We look forward to continuing the journey, as anything is possible!

Deb Rouget

Financial Reports

Directors' Report

Your Directors present this report on the entity for the period 1st of July 2019 to the 30th of June 2020.

Directors

The names of each person who has been a Director during the year and to the date of this report are:

Adam D'Arcy (President & Chairperson)

Jon Adams (Secretary)

Mark Glascodine (Treasurer/General Member)

Toni Reeves (General Member)

Delia Fisher (General Member)

Brodie McElroy (General Member)

Principal Activities

The principal activity of the entity during the year was in the provision of capacity building services, information and advice to assist people with a disability and their families. No significant changes in the nature of the entity's activities occurred in the period.

Operating Results

Our Net Profit from Ordinary Activities was \$93,832 which includes unspent monies from grants due to COVID19 which will need to be expended in the next financial year.

Auditor's Independence

The Auditor's declaration of independence can be found below.

Membership Fees

The Belonging Matters' Association membership fees were \$35 Standard and \$25.00 Concession

Signed in accordance with the resolution of the Board of Directors.



Adam D'Arcy (President), 28/10/2020



Mark Glascodine (Treasurer), 28/10/2020

BELONGING MATTERS INC
ABN 93 429 506 771
Detailed Profit and Loss Statement
For the year ended 30 June 2020

	2020	2019
	\$	\$
Income		
Trading profit	53,550	47,926
Grants received - non recurrent	52,382	5,088
Grants received	482,814	207,782
Contributions received - members	1,200	1,141
Conference & presentations	16,478	19,156
Donations received	5	165
Cash flow boost government subsidy	39,437	
Interest received	880	1,324
Total income	646,747	282,583
Expenses		
Advertising and promotion	2,609	1,647
Audit fees	2,936	2,827
Bank fees and charges	315	116
Eventbrite fees	309	446
Paypal Fees	375	432
Bookkeeping fees	5,202	3,791
Client support services		855
Computer & website costs	22,515	12,861
Conference and seminar costs	25,420	7,993
Consultants fees	155,902	30,298
Depreciation-office equipment & computer	9,030	2,628
Depreciation - Right of use assets	15,785	
Entertainment		124
Fees & charges	53	41
Insurance	1,610	1,356
Interest charges on right of use assets	1,200	
Light & power	2,688	2,677
Meeting expenses	604	553
Office administrative costs	247	1,036
Postage & courier fees	131	467
Printing & stationery	3,996	2,102

These financial statements are audited. They must be read in conjunction with the attached Auditors Report and Notes which form part of these financial statements.

BELONGING MATTERS INC
ABN 93 429 506 771
Detailed Profit and Loss Statement
For the year ended 30 June 2020

	2020 \$	2019 \$
Provision for annual leave	13,396	(1,874)
Provision for long service leave	2,666	(144)
Rates & land taxes	705	1,563
Rent on land & buildings		17,334
Repairs & maintenance	278	554
Staff amenities	570	738
Staff training	4,735	
Superannuation	22,157	13,960
Telephone	4,687	1,958
Travel, accom & conference	3,570	1,748
Wages	241,254	153,350
Workcover	7,970	3,250
Total expenses	<u>552,915</u>	<u>264,687</u>
Net Profit from Ordinary Activities	<u>93,832</u>	<u>17,896</u>

These financial statements are audited. They must be read in conjunction with the attached Auditors Report and Notes which form part of these financial statements.

BELONGING MATTERS INC
ABN 93 429 506 771
Detailed Balance Sheet as at 30 June 2020

	Note	2020	2019
		\$	\$
Services' Funds			
Opening balance		120,564	102,669
Net profit		93,832	17,896
Total Services' Funds		214,396	120,564
Represented by:			
Current Assets			
Cash Assets			
Cash at bank		146,780	169,212
Cash at bank		774,629	74,329
Cash at bank - Event Brite		385	286
Security bond on premises		2,926	2,926
Cash at bank - Bendigo Entitlements		42,516	41,935
Paypal account		1,481	618
Cash on hand		125	12
		968,842	289,318
Receivables			
Trade debtors		1,418	3,685
		1,418	3,685
Inventories			
Finished goods - at cost		2,380	12,671
		2,380	12,671
Other Financial Assets			
Amounts owing June Bas & cash flow boost		16,232	
		16,232	

These financial statements are audited. They must be read in conjunction with the attached Auditors Report and Notes which form part of these financial statements.

BELONGING MATTERS INC
ABN 93 429 506 771
Detailed Balance Sheet as at 30 June 2020

	Note	2020 \$	2019 \$
Total Current Assets		988,873	305,674
Non-Current Assets			
Property, Plant and Equipment			
Office & computer equipment		40,777	33,586
Less: Accumulated depreciation		(35,370)	(26,340)
Right of use - leased assets		48,789	
Less: Accumulated amortisation		(15,785)	
		38,411	7,246
Total Non-Current Assets		38,411	7,246
Total Assets		1,027,284	312,920
Current Liabilities			
Payables			
Unsecured:			
Trade creditors		17,215	3,523
Other sundry creditors			343
PAYG withholding payable			2,722
Superannuation payable		7,131	3,329
		24,346	9,917
Financial Liabilities			
Unsecured:			
Paypal rolling reserve			36
Lease liabilities- principal repayment		16,653	
		16,653	36

These financial statements are audited. They must be read in conjunction with the attached Auditors Report and Notes which form part of these financial statements.

BELONGING MATTERS INC
ABN 93 429 506 771
Detailed Balance Sheet as at 30 June 2020

	Note	2020 \$	2019 \$
Current Tax Liabilities			
GST payable control account		18	18,404
Input tax credit control account			(1,068)
Unexpended grants funds		698,120	123,379
		<u>698,137</u>	<u>140,715</u>
Provisions			
Provision for annual leave		26,147	12,751
		<u>26,147</u>	<u>12,751</u>
Total Current Liabilities		<u>765,283</u>	<u>163,419</u>
Non-Current Liabilities			
Financial Liabilities			
Unsecured:			
Lease liabilities - principal repayment		16,002	
		<u>16,002</u>	
Provisions			
Provision for long service leave		31,603	28,937
		<u>31,603</u>	<u>28,937</u>
Total Non-Current Liabilities		<u>47,605</u>	<u>28,937</u>
Total Liabilities		<u>812,888</u>	<u>192,356</u>
Net Assets		<u>214,396</u>	<u>120,564</u>

These financial statements are audited. They must be read in conjunction with the attached Auditors Report and Notes which form part of these financial statements.

Belonging Matters Inc. Board of Management Declaration

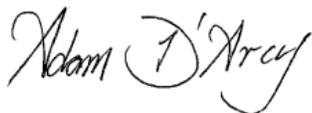
The Board of Management has determined that the entity is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements

The Board of Management declares that:

The financial statements and notes present fairly the entity's financial position as at 30 June 2020 and its performances for the year ended on that date in accordance with the accounting practices described in Note 1 to the financial statements.

In the Board of Management's opinion there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



Adam D'Arcy (President)

28/10/2020



Mark Glascodine (Treasurer)

28/10/2020