

ANNUAL REPORT

July 1st 2015 – June 30th 2016

Investing in capacity building for people with a disability & their supporters to create a community strengthen by the inclusion of all!



Belonging Matters Inc

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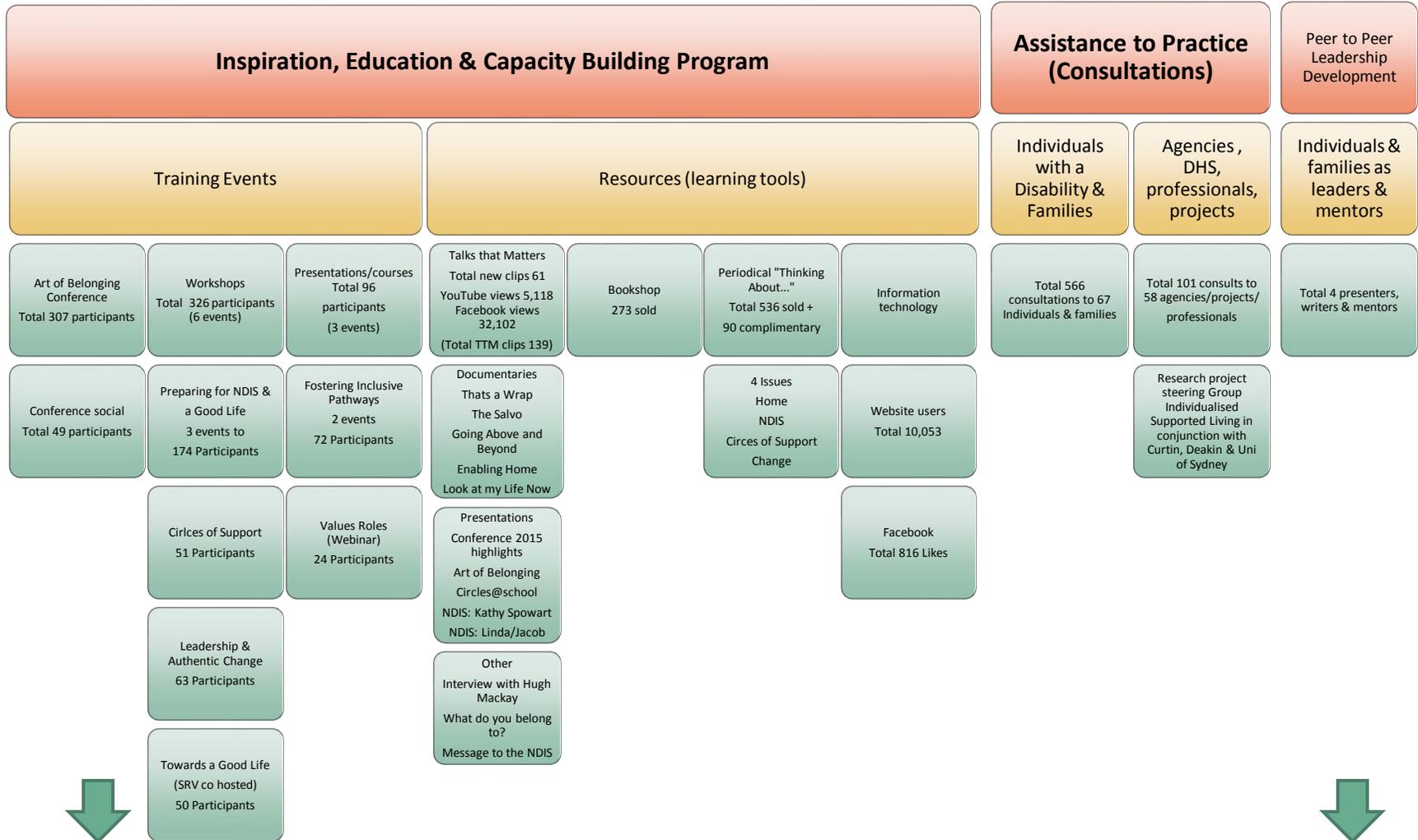
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Belonging Matters

Overview of community capacity building work completed July 2015- June 2016



Enabling typical pathways and opportunities for people with a disability that are personalised, purposeful and enhance valued contribution and social inclusion!

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 a disability, 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 a disability 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 a disability 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 a disability.

Aims: To build the capacity and skills of people with a disability, 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 a disability and families and build their confidence through information, reflection, supported decision making and practice

To strengthening 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 friendships)
- 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 was with a sense of trepidation, excitement and a little sadness that I accepted the role as acting President in May of this year. The trepidation was centred on whether or not I had the skillset and capacity to fulfill the role of President in an organisation that fulfils such an important role, not only in the lives of individual people but as part of the fabric that is driving innovation, inclusion and change in people's lives. The excitement stemmed from being part of a team of people who are committed to leading and shaping community values, attitudes and practices. The sadness came from having to replace Delia Fisher as the president. Delia has been involved with Belonging Matters since its inception and during that time has displayed a level of commitment, dedication and loyalty that is to be envied. I want to thank Delia for her support and encouragement during my transition into the President's role and look forward to her continued participation and input as an ongoing board member.

I recognise that I have stepped into this role at an interesting point in the landscape of service provision. The National Disability Insurance Scheme (NDIS) is making its way across the state and brings with it many challenges and opportunities. The immediate challenges for Belonging Matters include what the future funding position looks like, what form the structure of the service should take and identifying what new growth opportunities exist for Belonging Matters. To ensure we are best placed to meet these challenges, the management committee and the CEO of the service have commenced a structural review of the service to best plan for the future.

In August 2015, Belonging Matters presented the very successful "Art of Belonging" conference. The art of running a successful conference is the team doing all the preparation. For this we owe a huge debt of gratitude to Deb, Jackie, Leanne and Maddy. Just the logistics alone is mind boggling, yet it was all done with a sense of professionalism and efficiency. Further to this, I would like to extend my gratitude to all the presenters whose content makes the world of difference and to the volunteers who provided their services. I am sure you all join me in eagerly looking forward to our next conference on the 16th and 17th of August, 2017. It's just around the corner!

It is of great importance that there are individuals and families who look to Belonging Matters for support, education and leadership on how to best effect positive change in their lives. It is their willingness to engage with Belonging Matters and see the wonderful results that can be achieved when you dare to dream beyond what is being constructed for you that gives real purpose to the work we do. It is this capacity building that is one of the pillars of the work we do.

Anecdotally we know that it is not always the first contact with Belonging Matters that effects change, sometimes not even the second, third or fourth, but the steady stream of opportunities available that helps make a difference. That is why Belonging Matters provides a variety of options for people ranging from fundamental resources and information sharing to workshops, Roles Based Circles of Support, Talks That Matter, community linking, participation in workgroups, involvement with peak bodies and other like-minded organisations and of course the important function that our conferences deliver.

I would like to thank the many individuals and organisations who provide donations, sponsorship and funding for the work we do, especially Holmesglen and the Disability Services Commissioner. The Department of Health and Human Services has also continued with their support for the work that we do.

I would like to acknowledge the dedication and commitment of the Belonging Matters team: Community Inclusion Facilitator, Leeanne Kolmus; Events and Administration Officer, Jackie Holmes; and Office Assistants, Emily Alexander and Madeline Rouget. Thank you also to Matthew Slater for his contribution to our social media efforts, Owen Hourigan for his

invaluable work in regard to Talks That Matters, our periodical and our website and Tracy Ireson for her work as our bookkeeper.

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.



Treasurer's Report

Susan Dunne

I am pleased to present the financial position of Belonging Matters as at the 30th June 2016 and to report to members that the organisation remains financially stable.

Income received through government and other grants was similar to in previous years, but conference, workshop and presentation income was up (in line with the usual fluctuations of biennial conference income being spread over a 2 year period). Thanks to the sponsorship of Holmesglen, the Disability Services Commissioner and Mamre there was a healthy increase in sponsorship income. This support enabled our online video resource *Talks That Matter* to continue to be available as a free resource to people with a disability, families and others. Generous donations received provided further support for capacity building activities. Expenditure was predominantly in wages, consultancy for resource production, web site, conference/workshop costs and operational costs.

Our Net Profit from Ordinary Activities was \$30,210, a significantly improved result over the prior year's loss of \$3,970.

Total Assets at the end of the financial year were \$117,732, a small increase on last year's \$108,915. Current Liabilities of \$28,613 were mainly in staff leave provisions. The Net Assets of Belonging Matters at year-end were \$67,111.

I would like to thank the Board for their work throughout the year and to recognise the skill and effort of Deb, Jackie and Tracy in ensuring our ongoing financial viability through accurate bookkeeping and prudent reinvestment of income so that our resources were used to the greatest benefit. I would also like to thank Graeme F. Delany Pty Ltd (Certified Practising Accountants) for the audited financial statements and for his continued support of Belonging Matters. I am confident that as a Board and staff team we will continue to remain vigilant and strategic as we transition to the National Disability Insurance Scheme (NDIS).

If you would like to view the full financial statements for 2015/2016 financial year, please contact the Belonging Matters office.



CEO's Report

Deb Rouget

Since 2013, Belonging Matters has remained committed to the belief that communities are strengthened by the inclusion of all people. Most people would agree with this, however people with a disability are still largely segregated from their communities and denied the opportunities that most people take for granted. We only need to look at the following statistics to realise we still have a long way to go in regard to fostering an inclusive society.

According to the Australian Institute of Health and Welfare (2009), only 16% of people with intellectual disability access open employment services to seek employment in the open labour market, yet 70.3% access supported employment services in specialised and supported work environments. In addition, for 88% of people with intellectual disability their main source of income is the Disability Support Pension and less than 5% have paid employment as their main source of income. The numbers of people with a disability streamed into segregated programs once they leave school has risen by approximately 18% in Australia (The Council of Australian Government Report on Disability 2011-2012) and according to PricewaterhouseCoopers (PwC) "One of the most telling and challenging statistics is that Australia ranks 21st out of 29 OECD countries in employment participation rates for those with a disability with. In addition, around 45% of those with a disability in Australia are living either near or below the poverty line."

The National Disability Insurance Scheme (NDIS) heralds the values of enhancing the social and economic contribution of people with a disability however, although money can be beneficial, it will not bring the enduring change we hope for unless we make significant investments in shifting people's attitudes and mindsets about what is possible. For example, according to Minister Fifield (2015) Australians spend \$41 billion in disability employment but only 52% of people with a disability of working age are engaged in or are actively seeking work. Only 42% are employed full time. Yet, through the NDIS only 1% of its entire budget is allocated to information and capacity building. If, as Nelson Mandela said "Education is the most powerful weapon which you can use to change the world" will need to see greater investment in capacity building.

Through our work at Belonging Matters, we aim to shift mindsets to enable people, particularly with an intellectual disability, to have access to valued roles and opportunities. We believe that "Minds are like parachutes, they only function when open" (Thomas Devar). To invest in people's mindsets, Belonging Matters provides a number of resources including an education and event program, on-line resources and consultancy service, all aimed at fostering and enabling the social and economic contribution of people with a disability.

The biggest event in our education program this year was our biennial [conference](#), *The Art of Belonging*. We had over 30 local, national and international speakers and 307 delegates who gathered at Hawthorn Town Hall. It was an energising experience to engage in the topic of Belonging and hear many positive stories from people pushing the boundaries. Our workshops also continue to shift people's mindsets about what's possible. This year we reached 326 people with a disability, families and professionals through our workshops. These [workshops](#) included *Preparing for the NDIS and a Good Life*, *Circles of Support, Leadership and Authentic Change* and a partnership with Manningham City Council to run a two day *Towards a Better Life* workshop. We also reached 96 participants through our various presentations, including our 2 day *Fostering Inclusive Pathways* course in Wodonga and a webinar on Valued Social Roles.

This year, to invest in people's mindsets, we have continued to develop [Talks That Matter](#) (TTM), our free online video lounge. TTM now contains 138 presentations, interviews and documentaries. We also produced five short documentaries that capture people with an intellectual disability working, living in their own home and contributing to the community. These documentaries included, [That's a Wrap](#), [The Salvo](#), [Going Above and Beyond](#), [Enabling Home](#) and [Look at My Life Now](#). This year we also had the privilege of interviewing the renowned social researcher, Hugh Mackay. Talks That Matter remains a free resource thanks to the sponsorship of Holmesglen, The Disability Services Commissioner and many other donors. Thus,

stretching our impact well beyond our physical presence. For example this year, through [You Tube](#), Talks That Matter received 5118 views and 32,102 views on [Facebook](#).

We published four [periodicals](#), reaching 620 people this year. Editions included *Thinking about Home*, *Thinking about the NDIS*, *Thinking about Circles of Support* and *Thinking about Change*. The periodical enables people with a disability and families to share their stories and wisdom about social inclusion and empowerment. A huge thankyou to our authors who generously contribute their time, stories and wisdom.

Having information and inspiration is important but having someone to walk alongside is instrumental. Our consultation service provided 566 personalised consultations to 67 people with a disability and their families. This year, we refocused part of our consultation service to work more intensely with 8 people with a disability and their families through a new Roles Based Network (RBN) project. The aim of this project is to gather a committed network or circle of unpaid people around a focus person with a disability to establish a vision and create a full, meaningful and inclusive life through harnessing valued roles. Thus, localising efforts to build, nurture and safeguard the person's vision, increase contribution to community and creating less dependence on the system. This also provides an important safeguard when families are no longer able to support their son/daughter. We have seen people/families invite neighbours, siblings, cousins, uncles and friends to help with the thinking and actions. Although in its early stages, by capitalising on people's connections, individuals have had increased opportunities to take up valued roles in their community e.g. becoming a shop assistant at the Carlton Football Club, a host of a neighbourhood get together, a housemate, a supermarket employee, a gym member, a fundraiser, a pamper night host, a theatre club member, a Carols by Candlelight volunteer and a Melbourne Football club volunteer. There have also been a number of work experience options created e.g. at a local Café, Target and Spotlight. One person left the project as he gained full time employment in the IT industry and is building relationships with colleagues and socialising at parties and footy matches for the first time in his life!

We provided 101 consultations to 58 agencies, professionals and researchers, stretching the thinking beyond programs and group homes. We were also part of the steering group for the Individualised Supported Living research project with Curtin University, Deakin University and the University of Sydney.

I would like to extend my deep gratitude to our team this year for their on-going commitment and clarity: Jackie Holmes and Maddy Rouget for events management and administration, Leeanne Kolmus for consultations, Owen Hourigan for film production, editing and publishing, Emily Alexander for office assistance, Matthew Slater for social media, Tracy Ireson for book keeping, Helen McFarlane for filming our documentaries and Leigh Harrison for IT. We're a small team but achieve a lot! I would also like to thank the board for continuing to empower people with a disability and holding a vision for social inclusion in the midst of changing times as the NDIS approaches.



Delegate feedback from The Art of Belonging Conference, 2017

"Highlighted the importance of employment and valued roles. Strengthened my resolve to get a better outcome for my son. Think completely differently. To think about our wider community and introduce our selves to neighbours. More appreciation of the positive difference a positive attitude can make, higher expectations of people with a disability. I realised as a service provider I may be disabling the people I support. Increased understanding of the importance of belonging for all. Being included as a group of people with disabilities is not the same as being included as an individual. I'm

now more passionate and see the benefits more clearly. Opened my mind further. My perception of 'community inclusion' has changed to one more realistic. Made me realise where I fall short and how I need to change my thoughts. Huge reinforcement of social inclusion strategy. Think outside the box. It has helped my thoughts around changing what I do at work. More optimistic. Not to accept how things are- strive to give people choice. It will change the way I listen and respond to people in my care. Giving me ideas/options for my daughter's future. Opened my eyes to the opportunities available. [My understanding] has definitely deepened – it is so helpful to see what is truly possible. This has reignited my passion. Given me a practical insight into what is possible – real examples/ stories. How achievable it really is. Made me think about my son with a disability being able to belong and to include him more".

Financial Reports

Director's Report

Your Director's present this report on the entity for the period to the 30th of June 2016

Directors

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

Delia Fisher (President, resigned May 2016. General Member from May 2016)

Adam D'Arcy (President from June 2016, General Member from Nov 2015)

Lisa Harris (Vice President)

Toni Reeves (Secretary)

Susan Dunne (Treasurer)

Jon Adams (General Member)

Tina Whitmore (General member)

Piers Gooding (General Member)

Principle Activities

The principle 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

The profit of the entity was \$ 30,210 for the period

Auditor's independence

The Auditor's declaration of independence can be found below

Signed in accordance with the resolution of the Board of Directors



Adam D'Arcy (President)

01.11.16



Toni Reeves (Secretary)

01.11.16

BELONGING MATTERS INC
Detailed Profit and Loss Statement
For the year ended 30 June 2016

	2016	2015
	\$	\$
Income		
Trading profit	9,277	4,175
Grants received	201,001	188,976
Contributions received - members	-	464
Conference & presentations	87,087	63,875
Donations received	4,916	2,929
Sponsorships & licensing fees	19,392	13,586
Interest received	847	980
Other income	836	545
Total income	323,356	275,530
Expenses		
Advertising and promotion	3,367	2,992
Audit fees	2,530	2,380
Bad debts	205	-
Bank fees and charges	154	216
Eventbrite fees	4,184	2,585
Paypal Fees	955	629
Bookkeeping fees	6,000	5,675
Cleaning and rubbish removal	-	20
Computer & website costs	5,793	11,257
Conference and seminar costs	56,662	27,446
Consultants fees	26,001	14,956
Delivery	22	-
Depreciation-office equipment & computer	3,722	3,485
Fees & charges	598	405
Insurance	1,346	1,838
Interest - Australia	1,211	-
Lease payments	765	836
Legal fees	-	96
Light & power	2,515	2,046
Meeting expenses	427	358
Office administrative costs	-	402
Postage & courier fees	1,058	604

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
Detailed Profit and Loss Statement
For the year ended 30 June 2016

	2016 \$	2015 \$
Printing & stationery	6,024	8,412
Provision for annual leave	(19,897)	16,625
Provision for long service leave	1,030	1,030
Rates & land taxes	1,521	2,310
Rent on land & buildings	16,557	16,325
Repairs & maintenance	676	536
Staff amenities	533	646
Staff training	1,916	55
Superannuation	12,717	12,620
Telephone	2,177	2,710
Travel, accom & conference	4,394	1,218
Wages	144,215	136,929
Workcover	3,767	1,858
Total expenses	<u>293,147</u>	<u>279,500</u>
Net Profit from Ordinary Activities	<u>30,210</u>	<u>(3,970)</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
Detailed Balance Sheet as at 30 June 2016

	Note	2016 \$	2015 \$
Services' Funds			
Opening balance		36,901	40,871
Net profit / (loss)		30,210	(3,970)
Total Services' Funds		<u><u>67,111</u></u>	<u><u>36,901</u></u>
Represented by:			
Current Assets			
Cash Assets			
Cash at bank		7,730	254
Cash at bank		44,241	10,820
Cash at bank		35,489	31,063
Csh at bank - Event Brite		-	15,916
Security Bond on Premises		2,926	2,925
Paypal account		-	307
Paypal rolling reserve		759	146
Cash on hand		10	13
		<u>91,155</u>	<u>61,445</u>
Receivables			
Trade debtors		3,043	27,928
		<u>3,043</u>	<u>27,928</u>
Inventories			
Finished goods - at cost		7,928	6,255
		<u>7,928</u>	<u>6,255</u>
Total Current Assets		<u><u>102,126</u></u>	<u><u>95,627</u></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
Detailed Balance Sheet as at 30 June 2016

	Note	2016 \$	2015 \$
Non-Current Assets			
Property, Plant and Equipment			
Office & computer equipment		28,010	21,970
Less: Accumulated depreciation		(12,404)	(8,682)
		15,606	13,288
Total Non-Current Assets		15,606	13,288
Total Assets		117,732	108,915
Current Liabilities			
Payables			
Unsecured:			
- Trade creditors		2,501	2,300
- PAYG withholding payable		960	725
- Superannuation payable		2,846	3,363
		6,307	6,388
Current Tax Liabilities			
GST payable control account		6,844	9,224
Input tax credit control account		(1,965)	(1,902)
		4,879	7,322
Provisions			
Provision for annual leave		17,427	37,324
		17,427	37,324
Total Current Liabilities		28,613	51,035

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
Detailed Balance Sheet as at 30 June 2016

	Note	2016 \$	2015 \$
Non-Current Liabilities			
Provisions			
Provision for long service leave		22,009	20,979
		<u>22,009</u>	<u>20,979</u>
Total Non-Current Liabilities		<u>22,009</u>	<u>20,979</u>
Total Liabilities		<u>50,621</u>	<u>72,014</u>
Net Assets		<u><u>67,111</u></u>	<u><u>36,901</u></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.

Auditor's Independence Declaration

UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

I declare that, to the best of my knowledge and belief, during the year ended 30th June 2016 there have been :

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the Audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit

GRAEME F DELANY PTY LTD

GRAEME F DELANY, CPA

3 SCONE CLOSE ELTHAM NORTH



18/08/2016

SOUTH MORANG

Auditor

Graeme F Delany Pty Ltd
Suite 2, 1st Floor, 545 Mc Donalds Rd
South Morange, VIC 3752

Full financial report is available on request: Email | info@belongingmatters.org

Phone | 03 9739 8333

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:

1. The financial statements and notes present fairly the entity's financial position as at 30 June 2016 and its performances for the year ended on that date in accordance with the accounting practices described in Note 1 to the financial statements.
2. 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)

01.11.16



Toni Reeves (Secretary)

01.11.16