

Speaking Up For You Incorporated

Annual Report

2021 – 2022



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.

Contents

Mission Statement	2
Chairperson and Managers Report	4
Individual Advocacy	7
NDIS External Appeals	12
Disability Royal Commission Advocacy	13
Systems Advocacy	15
Report on Activities	15
Management Committee and Staff	16
Treasurer's Report	17
Financial Report	18



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, Jeremy Ward passed away and we remember him.

Chairperson and Managers Report

Firstly, I would like to take this opportunity to thank the staff, members, friends and allies of SUFY for your continued support during what has been a very busy and at times uncertain and stressful year. This year has seen continued ambiguity for funding of disability advocacy organisations in Queensland. This longstanding pattern has continued, as has the rising number of people needing advocacy - all in the face of the growing complexity and frequent hostility of the systems that impact their lives.

I am pleased to acknowledge that this year has seen a growth in the number of individual advocates at SUFY and we have been able to assist more people in Brisbane and Moreton Bay. New staff have embraced the values and history of SUFY and have proven themselves to be committed and hard working advocates. That said, it is also important to acknowledge that despite this, SUFY has been at capacity regularly during the year and there are many people who have needed advocacy that we have not had the means to help.

There are a number of complex issues that our advocacy has focused on again this year including housing and homelessness, inappropriate supports, guardianship, child safety, education, health and many others. The people we advocate for are still fighting for basic human rights such as appropriate housing and a choice as to where and with whom they live.

A recent data review report by QCOSS has revealed that as of June, 2022 there were 27,437 applications on the Queensland social housing register. Of this, 44.9% applications were for homes for persons with a disability. The State Government has announced increased funding and aims to deliver 13,000 social and affordable homes by 2027. Whilst this is welcomed news, it will not do enough to address the current housing crisis and so many more people will be left homeless or be forced to leave their houses.

A lack of social housing, unaffordable rental prices and an increased cost of living are all contributing to this crisis. People with disability are being forced to leave their homes as their rent has increased astronomically and they can no longer afford to live there. The rental market is under such pressure that securing accommodation is almost impossible and there is not enough support to assist people with disability to try and navigate this system. There needs to be increased resources to services, such as Rent Connect, to give people with disability a fighting chance to find appropriate accommodation.

Alarming, SUFY has seen an increase in the NDIS suddenly changing the plans of people, who are on their own in their own home, to force them to live with other people in group arrangements. People are being told that they will have to share their current house or will have to move into Supported Independent Living (SIL). This is being seen all over Queensland and is removing all choice and control from NDIS participants about where and who they live with and is moving back towards the institutionalisation of people with disability. We know this will have a serious impact on people's human rights, quality of life and will make them more vulnerable to abuse and neglect.



SUFY Manager, Kelly Beckitt, and Chairperson, Hugh Rose-Miller at Government House

‘Thank you so much for listening to me and speaking to your advocates and for sending through the good suggestions.’

Funding and Grants

For the 2021-22 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 2025
- National Disability Insurance Scheme Appeals (NDIS Appeals) - Agreement End Date June 2025
- Disability Royal Commission Advocacy Support (DRC) – Agreement End Date June 2023

Queensland Government –

- Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships - Agreement End Date December 2023

Uncertainty around continued funding placed an enormous strain on both SUFY and other advocacy organisations around the State. In late 2021, competitive tenders were called for both regional individual advocacy and specialised advocacy from the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP). Whilst SUFY was fortunate enough to gain funding that allowed us to employ more individual advocates, some advocacy organisations received less funding, with one organisation having to close their doors completely. This grant will continue until June 2023.

This funding grant has allowed the formation of Queensland Independent Disability Advocacy Network (QIDAN) which has allowed QLD disability advocacy organisations to have a funded network to allow greater collaboration and focus on state-wide systemic issues faced by the people we advocate for.

SUFY also applied for funding from the Department of Social Services (DSS) in both the National Disability Advocacy Program and National Disability Insurance Scheme Appeals Program. We were successful in maintaining the current funding level which will continue until June 2025.



QIDAN members with The Honourable Craig Crawford MP

Staff

This last year has seen SUFY grow again in numbers of staff. The commencement of the new funding grant by the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP) enabled us to employ three new individual advocates:

- Helen Seiffert in Moreton Bay;
- Sally Pennell in Brisbane; and
- Deanne Gibbs in Brisbane.

They have already made a wonderful contribution to SUFY and have been able to achieve some fantastic outcomes for the people they work with. Amber Sellwood and Cezara Evans joined SUFY for a short time this year also.

We also were able to employ another Intake Worker, Amy Della-Torre, who would most likely be the person that greets you if you call us on the phone or come into our office. Amy is a welcomed addition to the team.

Our NDIS Appeals team has seen some changes this year after Aneita McGregor left after a short-term contract, and we were able to employ Stephen Fay and Nicholas Schoenmaker. Additional funding has allowed Stephen to continue with SUFY and he has already been able to achieve positive outcomes for the people he has assisted through the Administrative Appeals Tribunal (AAT).

Kerryann Harman-Schufft commenced at SUFY this year as a Disability Royal Commission (DRC) advocate and has already supported numerous people with making submissions to the DRC. Christie Groves also moved on from SUFY this year into another role and we wish her the very best.

I would like to make a special mention to Kathy Kendell who is leaving SUFY after almost 14 years of dedication to SUFY and people with disability in Moreton Bay and Brisbane. We want to thank Kathy for her hard work and determination that has resulted in excellent outcomes for people she has advocated for. The Management Committee and I would like to wish Kathy all the best in the future.

Note from the Chair

In a sign of the times, the past year has all been a blur. With a heady mix of natural disasters, pandemics, shifting politics and all of the other factors outside of our control, it is hard to recall where one event started and the other finished.

Closer to SUFY, the omnipresent uncertainty in advocacy funding, the well-documented hostility within the NDIS Appeals space, the housing crisis, inflation and rising cost of living and the looming deadline of the Disability Royal Commission have all added pressure on both our organisation and our hardworking staff.

These pressures have forced certain changes to how SUFY does its work and this is something the committee is keeping a close eye on. Our recent strategic planning day proved to be a useful platform for the sharing of reflections on how SUFY has changed over the last year and the pros and cons of this change. Together, with our usual processes of seeking feedback, such insights are invaluable. It was a reminder of the importance of critical reflection and an appreciation of the many roles SUFY plays in the community and in the lives of our members.

All of this said, I have been pleased to see SUFY continue to grow in strength and attract and keep such an incredible team of staff. In pushing against marginalisation, our advocates are ensuring that the needs of the most vulnerable people with disability in our communities are respected and not forgotten. This is no easy task and the fact that they continue to do so with such vigour, commitment, compassion and principle is a testament to them and the SUFY staff and committee that support them.

Within SUFY, the structural changes put in place last year are working well, with our focus on the principals of social advocacy remaining strong, our internal systems improving and our place in the sector being strengthened. Whilst Kelly and other key staff members have driven this work, its success is a reflection of all staff members and their continuing commitment to their work.

‘Thank you for being there for me and others that can’t fight for themselves.’

Outside of SUFY, I want to make special note of the work of QIDAN in providing opportunities for independent advocacy organisations to build relationships, share wisdom and engage in combined systemic advocacy efforts. From all I’ve heard, it is proving itself to be a very useful addition to the advocacy community of Queensland.

As I did last year, I would finally like to thank the broader community that continues to support SUFY and our advocates. There are many unnamed 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.

Farewell to Madonna Nicoll

Another sad farewell this year was for the longstanding committee member, and former chairperson of SUFY, Madonna Nicoll.

Through her 16-year involvement at SUFY, Madonna holds a great wealth of knowledge of SUFY and its history and values. She held a myriad of formal and informal roles at SUFY and was a wise and mindful mentor and guide for many a staff member and chairperson.

Madonna managed to maintain her role at SUFY while (successfully) navigating her PhD which is an incredible feat. Her generosity of character, clear and unwavering values, intelligence and wisdom will all be greatly missed. We thank you for your service to SUFY and the broader advocacy community.



SUFY Management Committee Member, Madonna (left)

Individual Advocacy

SUFY provided individual advocacy to 153 individuals during the financial year. Advocates completed advocacy for 58 individuals and their files were closed. The majority of the 153 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.

‘ Having [my Advocate] on board has been a huge relief and we have been making strides since having her support ... Things were so difficult for us before we had advocacy support. ’

SDA Robustness and Autism

The Specialist Disability Accommodation (SDA) scheme was rolled out in 2019 in Queensland. Since then, many NDIS participants have been assessed and/or approved for SDA in Brisbane, one of Speaking up For You Inc’s service areas. People with autism, at times, can self-soothe in ways that are not typical for others. Some examples of this are:

- Self-harm
- Property damage
- Verbal outbursts and lack of understanding of personal boundaries
- Repetitive behaviours
- Absconding from school, home or wherever they become anxious
- Avoiding noisy environments, bright lights and contact with other people, as this can also affect their wellbeing.

In SUFY’s experience, a main issue in SDAs for people with autism relates to property damage. As SUFY understands, generally people who are assessed as eligible for SDA have patterns of behaviour that may need redirection and good support. They may also have mobility issues or are unable to live with others. SDA tenants are on the Disability Support Pension (DSP), which creates an extra layer of vulnerability for people with autism - financial hardship due to the DSP being a low income and the ever-increasing costs of living.

Compounding on this lower income, and inability to save, whilst also having difficulties affording social outings, SDA tenants have to comply with the rules of the ‘*Residential Tenancies and Rooming Accommodation Act 2008*’, regarding any property damage that occurs. This is important because tenants of SDAs must pay for all damages. Damages due to a person’s disability are classified as ‘malicious damages’ and treated as such. It is not malicious damage when a person with autism experiences a sensory overload and accidentally damages property, and it must be said that with a good service these damages would be minimal. It is evident that services that work effectively, redirect people from damages, and which have consistent behaviour modification strategies are few and far between.

Many of the people SUFY advocates for need robust housing due to their disabilities, but it is becoming evident that there are varying degrees of robustness within different SDA management companies. It also seems to be profit-motivated instead of focussing on the person with disability and what they may need for their home to be sustainable, and not cost them thousands of dollars in damages through no fault of their own. SUFY has been made aware that SDAs are built mostly to minimum standards to ensure maximum profit for their owners, and this is not just or fair and it is all to the detriment of the SDA tenants.

According to one of SUFY's advocates, there are some services who will pay for damages in the WACOL villas, but another NDIS participant was removed by police and put in a psychiatric ward due to the damages to his villa, which the service refused to pay for, and these damages would not have occurred if the service had been actively supporting the person. Another SUFY advocate stated that damages can occur out of protest, particularly when they have been left in an environment for many years that does not meet their needs and they feel let-down and trapped by those around them. It is then that the damages become a black mark against the person's name and further affects their ability to transition elsewhere.

Many vulnerable people and families are being put in the position of signing SDA leases with advice from the people in power, whom they trust have the knowledge to help them, only to find out later that the house is not suitable. SUFY's advocacy is trying to find out how this happens when there are many stakeholders involved in the process who could prevent this from occurring. SDA Assessors, Occupational Therapy reports, NDIS Complex Support Needs Planners, Level 2 and 3 Support Coordinators, and Behaviour Support Practitioners are usually involved in this process before a lease is signed. There seems to be no accountability in this stakeholder group, as it very quickly becomes the family's fault for signing the lease, as soon as damages occur. There are mitigating strategies for damage prevention, such as kick panelling, but in one of SUFY's advocacy experiences, kick panelling was discussed for months in hospital transition meetings with no action occurring. This person would now be responsible for wall damage and kick panelling and there is the real risk that the owner may not want to continue a lease with a tenant where damages are occurring, as there has been no assistance from stakeholders to safeguard this person.

The position of SDA companies regarding damages due to symptoms of disability:

'Under no circumstances will the SDA funding being claimed be used to fund any repairs to this property caused by the tenant. Under state tenancy legislation the property owner will fund ongoing property maintenance ensuring the dwelling remains well maintained.'

The position of the NDIS regarding damages due to symptoms of disability:

'I have received an update regarding whether the NDIS will cover the cost of damages to the SDA property Fred lives in. I contacted the planner who had already advised you that the NDIS will not cover the cost of any damages to the property. They confirmed that you have a copy of the tenancy agreement which shows clearly that damages to the property are the responsibility of the tenant.'

Another concerning trend in SDAs at present is that it is a common occurrence for SDA maintenance and repair companies to require tenants to vacate their premises whilst repairs are being done. In the situations SUFY has seen thus far where this has been required, it would seem it is more to do with the maintenance workers lack of understanding of autism and intellectual disability and a reluctance to try to work around the tenants of SDAs. Removing the tenant seems to please the maintenance company, but it is an unnecessary and discriminatory action – people without disability do not face these same barriers.

This type of tenancy is not sustainable for someone on the DSP, and at times it can be a very unfair tenancy regarding disability discrimination and removal requirements to have repairs done. SDA was rolled out to protect and safely house these vulnerable people in our community. Unfortunately, the SDA scheme does not seem to be living up to what it was designed to do for people with disability.

'What you wrote was perfect. It's exactly what I would have wanted to say, if I were able. Thanks for writing this for me, for taking the time, and for writing it so articulately.'

Advocating for Alex - Case Study

Alex is a young person with a very close bond with their two siblings, one being their twin. Alex is a keen gamer and enjoys computers and information technology.

Alex has Attention Deficit Hyperactivity Disorder, Oppositional Defiance Disorder, Obsessive Compulsive Disorder and Asperger's Syndrome, which for the purpose of this case study will be termed 'autism' or 'autism spectrum disorders'. Alex's caregiver became very unwell with Parkinson's Disease and family relationships declined. Alex was charged with assault, due to becoming overwhelmed and lacking effective coping mechanisms for distress. Alex was held in custody, as the police informed them they could not go home, and if they left the watch house, they would be homeless. Alex did not know what to do, as they had always been supported by their family, especially their older sibling, whom they had not been able to contact during their initial time at the police station.

Alex decided to remain in custody instead of becoming homeless and was incarcerated for six months. These six months in incarceration were very difficult for Alex, as their autism spectrum disorders were exacerbated by the environment in prison. Upon conclusion of the six-month sentence, they were placed in an environment once again not conducive to autism; a boarding house with many occupants. Alex's older sibling was concerned for them in the conditions of this boarding house, and through personal connections, a NDIS housing company allowed the two siblings to rent a SIL home at a reduced rate utilising NDIS funds, as well as Disability Support Pension funds. The concern was that Alex needed to satisfy bail requirements and maintain stable housing or they would have to return to incarceration, and the SIL home was not long-term. Without Alex's sibling's help, their situation could have been very dire, as negotiating systems and speaking up for themselves was something Alex had never had to do. Alex's older sibling contacted SUFY to advocate for Alex to ensure they did not become incarcerated again.



Paint By Numbers artwork by Brendon

The societal barriers that Alex was facing to obtain secure housing were:

- Finding secure housing that would be approved by the parole board before the SIL home stay ended.
- Alex had been a social housing tenant for as long as they could remember and was still listed as a tenant on their caregiver's lease. They were unable to speak with the caregiver due to family violence orders, so it was hard to remove their name, and their sibling's name from the lease. This would enable them to make their own social housing application.
- The SIL home was making a loss to support the siblings, and this was not long-term.
- Alex was not approved for SIL funding in their NDIS plan, so their funds were being used at a rate that they would run out before the plan's end date, and they would have no support workers or allied health assistance to recover from their traumatic experience and live the life they wanted to live.
- In addition, the NDIS would not top-up these funds. Though CORE funding is flexible, NDIS is not a housing scheme.
- Alex did not have the income to secure a rental in the private rental market, and Alex's sibling also had a psychosocial disability, which meant there were times when they could only do limited work, or when they could not work at all.
- Social housing stock is very low in Queensland with long waiting lists of many years, and Alex was being told by all providers to consider caravans while he awaited an offer.

- Alex had a large dog which was their companion dog, and this was another barrier for receiving a housing offer.
- Stigmatisation from being incarcerated and the lack of understanding about autism and how it can cause damage to property.
- Inability to accept cluster housing, units, or housing with too many neighbours or noise.
- An Occupational Therapist wrote a broad statement about damage to property that placed a further barrier to offers of housing, until clarification was provided stating that it was damage to PlayStation controllers only.
- The siblings both had to find new doctors and get new documentation and evidence for the housing application, as everything had been left at the family home.

It took around two and a half months to get the application together due to the difficulties with having no evidence, birth certificates, and no regular general practitioner with knowledge to fill out the siblings' forms. After Alex's social housing application was fully submitted, they had a HART4000 meeting, a Rent Connect appointment and was still being told that there may be no housing for the siblings for quite some time. A head lease was suggested, but due to the size of the companion dog and the difficulties with pets in the private rental market, this would prove difficult as well. SUFY wrote to the Housing Minister, as Alex was a very vulnerable society member; they were homeless, they had a disability, they had to satisfy parole requirements, and they had only the support of their older sibling, and to avoid incarceration again, they needed a secure home.

After the housing application was fully submitted and within three days of the Minister's letter being received, a housing service centre contacted Alex about finding a house in an area that Alex had chosen to live due to already having networks and services there. Another two weeks passed, and Alex had a housing offer of a duplex; two on one block, a yard for the dog and space around Alex for his sensory needs. Alex can now enjoy their home, in a quiet area, they can build their skills regarding coping mechanisms, and utilise their NDIS plan effectively. They can now start to heal from the trauma they have experienced and enjoy an independent life with the support of their older sibling as they occupy the home together. Alex also has plans to study Information Technology.

Advocating for Jude - Case study

Jude is a person whom SUFY has advocated for this year. Jude was in a psychiatric ward for six months because their NDIS funds had run out and the service supporting them ceased doing so. Jude ended up in hospital with claims of damage to their property, which were more due to their hobbies and lack of directives from the service engaged to support them with their daily life. The damages were painting and renovations, as Jude likes to assemble items and make furniture out of plywood, their favourite wood. The word damage sends a message that the person is violent and aggressive and is maliciously damaging property, which was not the case for Jude. Jude has Autism and Intellectual Disability and being in a psychiatric hospital for six months has affected their wellbeing in the following ways:

- Sensory overload from the noise from unwell patients.
- Mental health services were not equipped to deal with the differing needs of people with intellectual disabilities.
- Unnecessary medications were often used as a behavioural management strategy, which also meant they had to wean off the medications after discharge.
- Social interaction was not easy in a psychiatric ward, as the people in the hospital were very unwell. Therefore, people with intellectual disability become isolated.
- This type of placement is highly detrimental due to the lack of appropriate care, especially if it becomes long-term, as it creates a feeling of institutionalisation.

When SUFY was first engaged to advocate for Jude, they were in hospital with no supports. When SUFY tried to take them out for the first time for community access, the nursing staff and some of the stakeholder group were very alarmist about our ability to manage community access and, more importantly, Jude's ability to engage responsibly in community access. SUFY wanted to help Jude rewrite the rhetoric around them, so that they could show other stakeholders that they were able to be trusted in the community. Jude's Treating Team had requested a 2:1 support ratio and the NDIS would only fund 1:1 supports. Jude wanted to transition to the community and that is what SUFY was engaged to help them do.

Earth, Wind, Fire, Water, Glitter 2020

The anticipation of what I'm going to create is the most exciting part of the process.

Endless possibilities, and in connection to the theme 'environment' is always changing and I wanted to show this by creating different sections in my artwork, like looking through a window of different moments in time.

The colours I have used represent the earth wind fire and water flowing into one another.

This artwork was made by using various techniques, including acrylic pour, stamping and masking. With the masking process, 'the reveal' was the most enjoyable part of the creating process.

SUFY is aware that when many stakeholders are involved there are, at times, difficulties with communication, conflicting commitments, and a propensity for those involved to be time-poor. This is where SUFY and Individual Advocacy can assist. Our Advocates are on the ground with the person, getting to know them, and can facilitate communication and help to prevent gaps which helps to achieve good outcomes.

Jude's life has been that of institutionalisation, due to Child Safety Intervention as a child/youth, and living in a detention centre villa for the past many years which tried to replicate the community, but was not like being in the community at all. SUFY was advocating for Jude to live in the community, as this was their preference, and their human right according to Article 19 of the Convention on the Rights of Persons with Disabilities. SUFY and Individual Advocacy plays an important role when working with people with intellectual disabilities, especially those on forensic orders who are placed in psychiatric wards when they do not have a psychiatric disability. There are reports such as the Carter Report and the Butler Report, both written in 2006, regarding the effects of this type of placement on a person with an intellectual disability, but society and the health system still need to take heed and create an appropriate alternative, in order to protect people with disability and to minimise harm.

Jude, with the support of SUFY, has now transitioned into a home within the community, with 1:1 support, adequate NDIS funding and a chance to have the life that they deserve and want. Support services in the NDIS need to improve the support provided to people with intellectual disability and autism and ensure actual intentional/active support work and redirection is provided for success in the community and less readmissions to hospital because of service failure or fund mismanagement. The rhetoric around people like Jude, whose services have let them down, should not become their pathology, as it is damaging to their futures and can affect their reputation and their history.



Jenny and her artwork: *Earth, Wind, Fire, Water, Glitter 2020*



Jenny with her Advocate, Natasha, admiring Jenny's artwork

NDIS Appeals

Over the past year the NDIS Appeals Team has been assisted by part-time NDIS Appeals Advocates Belinda Kochanowska, Stephen Fay, Fiona Campbell, Nicholas Schoenmaker and Aneita McGregor. Each has brought energy, experience and passion to their role to support people through the internal and external review process.

SUFY assisted 12 people with NDIS internal reviews and 39 people with their NDIS appeals at the Administrative Appeals Tribunal (AAT) in 2021/2022. Some of these external reviews carried over from the previous year and some will continue into the next year. Most of the people we support are NDIS participants, however we continue supporting people with disability who have been denied access to the NDIS.

Next year the funding is limited to NDIS external review applications, therefore SUFY will be unable to commence work on new internal review applications. Our funding body has always required us to prioritise external review applications.

We continue to see participants having their plans cut by significant amounts. Another trend we are seeing is participants who live on their own and receiving 1:1 support throughout the day and night, either:

- having their funds cut and being told they need to share their home or move in with another participant; or
- that their funds will be cut in their next plan and they will need to share a home with another participant.

Many of these participants have lived in their home for many years and want to be properly supported so they can live on their own. Most, because of the nature of their disability/ies, need 1:1 support all the time and their disability is of such a nature that they cannot live with others. SUFY advocates that participants have choice and control over their lives, including where they live and who they live with. Also, SUFY regularly refers the NDIA to Article 19(a) of the Convention on the Rights of Persons with Disabilities:

Persons with disabilities have the opportunity to choose their place of residence and where and with whom they live on an equal basis with others and are not obliged to live in a particular living arrangement.

‘Thanks to you and the rest of the amazing team at SUFY ... I can’t be more grateful. You kept me informed at every stage. You didn’t leave me out at all. You let me make my decisions, wrong or right ...’

There are favourable decisions by the Federal Court and Administrative Appeals Tribunal (AAT) regarding participants living on their own (e.g., LWVR and National Disability Insurance Agency [2021] AATA 4822; and Boicovitis and National Disability Insurance Agency [2022] AATA 204 – these are Specialist Disability Accommodation cases, but the principles apply to 1:1, 24/7 funding). We have also experienced a number of instances through supporting participants with their external review applications, where the NDIA agree that they should be funded to live by themselves. Unfortunately, in some of these cases we are seeing the NDIA on the one hand, agreeing to fund participants the 1:1 funding they need for a new plan and then threatening, verbally and in writing, to reduce the funding in their next plan, in an attempt to save money and force them to live with another person. This is an overreach of power by the NDIA that we and other advocacy organisations are monitoring. The NDIA cannot make decisions regarding future plans, based on current evidence (therapy assessments and reports), or guess what evidence may exist at the time of the next plan decision.

While we try to help as many people as we can, we receive more requests for assistance than the number of people we can help. This is of concern to us, as we understand how complex the internal and external review processes are. It can be very difficult to navigate these processes. The NDIA continues to be represented by mainly external solicitors in the external review process. For Hearings they also appoint a Barrister.

We have noticed that matters are taking longer to move through the external review process in the Administrative Appeals Tribunal (AAT). This is likely to be because of the continuous increase in the number of external review applications. This impacts those trying to access the NDIA and participants in a number of ways. For example, therapists are extremely busy. Some participants cannot access therapists for assessments or are on waiting lists for therapy and those needing to access the scheme may struggle to gain assessment to support their applications.

Disability Royal Commission Advocacy

The 2021-2022 financial year saw the Disability Royal Commission (DRC) team welcome new advocates, Kerryann and Deanne, and later bid farewell to Deanne as she joined the Individual Advocacy team. The DRC team engaged with 85 people during 2021-2022 financial year.

Spreading the word

One focus of the DRC team is to inform as many people as possible about the DRC and the ways submissions about experiences of violence, abuse, exploitation, or neglect can be made, and the support DRC advocates can provide to make a submission.

We were also aware of spreading the word that applications for Private Sessions ended on the 30th June 2022, and all submissions must be received by the 31st December 2022.

To ensure that as many people as possible had the opportunity to consider their options prior to the cut off dates, we held a number of Information Sessions. These were held face-to-face at Communify, the University of Queensland, and the New Farm Neighbourhood Centre. In October 2021, the SUFY DRC Advocacy team travelled to Stradbroke Island and met with a group of Elders to provide information about the DRC and ways people can make a submission. We have also provided Information Sessions via Zoom to Down Syndrome QLD who later included the interview in a podcast, and to the University of Technology.

The Information Sessions were all well received, resulting in multiple referrals for support to make a submission to the DRC.

Whatever it takes

The SUFY DRC staff continued to work under the motto of doing whatever it takes to give people the opportunity to tell their story to the DRC.

One person supported by a DRC advocate lives in Coochiemudlo Island in Moreton Bay. Two advocates travelled by ferry to initially meet with the person. Their DRC advocate has continued to gather the information about their submission via email and phone, and has returned to the Island to continue supporting them to write their story.

Another person lives on MacLeay Island, also in Moreton Bay, and has been supported by a DRC advocate to tell their story.

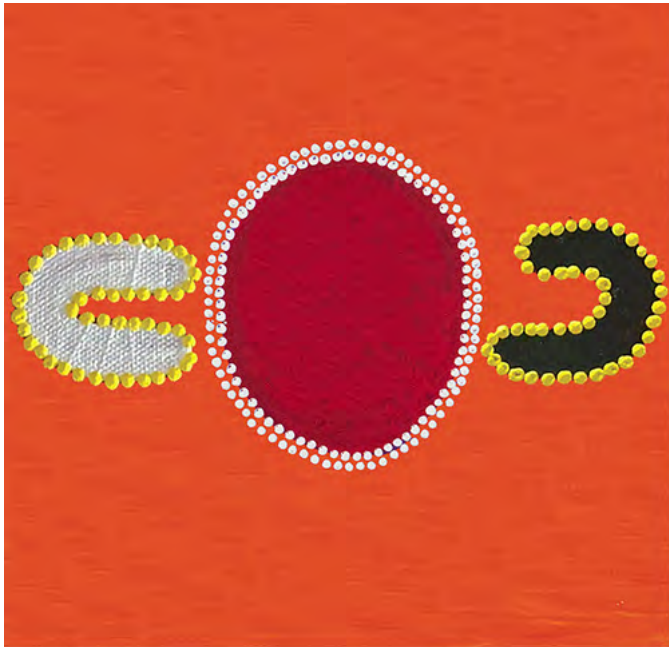
We have provided weekly support to people over 12 months to gather information about their story, because this is how long it can take for some people to build trust, and to be able to put their story down on paper.

We have followed a busy parent around a park recording an interview to allow them to tell their story in the most time-effective way possible.

We have met in boarding houses with people and taken the time to build rapport and trust to enable very vulnerable people to feel safe enough to engage with us.

When face-to-face Private Sessions were no longer being offered, we strongly advocated for a person to attend a face-to-face meeting with a Commissioner, as their disability made it difficult for them to attend via Zoom.

‘ [My Advocate] made the process of preparing for a private submission to the Disability Royal Commission as stress free as possible. It was also a blessing that she was able to come to us – this removed another stressor from our already stressed lives. We really appreciated her professionalism which was tempered with empathy. She is a great asset to SUFY. ’



Artwork: 'Individual Advocacy' by Uncle Paul Constable Calcott

Challenges

The biggest challenge faced by all members of the DRC team was taking the stories of very vulnerable people and not being able to help or support them in their current situation.

Many referrals were made, both internally to SUFY Individual Advocates and the NDIS Appeals Team, and externally. External referrals were made to services such as STRIDE Hub Caboolture (NDIS Pathways for complex mental health), Communify Recovery & Discovery Centre (RBWH), Neami's Living and Learning Centre (Prince Charles Hospital), and DSDSATSIP ART - referral to NDIS Pathway, Hart 4000, Micah Projects, Salvation Army and Nexus Care.

The DRC staff supported all the people they worked with to be aware of, and contact (if requested) DRC funded referral pathways such as Your Story, for advice around any legal implication of how their story is told, and MICAH and Blue Knot for counselling services.

A particular area of concern for all DRC advocates was the paucity of advocacy and services to assist people who have experienced (and are still experiencing) violence, abuse, neglect, or exploitation.

The DRC advocates found accessing people in closed environments and hostels particularly challenging. As the people in these environments are often the most vulnerable, advocates were particularly aware of the importance of giving people in these environments the opportunity to tell their stories and be heard.

Successes

The DRC team were successful in supporting a large number of people to learn about the DRC and the ways they can make a submission. Many people were supported to tell their story and to apply for and attend a Private Session with a DRC Commissioner. A number of people were supported to put their story on paper, either through a transcribed recording, or through numerous sessions of telling their story and the advocate writing it down to be submitted as a written submission.

The DRC advocates have written and submitted multiple written submissions outlining systemic issues. These issues included: The Critical Role of Advocacy, Issues in Hostels, Issues in Not-For-Profit Intensive Residential Foster Care, The Intersection Between Disability and Domestic Violence in the Family Law Court, Education, and the NDIS Systems, and Discrimination on Flights. DRC advocates have received positive feedback from both people they have supported and members of the DRC Private Sessions team for the support they have provided to the people they work with.

Case Study

Catherine is a woman who is sharing her experience of police brutality. Catherine was experiencing domestic violence from an ex-partner for over three years, but when she went to report this to police, she was detained and then physically tackled and handcuffed (resulting in a permanent injury). Catherine's submission looks at the barriers to protection and justice that people with a disability experience as well as the systemic discrimination within law enforcement. It also looks at the increased rates of criminalisation experienced by those with disabilities. As a person with disability who has interacted with the police and a woman escaping domestic violence, Catherine's experience has intersection which are discussed throughout the submission. Catherine became homeless during the process of telling her story, so the DRC advocate completed referrals to Hart 4000, Micah Projects, Salvation Army and Nexus Care. Catherine is in the process of applying for housing and the disability support pension. Catherine has a wider support network and is working towards long term stability by utilising these referrals.

Systems Advocacy

As a core member of the Queensland Independent Disability Advocacy Network (QIDAN), SUFY is one of many key contributors to submissions addressing the systemic issues experienced by people with disability. Through advocacy and being informed by the people we are advocating for, SUFY's advocates can gain extensive knowledge and share their own experiences to these submissions.

QIDAN made a submission outlining our recommendations to the review of the National Disability Advocacy Framework in July 2022.

In September 2021, SUFY NDIS Appeals Advocates made a submission to the Joint Standing Committee on the NDIS: Lack of transparency about Specialist Disability Accommodation (SDA). This submission highlighted the lack of transparency about the SDA Panel and its decision-making, and the Agency's requirement that people share housing in a return to "deconstruct institutionalisation" against their rights and liberties.

SUFY is currently contributing to a number of other submissions by QIDAN and other advocacy organisations.



'Inclusion Now' Rally

Report on Activities

Presentations and Training

SUFY staff have been involved in

- First Peoples Disability Network (23 staff)
- Jobs Australia & Employers Workers Compensation Obligations (1 staff)
- Mental Health First Aid (7 staff)
- Human Rights Act Training (13 staff)
- Mitigating Risk in a Digital World' (1 staff)
- Advocacy Training (13 staff)
- Building a Positive Work Culture' (1 staff)
- Social Model of Disability (9 staff)
- Annual Bookkeeper Summit (1 staff)
- Changes to the SCHADS Award (1 staff)
- 'Improving Child and Family Outcomes Where a Parent Has Intellectual Disability' (4 staff)
- 'Building Trauma Awareness' (17 staff)
- First Aid & CPR Training (15 staff)
- Protecting Children and Young Adults' (20 staff)

Networking and Allies

- Member of and participated in Combined Advocacy Group of Queensland (CAGQ) meetings
- Member of and participated in Queensland Independent Disability Advocacy Network (QIDAN) meetings
- Member of and participated in Disability Advocacy Network Australia (DANA) meetings
- Participated in Advocating for Advocacy meetings
- Participated in QCOSS meetings
- Participated in the Adult Safeguarding Roundtable with the Public Advocate
- Participated in Volunteering Queensland's Roundtable for People with Disability

Meeting with Department Representatives

- NDIS Quality and Safeguards Commission
- The Honourable Mr Craig Crawford MP – Meeting regarding systemic issues and advocacy funding
- Office of the Public Guardian
- NDIS Engagement Team

‘Thank you so much ... we see so many failures where people give up ... you guys are awesome.’

Management Committee and Staff 2021-2022 FY

Management Committee

There were six management committee members elected at the AGM in 2021 to oversee the work of SUFY for the financial year 2021/2022.

Chairperson	Hugh Rose-Miller
Vice Chairperson	Alison Maclean
Secretary	Tracey Lechowski
Treasurer	Michael Barwick
Committee	Willie Prince Krystel Malcolm

Staff

Manager

Kelly Beckitt (full-time)

Senior Individual Advocate

Neal Lakshman (full-time)

Individual Advocates

Kathy Kendell (part-time)
Natasha Whitaker (full-time)
Sally Pennell (full-time)
Helen Seiffert (part-time)
Deanne Gibbs (part-time)
Cezara Evans (part-time)
Amber Sellwood (part-time)

NDIS Appeals Advocates

Fiona Campbell (part-time)
Belinda Kochanowska (part-time)
Stephen Fay (part-time)
Aneita McGregor (part-time)
Nicholas Schoenmaker (part-time)

Disability Royal Commission Advocates

Nance Haxton (part-time)
Linda McKey (part-time)
Rikki Chaplin (full-time)
Kerryann Harman-Schufft (full-time)
Deanne Gibbs (part-time)
Christie Groves (part-time)

Administration and Intake Workers

Chelsea Henderling (full-time)
Amy Della-Torre (part-time)

Financial Administrator and Quality Assurance Officer

Lucia Forman (part-time)

Treasurer's Report

FINANCIAL YEAR 1ST JULY 2021 TO 30TH JUNE 2022

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 2021/2022 financial year show a small operating surplus which has been permitted by funding bodies to carry forward into 2022/2023.

SUFY's financial position continues to remain viable, and the organisation will be able to continue increased advocacy services in the time limited area of the Disability Royal Commission and the area of NDIS appeals as well as the continued core work in individual advocacy funded at both State and Federal levels.

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

I wish to again thank Kelly, Chelsea 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.

I recommend that the Audited Financial Statements for the year 1st July 2021 to 30th June 2022 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

Statement of Comprehensive Income	20
Statement of Financial Positions	21
Statement of Changes in Equity	22
Statement of Cash Flows	22
Notes to the Financial Statements	23
Statement by Members of Committee	26
Independent Audit Report	27

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 INCOME

FOR THE YEAR ENDED JUNE 2022

	2022 \$	2021 \$
INCOME		
ATO Cashflow boost	-	88,756.00
Donations	560.00	1,427.81
Grant - Commonwealth Department of Social Services	1,374,443.45	878,554.09
Grant - State Dept. of Communities, Disability Services & Seniors	329,096.28	122,845.25
Interest received	1,957.96	4,607.58
Sundry income	2,611.18	1,392.55
Surplus on disposal of asset	898.44	-
Total Income	1,709,567.31	1,097,583.28
EXPENDITURE		
Audit fees	1,250.00	1,250.00
Consultancy fees	70,069.36	53,158.22
Depreciation	8,897.16	17,088.75
Dues, fees and subscriptions	4,487.22	3,453.33
Employee entitlements	1,455,641.96	770,222.98
Individual advocacy	4,911.95	2,582.45
Occupancy costs	52,831.72	52,258.45
Office and administration	47,956.49	32,174.60
Seminars and conference	15,310.19	14,091.30
Sundry expenses	9,638.05	7,501.27
Telephone and internet	13,411.14	11,752.10
Travel expenses	42,545.80	19,925.79
Total Expenditure	1,726,951.04	985,459.24
Surplus / (Deficit) before in-come tax expense	(17,383.73)	112,124.04
Income tax expense	-	-
Surplus / (Deficit) after income tax expense for the year attributable to the members	(17,383.73)	112,124.04
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year attributable to the members	(17,383.73)	112,124.04

STATEMENT OF FINANCIAL POSITION

AS OF 30 JUNE 2022

	2022 \$	2021 \$
CURRENT ASSETS		
Cash on hand	200.00	200.00
Cash at bank	409,308.44	545,644.13
Cash on deposit	284,434.93	282,856.27
Other debtors	2,073.15	9,063.82
Total Current Assets	696,016.52	837,764.22
NON-CURRENT ASSETS		
Improvements at cost	16,694.18	16,694.18
Less accumulated depreciation	(8,229.04)	(6,559.62)
Plant and equipment at cost	51,157.14	54,238.79
Less accumulated depreciation	(45,267.45)	(42,019.79)
Total Non-Current Assets	14,354.83	22,353.56
TOTAL ASSETS	710,371.35	860,117.78
CURRENT LIABILITIES		
Trade creditors	57,180.93	52,322.72
Other creditors	99,514.37	157.40
Provision for employee entitlements	116,045.67	65,592.57
Unexpended grants	94,120.72	362,046.87
Total Current Liabilities	366,861.69	480,119.56
NON-CURRENT LIABILITIES		
Provision for employee entitlements	44,925.66	64,030.49
Total Non-Current Liabilities	44,925.66	64,030.49
TOTAL LIABILITIES	411,787.35	544,150.05
NET ASSETS	298,584.00	315,967.73
EQUITY		
Accumulated surplus	298,584.00	315,967.73
Total Equity	298,584.00	315,967.73

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2022

	Accumulated Surplus \$	TOTAL \$
Opening balance 1 July 2020	203,843.69	203,843.69
Current year Surplus	112,124.04	112,124.04
Closing Balance 30 June 2021	315,967.73	315,967.73
Opening balance 1 July 2021	315,967.73	315,967.73
Current year Surplus	(17,383.73)	(17,383.73)
Closing Balance 30 June 2022	298,584.00	298,584.00

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2022

	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,439,683.20	1,242,157.57
Payments to suppliers and employees	(1,576,398.19)	(1,010,833.85)
Interest received	1,957.96	4,607.58
Net Cash Provided by Operating Activities	(134,757.03)	235,931.30
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for purchase of assets	-	(10,981.38)
Net Cash Used in Investing Activities	-	(10,981.38)
CASH FLOWS FROM FINANCING ACTIVITIES		
Net Cash Used in Financing Activities	-	-
Net Increase in Cash Held	(134,757.03)	224,949.92
Cash at the beginning of the year	828,700.40	603,750.48
Cash at the end of the year	693,943.37	828,700.40

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 purpose 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 short-term, 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.

2022	2021
\$	\$

NOTE 3: CASH FLOW INFORMATION

a. Reconciliation of cash flows from surplus

Surplus/(deficit) attributable to members	(17,383.73)	112,124.04
Non-Cash flows in surplus		
Depreciation	8,897.16	17,088.75
Surplus on disposal of asset	(898.44)	-
Changes in assets and liabilities		
(Increase) / decrease in receivables	6,990.68	1,579.90
Increase / (decrease) in payables & grants	(163,710.97)	140,500.68
Increase / (decrease) in provisions	31,348.27	(35,362.07)
	(134,757.03)	235,931.30

b. Reconciliation of cash

Cash on hand	200.00	200.00
Cash at bank	409,308.44	545,644.13
Cash on deposit	284,434.93	282,856.27
Less bank overdraft	-	-
Total Cash	693,943.37	828,700.40

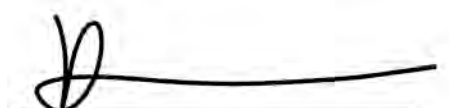
STATEMENT BY MEMBERS OF COMMITTEE FOR THE YEAR ENDED 30 JUNE 2022

Responsible Person 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 2022 and of its performance for the financial year ended on 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

Dated this 6 day of September 2022.

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 of **30 June 2022**, 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 Association's Constitution, including:

1. giving a fair view of the association's financial position as of **30 June 2022** and of its performance for the year ended on that date; and
2. complying with accounting policies to the extent described in Note 1, and the Associations Incorporation Act 1981.

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 is responsible for overseeing the Association's financial reporting process.

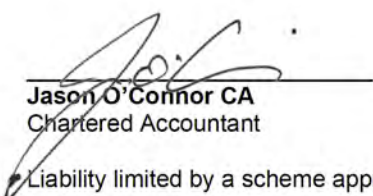
Auditor's Responsibilities for the Audit of the Financial Report

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 the applicable independence requirements of Australian professional ethical pronouncements.



Jason O'Connor CA
Chartered Accountant

• Liability limited by a scheme approved under Professional Standards Legislation

06/09/2022

Jason O'Connor B. Com CA

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WARNER QLD 4500

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SUFY

SPEAKING UP FOR YOU

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