

Speaking Up For You Incorporated

# Annual Report

2020 – 2021

Stand with us!  
QUEENSLAND DISABILITY ADVOCACY MATTERS  
Keep  
Queensland  
disability  
advocacy

Queensland Disability  
Advocacy Alliance

**SUFY**  
SPEAKING UP FOR YOU

# Mission Statement

Speaking Up For You Inc. (SUFY) protects and defends the human rights of vulnerable people with disability through individual advocacy to address injustices and make a positive and sustainable difference to their lives.

## About us

SUFY is an independent social advocacy organisation for people with a disability in the greater Brisbane and Moreton Bay area including Redlands.

Since 1986 SUFY has advocated to protect and defend vulnerable people with disability.

## Our goals

- To provide individual advocacy on behalf of vulnerable people with disability whose fundamental needs are not met and/or whose human rights are being denied.
- To assist some people to advocate on behalf of a vulnerable person with a disability through providing information, advice and strategies.
- To inform and influence allies and others to bring about systemic change to advance our individual advocacy efforts;
- To promote the understanding and development of advocacy within SUFY and in the wider community; and
- To operate a principled, effective, accountable and sustainable social advocacy organisation.

## Our principles

- Human Rights: SUFY will promote, protect and defend the lives and the human rights of each person with disability whom we support in the advocacy relationship.
- Social Justice: SUFY will operate in ways that support the achievement of rights, equity, access, participation and equality in our advocacy work with each person.
- Inclusion in Community Life: SUFY will operate in ways that value and support the inclusion of people with disability in the life of their diverse communities.

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## SUFY Remembers

SUFY remembers many people who have been part of our journey during the last 35 years. We acknowledge and appreciate the contributions and insights individuals have made to our SUFY work.

Over the past year, three people have passed away and we remember them -  
**Alan Skiffington**  
**Carol Taylor**  
**Aleksandar Gocic**

## Chairperson and Managers Report

This last year has been a significant one for SUFY, with many changes both within the organisation and the context in which we work.

We farewelled some longstanding staff and committee members and welcomed in new staff with new skills and experiences. Throughout this period of change we have maintained our focus on responding to the needs of those we can assist.

As well as our important work supporting people to make submissions to the Disability Royal Commission and NDIS Appeals we were able to maintain our focus on our core work of independent social advocacy. Throughout 2020/21 we advocated for 167 people who required advocacy to ensure their fundamental needs were met.

There has been a huge increase in the number of referrals from people seeking assistance for many issues such as housing and homelessness, service provision and child safety.



Management Committee Member Alison Maclean at the Stand With Us Rally

### Housing

The lack of social housing has continued to be an issue, with a large number of calls being from people that were about to become homeless or who were living in group homes, hostels and aged care facilities.

COVID has added another layer to already unsafe living arrangements for some, with lockdowns preventing visitors and sometimes advocates from meeting with people. Not only does this cause a disconnect from family and friends, but can also allow inappropriate service provision to go unchecked and unreported as people cannot speak with advocates in private.

Through vigorous advocacy SUFY has been able to secure safe and appropriate housing for many people, but unfortunately the need is great. The Manager and Committee Member Willie Prince met with the Member for South Brisbane Dr Amy MacMahon and discussed the lack of social housing and other issues facing people with disability.

SUFY's senior advocate, Neal, was a panel member on a forum held by QCOS - "Human Rights advocacy - more than just housing". The hope was that Department of Housing and service providers would attend to hear their obligations under the Qld Human Rights Act in relation to housing. The forum was held on the 15th of September and over 200 people registered and attended.

**' Thank you for being kind, caring, VERY VERY helpful spending time explaining. You are THE BEST. Thank you again for EVERYTHING. '**

### Funding and Grants

For the 2020-21 financial year, SUFY received funding from four different grants from both Federal and Queensland Governments. SUFY would like to thank the Federal and State Governments for these grants:

Federal Government -

- National Disability Advocacy Program (NDAP) - Agreement End Date June 2022
- National Disability Insurance Scheme Appeals (NDIS Appeals) - Agreement End Date June 2022
- Disability Royal Commission Advocacy Support (DRC) - Agreement End Date June 2022

Queensland Government -

- Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships - Agreement End Date December 2021

In March 2021 Disability Advocacy Organisations in Queensland still did not have any commitment from the Queensland Government to continue funding past our June 2021 end date. Organisations from around Queensland formed the Queensland Disability Advocacy Alliance and launched a campaign "Stand with us" to call on the State Government to continue funding for essential Advocacy for people with disability.

On March 24 a rally was held outside Parliament in Brisbane and outside the local MP's office in Rockhampton with over 230 people attending. The Queensland Government announced that they would continue to provide funding for 2 years. A competitive tender was called with a short time frame and outcomes released at the end of October 2021.

SUFY is expecting advice from the Federal Government in the next few months regarding continued funding for our three Department of Social Services agreements.

### Staff

There have been many changes to staff at SUFY in the last year, most notably the retirement of Dianne Toohey. This was announced at our last AGM and some members shared their stories and gave thanks to what has been an amazing legacy of 26 years of tireless work and determination to ensure people with disability had a voice.

After Dianne's retirement, the Management Committee made changes to the staffing structure such as the Manager's role no longer including advocacy work. Kelly Beckitt was employed in this role and commenced in the position in December 2020.

With the restructuring, Neal Lakshman was given the position of Senior Advocate. This position includes training and mentoring new individual advocates and providing advice and assistance to the Manager.

Christie Groves joined SUFY in October 2020 as an Individual Advocate having spent many years working in Native Title claims around Australia. She has quickly taken to this role.

Chelsea Henderling was a welcome addition to the SUFY team in February 2021 as the new Administration and Intake Worker.

After additional funding was received in June 2021 we were able to employ 3 new staff. Rikki Chaplain took up a position as a DRC Advocate, Natasha Whittaker become our third individual advocate and Aneita McGregor joined our NDIS Appeals Team all the way from Tasmania.

Both the Chairperson and Manager of SUFY would like to thank the staff and committee for their dedication and tireless work over the last year.

**' I would like to acknowledge your support and thank you for your knowledge when it comes to working with people living with disabilities.'**

## Farewell to Di and Dave

Dianne Toohey has officially retired from the organisation she has called home for 26 years - Speaking Up For You.

Di is retiring after a stellar 15 years at the helm of our organisation, helping not only the people SUFY advocates for, but leading the way for how advocacy should be done in Queensland and beyond.

**From all of us at SUFY, we want to thank you and wish you the very best in your retirement.**

As well as the retirement of Dianne Toohey, there was also the retirement of Dave Haxton after 26 years on the committee. Dave has been a strong supporter of SUFY for many years and has been a valued member of our committee. His warmth and generosity of spirit will be missed, as will his wisdom and dedication to SUFY and the Advocacy community more broadly.

The committee would like to thank both Di and Dave for their support of SUFY. They have both contributed so much to us.



SUFY Secretary Dave Haxton with Sue



Dianne Toohey

**‘Dianne Toohey is a friend to advocacy – a mentor, a guide and supportive colleague. Her persistence on advocacy issues and fidelity to people with disability, and hard work to effect positive changes in systems and practices has set the benchmark for advocates across Queensland.**

Combined Advocacy Groups Queensland

## Note from the Chair

Like many years before it, the 2020/21 year has been a complex and challenging year that has required a great deal of flexibility, hard work and trust from our advocates. We have navigated changes in leadership within SUFY, ever-increasing demand, uncertainty around funding, bureaucratic challenges and continuing to work within the challenges of COVID and all that has entailed.

Despite this, SUFY has continued our important work with increased focus and clarity. As well as bringing a wealth of expertise and experience to SUFY, our new staff have joined with a humility to learn about SUFY, its legacy, and the importance of clear values and focussed intent. Our more experienced staff have continued to safeguard the principles of independent social advocacy and ensure that as an organisation, SUFY remains clear and focussed on these principles in all aspects of the work we do.

I would like to acknowledge the work of our Manager, Kelly Beckitt in all of this. Taking over from Di has been a huge task and one that Kelly has taken to like a duck to water. She has shown true leadership and dedication to this role and has already left a positive mark on the role, the organisation and the sector more broadly. I wanted to congratulate Kelly on her new role and how well she is doing in it.

Finally, I would like to thank the broader community that continues to support SUFY and our advocates. There are many un-named people who offer guidance, legal support, encouragement and generous support to our advocates and those they work with. SUFY is far larger than the just the group of staff we employ.



Chairperson Hugh Rose-Miller and Manager Kelly Beckitt with The Honourable Glenn Butcher MP

## National Disability Advocacy Program

### Service Standards.

Our focus:

1. To provide individual advocacy on behalf of vulnerable people with disability whose fundamental needs are not met and /or whose human rights are being denied. To assist some people to advocate on behalf of a vulnerable person with disability; Restrictive practices repealed and ensuring the Convention on Rights of Persons with Disability is implemented.
2. Independent social advocacy is embedded in the local community and responsive to people with disability in their community.
3. Vulnerable people are supported with independent advocacy throughout the NDIS processes. Includes people who will not be considered under the NDIS.
4. SUFY is a principled, effective, accountable and sustainable social advocacy organisation.

**‘ My Individual Advocate has done brilliantly. They’ve done everything I’ve asked, even more, helped me out doing things I’m not good at doing myself. ’**



Ted and Chelsea from SUFY

## Individual Advocacy

SUFY provided individual advocacy to 167 individuals during the financial year. Advocates completed advocacy for 47 individuals and their files were closed. The majority of the 167 individuals SUFY advocated for had multiple issues for which they required advocacy. Some individuals require long-term advocacy and a commitment over a number of years. SUFY has managed to fully or partially resolve many of these issues, however many individuals have ongoing issues which require advocacy.

**‘My Individual Advocate has done brilliantly. They’ve done everything I’ve asked, even more...’**

### Advocating for Sangeetha

Sangeetha was in her early 20’s from Chennai in India. She was a trained concert pianist on a tour of Australia representing India in an international piano competition. Sangeetha enjoyed her visit to Australia and decided that she wanted to apply to study engineering here at University. Sangeetha finished her degree and had just begun working as an engineer when she had a catastrophic brain injury caused by a car accident. Post injury, Sangeetha could no longer speak, move, or feed herself. Alone in an acute hospital bed and with no family in Australia, Sangeetha faced numerous challenges.

Sangeetha’s father, Rajiv, travelled from India to see her when he learned about her acquired brain injury and what had happened to her. Speaking no English and not expecting a long stay, Rajiv was not prepared for the task of being Sangeetha’s best advocate and guardian.

When Rajiv requested advocacy for Sangeetha, she was living in a state-run disability institution on the south side of town with other people with her disability. Rajiv did not understand the concept of group homes as there was no such places in his country. Rajiv saw that a good life for his daughter Sangeetha could only occur if she lived with her family in the community with adequate support. Later, Rajiv’s mother, Indra, also came to Australia to care for Sangeetha. SUFY would advocate for Sangeetha and support Rajiv to achieve Sangeetha’s vision, but it would take the better part of a decade for this to be achieved.

During that time, Sangeetha would face numerous barriers in the environment which

SUFY advocated with the family to overcome. These included:

- Living in aged care facilities run on the medical model where the understanding of adequate care for a person with a disability was often deficient.
- Before the introduction of the NDIS, having no disability supports being available to facilitate a transition into the community.
- Sangeetha was eligible for public housing as an Australian citizen, but the rest of the family were not and therefore couldn’t live with Sangeetha.
- Not being able to bring Sangeetha home as Rajiv and Indra lived in inaccessible housing.
- Not being able to access ongoing therapy for Sangeetha in a nursing home as the facility deemed her stable and not eligible for ongoing care.
- Rajiv having his guardianship of Sangeetha challenged as Rajiv refused to have Sangeetha moved to a group home or moved to an inferior nursing home.
- Being exposed to racism by other residents and staff.

Sangeetha eventually realised her wish to live with her family, but the chronic lack of public housing and support meant that this young person spent nearly ten years in a nursing home when the process should have been completed in maybe 6 months.

Sangeetha, Rajiv and Indra now live in accessible public housing in Pomona where each member has their own room. The family maintains Sangeetha’s culture by cooking food from their region and speaking to her in her own language. Support comes in to assist the family to support Sangeetha who now has privacy and the right to a family life. Sangeetha, Rajiv and Indra make plans for their future.

## NDIS Appeals

SUFY assisted 21 people with NDIS internal reviews and 38 people with their NDIS appeals at the Administrative Appeals Tribunal (AAT) in 2020/2021.

Some of these matters continued from the previous financial year and some will continue into next financial year. We advocate for both people seeking access to the NDIS and participants whose plans are insufficient for their needs.

There has been an extraordinary increase in NDIS appeals activity this year because of many participants receiving savage cuts to their NDIS Plans. We have witnessed participant plans being cut by 75% or more in some cases, and concerningly, in areas of core budget which provides essential support worker assistance to NDIA participants. Unfortunately, due to our capacity being filled and the constraints of our funding, many people are being turned away without advocacy support for their appeals.

A noticeable drop in appeals regarding access decisions has, however, been observed.

The big trend for this year is undoubtedly issues with Specialist Disability Accommodation (SDA) funding. There has been a sharp increase in decisions being made by the NDIA requiring people with extreme functional impairment and/or very high support needs to share accommodation with others despite that person’s strong preference to reside alone.

At the time of writing, there has not been a decision from the Administrative Appeals Tribunal (AAT) on this SDA issue and the NDIS Appeals Team has several SDA appeals heading to hearing on the issue of preference to reside alone. There are obvious human rights implications for these decisions and the NDIS Appeals Team is advocating rigorously on these issues.

Another issue for NDIS appeals this year are the jurisdictional issues raised in the QDKH decision. In QDKH and NDIA [2021] AATA 922, the AAT held that it did not have jurisdiction to consider additional supports that were requested by the applicant during the dispute resolution process, but which were not initially raised at the internal review

stage. The AAT only has jurisdiction in respect of supports which had been put before the reviewer. This raises issues for participants at the external review stage of their appeal if their circumstances have changed and additional different supports are needed, or if the requested supports were not recorded accurately or taken into consideration at the Internal Review stage. The QDKH case was appealed to the Federal Court but the case was recently settled by the NDIA with the Participant.

In the four months since QDKH, there have been eight decisions which have sought to address the issue with the AAT appearing split. Some Tribunal members have considered the Tribunal bound by the decision in the QDKH such as in the decisions of Young and NDIA, CRWR and NDIA, NDIA and Napper and BWLK and NDIA. Or, as in VXVL and NDIA the Tribunal member coming to a different view, determining the Tribunal has jurisdiction to consider supports not identified before the primary decision maker or internal reviewer ‘so long as those supports could have formed part of the primary decision’. This decision was followed in Dunstan and NDIA, Steely and NDIA and YLLJ and NDIA which appeared to distinguish the approach in QDKH.

These cases highlight the need for amendment to the NDIS Act legislation to clarify the AAT’s jurisdiction to avoid these costly and time-consuming jurisdictional disputes.

A big win for the disability sector and NDIS appeals in general was the Government abandoning “Independent Assessments”. This came as a big relief to participants and Advocates and proves how powerful well-organised advocacy can be for our sector and people with disability.

The NDIS Appeals Team now consists of 3 part-time NDIS Appeals Advocates, - Fiona Campbell, Aneita McGregor and Belinda Kochanowska. Each has achieved many positive outcomes this year for the people they have assisted through the NDIS appeals process.

**‘Thank you to my NDIS Appeals Advocate for being there for me and others that can’t fight for themselves.’**

## Disability Royal Commission Advocacy

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability has continued from 2019 and SUFY have assisted many people to tell their story.

In June 2021, the Department of Social Services acknowledged the need for greater funding in this area and some organisations already receiving funding, including SUFY, received additional funding for the remainder of the grant, enabling us to employ two new DRC Advocates.



Hrusa with Commissioner Mason from the Disability Royal Commission

### A snapshot of SUFY and the DRC by Nance Haxton

It's been a great privilege to help so many more people put together their submissions to the Disability Royal Commission for another year, consolidating the work we started in 2020.

Linda and I were thrilled when SUFY was given extra funding that enabled SUFY to employ two more DRC Advocates! Rikki Chaplin and Christie Groves have brought such great skills to the SUFY DRC Team. This was a game changer for us last year as we found with that extra staffing support, we could finally get the word out to more people about the Disability Royal Commission in ways that we couldn't before with only two people working part-time. With the strengthened team, we can now do more public information sessions (either face-to-face or by Zoom depending on COVID restrictions) to more people, spreading the word that the Disability Royal Commission is continuing and has in fact had its time extended. It's great to be able to encourage more people to take advantage of this once in a lifetime investigation, as it is only by hearing as many voices and experiences as possible that the Commissioners can make the constructive legislative changes that are so needed to prevent further exploitation, violence, abuse, and neglect of people with disability.

The DRC Team have now completed a number of face-to-face and Zoom DRC information sessions with organisations such as CRU, the Queensland Disability Network's various Hot Topics groups around Brisbane, the Brisbane North Peer Support Group and the Community Living Association. We've tailored each session to the needs of the people in each group, whether they are mainly mothers of people with disability, or whether it's mostly people with an intellectual disability; we've found that we can make the presentation longer, shorter, complex or in Easy English. And now that we've rolled out a few of these sessions, we are far more nimble in getting out to as many organisations as we can so that people can think about whether making a submission to the DRC is right for them.

I also was a guest speaker at the New Farm Rotary group thanks to an invitation from Lucia. I spoke to four people after the meeting about their relatives or friends with disabilities who may want to make a submission. This really showed me the importance of making sure we don't only go to disability focussed support groups, and that we get out into the wider community.

One of the other great developments this year that overcame a major stumbling block for us and those we assist, was the updating of legislation giving those who make a submission to the DRC better protections. Before this change, the Royal Commission Act of 1905, didn't extend the privacy provisions that exist for things like private hearings to all submission types. So, this change was crucial, as it was stopping many people from giving evidence. Private hearings were not available for everybody, and they weren't appropriate for everybody, or for certain types of evidence. The government has now amended the Royal Commissions Act to extend those privacy protections to give people the peace of mind that speaking out won't have any negative consequences.

Christie and Linda have also visited local charity food distribution centres and given DRC information brochures there and been warmly greeted. Rikki has worked on some major submissions from SUFY regarding the crucial importance of advocacy for people with a disability, as well as giving information at our public information sessions and working one on one with many people.

One of the most rewarding aspects of this job is how tailored our approach is as DRC Advocates. Sometimes all people want is a few brochures and guidance about how to put in their submission that they have already prepared. Others, I am still helping to put the finishing touches on their submission 18 months from when I first met them. Some get halfway through the process and decide they don't want to go any further. And that is all fine. That is what we are here for, to help people decide if they want to make a submission and give guidance on how best to proceed. We liaise with "Your Story" - the legal advice team set up that is separate to the Disability Royal Commission but gives the latest legal advice to people about the best way to proceed. Often, I and the other advocates will sit in on an advice session and help people work through that legal advice once it is given.



DRC Advocate Rikki with Willie Prince

These are two quotes from interviews I did with two people after the process was finished, to give an idea of the work we are doing as DRC Advocates. One was a private session and the other by using what is known as a 'Notice to Produce'. Both wanted to ensure their identity was kept private and so I have not used their names below, but they wanted to tell their story to encourage others to engage with the DRC.

**Person 1** - "I definitely found it stressful or a bit daunting thinking about the whole process. I certainly appreciated all the help that I received to do it. So relieved that I did go through with it."

**Person 1** - "Yes thinking through all the issues feeling all the emotion again to have to think about those things to do the submission was difficult. But I'm so glad I did it I would've regretted it had I not."

**Person 2** - "Definitely. Having someone to support me along the way. Writing up a submission - for me it was sitting down and having a conversation and having that support person just listening and then typing everything up as we go and coming back and adjusting things. But that process worked for me and actually made it all possible. I don't think I could've done it without her."

So if you are considering making a submission to the Disability Royal Commission or if you have ever asked yourself:

I would you like to make a submission to the Disability Royal Commission (DRC) but don't know how...

I think I should contribute my lived experience to the Disability Royal Commission but wonder if my experience is big enough?

I wonder what the Disability Royal Commission is really all about?

**Then we'd encourage you to make contact with us - the DRC Advocates at SUFY.**

The six Commissioners at the DRC want to hear your stories of violence, abuse, neglect and exploitation as someone who has a disability, or cares for someone with a disability. They're doing this to bring about systemic change to the way people with disability are treated in this country.

The great news is, you don't need a degree to do it, you don't even have to write down your submission if you don't want to. You can record your story on your phone and send the audio through as a submission if you want, or as a video. You can write a short poem, or a 20,000-word document, or anything in between. We've even had artworks submitted as part of submissions.

**The DRC has been extended until September 2023 so there is time for you to have your voice heard.** If you need help, there are advocates - such as us - who can help you put your story together. It's important your story is heard so that the DRC has as a broad picture of what life is like for people with disability in Australia.

**'We found the session with our Disability Royal Commission Advocate to be a huge relief. We would like to thank you for all the support and advice that you gave us throughout the process. It would have been far more daunting without you.'**

## Systems Advocacy

Independent Assessments was an issue of great concern and Disability Advocacy organisations Australia-wide collaborated and made submissions to the Joint Standing Committee outlining the inequity and lack of consultation with people with disability and relevant organisations. In July 2021, the Government announced that they would not be proceeding with these reforms in their current state.

A submission was made to the Disability Royal Commission (DRC) by SUFY regarding the use of restrictive practices, and Dianne and Kathy spoke to Commissioners from the DRC. This submission and evidence provided by Dianne and Kathy was referred to in the report from the Public Hearing Report 6 - Psychotropic medication, behaviour support and behaviours of concern.

## Report on Activities

### Presentations and Training

SUFY staff have been involved in

- Disability Accreditation Training (1 staff)
- Advocacy Training (8 staff)
- BAS Training (1 staff)
- Cloud Accounting, Compliances, Tax Time Tips & Policy News (1 staff)
- NDIS Compliance and Governance, Self Assessments & Plan Management Updates (1 staff)
- Human Rights Act (8 staff)
- Restrictive Practices & Human Rights (1 staff)
- Professionals Who Work with Parents with Intellectual Disability/Learning Difficulties (1 staff)
- Social Role Valorisation (SRV) Training (9 staff)
- Disability Support Pension: Eligibility, Challenges & Resources (1 staff)
- Mental Health First Aid (13 staff)
- BAS/Grants/Wages (1 staff)
- Certified Bookkeepers Annual Conference (1 staff)
- IVO Systems Training (11 staff)

### Networking and Allies

- Met with Queensland Advocacy Incorporated and Amparo - Needs for protections for people with disability during COVID
- CAGQ - Stand with Us Rally for State Funding
- Met with NDIS Quality and Safeguards Commission
- Participated in Combined Advocacy Group Queensland
- Participated in Disability Advocacy Network Australia

### Meeting with Department Representatives

- NDIS Quality and Safeguards Commission - Independent Assessments - NDIS reforms
- Meetings with Queensland Ministers - State Funding
- Meeting with Federal Minister - Social Housing
- Office of the Public Guardian



Disability Business Training - DRC Senior Advocate Carly Wallace and National Training and Resource Development Manager Uncle Paul Calcott from First Peoples Disability Network Australia and SUFY staff Christie, Kelly, Nance and Tash and SUFY Management Committee Willie Prince and Alison Maclean.

## Connecting Parents with Supports... keeping families together

In response to the overrepresentation of parents with intellectual disability in the Child Protection system and child removals, SUFY contracted Linda McKey Family Support Services.

Linda staged a three-part program to address the needs of parents to ensure they are better supported, given the opportunity of experiencing meaningful employment resulting in resources to be used by other parents, and ensure Child Safety and other service providers working with parents are better informed when working with parents with intellectual disability.

### Stages 2 and 3 were completed in the 2020/21 financial year

#### Stage Two:

Providing Education for Child Safety Workers and Service Providers working with parents with intellectual disability. Linda liaised with Catherine Wade from the Parenting Research Centre (PRC) in Melbourne and arranged for her to come to Brisbane to provide specialised training for professionals working with parents who have intellectual disability.

Catherine provided a two-day training session in Brisbane which was attended by approximately 15 people. The attendees included two high-level workers from Child Safety, one of whom is responsible for the training of all QLD CSO's (Child Safety Officers); a number of parenting support workers from CLA; a number of social work students, and a specialist DV social worker who also works with parents with intellectual disability.

The training was very well received by all who attended. The Child Safety staff were particularly grateful for being given the opportunity to attend such highly regarded training at a rate subsidised by SUFY. All attendees stated that their knowledge of the issues experienced by parents with intellectual disability was increased as was their perceived ability to work more effectively with this group of parents.

#### Stage Three:

Supporting parents to develop resources for other parents to use for raising their children. Linda recruited two parents to identify and develop resources for other parents with intellectual disability to use to help them to raise their children.

The parents worked in the SUFY office once a week for 4 hours, for a period of six months and were paid under the appropriate award in accordance with their knowledge and experience. The parents were supported by their own support worker to transport them to and from work, to prepare them for the working day and to support them to work through any concerns they had about work prior to arriving. The support workers also took part in the work supporting the parents to identify resources and to help them produce those resources once identified.

Linda facilitated the parents and the support workers to attend work, arrive on time or let Linda know if they were unable to attend or would be late, interact appropriately with the other parents and model appropriate behaviour in the work environment. Linda supported both the parents and the support workers to guide the work and work toward a completed product by the end of the program. Linda managed conflicts between the parents and the parents and their workers at times.

Linda observed that spending this time socially together was hugely beneficial to relationship building between the parents and their workers as a group. Both parents reported that it was a very positive experience for them and the first time they had the opportunity to work and to be paid. Both parents reported liking getting paid. Both parents reported that they liked producing the resources for other parents to use.

I would like to thank the SUFY committee for the opportunity for the above work. In my opinion, and from the feedback I have received, there was huge benefits gained from the programs funded by SUFY.

## Management Committee and Staff 2020-2021 FY

### Management Committee

There were seven management committee members elected at the AGM in 2020 to oversee the work of SUFY for the financial year 2020/2021.

<b>Chairperson</b>	Hugh Rose-Miller
<b>Vice Chairperson</b>	Madonna Nicoll
<b>Secretary</b>	David Haxton
<b>Treasurer</b>	Michael Barwick
<b>Committee</b>	Willie Prince Alison Maclean Tracey Lechowski

### Staff

#### Manager

Dianne Toohey	(part-time)
Kelly Beckitt	(full-time)

#### Senior Individual Advocate

Neal Lakshman	(full-time)
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#### Individual Advocates

Kathy Kendell	(full-time)
Christie Groves	(part-time)
Natasha Whitaker	(full-time)

#### NDIS Appeals Advocates

Fiona Campbell	(part-time)
Belinda Kochanowska	(part-time)
Aneita McGregor	(part-time)

#### Disability Royal Commission Advocates

Nance Haxton	(part-time)
Linda McKey	(part-time)
Rikki Chaplin	(full-time)
Christie Groves	(part-time)

#### Advocacy Admin and Support Worker

Kelly Beckitt	(full-time-Dec 2020)
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#### Administration and Intake Worker

Chelsea Henderling	(full-time)
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#### Financial Administrator

Lucia Forman	(part-time)
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# Treasurer's Report

## FINANCIAL YEAR 1ST JULY 2020 TO 30TH JUNE 2021

All aspects of the financial control of SUFY are conducted in accordance with legislation covering financial governance of incorporated associations and SUFY's policies.

I can report that all SUFY's monetary obligations are met as and when required. SUFY's financial obligations to staff for annual leave, sick leave, long service leave, and redundancy are covered with sufficient secured funds available to meet these costs.

The Audited Financial Statements for 2020/2021 financial year show an operating surplus which was the result of the Department allowing underutilised funding from the 2019/2020 financial year to be carried forward into the new financial year. While a good proportion of this funding was used for additional resources, there has been a smaller surplus for this reporting period.

After lobbying and strong representation by the SUFY manager we have been advised we can carry forward this surplus into the current financial year. These funds will again be used to provide additional advocacy services in our core funding streams.

There is also a continuing recognition that advocacy services have experienced an increase in demand from both an individual advocacy perspective because of the effects of the CoVid-19 pandemic and also as a result of NDIS decisions around planning and access.

SUFY's financial position remains viable, and the organisation will be able to move into a period of increased advocacy services through extra funding for both the Disability Royal Commission aspect of our work and an increase in State Funding for individual advocacy work.

SUFY again complied with all audit requirements and maintained a standard of operational excellence.

I wish to again thank Kelly and Lucia for their invaluable assistance to me in my role as Treasurer, they consistently provide me with a stable platform I need to perform my duties.

Also, a big congratulations to all of the SUFY staff who have so adapted to the to all the changes and new roles we have seen over the past 12 months. The senior staff and newer additions have worked well independently and as a collective to continue to enhance the reputation of SUFY within the advocacy community.

I recommend that the Audited Financial Statements for the year 1st July 2020 to 30th June 2021 be accepted by the Annual General Meeting of Speaking Up for You Inc.

Mike Barwick  
TREASURER

The full audited financial statements are attached.

# Financial Report

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### Auditor:

Jason O'Connor CA  
www.joconnorptyltd.com.au

This financial report covers Speaking Up For You Incorporated as an individual entity. The financial report is presented in the Australian currency.

### Principal place of business is:

Speaking Up For You Inc (SUFY)  
The Precinct  
Unit F2 1st Floor  
12 Browning Street  
West End, QLD 4101

**STATEMENT OF COMPREHENSIVE INCOME**  
AS AT 30 JUNE 2021

	2021 \$	2020 \$
<b>INCOME</b>		
ATO Cashflow boost	88,756.00	-
Donations	1,427.81	6,740.00
Grant - Commonwealth Department of Social Services	878,554.09	750,453.48
Grant - State Dept. of Communities, Disability Services & Seniors	122,845.25	113,842.00
Interest received	4,607.58	5,610.97
Sundry income	1,392.55	340.00
<b>Total Income</b>	<b>1,097,583.28</b>	<b>876,986.45</b>
<b>EXPENDITURE</b>		
Audit fees	1,250.00	2,000.00
Consultancy fees	53,158.22	97,532.40
Depreciation	17,088.75	5,702.56
Dues, fees, and subscriptions	3,453.33	3,094.09
Employee entitlements	770,222.98	616,763.44
Individual advocacy	2,582.45	5,816.44
Occupancy costs	52,258.45	51,108.74
Office and administration	32,174.60	22,734.42
Seminars and conference	14,091.30	16,877.59
Sundry expenses	7,501.27	5,481.76
Telephone and internet	11,752.10	8,518.28
Travel expenses	19,925.79	25,673.74
<b>Total Expenditure</b>	<b>985,459.24</b>	<b>861,303.46</b>
<b>Surplus before income tax expense</b>	<b>112,124.04</b>	<b>15,682.99</b>
Income tax expense	-	-
<b>Surplus after income tax expense for the year attributable to the members</b>	<b>112,124.04</b>	<b>15,682.99</b>
Other comprehensive income for the year, net of tax	-	-
<b>Total comprehensive income for the year attributable to the members</b>	<b>112,124.04</b>	<b>15,682.99</b>

**STATEMENT OF FINANCIAL POSITION**  
AS AT 30 JUNE 2021

	2021 \$	2020 \$
<b>CURRENT ASSETS</b>		
Cash on hand	200.00	177.00
Cash at bank	545,644.13	324,628.90
Cash on deposit	282,856.27	278,944.58
Other debtors	9,063.82	10,643.72
<b>Total Current Assets</b>	<b>837,764.22</b>	<b>614,394.20</b>
<b>NON-CURRENT ASSETS</b>		
Improvements at cost	16,694.18	16,694.18
Less accumulated depreciation	(6,559.62)	(4,931.55)
Plant and equipment at cost	54,238.79	60,396.24
Less accumulated depreciation	(42,019.79)	(43,697.94)
<b>Total Non-Current Assets 2</b>	<b>22,353.56</b>	<b>28,460.93</b>
<b>TOTAL ASSETS</b>	<b>860,117.78</b>	<b>642,855.13</b>
<b>CURRENT LIABILITIES</b>		
Trade creditors	52,322.72	9,882.38
Other creditors	157.40	51,278.93
Provision for employee entitlements	65,592.57	70,361.09
Committed funds	-	37,080.00
Unexpended grants	362,046.87	175,785.00
<b>Total Current Liabilities</b>	<b>480,119.56</b>	<b>344,387.40</b>
<b>NON-CURRENT LIABILITIES</b>		
Provision for employee entitlements	64,030.49	94,624.04
Total Non-Current Liabilities	64,030.49	94,624.04
<b>TOTAL LIABILITIES</b>	<b>544,150.05</b>	<b>439,011.44</b>
<b>NET ASSETS</b>	<b>315,967.73</b>	<b>203,843.69</b>
<b>EQUITY</b>		
Accumulated surplus	315,967.73	203,843.69
<b>Total Equity</b>	<b>315,967.73</b>	<b>203,843.69</b>

## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2021

	Accumulated Surplus \$	TOTAL \$
Opening balance 1 July 2019	188,160.70	188,160.70
Current year Surplus	15,682.99	15,682.99
<b>Closing Balance 30 June 2020</b>	<b>203,843.69</b>	203,843.69
Opening balance 1 July 2020	203,843.69	203,843.69
Current year Surplus	112,124.04	112,124.04
<b>Closing Balance 30 June 2021</b>	<b>315,967.73</b>	315,967.73

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$	2020 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from customers	1,242,157.57	931,334.33
Payments to suppliers and employees	(1,010,833.85)	(801,613.77)
Interest received	4,607.58	5,610.97
<b>Net Cash Provided by Operating Activities</b>	<b>235,931.30</b>	135,331.53
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds from disposal of assets	-	-
Payments for purchase of assets	(10,981.38)	(8,276.37)
<b>Net Cash Used in Investing Activities</b>	<b>(10,981.38)</b>	(8,276.37)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
<b>Net Cash Used in Financing Activities</b>	-	-
<b>Net Increase in Cash Held</b>	<b>224,949.92</b>	127,055.16
Cash at the beginning of the year	603,750.48	476,695.32
<b>Cash at the end of the year</b>	<b>828,700.40</b>	603,750.48

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### Basis of preparation

In the officers' opinion, the incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the Queensland legislation the Associations Incorporation Act 1981 and the Australian Charities and Non-for-Profits Commission Act 2012 and regulations. The Committee Members have determined that the accounting policies adopted are appropriate to meet the needs of the members.

#### Historical cost convention

The financial statements have been prepared under the historical cost convention.

#### Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the incorporated association's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

#### Revenue recognition

Revenue is recognised when it is probable that the economic benefit will flow to the incorporated association and the revenue can be reliably measured. Revenue is measured at the fair value of the consideration received or receivable.

#### Donations

Donations are recognised at the time the pledge is made.

#### Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

#### Grants

Grants are recognised at their fair value where there is a reasonable assurance that the grant will be received, and all attached conditions will be complied with.

#### Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

#### Income tax

As the incorporated association is a non-profit institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

#### Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other shortterm, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

### Trade and other receivables

Other receivables are recognised at amortised cost, less any provision for impairment.

### Impairment of non-financial assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. Recoverable amount is the higher of an asset's fair value less costs to sell and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

### Trade and other payables

These amounts represent liabilities for goods and services provided to the incorporated association prior to the end of the financial year and which are unpaid. Due to their short-term nature, they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

### Employee benefits

#### *Wages and salaries and annual leave*

Liabilities for wages and salaries, including non-monetary benefits, and annual leave expected to be settled within 12 months of the reporting date are recognised in current liabilities in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

#### *Long service leave*

The liability for long service leave is recognised in current and non-current liabilities, depending on the unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

### Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses, and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense. Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

## NOTE 2: CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue, and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events; management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

#### *Estimation of useful lives of assets*

The incorporated association determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly because of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

2021  
\$

2020  
\$

## NOTE 3: CASH FLOW INFORMATION

### a. reconciliation of cash flows from surplus

Surplus attributable to members	<b>112,124.04</b>	15,682.99
<b>Non-Cash flows in surplus</b>		
Depreciation	<b>17,088.75</b>	5,702.56
<b>Changes in assets and liabilities</b>		
(Increase) / decrease in receivables	<b>1,579.90</b>	(9,115.47)
Increase / (decrease) in payables & grants	<b>140,500.68</b>	79,181.51
Increase / (decrease) in provisions	<b>(35,362.07)</b>	43,879.94
	<b>235,931.30</b>	135,331.53

### b. reconciliation of cash

Cash on hand	200.00	177.00
Cash at bank	545,644.13	324,628.90
Cash on deposit	<b>282,856.27</b>	278,944.58
Less bank overdraft	-	-
<b>Total Cash</b>	<b>828,700.40</b>	603,750.48

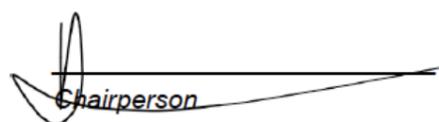
## STATEMENT BY MEMBERS OF COMMITTEE FOR THE YEAR ENDED 30 JUNE 2021

Responsible Persons Declaration.

*Per section 60.15 of the Australian Charities and Non-for-Profits Commission Regulation 2013.*

1. the association is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purpose of complying with the Australian Charities and Non-for-Profits Commission Act 2012 and regulations.
2. the attached financial statements and notes thereto give a true and fair view of the association's financial position as of 30 June 2021 and of its performance for the financial year ended on 0 that date.
3. there are reasonable grounds to believe that the association will be able to pay its debts as and when they become due and payable.
4. the financial statements and notes satisfy the requirements of the Associations Incorporation Act 1981 and regulations; and
5. the financial statements and notes satisfy the requirements of the Australian Charities and Not-for-Profits Commission Act 2012 and regulations.

*Signed in accordance with subsection 60.15(2) of the Australian Charities and Non-for-Profits Commission Regulation 2013.*



Chairperson

07 / 09 / 2021

## INDEPENDENT AUDIT REPORT

To the members of Speaking Up for You Incorporated

### Opinion

We have audited the financial report of **Speaking Up for You Incorporated**, which comprises the statement of income and expenditure and the balance sheet as at the **30 June 2021**, the notes to the financial statement, including a summary of significant accounting policies, and the Statement by the Members of the Committee.

In our opinion the financial report of **Speaking Up for You Incorporated**, has been prepared in accordance with Associations Constitution, including.

1. giving a true and fair view of the association's financial position as of 30 June 2021 and of its performance for the year ended on that date.
2. complying with accounting policies to the extent described in Note 1, and the Associations Incorporation Act 1981; and
3. the financial statements and notes satisfy the requirements of the Australian Charities and Not-for-Profits Commission Act 2012 and regulations.

### Basis for opinion

We conducted our audit in accordance with the Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial report section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia, and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report is prepared to assist for the purpose of fulfilling the Association's financial reporting responsibilities under the Associations Incorporation Act 1981 and the Australian Charities and Non-for-Profits Commission Act 2012 and regulations. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

### Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Associations Incorporation Act 1981 and to meet the needs of the members. The management's responsibility also includes such internal controls as the officers determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, Management is responsible for assessing the Association's ability to continue as a going concern, disclosing as applicable, matters relating to going concern and using the going concern basis of accounting unless Management either intent to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

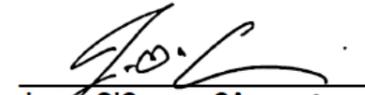
Management are responsible for overseeing the Association's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Australian Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report. A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

### Independence

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.



**Jason O'Connor CA**  
Chartered Accountant

Liability limited by a scheme approved under Professional Standards Legislation

07 / 09 / 2021

### **Jason O'Connor B. Com CA**

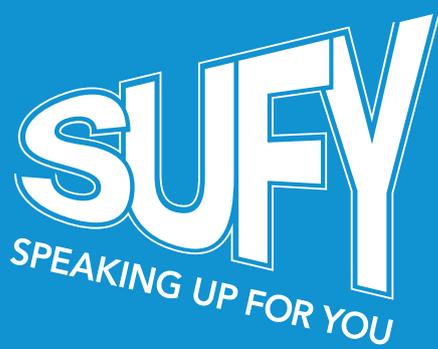
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