

# Queenslanders with Disability Network

## Annual Report 2009 – 2010



**QUEENSLANDERS WITH  
DISABILITY NETWORK INC**

***NOTHING ABOUT US.....WITHOUT US***

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## Welcome

All QDN meetings are now commenced with the following welcome and acknowledgement of traditional owners/elders and acknowledgement is made of people with disability who cannot be present.

This recognises our cultural heritage and draws the meeting's attention to people with disability who are silenced and marginalised.

### **Welcome and Acknowledgement for Meetings held by or at Queenslanders with Disability Network Inc**

We acknowledge the traditional custodial elders and their descendants of the Jaggera tribe of the land on which we which we meet. The Jaggera people lived to south of the river, and the Turrabal people lived to the north of the river. We thank them for their custodianship of the land past and present and for the opportunity to meet in this place.

QDN also acknowledges people with disability who have come before us and died in institutional settings, as well as those who are still trapped in institutions or silenced by institutional practices. We take on the responsibilities of being clear about the rights of ALL people with disability and, where necessary, speak in an informed a considered manner, for those who cannot speak for themselves.

## Management Committee

President	Anthony Baguley
Vice President	Lisa Lehmann
Secretary	Nigel Webb
Treasurer	Josey McMahon
Committee member	John MacPherson
Committee member	Meriel Stanger
Committee member	Andrew Rogers
Committee member	Matt McCracken
Committee member	Willie Prince

## Staff

Manager	Fran Vicary
Network Facilitator	Saira Champion
Administration Officer	Julie Granger
Aboriginal and Torres Strait Islander Disability Network of Queensland Facilitator (July 2009 to January 2010)	Emma Galea
Aboriginal and Torres Strait Islander Disability Network of Queensland Facilitator (January 2010 to present)	Byron Albury
Cleaner	Des Prakash

### Consultants:

Gai Early  
Jan Dyke  
Elizabeth (Diz) Synnot  
Mary Kenny  
Jen Barrkman  
Ross Pacey

## Minutes of ANNUAL GENERAL MEETING - 2009

Held on: 7<sup>th</sup> November 2009

At: Merthyr Uniting Church, Community Centre, 52 Merthyr Road, New Farm

**1. Opening of Annual General Meeting and welcome by President.**

The President welcomed all present, and thanked them for attending.

**2. Welcome to Country – Willie Prince**

**3. Attendance and Apologies**

a. **Present:** As per Attendance List held on record.

b. **Apologies:** As per the List of Apologies held on record.

**4. Declaration of Quorum:** A quorum being present the President declared the Annual General Meeting open at 11:21am

**5. Declaration of Proxies:** 3 proxies received as per list held on record.

**6. Minutes of Previous Annual General Meeting**

Motion:

That the minutes from the last Annual General Meeting be accepted.

Proposed: Lisa Lehmann

Seconded: Willie Prince

**7. President's Report**

Anthony Baguley read his report

Motion:

That the President's report as tabled be accepted

Proposed: Anthony Baguley

Seconded: Matt McCracken

**8. Treasurer's Report**

Josey McMahon gave a summary of the report

Motion:

That the Treasurer's Report Be Accepted

Proposed: Josey McMahon

Seconded: Ricky Stoddart

**9. Staff Report**

Fran spoke to her report and highlighted some of the events in which QDN was involved with and conducted in the year.

**10. Election of Management Committee**

Anthony introduced Simon Burchill as the returning officer.

Anthony advised the meeting that there were six nominations for the five positions on the Management Committee as follows: -

- 1) Meriel Stanger  
Proposed by Anthony Baguley  
Seconded by Lisa Lehmann
- 2) Nigel Webb  
Proposed by Karin Swift  
Seconded by David Swift
- 3) Dominic Cullen  
Proposed by Anthony Baguley  
Seconded by Josey McMahon
- 4) Anthony Baguley  
Proposed by Josey McMahon  
Seconded by Lisa Lehmann
- 5) Matt McCracken  
Proposed by Lisa Lehmann  
Seconded by Anthony Baguley
- 6) Willie Prince  
Proposed by Josey Mc Mahon  
Seconded by John MacPherson

Each person who was nominated introduced themselves to the meeting and spoke about what he or she had to offer QDN as a Management Committee member.

The secret ballot was conducted and Simon Burchill declared that Meriel Stanger; Nigel Webb; Anthony Baguley; Matt McCracken and Willie Price were successful.

Simon Burchill, Returning Officer, handed the meeting back to Anthony Baguley.

Anthony thanked Dominic Cullen for his nomination and encouraged him to stay involved with QDN.

**11. Anthony thanked Simon Burchill for his role as returning officer**

**12. Appointment of Auditor**

Motion:

To appoint Malcolm V Leak and Company Accountants as auditors

Proposed: Josey McMahon

Seconded: Meriel Stanger

**13. Thanks to member for their support**

Anthony took the opportunity to thank people who had been involved with QDN over the past 12 months and presented them with a certificates. Thanked were:

- Alan Parsons for his support and commitment to QDN as a Management Committee member;
- Mary Kenny for her support of QDN and Hot Topics;
- Audrey MacPherson for her catering;
- Gail Harris for her work with the Cairns Local Area Network; and
- Anna Comuzzo and Gulay Isler for their work with the Gold Coast Local Area Network.

#### **14. General Business**

Lisa Lehmann told the meeting that QDN has a Facebook identity and asked people to join in.

Ricky Stoddart then told the meeting about his business which he started recently.

He then told the meeting about an incident involving a taxi driver who refused to pick him up because he didn't have a carer with him. Ricky made a complaint to the taxi company and the driver is not allowed to work for Ricky. Ricky wanted to make the meeting aware of what is going on in some communities.

Willie told the meeting that being a member of QDN had assisted him to gain knowledge and understanding of issues around people with disability in negotiating wheelchair accessibility and other issues.

Doug Thompson talked about the Blue Skies launch recently and thanked QDN for assisting him to attend.

#### **15. Close of Meeting**

The President closed the meeting and invited everyone to lunch. The meeting closed at 12:15pm.



Mary Kenny & Josey McMahon



Anna Comuzzo & Rachel Matthews



Robert Holden



QDN's Management Committee 2009-2010  
(left to right) Meriel Stranger, Josey McMahon, John MacPherson, Lisa Lehmann, Anthony Baguley, Matt McCracken, Willie Prince. Andrew Rogers (not in photo)

## President's Report

The past year has been productive and eventful for QDN. With all hands on deck, we have achieved some great results.

A sincere 'thank you' to Fran Vicary (Manager) for working so hard to ensure that members of QDN have been able to have an active voice in various forums throughout the year, and for doing an excellent job at managing an efficient and effective office.

I would like to acknowledge two particular QDN initiatives that have blossomed this year.

The Regional Facilitator Project, coordinated by QDN's Network Facilitator, Saira Champion, involved members from around Queensland at a grass roots level. QDN hosted a two day induction program for Regional Facilitators in May 2009. It is pleasing and inspiring to see so many people who share QDN's core values and beliefs, and who are willing to volunteer to be a QDN presence in the regional areas. Huge commendations to Saira and other staff for their efforts in relation to this successful project.

The Aboriginal and Torres Strait Islander Disability Network of Queensland (A&TSIDNQ) has gone ahead in leaps and bounds this year. Their first planning day showed great steps in the right direction. Byron Albury (A&TSIDNQ Network Facilitator) and Jen Barrkman have worked tirelessly to increase the group's membership and have achieved some great results for the group.

A huge thank you also to Julie Granger (QDN's Administration Officer) for her work (often behind the scenes) with QDN. Administrative staff play a pivotal role in any organisation, and their efforts certainly do not go unnoticed!

For the Management Committee – what a year it has been! Each and every member of the committee have given of their own time to work together, and grapple with some important and, sometimes, complex issues, particularly working creatively to maximise the limited resources available to QDN.

I would also like to thank the members of QDN for maximising opportunities to contribute to the goals and missions of QDN. Your input has helped to shape the direction of QDN and to identify key priorities for the year.

Other key projects and initiatives that QDN has been involved in are:

- National Disability Insurance Scheme;
- National Disability Strategy;
- Auspice of the Enablers Project;
- Shared Visions Regional Forums;
- Blue Skies Scenario;
- Labour Day March;
- Hot Topics groups (Brisbane and Gold Coast);
- Local Area Networks (Brisbane, Cairns and Gold Coast); and
- Women's Group.

I would like to acknowledge that our funding is provided by the Department of Communities (Disability and Community Care Services), QDN would not have been able to achieve our successes without this funding.

Thank you to staff, committee and members for your superb efforts this year, here's to an even more successful year in 2010-2011.

Anthony Baguley

President

Queenslanders with Disability Network Inc

## From the Management Committee Table

Well it's that time of year, where the weather starts to warm, the smell of barbeques are becoming more common, and the letter-box over flows with AGM invites and reminders.

Welcome to this, QDN's 8<sup>th</sup> Annual General Meeting. I won't bore you with rehashing everything that's already in the report, but rather just tell you the highlights from the committees' perspective.

Having finally realised an organisational goal of having Regional Facilitators across the state; the committee is very grateful to staff for all the work gone into seeing this come to fruition, and particularly Saira Champion for facilitating the induction and supporting the Regional Facilitators in their roles.

As I said, this has been an operational goal identified in priority planning for a number of years and we look forward to seeing these roles continue to grow and develop the networks further on a local level, and feeding into the state-wide systemic work of QDN.

2009 saw QDN participate to a high level in 'Blue Skies' conversations across the state and conduct a couple through, and with, our own members. This has contributed to QDN's recognition and we acknowledge everyone who contributed, particularly Fran Vicary, for her tireless efforts in this work and further development of the vision, which is now shaping the Queensland Government's 10 Year Plan for Disability and Community Care Services.

We have also seen outcomes with positive feedback from members on a number of QDN submissions to a number of inquiries and commissioned consultations; most notably the QDN response to the Productivity Commission Inquiry into a Disability Care and Support Scheme, which was given high praise from members and allies in the sector. QDN strongly supports the need for a National Disability Insurance Scheme.

The committee must also recognise the efforts and dedication of retiring committee members, particularly Josey McMahon who is retiring, and not re-nominating. Josey has been a dedicated and reliable member of the committee for 3 terms; serving in various executive positions over this period. Josey can't be here today, but we know her spirit is always with QDN in all that it does.

The Management Committee are now really looking forward to, and planning, the ten year anniversary of QDN as an incorporated body in 2012. To this end, we are looking at the original mission, values, and underpinning charter of QDN to move it forward and remain relevant for the future 10 years.

We look forward to, and encourage, your input into today's workshop and future work we hope to do on the reflection and development of QDN for our big (we hope...) ten year celebrations.

Lisa Lehmann

Vice-President

## Treasurer's Report

### End of Financial Year Report – July 1 2009 to 30 June 2010

The report below is a summary of income and expenditure for the 2009/2010 financial year. (Note that these figures do not include GST).

#### Income

QDN's total income for the 2009-2010 financial year was **\$283,484**

This consists of:

#### Disability Services Queensland

##### Recurrent Grants

Salaries	\$99,520
Operating	\$96,996

##### Non Recurrent Grants

Rental assistance	\$37,506
Block one off funding	\$24,560
Certification costs	\$1,127
A&TSIDNQ funding	\$9,795
Quality research project	\$990

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<b>Total Grants</b>	<b>\$270,494</b>
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##### Other Income

Memberships	\$955
Job access (workplace modifications)	\$7,439
Access Arts worker subsidy	\$1,383
Interest earned	\$552
Sundry income	\$2,661

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<b>Total Other Income</b>	<b>\$12,990</b>
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<b>Total Income</b>	<b>\$283,484</b>
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#### Expenditure

QDN's total expenditure for the 2009/2010 financial year was **\$311,095**

This consists of:

Amenities	\$799
Auditor fees	\$750
Auditor fees – ISO quality assurance	\$3,481
Bank charges	\$1,035
Bookkeeping	\$3,222
Cleaning for office	\$2,830
Depreciation	\$8,672
Electricity	\$3,124
Employee entitlements (wages, etc.)	\$125,291
IT expenses	\$18,804
Insurance	\$4,518

Job Access equipment (workplace mods)	\$7,293
Management Committee expenses	\$16,446
Member resourcing	\$20,399
Minor office equipment	\$2,442
Occupancy expenses	\$43,491
Postage	\$3,782
Printing and stationary	\$4,431
Regional Facilitator program	\$12,183
Repairs and maintenance	\$3,340
Staff seminars and meetings	\$4,483
Subscriptions and memberships	\$1,001
Sundry expenses	\$12,041
Telephone	\$7,065
WorkCover Queensland	\$172
<b>Total Expenses</b>	<b>\$311,095</b>
<b>Surplus / (Deficit)</b>	<b>(\$27,611)</b>

**Notes:**

**The Sundry Income includes:**

Sale of laptop computer	\$608
Return of unspent funds (1998)	\$1,251
Grant from Gold Coast City Council	\$909

Over the past year, QDN has continued to support the members by covering the cost of their attendance at meetings in Brisbane and throughout the State, disseminating information and providing assistance with travel, accommodation and support.

The Management Committee have continued to look at governance and quality assurance matters.

Regarding the deficit of \$27,661, the auditor, as part of the end of the financial year process, made adjustments to the income figures because unspent funds, associated with the A&TSIDNQ one-off funding are regarded as liabilities.

**Josey McMahon**

Treasurer

## Farewell from Josey McMahon

October 2010

Dear QDN Members,

### **Parting words as I step down as a Member of the Management Committee**

The following letter briefly outlines some parting words as I reflect on my time as a member of the QDN Management Committee since its Incorporation in 2002.

I have been involved with QDN from the early days prior to the organisation becoming incorporated, and was present at both the early gatherings – *Seeking a Voice* held in 2000 and *Voices in Action* held in 2002 at the Convention Centre. I appreciate the work of the early pioneers – the people with disability and their allies who spent time discussing and reflecting on what QDN should be about and what values should be at the heart of its being. The developing of the values was not undertaken in a half hearted way but with great deliberation to give meaning and voice to people with disability on the issues and things that matter to them most and relating to their lived experiences of living with disability.

As someone living with low vision, I appreciate the importance of the place that deeply considered values play in the life of QDN and I sincerely hope that QDN will not do any work that would ever contravene their values. It is easy to say that as an organisation we will not do that but the real challenge is to remain true to the values that lie at the heart when working in an environment when the bureaucracy of the day works from an economic rationalist framework. From both my lived experience of disability and working within the sector I have witnessed well meaning organisations, professionals and other individuals state wonderful values, beliefs, mission statements which have been written down on beautiful glossy paper (which is hard to read anyway) but carry out practice that is not only contrary to these values but that exposes people with disability to greater vulnerabilities where they are abused and exploited and in situations where the person has been placed at risk of death. *QDN must remain true to the values that lie at the heart of the organisation.*

QDN values not only the contribution that people with disability make with their different levels of involvement with QDN, but appreciates people with disability themselves and their fight for greater recognition to be able to live lives as contributing and participating citizens within their local communities. However, in saying this I do believe that QDN needs to find ways of engaging more with people with disability who are highly vulnerable to abuse, neglect and exploitation who have no voice of their own in conversations across Queensland. One might say that we can gather stories about their experiences through discussion with advocates (paid and unpaid) but there is nothing like meeting with the person themselves and witnessing from one's own eyes some of the demeaning ways that people with disability are forced to live. Is QDN really hearing the stories of those people with disability who have no voice and no one to speak on their behalf who are locked away in segregated, congregated and isolated settings – the prisons, institutions, group homes, hospital wards and hostels? How do QDN get to hear these untold stories for those groups of people too have a story to tell?

How do I raise such an issue when I am only too aware, as Treasurer, of the acute shortage of resources that QDN has to do its work? This, again, is another challenge! How does QDN decide what priorities it works on each year when there are so many competing demands? I caution QDN to always be very clear about the priorities it takes on and not just go with the whim of the day. We need to be clear about doing the work that is important to QDN as a whole and not be driven by government or other personal agendas. As well, I also want to caution QDN not to take on too much and spread itself thin – sometimes less is better so that more in depth work can be done so that people with disability can reap the rewards.

I have enjoyed my time as a member of the Management Committee and feel honoured to be part of such a great team and an organisation that is passionate about improving the lives of people with disability. It has not always been smooth sailing but it is at these times that we gathered the wisdom of others to assist in driving the ship forwards over the deep and harsh waves.

QDN has a group of strong committed principled individuals working hard at the helm – the staff and the members of the management committee and of course its members who make up QDN. I know how hard Fran has worked throughout her time at QDN. Thank you to all staff for the work that you do. I sincerely appreciate it. As well, I need to say many thanks to my other colleagues on the Management Committee. I have enjoyed working with you. Although I am stepping down from the Management Committee I am sure that I will still see many of you around as I do not intend to go too far and feel that I can contribute to QDN in other ways.

In closing I wish QDN – staff, Management Committee and its members all the best as it continues its important work

Yours sincerely

Josey McMahon

Treasurer



Julie Granger & Josey McMahon

## Manager's Report

It has been another busy year for QDN, but one that has led to many achievements for the organisation. This has meant quite a few changes and different ways of doing things which have been guided by the Management Committee and supported by the staff team.

There have also been some changes to the staff titles, with the Network Development Worker being changed to the Network Facilitator, the Administrator to Administration Officer, Network Coordinator to Manager, and the creation of a new title of Aboriginal & Torres Strait Islander Disability Network of Queensland (A&TSIDNQ) Network Facilitator. These changes have achieved closer alignment between the duties of the position and the title of the role.

Saira Champion has been the Network Facilitator for more than 12 months and has got to know many members through facilitating Network meetings, finding volunteer Regional Facilitators and organising their induction and continuing to bring member issues forward to influence position papers and QDN's input into the framing of public policy.

Julie Granger, QDN's Administration Officer, continues to be of valuable assistance to the office staff, Management Committee, members and the public in general.

Throughout the year, I have worked closely with Willie Prince, Convener of the A&TSIDNQ to gain funding for that Network and recruit the A&TSIDNQ Network Facilitator. At first, this position was generously funded by Access Arts Inc and Emma Galea worked to establish this role for the latter part of 2009. In 2010, Byron Albury started in the 1 day a week position and succeeded in gaining the 4 day a week position of A&TSIDNQ Network Facilitator when funding was secured.

Also working with the A&TSIDNQ has been Jen Barrkman, who has provided project support and guidance.

Much of my other work has involved building and maintaining QDN's profile with Government, the disability sector and the general public. In this work, I have been assisted and encouraged by the Management Committee and members of QDN. QDN is an organisation where members get involved and it has been great to connect with many of you this year.

It is a pleasure to work with the Management Committee and staff – Saira, Julie, and Byron – who believe that people with disability form part of every community. I look forward to continuing to work with the Management Committee, staff and members to progress the work of QDN.

Fran Vicary  
Manager  
Queenslanders with Disability Network Inc



Fran Vicary & Simon Burchill

## Network Facilitator's Report

It has been an eventful year for QDN in terms of network development. Membership continues to grow at a steady rate with the entire membership now just over 800 (including ordinary, associate and corporate members). This is very encouraging given QDN's only form of advertising is by word-of-mouth and by distributing membership information when the opportunity arises.

Representation of QDN's values and objectives continued through the existing Local Area Networks. This was bolstered by the introduction of the 'voluntary' Regional Facilitator role and the establishment of the Brisbane Local Area Network and Women's Group. The Gold Coast and Cairns Local Area Networks remain active, largely due to the constant efforts of a few individuals from each group. Within these, focus is given to increasing greater member participation in local network activities. For more information on QDN's Networks, see Goal 1 under QDN at Work.

A highlight for me, this year has been the establishment of the 'voluntary' Regional Facilitator roles in various parts of Queensland. Strategically, this is a progressive move for QDN as it provides a means to expand formal representation in a way that promotes logical, organic growth in areas where QDN is not ready to establish a Local Area Network.

I have also enjoyed supporting individual members and QDN's established groups in their activities. What continues to challenge me are the calls I take from individuals who are in extremely stressed states. While I endeavour to refer them to appropriate organisations, it brings home to me just how splintered and dysfunctional the system is, and the fact that it can't help those it is supposed to serve. Although working directly with people in crisis is not QDN's purpose, these calls remind me of the broad aims of QDN's work.

I have attended a number of disability sector forums including Lawful Decision Making, Health Consumer Queensland's forum on the Federal Government's health reforms, the three day *Living Real Lives* seminar, the Minister's round table discussion on intellectual disability and the court system, and others. These forums have greatly added to my knowledge of the sector in general and, importantly, I have been able to apply this information in my work.

Lastly, it has been great working with my colleagues Fran, Julie and Byron. We are a great team and there is never a dull moment.

Saira Champion

Network Facilitator



## Aboriginal and Torres Strait Islander Disability Network of Queensland – Network Facilitator’s Report

Although I have only been in my current position since June 2nd this year I am aware that the A&TSIDNQ have in the previous financial year received funding support from Access Arts Incorporated to allow a position to be created to assist A&TSIDNQ move forward and start to collect evidence to enable it to seek funding from the Queensland government.

With the agreement between Access Arts and QDN in place, a worker was appointed to the position and plans were made to move forward and attract new members. The person originally appointed to this position, Emma Galea, resigned in December 2009 and a search was undertaken, by the Manager of QDN and Convenor of the Network, Willie Prince. This team approached me to see if I would be interested in reconnecting with QDN and the Aboriginal and Torres Strait Islander Disability Network of Queensland.

This is how I agreed to fill the position until the end of May 2010.

In February 2010, the A&TSIDNQ, along with QDN were invited to attend a meeting with the Minister for Disability and Community Care Services and Multicultural Affairs and the Deputy Director-General of Disability and Community Care Services. At this meeting it was announced that A&TSIDNQ would be funded for the 2009-2010 and 2010-2011 financial years at the level of \$60,000 per year.

The major outcomes that the A&TSIDNQ, through QDN, were asked to achieve were that the Network increase its membership and look at ways of connecting with members across Queensland.

QDN took on the role of auspicing body and discussions were held around setting up a reference group to provide advice around cultural protocols.

When I was appointed A&TSIDNQ Network Facilitator, I started to work on increasing membership as there were only a small number of active members. These members were spread across Queensland, with one in Far North Queensland, one in Brisbane metro and one on the Sunshine Coast.

At the end of June 2010, the Network has a membership base of 26 ordinary members, 23 organisational/associate members, who receive and share information and 4 associate members who support individuals members.

Building membership and consolidating the Network is challenging at times but I enjoy bringing our mob together to discuss and progress their issues.

Byron Albury

A&TSIDNQ Network Facilitator

## QDN at Work

As a member-driven organisation, QDN's work is informed by members having input to social action, member meetings, policies, practices and legislation that impact on the lives of people with disability. QDN is funded by Disability and Community Care Services and acknowledges this funding as the means through which the Network facilitate member interactions.

In keeping with QDN's strategic plan, Network operations for the 2009-2010 year revolved around the following goals:

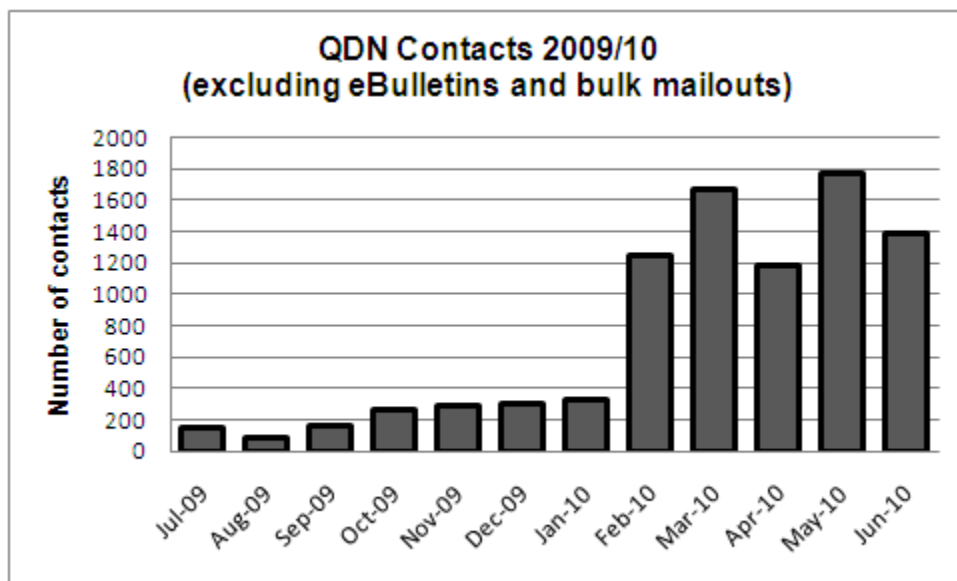
- Goal 1 Promote and maintain a strong, vibrant Network.
- Goal 2 Facilitate accessible information exchange.
- Goal 3 Influence governments and others to bring about full and equal participation.
- Goal 4 Be an effective, sustainable and accountable organisation that reflects our values .

Under each of these goals, QDN has achieved many positive outcomes that have raised the standing of the organisation and increased the input being given by members and staff.

### Goal 1 Promote and maintain a strong, vibrant Network

#### Growth and Participation of Members and Network

QDN has shown substantial growth in network and member participation. The Network activities are recorded using an spreadsheet which details all interactions. The following graph, illustrates QDN's growing interactivity and engagement with people throughout Queensland.



### **Cairns Local Area Network**

The Cairns Local Area Network enjoyed a good year and continues to establish its identity in the region. The Local Area Network meets bi-monthly. A strong, core group of members has emerged, giving the network a good foundation in which to build on in the coming years.

This year, the Local Area Network successfully lobbied for the upgrading of a major footpath so that it is now accessible. Local members also came out in force to participate as a group in a Blue Skies workshop. The Network has also commenced a stock-take of public buildings in Cairns to ascertain levels of accessibility. This project is still continuing. Information gathered by this project will eventually go on to the Cairns City Council's Access for All website.

Continual issues with the local taxi company lead to the Local Area Network inviting two representatives from Black and White Taxis to address members. Concerns over dangerous driving practices and lack of knowledge has led to increased training for local drivers, but this has failed to remedy the problem.

### **Gold Coast Local Area Network**

The Gold Coast Local Area Network has established a good reputation with the Gold Coast City Council, thanks to the respectful and approachable way in which the group has conducted communications. This has led to the Local Area Network being consulted by Council on emerging community needs in the northern areas of the Gold Coast and an invitation for QDN members to participate in training for the Access Appraisal Certificate – a number of QDN members attended. The group was approached by Council to undertake a local members' survey on the use of accessible, unisex toilets. The Council was very grateful for the feedback gained, as it provided valuable information to be used when upgrading and renovating public facilities.

The Gold Coast Local Area Network continues to campaign on various local issues. The group lobbied Council over locked accessible toilets. After major issues were raised about Gold Coast Taxis, the Network was successful in approaching the company with its concerns. Although the group was invited to assist with the disability component of driver training, this has not occurred, due to staff changes, and issues of concern remain. The Local Area Network is continuing with actions that will address the situation.

### **Brisbane Local Area Network**

Meetings with Brisbane Local Area Network members were held in November and February to gauge the general momentum amongst Brisbane members for a Local Area Network.

The first official meeting of the Network was held in March with further meetings held bimonthly. Two general meetings have now been held. A senior police officer from the Crime Prevention Unit, Brisbane Central District attended one of the meetings to provide information on personal safety and security issues.

It is early days for the Brisbane group and understandably enthusiasm is high. With strong guidance, particularly with regards to focusing on local issues, the group should develop into a strong Local Area Network.



The Brisbane Local Area Network

### **Women's Network**

The Women's Network is making a valuable contribution to the overall objectives of QDN. This Network gathers four times a year and this year members gathered to discuss a variety of themes. The Network joined with Women with Disability Australia (WWDA) to workshop a response to the review of the Women's National Health Policy. Women's Health Queensland Wide Inc. spoke on women's health issues. In December the Anti-Discrimination Commissioner joined us for a Christmas lunch and spoke on the topic *Women, Disability and Discrimination*.

In March, to celebrate International Women's Day, the Network took a slightly different approach. Themed *Who is looking after you? – My Body my Responsibility*, this event featured a presentation provided by the Queensland Cervical Screening Program followed by a very out-of-the-ordinary art workshop run by a facilitator from Access Arts.

## QDN's Women's Network and their Artworks



Ann Lowe (*and others*)



"Expressions of a woman"



A plant or a woman?

### **Aboriginal and Torres Strait Islander Disability Network of Queensland**

The Aboriginal and Torres Strait Islander Disability Network of Queensland (ATSIDNQ) has also had a busy year. Access Arts Inc has worked with the steering-committee of the Network for the last 5 years and this support is gratefully acknowledged.

In February 2009, the A&TSIDNQ achieved an important milestone and gained non-recurrent funding of \$120,000 over 2 years from the Department of Communities, Disability and Community Care Services. This funding will be acquitted in the 2009-2010 and 2010-2011 financial years.

With this initial funding, A&TSIDNQ has continued to be auspiced by QDN. the funding has been used to employ an A&TSIDNQ, Network Facilitator, Byron Albury. Jen Barrkman has also been employed, part-time, to offer Project Support.

A&TSIDNQ have increased membership, planned Yarning Circles across Queensland and established a regular Newsletter.

## **Regional Facilitators**

In October 2009, a formal submission outlining a proposal to increase QDN representation in Queensland, through the creation and support of volunteer representatives, was prepared by the Network Facilitator for the Management Committee. In essence, the role is to represent QDN on regional issues that fit within QDN's values and objectives.

Following approval, an application was made directly to the Minister for Disability Services and Multicultural Affairs, the Hon Anastacia Palaszczuk, to fund the recruitment and initial induction program for Regional Facilitators. Funding approval was granted in late 2009 and a formal one and a half days induction for seven Regional Facilitators and the existing convenor of the Cairns Local Area Network took place in May.

Regional Facilitators are in the following locations: Townsville, Mackay, Rockhampton, Gladstone, Roma, Sunshine Coast and Ipswich. A Toowoomba representative has since been sourced. It is hoped that a suitable person will volunteer to take on the role of Regional Facilitator in Mt Isa.

## **Hot Topics Action Groups**

Hot Topics Action Groups continue to run in Brisbane and Gold Coast. This group has been facilitated by Mary Kenny, who has worked with group members for many years. Hot Topics Action Groups continue to discuss issues that affect their lives and are often joined by an invited guest who is asked to join members for lunch and be part of the group.

QDN thanks Mary Kenny for volunteering her time to facilitate the Hot Topics groups and has been pleased to provide some financial assistance for catering and transport.

## **Labour Day**

QDN participated in the Labour Day March and there were less members than usual. This might be because QDN has not specifically focussed on work related issues this year.

Again, special thanks to Greg Wagner and all of the staff and people who helped with the organising, marching and catering.

In 2011, QDN will try to gain sponsorship from the Queensland Council of Unions so people with disability can have more of an impact in the Labour Day March and celebrations.

## Goal 2 Facilitate accessible information exchange

QDN has produced 10 *e-Bulletins* which have informed members of the work of QDN and the issues it has been addressing. The e-Bulletins also regularly invite members to provide contributions.

As part of its accessible information strategy, QDN also has a Facebook profile ([www.facebook.com/group.php?gid=156685574818](http://www.facebook.com/group.php?gid=156685574818)) and a blog ([www.qdn-news.blogspot.com](http://www.qdn-news.blogspot.com)) through which members can communicate with each other and share ideas.

QDN also provides information to members in audio and Braille formats. Members are also supported with interpreting services, on request. These measures assist QDN to provide accessible information to members.

## Goal 3 Influence governments and others to bring about full and equal participation

### Blue Skies

QDN's Manager, Fran Vicary, was invited to be part of the visioning team who met in June 2009 to discuss what it would take create an inclusion community for all Queenslanders. From these discussions, the Blue Skies Scenario – a Vision for an Inclusive Community was developed.

On Tuesday 22 September, the Minister for Disability Services Queensland and Multicultural Affairs, Anastacia Palaszczuk, and other politicians – State and Federal – attended and supported the launch of this Blue Skies Scenario.

Over 350 people attended the launch. This was quite amazing as no paper-based or launch specific invitations were sent. People learnt of the launch event through newsletter, websites and other forms of electronic media. The launch, and details of the proposed National Disability Insurance Scheme (NDIS), featured on ABC1's Stateline broadcast on Friday 25 September. It was also in the Courier Mail and QUT's online News.

QDN supported 20 people to attend the launch and there was a very positive feel and atmosphere surrounding the event.

In September, Fran Vicary travelled to Biloela to discuss Blue Skies and have conversations with locals in that region. This trip was funded by the Banana Shire Council and involved presentations to 4 different groups of people in the one day. As well as speaking about Blue Skies, Fran informed all groups about QDN and the aims of the Network.

In December, 1500 people from across Queensland participated in conversations to discuss what action they would take to progress this Blue Skies Vision. There has been much energy for and community engagement around the Blue Skies project and the work continues.



Willie Prince, Wendy Lovelace, Francis Murdoch & friend  
- Deep in Blue Skies conversation

### **Reference Groups**

QDN has contributed to the following Reference Groups to put the voice and opinions of people with disability of the public agenda:

- Developing the 10 Year Plan for Disability and Community Care Services;
- Shared Visions organising Reference Group;
- Health Consumers Queensland;
- The Younger People in Residential Aged Care Reference Group;
- Queensland Rail's Disability Discrimination Action; and
- Queensland Action for Universal Housing Design.

### **Responses to Inquiries, Conference Papers and other Awareness Raising**

QDN produced responses and presented papers to the following inquiries and conferences:

- Nationalisation of Disability Parking Schemes across Australia;
- "Social Inclusion is.../is not" – Australian Social Policy Conference, Sydney;
- Joint response with Women with Disability Australia to the National Women's Health Policy;
- Disability and Community Care Services call for comment on compliance with Restrictive Practices section of the *Disability Services Act 2006*; and
- Joint participation, with Playback Theatre, in Human Rights Day Celebrations on December 10.

### **Community Safeguards Coalition**

QDN has hosted meetings, and participated in, the Community Safeguards Coalition. This is a group of people with disability, advocates and interested people who meet to strategise around ways to stop forced co-tenancy: "the Queensland Government practice

of forcing people with disability to live with other people with disability in order to access housing and support”.

The Community Safeguards Coalition have been successful in getting 32 organisations and 156 individuals to become co-signatories to the CSC position paper: “My Life, My Home, My Solution”.

Although the CSC mostly meet at QDN, Carol Holt as chair-person does a fantastic job of maintaining energy and commitment to addressing this Human Rights issue that seriously impacts on many of the most vulnerable people with disability.

## **10 Year Plan and Shared Visions Regional Forums**

In 2009, Fran Vicary represented QDN on consultations contributing to the development of a 10 Year Plan for Disability and Community Care Services. These meetings were attended by Queensland Government representatives, Ministerial Advisors, advocacy groups and members of the Blue Skies group. There was also strong support and input from Minister for Disability Service and Multicultural Affairs, Annastacia Palaszczuk, and the Deputy-Director General of Disability and Community Care Services, Michael Hogan.

Input from these meetings laid the base for the 10 Year Plan for Disability and Community Care Services. QDN’s role has involved:

- Presenting the voice of people with disability;
- Ensuring genuine consultation takes place before the final 10 Year Plan is produced; and
- Encouraging QDN members to attend Regional Forums and give their input.

<b>Goal 4</b> <b>Be an effective, sustainable and accountable organisation that reflects our values</b>
---

## **Management Committee**

The QDN Management Committee meets to make decisions on strategic direction, governance, staffing and financial matters. In 2009-2010, there were:

- 7 Management Committee meetings in the QDN office plus the Annual General Meeting in November 2009;
- Executive Meetings were conducted via e-mail or telephone, where required;
- The Human Resource Management sub-committee has also met to discuss human resource matters and provide reports and recommendations to the Management Committee;
- QDN’s Management Committee had an induction following the 2009 Annual General Meeting; and
- Management Committee members participated in other network meetings.

The QDN Management Committee has worked with staff to increase QDN’s funding, by taking on strategic projects and making the most of opportunities that have been identified by the Manager, Fran Vicary.

## Facilitation and Training Days

The Management Committee, members and staff have participated in training and induction days, including:

- Management Committee Induction;
- Network Review – with Management Committee, staff and members;
- Annual Review and Operational Planning, and
- Regional Facilitator Induction.

QDN staff have attended events hosted by the Community Resource Unit, Queensland Advocacy Inc. and the Anti-Discrimination Commission of Queensland.

QDN has been fortunate to have Manager, Fran Vicary, take part in the Executive Challenge Academy. This is a monthly course offered to high level Government and non-Government organisation employees aimed at enhancing and developing strategic thinking on social policy and practice in Local, State and Federal Governments.

Fran's participation has been sponsored by the Disability Skilling Plan and the Disability Sector Training Fund.

## Quality Management System

QDN's Quality Management System has continued to evolve. In March 2010 the annual audit found 1 non-conformity and 2 corrective actions. Overall, the auditor determined that QDN is well governed and meets the relevant standards.

In 2011, QDN will go through a recertification audit. In preparation for this, all of the Quality Management System policy manuals and procedures will be reviewed.

## Staff Recruitment and Retention

If you have been involved with QDN for a few years, you might notice that some staff titles have changed. The Management Committee made the decision to change these to make it easier to identify the role of staff by looking at their role title.

The current staff team, with new role titles, are:

Manager	-	Fran Vicary
Network Facilitator	-	Saira Champion
Administration Officer	-	Julie Granger

Byron Albury joined QDN as the A&TSIDNQ Network Facilitator and Jen Barrkman provides project support to this Network.

Although QDN's staff team has remained consistent, and grown slightly in the past 12 months, QDN is constantly faced with the tension between the levels of remuneration specified in the Queensland Community Services and Crisis Assistance Award - State 2008, limited recurrent funding available to meet these, and the expectations and workloads associated with community sector work.

QDN renegotiates its service agreement in 2011 and will be raising these matters with Disability and Community Care Services as they impact upon the organisation's ability to attract and retain staff.

# **Audited Financial Statements for Queenslanders with Disability Network 2009 – 2010**

**ABN: 26 364 844 700**

**Malcolm V. Leeke & Co  
Chartered Accountant**



# FINANCIAL STATEMENTS 30 JUNE 2010

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**Our Mission:**  
**“People with disability connecting for collective and affirmative  
action”.**

**Our Motto:**  
**Nothing about us without us**

**Auditor:**  
Malcolm V Leeke & Co  
[www.leeke.com.au](http://www.leeke.com.au)

## INCOME STATEMENT FOR YEAR ENDED 30 JUNE 2010

	2010 \$	2009 \$
<b>INCOME</b>		
<b>Grants:</b>		
Disabilities Services Queensland: recurrent grant - salaries	99,520	97,631
Disabilities Services Queensland: recurrent grant - operating	96,996	92,702
Disabilities Services Queensland: rental assistance	37,506	36,325
Disabilities Services Queensland: certification costs	1,127	2,289
Disabilities Services Queensland: block one off funding	24,560	7,450
Disabilities Services Queensland: quality research project	990	-
ATSIDNQ Funding	9,795	-
Gaming Community Benefit Fund	-	8,415
<b>Total Grants</b>	<b>270,494</b>	<b>244,812</b>
<b>Other Income:</b>		
Memberships	955	1,177
Donations	-	105
Interest earned	552	-
Job access	7,439	-
Access arts worker subsidy	1,383	-
Sundry income	2,661	386
<b>Total Other Income</b>	<b>12,990</b>	<b>1,668</b>
<b>Total Income</b>	<b>283,484</b>	<b>246,480</b>

## INCOME STATEMENT FOR YEAR ENDED 30 JUNE 2010

	2010 \$	2009 \$
<b>EXPENSES</b>		
Amenities	799	427
Auditor fees	750	500
Auditor fees - ISO quality assurance	3,481	4,927
Bank charges	1,035	597
Bookkeeping	3,222	6,130
Cleaning for office	2,830	2,368
Depreciation	8,672	14,715
Electricity	3,124	2,680
Employee entitlements	125,291	94,127
Information and technology	18,804	17,208
Insurance	4,518	4,802
Job access equipment	7,293	-
Management committee expenses	16,446	20,727
Member resourcing	20,399	16,783
Minor office equipment	2,442	169
Regional Facilitator Program	12,183	-
Occupancy expenses	43,491	40,886
Postage	3,782	3,870
Printing and stationery	4,431	4,596
Repairs and maintenance	3,340	2,612
Recruitment - Staff	-	5,480
Staff seminars and meetings	4,483	7,875
Subscriptions and memberships	1,001	1,095
Sundry expenses	12,041	8,491
Telephone	7,065	11,168
Work cover	172	567
<b>Total Expenses</b>	<b>311,095</b>	<b>272,800</b>
<b>Surplus / (Deficit)</b>	<b>(27,611)</b>	<b>(26,320)</b>
Income tax expense	-	
<b>Surplus / (Deficit) attributable to members</b>	<b>(27,611)</b>	<b>(26,320)</b>

The accompanying notes form part of these financial statements.

## BALANCE SHEET AS AT 30 JUNE 2010

	2010 \$	2009 \$
<b>CURRENT ASSETS</b>		
Cash on hand	179	230
Cash at bank - operations	130,414	98,354
Cash at bank - donations	1,886	1,886
Cash on deposit	53,903	13,351
Deposits held for lease	14,682	14,682
<b>Total Current Assets</b>	<b>201,064</b>	<b>128,503</b>
<b>NON CURRENT ASSETS</b>		
Furniture and fittings at cost	46,151	46,151
Less accumulated depreciation	(46,151)	(42,353)
	-	3,798
Plant and equipment	26,795	26,795
Less accumulated depreciation	(12,294)	(8,275)
	14,501	18,520
Software at cost	4,275	4,275
Less accumulated depreciation	(2,671)	(1,816)
	1,604	2,459
<b>Total Non Current Assets</b>	<b>16,105</b>	<b>24,777</b>
<b>TOTAL ASSETS</b>	<b>217,169</b>	<b>153,280</b>
<b>CURRENT LIABILITIES</b>		
Unexpended grant - DSQ certification	7,754	8,881
Unexpended grant - DSQ quality research	1,663	2,653
Unexpended grant - ATSIDNQ	53,887	-
Unexpended grant - SNGO RF program	8,228	-
Unexpended grant - Hot Topics	349	-
Provision for employee entitlements	21,378	6,630
Trade creditors	7,071	4,609
PAYG payable	3,168	-
Superannuation payable	1,382	-
GST payable	6,605	-
Sundry creditors	2,788	-
<b>Total Current Liabilities</b>	<b>114,273</b>	<b>22,773</b>
<b>NET ASSETS</b>	<b>102,896</b>	<b>130,507</b>
<b>EQUITY</b>		
Accumulated surplus	130,507	156,827
Current year surplus / (deficit)	(27,611)	(26,320)
<b>TOTAL EQUITY</b>	<b>102,896</b>	<b>130,507</b>

The accompanying notes form part of these financial statements.

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Association's Constitution. The committee has determined that the association is not a reporting entity. The financial report has been prepared in accordance with the requirements of the following Australian Accounting Standards:

AASB 1031:           Materiality

No other Australian Accounting Standards or other authoritative pronouncements of the Australian Accounting Standards Board have been applied. The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values, or except where specifically stated, current valuations of non-current assets. The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report:

#### a) Income tax

The association is exempt from payment of income tax in accordance with the provisions of Sections 50 of the Income Tax Assessment Act 1977, and holds endorsement as an Income Tax Charitable Entity under Section 40-B of the Act.

#### b) Property

Values of property as recorded in the Balance Sheet are based on original cost or the committee's valuation. Where improvements or alterations have been made to a property subsequent to purchase the values shown may not have been amended for such improvements.

#### d) Revenue

Revenue from recurrent grants is recognised upon receipt and non recurrent grants are recognised upon meeting the expenditure requirements specified in the agreements.

Membership revenue is recognised on a cash basis and is only recognised when a member accepts the invitation to become a member by paying their annual fees.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

All revenue is stated net of the amount of goods and services tax (GST).

#### e) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables in the balance Sheet are shown inclusive of GST.



QUEENSLANDERS WITH  
DISABILITY NETWORK INC



nothing  
about us  
WITHOUT US

An Incorporated Association

ABN 26 364 844 700

## STATEMENT BY MEMBERS OF COMMITTEE FOR THE YEAR ENDED 30 JUNE 2010

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

In the opinion of the Committee the income statement, balance sheet and notes to the financial statements:

1. Presents fairly the financial position of Queenslanders with Disability Network Inc as at 30 June 2010 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

  
Chairperson ANTHONY BAGULEY

  
Treasurer JOSEY M. MAHON

Dated this 11<sup>th</sup> day of Oct 2010.

## INDEPENDENT AUDIT REPORT

### *To the members of Queenslanders with Disability Network Incorporated*

#### Scope

The financial report and members of committee responsibility

The financial report comprises the income statement, balance sheet, notes to the financial statements, and the members of committee declaration for the **Queenslanders with Disability Network Incorporated** (the Association) for the year ended 30 June 2010.

#### Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are consistent with the financial reporting requirements of the Associations Incorporation Act Queensland 1981 and are appropriate to meet the needs of the members.

The committee's responsibilities also include establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

#### Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Association's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting under the Associations Incorporation Act Queensland 1981.

We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



An Incorporated Association

ABN 26 364 844 700

## INDEPENDENT AUDIT REPORT

*To the members of Queenslanders with Disability Network Incorporated*

### Independence

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

### Audit Opinion

In our opinion, the financial report of **Queenslanders with Disability Network Incorporated** presents fairly, in all material respects the financial position of the Association as of 30 June 2010 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

**Malcolm V. Leeke & Co**  
Chartered Accountants

A handwritten signature in black ink, appearing to read 'Kirby J Leeke', is written over a light blue horizontal line.

**Kirby J Leeke**  
Registered Company Auditor

Liability limited by a scheme approved under Professional Standards Legislation

Dated this *13<sup>th</sup>* day of *OCTOBER* 2010.

**Malcolm V Leeke & Co**  
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