

Harvey Working at Waves – Watch Video <https://youtu.be/DHD8l-yh3vk>



ANNUAL REPORT

1 July 2021 to 30 June 2022

Belonging Matters Inc



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Boronia Vic 3155



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(03) 9739 8333



belongingmatters.org

Capacity building resources to foster inclusive and welcoming communities

Consults



People with disabilities/families

823 consults

151 people

Consults



Community & business

23 consults, **11** people

Professionals

480 consults, **133** people

Webinars and workshops



12 webinars

232 participants

Webinars - Country Victoria



6 webinars

193 participants

Presentations



15 presentations to

862 participants

Peer Leadership



3 peer groups to **34** people

7 leaders with disabilities

4 family leaders

Websites



3 websites

10,060 users

35,008 page views

Projects



DSS

Designed by Me: Resources for Inclusion
Community Employment Partnership
My Home, My Way (with NACBO)
Individual Living Options Mentor (with NACBO)

Other

Building Community Networks
Belonging Matters' Advisory Council (BMAC)

Podcasts



18 produced

836 downloads

NEW

Publications Distributed



92 Tip Sheets

25 Periodicals

33 Books

267 Guides

Film and Video



6 documentaries filmed
and **3** released

3 presentations filmed

Talks That Matter



229 total videos

26,840 mins watched

7799 views

2021-22 Total reach: 30,833 people

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

I am very much looking forward to a year where we don't have to mention Covid. Unfortunately, this financial year is not one of those years. It seems so long ago now, but we were still experiencing lockdowns during the last part of 2021. Belonging Matters was able to build on the good work and innovations it had developed in the previous 12 months to deliver services, maintain connections as well as navigate safety and public health concerns.

Through all of this, Belonging Matters has had to navigate its own path and find its own innovative ways to manage the deliverables of the Information Linkages and Capacity Building (ILC) grants. What this process has showcased is 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 is what makes Belonging Matters the unique organisation that it is.

As the phases of the roadmap out of lockdown fluctuated, so too did the responsiveness of Belonging Matters to meet whatever challenges came our way to ensure that we continued the vital work that we do for individuals, with families and within the broader community. Belonging Matters has continued to restructure and adapt 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. It is these outcomes that drive the organisation to keep working harder to ensure that the importance and value of capacity building is recognised and continues.

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, webinars, Circles of Support, Roles Based Planning, Talks That Matter, community linking, participation in focus groups, 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.

I would like to thank my fellow board members for their time and commitment throughout the year. I would also like to thank Delia Fisher, who retired from the board in June 2022. Delia has been involved with Belonging Matters since its inception in 2003 and has served on the board for many years. Delia has brought the insight of lived experience to the board and we owe her a deep gratitude for providing much insight and leadership. Delia has also been a great supporter of our work and we have appreciated her efforts and relationship over many years. Delia will be sadly missed by the board but we're sure our connection will remain. We wish Delia all the best for the future.

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 2022.

As Victoria finally began to emerge from lockdowns due to COVID 19, it was still a very challenging year again, in terms of delivering on four Linkages and Capacity Building (ILC) grants through the Department of Social Services (DSS). The four grants, included another Economic Participation Grant to continue the work of the Community Employment Partnership, continuation of the Individual Capacity Building grant for the core work of Belonging Matters, an National Information Grant for the My Home, My Way project in conjunction with the National Alliance of Capacity Building Organisations (NACBO) in which Belonging Matters is the lead organisation, and a second Individual Capacity Building Grant for an Individual Living Options Mentor role in which Valued Lives were the lead organisation. This meant managing more staff hours, developing more innovative solutions and collaborating on a national level with NACBO. Well done – staff.

Our Net Profit from Ordinary Activities was \$51k (\$18k in 2021). Most of which will be carried over to the next financial year.

Income through DSS, ILC Grant funding was \$928k (versus \$568k in 2021) but includes carry over funding for the 2021-22 financial year.

Apart from the ILC grant income, the Belonging Matters' team managed trading income of \$42.5k (versus \$34k in 2021).

As grant activities and deliverables increased, staffing and other costs have increased. Total expenses of \$922k (versus \$621k in 2021, versus \$264k for 2019, when funded by the State Government, prior to NDIS).

Total Current Assets at the end of the financial year were \$1,040k (versus \$1203k in 2021). Our Total Current Liabilities were \$738k (versus 961k in 2021). The difference in yearly figures is primarily due to less unexpended grant funds as we were able to complete more planned activities as the COVID effect reduced. The Net Assets of Belonging Matters at year-end were improved to \$284k (versus \$233k in 2021, versus \$210k in 2020).

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 its continual impact on people with a disability. I'd like to commend our bookkeeper, Tracy Ireson, for her outstanding bookkeeping throughout the year and for working with Deb Rouget, our CEO to run the QuickBooks accounting system. I'd like to also thank both Deb and Tracy for their careful day-to-day management of Belonging Matters funds. I would also like to thank Carly Delany of RJ Sanderson and Associates Pty Ltd (Certified Practicing Accountants) in preparing our audited financial statements.

If you would like to view the full financial statements for 2021/2022 financial year, please contact the Belonging Matters' office.

Mark Glascodine



CEO's Report

Deb Rouget

I would like to begin this year's annual report with a tribute to Jeremy Ward, who sadly lost his life this year. Jeremy was a much-loved friend and supporter of Belonging Matters. It's through Jeremy and his wife, Marg's vision that their daughter Mena lived in her own home and enjoyed a full, meaningful life and inclusive life in the community. Jeremy and Marg always shared their wisdom generously and in fact it was through meeting them, as a younger person, I began to clearly see what was possible for people with significant needs. Both Jeremy and Marg have presented and mentored Belonging Matters over the years and we are incredibly grateful for their leadership. We will miss our dear friend and ally, Jeremy.

As most of Victoria emerged from COVID-19 lockdowns, people with a disability were feeling very vulnerable and many connections needed to be reestablished. Although this was the case for most of the community, natural relationships and friendships are not automatic without an inclusive vision and intentionality for people with developmental disability. Many people were very pleased to return to their roles in the community, foster new roles and renew their connections.

Due to the ongoing health vulnerabilities of the people we journey with, we slowly returned to face-to-face meetings but most of our events remained online. Although being online is not the same, we found that we continued to reach more people and families in rural and remote areas.

Through funding from the Department of Social Services', Information Linkages and Capacity Building grants, we continued to deliver our core work through Designed by Me – Resources for Inclusion. We were also fortunate to continue the Community Employment Partnership with Rotary.

Work continued on our collaboration with the **National Alliance of Capacity Building Organisations (NACBO)**. This included the design and commencement of an extensive evaluation of capacity building through the Social Policy Research Centre. We also continued work on two projects. Firstly, the Individualised Living Options (ILO) project offers mentoring to people with a disability wanting to move into a home of their own, rather than a group home. It has been wonderful to have a staff member focused on this important piece of work. It is rewarding to see one person's dream of moving out of a group home become a reality through a small group of unpaid supporters who rallied around him. Secondly **the My Home, My Way** project (led by Belonging Matters) worked hard to develop a range of resources including a website, podcasts and videos that assist people to think deeply about home.

This year we reached 425 people with a disability, families and professionals through 18 webinars and 862 participants through 15 online presentations. Topics included Towards a Better Life (six online sessions), Fostering Friendships, Home, Circles of Support, Sharing the Reins and The Work that Matters. Michelle Browning facilitated a wonderful series on Supported Decision Making in which Emily Raymond from Belonging Matters presented on **How to Support me to Make Decisions**. Inspired by the Belonging Matters' Advisory Council (BMAC), Michelle also ran a session specifically designed for people with an intellectual disability about supported decision making.

We also commenced the planning of the Purpose Matters Conference for September, 2022.

Often after an event people want to talk to someone about their own situation. This year our consultation service provided 823 personalised consultations to 151 people with a disability and their families. In addition, we provided 23 consults to 11 businesses and 480 consultations to 133 professionals or researchers. We also facilitated 3 peer groups.

The Community Employment Partnership with Rotary created the opportunity to present to many Rotarians about the low employment rates of people with a disability, customised employment, inclusion and how Rotarians can make a difference. It's only with such invitation and presence that we have an opportunity to shift attitudes and foster paid employment for people with a disability.

In addition, we partnered with Gippsland Disability Advocacy Incorporated and Sunbury, Cobaw Community Health to deliver webinars specifically for people living in country Victoria. A big thankyou to these organisations as it enabled us to reach people living in rural and remote communities.

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** websites attracted 10,060 users and we reached 22,364 people through **Facebook**.

Our online video library continues to grow. **Talks That Matter (TTM)** now hosts 229 public videos with 7799 views on YouTube this year. Our documentary filming was once again impacted by COVID-19. Often filming needed to be postponed or rescheduled. A highlight this year was the production of a video called **The Electoral Officer**. This video highlights how our friends at the **LMC Group** supported Ruth to follow her passion in politics and land a job at a MP's office! Likewise, **Zvi Aces Work at the Australian Open** is another great story about following one's passion and strengths in regard to work.

Podcasts are a new resource from Belonging Matters. You might like to take a look at our first series on **Community**.

This year we continued to encourage and support the leadership of people with a disability and families through membership of the International Initiative for Disability Leadership (IIDL), facilitation and sharing their story through video or presentations.

The members of the Belonging Matters Advisory Council (BMAC) offer guidance in regard to the work of Belonging Matters through the voice of people with intellectual disability. This year, they strengthened their leadership by hosting a meeting with the Disability Royal Commission to share their views about employment and home and instigated a webinar on Supported Decision Making.

We thank all of our leaders who generously share their stories and time. This is a powerful way to create change.

Over the years, Circles of Support have been an important way to safeguard the vision and voice of people with an intellectual disability in regard to having a full, meaningful and inclusive life in the community. **Building Community Networks (BCN)** continues this important work by offering a facilitation service grounded in the values of Roles Based Planning. This year, BCN facilitated 13 Circles of Support and our team of facilitators has grown to seven.

Sometimes I wonder why, in 2022, we still need to do this work. We continually see very little innovation, a service system reluctant to change and a strong paradigm of segregation and congregation. I would like to thank all those who continue to challenge these outdated views and work for change. In particular, I'd like to thank people with a disability and their families for leading the way. I'd also like to thank our staff team who tirelessly support their efforts. As Mahatma Gandhi said "In a gentle way you can shake the world"! We need to keep on shaking!

- Caroline Towers, our extraordinary events organiser, designer and all-rounder for her fabulous work and contribution to support the team,
- Teresa Micallef for constantly digging deeper and striving to assist people to take up valued roles through Circles of Support and nurturing a wonderful team of facilitators. An extra thank-you for peer group facilitation, many consultations and webinar delivery,
- Owen Hourigan for his skill in capturing a story on video and making nervous people feel at ease! A big thanks also for an amazing contribution to the My Home, My Way website and our new Belonging Matters Podcast series,
- Rebecca Feldman for her thoughtful mentoring of people to hold a big vision about having their own home with a range of flexible and creative supports,
- Patricia Wilson and Jenny Royle, for understanding almost everything there is to know about Rotary, building important relationships and discovering the skills and contributions that people with a disability can make to workplaces,
- Emily Raymond for an awesome presentation on Supported Decision Making, captioning videos, Word processing and assisting with office administration,
- Sarah-Jayne Markwell for supporting the leadership of BMAC, supporting the Board and completing all of those administrative tasks that would have otherwise kept us away from people!
- Our Circle facilitators – Teresa Micallef, Justine Hall, Pat Wilson, Caroline Towers, Lauren Mandel, Olivia Bennett and Donna Shaw 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,
- Osher Marks for audio captions,
- Leigh Harrison from Guarana IT and Michael Johnstone from Solstone for Information technology (IT),
- Carly 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 (NACBO) who are an incredible support and source of wisdom!
- The NDIA and DSS 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.

Deb Rouget

Financial Reports

Board Report

The Belonging Matters' Board of Management presents this report on the entity for the period 1st of July 2021 to the 30th of June 2022.

Directors

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

Adam D'Arcy (President & Chairperson)

Toni Reeves (Secretary)

Mark Glascodine (Treasurer)

Jane Raymond (General Member)

Nada O'Dwyer (General Member)

Carmine Laghi (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 \$51k (\$18k in 2021). Most of which will be carried over to 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 Management.



Adam D'Arcy (President) 15/11/22



Mark Glascodine (Treasurer) 15/11/22

BELONGING MATTERS INC

ABN 93 429 506 771

Detailed Profit and Loss Statement

For the year ended 30 June 2022

	2022	2021
	\$	\$
Income		
Trading profit	42,186	34,619
Grants received	928,726	567,928
Contributions received - members	1,241	1,709
Conference & presentations		11,287
Cash flow boost - government subsidy		23,662
Interest received	600	430
Total income	<u>972,753</u>	<u>639,636</u>
Expenses		
Advertising and promotion	9,330	8,185
Audit fees	3,545	3,390
Bank fees and charges	174	334
Eventbrite fees	264	238
Paypal Fees	301	403
Bookkeeping fees	3,818	5,697
Cleaning and rubbish removal	160	50
Computer & website costs	13,243	16,272
Conference and seminar costs	28,226	6,068
Consultants fees	141,384	69,764
Depreciation-office equipment & computer	5,257	2,128
Depreciation - Right of use assets	15,472	17,220
Insurance	6,407	5,896
Interest charges on right of use assets	239	681
Legal fees		345
Light & power	1,749	2,024
Meeting expenses	957	1,815
Office administrative costs	12,043	14,122
Postage & courier fees	483	968
Printing & stationery	2,689	3,133
Provision for annual leave	13,981	(6,544)
Provision for long service leave	8,409	12,901
Rates & land taxes	2,510	2,211

These financial statements are audit reviewed. They must be read in conjunction with the attached Accountant's Compilation 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 2022

	2022	2021
	\$	\$
Repairs & maintenance	545	368
Replacement of minor equipment	453	
Staff amenities	1,216	1,260
Staff training	4,295	2,220
Superannuation	53,632	36,699
Telephone	4,871	3,390
Travel, accom & conference	13,000	6,268
Wages	550,113	397,995
Workcover	14,972	5,913
Total expenses	<u>913,738</u>	<u>621,414</u>
Net Profit from Ordinary Activities	<u>59,015</u>	<u>18,222</u>

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BELONGING MATTERS INC

ABN 93 429 506 771

Detailed Balance Sheet as at 30 June 2022

	Note	2022	2021
		\$	\$
Service's Funds			
Opening balance		232,618	214,396
Net profit / (loss)		59,015	18,222
Total Service's Funds		291,633	232,618
Represented by:			
Current Assets			
Cash Assets			
Cash at bank		205,561	360,493
Cash at bank		775,043	774,881
Cash at bank - Event Brue		374	3,658
Security bond on premises		2,926	2,926
Cash at bank - Bendigo Entitlements		52,132	51,693
Paypal account		210	435
Cash on hand		30	23
		<u>1,036,276</u>	<u>1,194,109</u>
Receivables			
Trade debtors		1,556	5,424
		<u>1,556</u>	<u>5,424</u>
Inventories			
Finished goods - at cost		2,523	3,514
		<u>2,523</u>	<u>3,514</u>
Total Current Assets		1,040,355	1,203,047

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BELONGING MATTERS INC
 ABN 93 429 506 771
 Detailed Balance Sheet as at 30 June 2022

	Note	2022	2021
		\$	\$
Non-Current Assets			
Property, Plant and Equipment			
Office & computer equipment		52,300	49,800
Less: Accumulated depreciation		(42,755)	(37,498)
Right of use - leased assets		17,098	48,789
Less: Accumulated amortisation		<u> </u>	<u>(33,005)</u>
		<u>26,643</u>	<u>28,086</u>
Total Non-Current Assets		<u>26,643</u>	<u>28,086</u>
Total Assets		<u>1,066,998</u>	<u>1,231,133</u>
Current Liabilities			
Payables			
Unsecured:			
Trade creditors		1,452	352
Creditor BAS		5,970	26,430
Superannuation payable		<u>15,496</u>	<u>11,245</u>
		<u>22,918</u>	<u>38,027</u>
Financial Liabilities			
Unsecured:			
Lease liabilities- principal repayment		<u>15,693</u>	<u>16,002</u>
		<u>15,693</u>	<u>16,002</u>
Current Tax Liabilities			
GST payable control account		10	(38)
Unexpended grants funds		<u>665,772</u>	<u>887,534</u>
		<u>665,782</u>	<u>887,495</u>
Provisions			
Provision for annual leave		<u>33,584</u>	<u>19,603</u>
		<u>33,584</u>	<u>19,603</u>

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BELONGING MATTERS INC
ABN 93 429 506 771
Detailed Balance Sheet as at 30 June 2022

	Note	2022 \$	2021 \$
Total Current Liabilities		<u>737,977</u>	<u>961,127</u>
Non-Current Liabilities			
Provisions			
Provision for long service leave		<u>37,388</u>	<u>37,388</u>
		<u>37,388</u>	<u>37,388</u>
Total Non-Current Liabilities		<u>37,388</u>	<u>37,388</u>
Total Liabilities		<u>775,365</u>	<u>998,515</u>
Net Assets		<u>291,633</u>	<u>232,618</u>

These financial statements are Audit Reviewed. They must be read in conjunction with the attached Accountant's Compilation 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 2022 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)

15/11/22



Mark Glascodine (Treasurer)

15/11/22