

2021 – 2022

# Annual Report



side by side advocacy

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# About us

## Who we are

Side By Side Advocacy is an independent, community-based advocacy organisation that promotes and upholds the rights, needs and interests of people with intellectual disability to enable full and meaningful participation in the community.

## Our Vision

We envisage a world where people with disability are equal and valued; where diversity is celebrated, needs are fulfilled and opportunities realised.

## Advocacy is

Speaking, acting and or writing with a minimum conflict of interest on behalf of the sincerely perceived interest of a person with disability in order to promote, protect and defend their interests, rights and needs. Advocacy strives to be independent, empathic and vigorous and can be costly to advocates.

At Side By Side Advocacy, advocates are side by side with someone when they are facing challenging situations, navigating complex systems, dealing with uncertainty, or being treated unfairly.

The definition of advocacy has been adapted from the original definition of Wolf Wolfensberger (1992), Social Advocacies on behalf of devalued and disadvantaged people, Adelaide presentation.

## Overview

Side By Side Advocacy started with a Citizen Advocacy Program and in 2022 we are celebrating 30+ years of Citizen Advocacy. The Citizen Advocacy Program began because of a recognition of the unmet needs of people with intellectual disability living in the Ryde and Hunter's Hill local government areas.

In 1989 a steering committee was established to investigate the feasibility of setting up a Citizen Advocacy Program to address that unmet need. One of the driving forces of the steering was John Roarty, a resident of Weemala in Ryde. He wrote forcefully about his experience of being institutionalised in his book *Captives of Care*. The steering committee was successful and the association, known as Citizen Advocacy Ryde Hunter's Hill was incorporated in 1991.

In 2006 the constitution of Citizen Advocacy Ryde Hunter's Hill was changed to enable the organisation to add a second model of advocacy. This form of advocacy is called Individual Advocacy and is delivered by members of staff, whom we call advocates. In 2006 we also changed our name to Side By Side Advocacy. The organisation later added additional projects.

## Our Way of Working

We are committed to providing high quality advocacy for people with disability. Our advocacy puts people with disability first and is not motivated by other interests. We strive to minimise conflicts of interests and our processes are fair and transparent. Our way of working affirms the dignity, independence, and autonomy of people with disability. We seek to maximise opportunities for people with disability to take control of their lives and live a good life as contributing members of their community. Our advocacy is tailored to suit the unique needs of each person seeking assistance. We work respectfully and sensitively with diverse cultural groups and with First Nations People and members of the LGBTQIA+ communities.

## Our 5 Primary Focus Areas

- Citizen Advocacy
- Individual Advocacy
- National Disability Insurance Scheme Appeal Support
- Disability Royal Commission Advocacy
- Inclusive Governance Research

## Our Purpose

Side By Side Advocacy promotes and upholds the rights, needs and interests of people with intellectual disability to enable full and meaningful participation in the community.



## Our values

Each person's life is of equal and inherent value and worth

People with disability have the right to advocacy and to protection from devaluation, neglect, abuse and the denial of human rights

People with disability have the right to be treated as individuals, and not in terms of their disability

All people are entitled to comprehensive and appropriate support to ensure full inclusion into the community

All people have the right to make decisions about their own lives

All people should be treated with dignity and respect

All people have the right to be safe, valued and accepted

All people have the potential to grow and develop and should be provided with opportunities

All people have the same human and legal rights regardless of age, race, disability, religious belief, sex, sexuality and gender identity

People with disability are to be treated in accordance to the UN Convention on the Rights of Persons with Disabilities

## Chairperson's Report

As is my usual practice, I prepared for the writing of this report by reviewing the minutes of the year of 2021-22. While I cannot say that the minutes of our meetings made exciting reading, there was a rhythm and predictability about them that was strangely reassuring. As I progressed further through the year's business, I found my mind being bombarded with proverbial sayings that seemed to resonate and encapsulate the year that has passed.

**If a job's worth doing it is worth doing well.** The business of governance is not always exciting. While it can be predicable and repetitive it is essential to ensuring the effective short and long term viability of the organisation. I commend with pride the dedication, skill and diligence of my fellow Board members. They tackled the ordinary with enthusiasm and rose to the occasion with fortitude when we had issues to manage that were serious and potentially consequential.

We had some turnover in the Board membership in the past year. Two previous Board members did not renominate for the current term, and our Treasurer Michael Slinn retired in March, as he had previously foreshadowed.

**When one door closes another one opens.** We were very fortunate recruit two new members to the Board who filled casual vacancies. Belinda Henry joined us in February and Toni Ng in March. We **didn't let the grass grow under our feet** - Toni became Treasurer, and Belinda the Public Officer.

There were many challenges to be overcome and managed because of the continuing Covid-19 Pandemic. The financial year started with Sydney under work from home orders, and conditions and challenges evolved with the ebb and flow of the pandemic and the associated changes to health orders. **You can run but you can't hide.** In spite of the roll out of vaccinations and the sound policies we had place to keep the staff as safe as possible, members of staff contracted Covid-19 and this effected the way that we went about delivering advocacy and our capacity to do so. Throughout the year, the welfare of the staff has been a major consideration.



## Chairperson's Report

As lockdowns continued, our concern about the welfare of people with disability was heightened. We know that abuse, neglect and discrimination can be an everyday occurrence in the lives of our clients and program participants – and our fear was that the lockdown provided the opportunity for these things to occur **behind closed doors**.

**When the going gets tough the tough get going.** Our staff, so enthusiastically and ably lead by Kim Roots, have done an outstanding job in their various roles promoting and protecting the rights, needs and interests of people with disability.



Coralie Jensen, Chair of Side By Side Advocacy Board

While the challenges of Covid necessitated a constant sequence of reactive strategies to manage and survive the imminent threats, we did not forget **the big picture**. Our involvement in the Disability Royal Commission, research in the Inclusive Governance Project, input to peak advocacy bodies and networking within the sector were some of the ways that Side By Side Advocacy demonstrated it was actively promoting inclusive practise as we envision a world where all people are equal and values, where diversity is celebrated, needs are fulfilled and opportunities realised.

We are also looking to the future. We are continuing to build our profile in the community and our membership base and would be strengthened by larger premises, and additional sources of funding. **There are no problems only opportunities...**We have plenty of opportunities to explore.

## Chairperson's Report

During the last year we developed a new strategic plan and are well into the revision of our constitution. We have proactively kept abreast of technological developments and risks to the organisation. **Failing to prepare is preparing to fail** - and we have no intention of doing that! We are an organisation that knows what it is doing, why we are doing it and where we are going.

While the last year has been one of challenges it has also been one of growth and consolidation. The Board and the Staff of Side By Side have a genuine respect for each other, and a clear understanding of our roles and responsibilities. Governance and operations are clearly defined and harmoniously attuned as we work inclusively, accountably and tenaciously toward a common goal.

Coralie Jensen

Chair of Board



# Executive Officer's Report

2021 – 2022 has been a challenging but productive period at Side By Side Advocacy.

Time and again, advocacy has meant the difference between irreversible, life diminishing change for a person with disability and a life enhancing outcome.

## Key achievements

- Side By Side Advocacy's specialist skills in supporting people with intellectual disability and high support needs is becoming more well known. This has resulted in increased referrals from disability services for people with disability who would struggle to access advocacy from less specialised organisations.
- Side By Side Advocacy's specialist reputation has resulted in out of area referrals. Side By Side Advocacy sought permission from the Department of Social Services (the Funder) to provide advocacy so that advocacy needs could be appropriately met.
- Side By Side Advocacy's Disability Royal Commission team has undertaken outreach and in-reach into closed and semi closed settings like Australian Disability Enterprises. This has resulted in advocacy requests from a more diverse audience.



As an advocacy organisation that specialises in supporting people with intellectual disability, it is evident how critical independent advocacy remains

## Executive Officer's Report

- In circumstances where many advocacy organisations had closed their books, Side By Side Advocacy provided advocacy support for people to self-advocate where they were unable to access advocacy elsewhere or were on waiting lists. This advocacy was delivered in ways that suited the individual – both face to face and remote.
- Side By Side Advocacy advocates have made use of their sector knowledge and connections to support people with disability to advance previously intractable advocacy issues.
- Side By Side Advocacy has updated brochures and forms to increase accessibility.
- Events were hosted that raised awareness about Side By Side Advocacy and issues impacting on people with disability – such as an education session for Korean speakers and a range of planning and rights related workshops.
- Extensive networking efforts have been embraced including becoming a member of City of Ryde Disability Inclusion Plan Working Group and Inclusion and Access Committee, assisting with preparation of Citizen Advocacy national conference, participating in a CEO network and engagement with relevant interagency groups.
- Side By Side Advocacy has contributed to numerous consultations to strengthen the sector and advance issues impacting on people with disability.
- The organisation continues to enhance governance mechanisms. In particular, we are immensely proud of the organisation's Inclusive Governance Project. The Project is funded via an Information, Linkages and Capacity Building grant and is taking place in conjunction with Southern Cross University. The Project is researching ways that people with intellectual disability can be more meaningfully included in organisational decision making including on management committees and boards.



## Executive Officer's Report



### Key challenges

- One of Side By Side Advocacy's successes – increased awareness of specialist skills and demand for those skills - also presents challenges when occurring at the same time as some of the sector wide demand challenges noted below.
- There have been insufficient advocates across the state to meet the needs of people with disability seeking advocacy. This has resulted in great anxiety for people seeking advocacy and challenges for advocates who are committed to providing high quality advocacy for all that need it. Side By Side Advocacy has undertaken a triaging process to enable the prioritisation of advocacy matters. A wait list has been established. The level of demand has been so high as to mean that even people with serious issues must wait for advocacy. Although, a range of measures are taken to minimise the impact of delay, it remains a challenging circumstance for all concerned.

## Executive Officer's Report

- Advocates were frequently under pressure to support decisions that were not in the best interests of a person with disability due to systems pressures – such as the desire of a group home to move people for the convenience of the service. Tenacious, well informed advocacy was needed to ensure that the rights and interests of the most vulnerable were not overlooked or ignored.
- Many people accessing advocacy from Side By Side Advocacy lack the skills and/or equipment to communicate via technological means such as Zoom. Where someone communicates informally, communicating remotely can present significant barriers to communication. Advocates have worked to ensure that advocacy takes place in the most effective way.
- Covid-19 continued to impact Side By Side Advocacy's ability to provide advocacy support face to face and in some contexts such as aged care and group homes. Advocates continue to adapt their approach to advocacy. This was particularly challenging when building rapport in the early stages of advocacy and when communicating with people in closed settings with limited formal communication.
- Many people seeking advocacy presented with multiple, complex, interrelated matters. Frequently, the initial issue reported was not the major or most pressing issue. It required a sophisticated advocate asking questions and creating a space for a full picture to emerge. This skilled, specialist advocacy is particularly important when decisions about prioritisation are being made.

Many people who were referred for specialist advocacy were at extreme risk of irreversible decisions and/or harm. Some were at risk of inappropriate medical treatment. Some were on the cusp of being exited from the NDIS

# Executive Officer's Report

## Organisational change

There have also been significant programmatic changes in the period.

Side By Side Advocacy is now funded to undertake systemic advocacy via National Disability Advocacy Program and Administrative Appeals Tribunal Support.

Side By Side Advocacy also achieved increased geographical reach for the National Disability Advocacy Program. The greatest changes are the addition of Parramatta and more coherent coverage of the North Shore and Hills areas. The additional population of people with intellectual disability in Sydney – Parramatta – SA4 alone is 15 216.

## Looking ahead

Some exciting opportunities are on the horizon. Side By Side Advocacy has some projects nearing completion. That includes a new, accessible website, a Facebook page and some educational video materials. These will be launched in the coming months.

Side By Side Advocacy will also be promoting the findings of the Inclusive Governance Project and taking on a more significant sector role.

Whatever the challenges, the team at Side By Side Advocacy has systems and processes so that we are best placed to meet them.

Kim Roots  
Executive Officer

## Citizen Advocacy

Citizen Advocacy promotes and protects the rights, needs and interests of people with intellectual disability by connecting them in one-to-one, freely given relationships with local citizens.

In 2022 we are celebrating 30+ years of Citizen Advocacy at Side By Side Advocacy.

### What does a citizen advocate do?

A citizen advocate is an unpaid person who commits to a long-term connection with a person with intellectual disability who has unmet needs and is at risk of social exclusion. Some of these connections may last for life. What the citizen advocate does will vary depending on the needs of the person they are matched with.

It is common for the role of the citizen advocate to evolve over time as they develop a deeper understanding of the life experiences, needs and interests of the person with disability they are matched with.

Understanding the needs of their match to feel and stay connected is at the heart of Citizen Advocacy relationships.

Citizen advocates focus on these needs and the sometimes failings of systems responses to meet these needs. Citizen advocates, in their unpaid role continue to promote and advocate for a good life for people with a disability.



Deb Maio, Citizen Advocacy  
Co-ordinator



# Citizen Advocacy

## Key highlights

- A citizen advocate supporting her match with compassion and understanding to face the changes brought on by cognitive decline including the loss of long-term employment. The citizen advocate negotiated with services to ensure her match continued to have an active life post-employment.
- A citizen advocate who advocated with day programs to improve the range of activities offered to a person with disability and with an Occupational Therapist and suppliers to improve the functionality of his wheelchair to meet his needs.
- A citizen advocate who contacted the local MP to accelerate the availability of Covid-19 vaccine for her match and the people with disability he lives with, resulting in a much expedited roll out.
- A citizen advocate whose advocacy led to a policy change in the local hospital when she questioned protocol after her match was put at serious safety risk due to previous refusal to allow an accompanying person during Covid.
- Citizen advocate who supported her match after an assault and linked him to a mentor program to support with positive role modelling.
- A number of citizen advocates worked tirelessly to provide evidence of the needs of their match to ensure appropriate levels of NDIS funding.

As is the nature of the lives of vulnerable people, these advocacy actions may be ongoing and require tenacity and repeated interventions on the part of the citizen advocates.

This advocacy took place in the context of continuing Covid-19 challenges. A number of people with disability in the Citizen Advocacy Program tested positive for Covid-19 in this period and most experienced at least some time with their accommodation in lockdown. This situation caused stress and anxiety through which citizen advocates provided additional support.

## Citizen Advocacy

The Citizen Advocacy Co-ordinator's main role remains to assist citizen advocates in developing and working towards achieving their vision for a good life for the person with disability they are matched with.

The Co-ordinator works to sustain the strength of these freely given relationships through sharing information, listening to concerns, discussing possible actions and providing opportunities for training if appropriate.

Another key role for the Citizen Advocacy Co-ordinator is identifying people with disability with unmet needs and recruiting them and a citizen advocacy match to the Program. Two new citizen advocates were recruited, resulting in two matches in the period. Citizen Advocacy is a long term commitment and is not the "first Tuesday of the month" commitment some volunteers are looking for. The time spent with potential citizen advocates is an opportunity to promote Citizen Advocacy even if a match does not result.

The Citizen Advocacy Handbook and brochure used in the promotion of Citizen Advocacy were also substantially updated and rewritten during 2021/2022.



Citizen Advocacy match – Kate and Lisa

# Individual Advocacy

Individual Advocacy is one-on-one assistance for a person with disability to help solve problems and explore possibilities.

An Individual Advocate can help a person with disability take action if something is unfair or someone is being treated badly and would like to change this.

Individual Advocacy can also support positive life changes.

## What can Individual Advocacy help with?

Advocates can help with all kinds of issues and problems. For example

- with housing and tenancy issues
- with education and work opportunities
- getting necessary medical care
- accessing the NDIS, NDIS Plans and Plan Reviews

And many other things.

The ongoing impact of Covid-19 impacted on advocacy assistance sought in 2021 – 2022.

Many face to face day programs and other social interactions ceased. This had a particularly negative impact for people with disability who lacked access to, or capacity to use, electronic methods of communication. Consequently, many people with disability experienced increased loneliness, social isolation and neglect.

Side By Side advocacy attempted to address this experience by linking people with available disability supports and by continuing to provide advocacy in a way that suited the person with disability.

# Individual Advocacy

Recurring advocacy requests this last year have related to

- Housing issues which included advocating for people with disability to have appropriate, safe accommodation and to have essential repairs and property modifications
- Lengthy delays in the NDIA finalising decisions relating to applications including Change of Circumstance and Review of a Reviewable Decision
- High turnover of support workers and support co-ordinators that led to gaps in support for people with disability making it difficult to have their daily needs met
- Poor service provider performance necessitating complaints
- Delays in the Quality and Safeguards Commission finalising complaints
- People with disability wanting to pursue interests
- Plan Reviews and advocating for appropriate support to Local Area Coordinators and NDIS Planners
- People with disability wanting to access savings via the Public Trustee
- Guardianship and Financial Management queries.



Preeti Thadani, Senior Individual Advocate



Tina Huang, Individual Advocate



## Individual Advocacy

Numerous people with disability experienced challenges accessing the support they need via the NDIS. Reduced funding, a lack of consultation, errors and delays all resulted in callers seeking advocacy expressing extreme anxiety. The limited availability of advocacy only heightened their distress. By the time Side By Side Advocacy received an advocacy request, some callers had already contacted numerous advocacy organisations without receiving the support they need.

The Individual Advocacy team has also engaged with community groups to raise awareness of the life experience of people with disability and the role of advocacy.



# National Disability Insurance Scheme Appeals Support

The National Disability Insurance Scheme (NDIS) provides funding for eligible people with disability so they can access support. The National Disability Insurance Agency (NDIA) runs the NDIS.

If a person with disability is unhappy with a decision that was made by the NDIA, they can ask for the decision to be changed at an internal review.

If they are still unhappy with the decision, they can ask for a further review by people who do not work for the NDIA. This is what we call a NDIS Appeal. The appeal will take place at the Administrative Appeals Tribunal (AAT).

## How Side By Side Advocacy helps with appeals

Side By Side Advocacy advocates can

- explain the appeal process
- help prepare documents for the appeal
- support people with disability to self-advocate
- help people with disability to apply for legal services
- go to conferences and hearings to help explain the case.

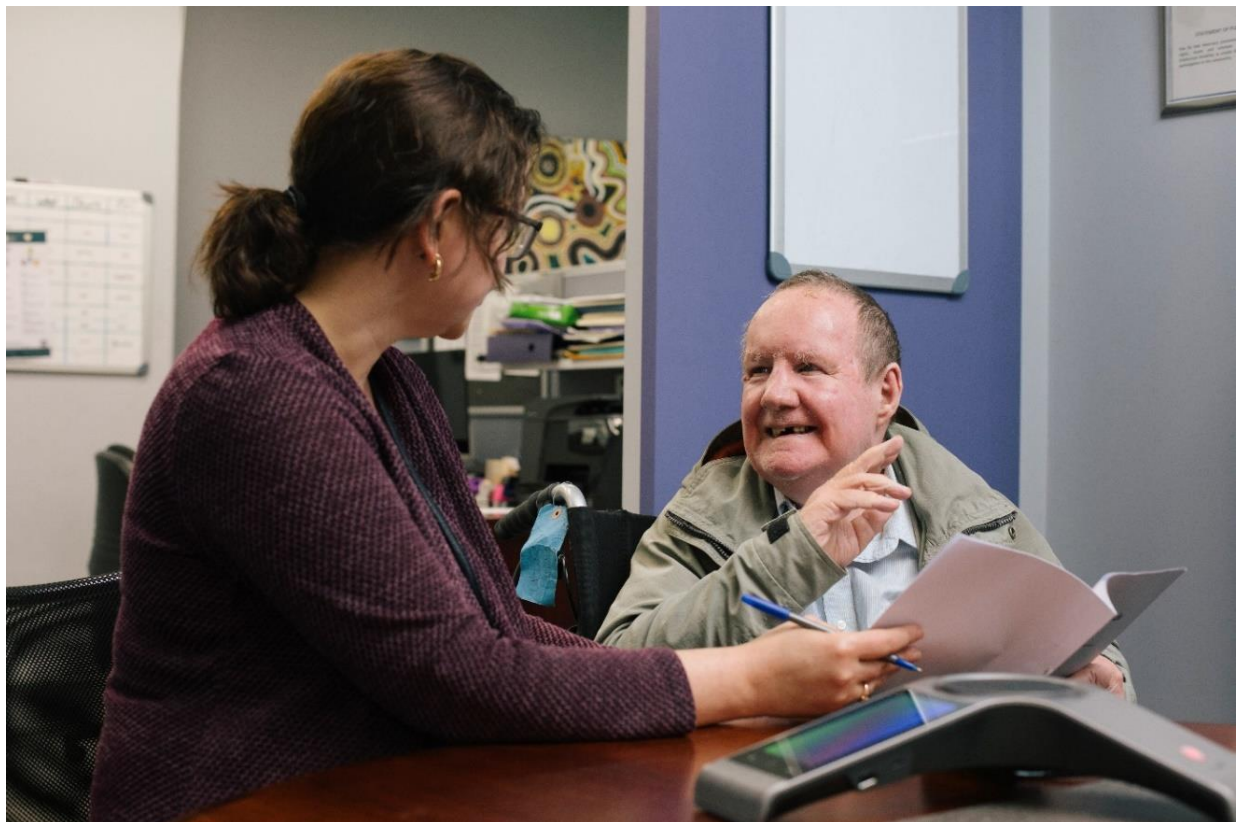
There remains extremely high demand for NDIS Appeals Support. At the time of writing, all advocacy services which provide NDIS Appeals support across the state, are still at capacity and are not taking on new clients. The wait-time for one-off advice sessions at Legal Aid and the Administrative Appeals Tribunal (AAT) also remains long.

One-off advice sessions continue to be a highly successful strategy in meeting advocacy need in the community and supporting individuals to self-advocate at the tribunal in lieu of on-going advocacy support.

## Appeals Support

The AAT team has received excellent feedback with people reporting that the session has empowered them to engage in tribunal processes and procedures, to negotiate with agency representation, to prepare documents for appeal, and to apply for legal services.

Several people provided the feedback that without the advice session, they would have made serious mistakes during hearings such as missed time-limits or failed to comply with directions.



# Disability Royal Commission Advocacy

A Royal Commission investigates problems that are important to the community.

There is a Royal Commission for people with disability called the Disability Royal Commission. The Disability Royal Commission started because some people with disability said bad things had been done to them.

The Disability Royal Commission is looking into how to

- protect people with disability from violence, abuse, neglect and exploitation
- be better at reporting, investigating and responding when people with disability experience violence, abuse, neglect and exploitation
- work towards a more inclusive society that supports people with disability to be independent and live free from violence, abuse, neglect and exploitation.

Advocates have made considerable efforts to ensure that a wide range of people affected by the Royal Commission receive the information they need to make an informed decision about making a submission and have their advocacy needs met. This includes underserved culturally and linguistically diverse communities (CALD).

With the easing of Covid - 19 restrictions, Side By Side Advocacy was able to resume engagement with people with disability in closed and semi closed settings such as Australian Disability Enterprises (ADEs) and to host events.

This in-reach and outreach engagement was extremely helpful in raising awareness about the Royal Commission, about the availability and function of advocacy and about the rights of people with disability.

Our engagement continued to reveal unmet need. Service delays, high levels of advocacy demand and pressures on mainstream systems have been key exacerbating factors.

The limits that Covid - 19 imposed on social activity continued to increase distress for clients who have experienced mental health challenges.

We continued frequent risk assessments to ensure that people's wellbeing was appropriately safeguarded.



## Disability Royal Commission Advocacy

Our engagement further confirmed that there is a lack of awareness about support available, with many people not having even basic health care needs met.

A key observation was that people with intellectual disability who lack engaged, constructive informal (unpaid) support have less choice and control over decisions in their lives and are at risk of life limiting, irreversible decisions/recommendations being made by service providers and medical staff. On several occasions, these professionals were unaware of the long term implications of recommendations.

For example, advocates were required to be resolute in the face of strong advice from medical practitioners where utilitarian, short term systems needs were prioritised – such as recommending a shift to age care to free a hospital bed - when this was not what was wanted by the person with disability, nor was it in their best interest.

Engaging with professional networks and building connections has also been highly beneficial in facilitating appropriate referrals for advocacy where people would otherwise miss out.

Informed professional networks led to referrals where professionals had concerns relating to a person with disability and recognised that independent advocacy could be of assistance.



Cathy Milne, Senior Disability  
Royal Commission Advocate



Sarah Mitchell, Disability Royal  
Commission Advocate

## Disability Royal Commission Advocacy

Referrals continue to be directed specifically to Side By Side Advocacy due to the organisation's reputation for advocating effectively for people with either complex support needs, living in complex circumstances or both. These referrals come from staff at the Royal Commission, DRC support services, support co-ordinators, community health professionals and other advocacy organisations. These professionals are also reaching out to advocates at Side By Side Advocacy for information on how to better advocate for the rights of people with intellectual disability who live outside northern parts of Sydney.

### Observations include

- Repeat attendance at events resulted in increased participant confidence. We noticed that where participants attended more than one event. There was more participation, more questions and more sharing as confidence grew.
- Participants who were introduced to advocates by peers who had connections with the advocates engaged more readily than when advocates introduced themselves or were introduced by workplace supervisors or other paid supports.
- DRC outreach has prompted people to address negative life experiences – including of a historical nature. Following these disclosures, people benefit from ongoing support.
- Many people with disability making a Royal Commission submission are experiencing ongoing abuse, neglect and exploitation and have multiple support needs.
- Making a submission to the Royal Commission can be one element of healing. Redress actions are also important - such as restoring relationships, preventing further abuse, access to counselling.

## Disability Royal Commission Advocacy

- There is considerable unmet need with many of the most vulnerable members of the community experiencing neglect relating to basic health care needs.
- Many people with disability experience barriers to communication via technological means such as Zoom. Face to face communication and access to a physical meeting space are important for effective advocacy.
- Many people with disability in Side By Side Advocacy's service area have experienced a long history of institutional type living and have few if any freely given relationships in their lives. Many communicate informally. In these circumstances, they are particularly vulnerable to abuse and neglect.
- People with intellectual disability who have no freely given support network continue to be largely limited to congregate, service options. Advocates must strive to achieve the least worst option.
- Proactive approaches to engaging with people with disability are needed.



# Disability Royal Commission Advocacy

## Some of our key learnings are that people with disability

- frequently take time to trust an advocate – some services, families and people with disability are suspicious of the motivations of advocacy organisations and others who they do not know well
- may initially present with a small advocacy issue until trust is sufficient to share more substantial issues
- are likely to have experienced multiple traumas
- benefit from trauma informed specialist advocacy and the availability of complementary support such as counselling
- need advocacy that is easy to access
- benefit from a flexible advocacy style - including the option of face to face, in a familiar location, at a time that suits
- may benefit from supported decision making.

If some people with disability who need advocacy cannot come to us, then we need to go to them. This is long term work.



**The Disability Royal Commission team cohosted an educational event for Korean speakers who were missing out on information**



# Inclusive Governance Project

Inclusive Governance is about people from many different backgrounds and life experiences being involved in the management and decision making of organisations. Inclusive Governance is effective when an organisation and the way it operates is accessible for all people.

The Inclusive Governance Project is researching the experience of inclusion of people with intellectual disability on the Boards of community organisations. We want to understand how people with intellectual disability can best be included in the decision-making and governance of organisations, particularly those that provide services and support to people with disability. The project is funded by the Australian Government Department of Social Services, through a 3 year Information Linkages and Capacity Building (ILC), Economic and Community Participation Grant (Round 2019-20).

The project employs a research officer, Dr Bernadette Curryer, and two co-researchers Katrina Sneath and Will Harding. Southern Cross University supports the project by providing ethical oversight.



Bernadette Curryer (top image) and Will Harding (centre image) Katrina Sneath (bottom image)

# Inclusive Governance Project

A Consultative Reference Group provides advice and guidance. Members bring varied experiences and perspectives to the project, including lived experience, research and academia, disability advocacy, and local government.

The consultative reference group includes

- Associate Professor Michelle Donelly (Southern Cross University)
- Kim Roots (Executive Officer Side By Side Advocacy)
- Dr Margaret Spencer (Sydney University)
- Professor Ian Eddie (Excelsia College)
- Counsellor Penny Pedersen (City of Ryde Council)
- Marian Onofomi (Multicultural Disability Advocacy Association)
- Nicole Lee (NSW Council for Intellectual Disability)
- Jessica Mooney (Intellectual Rights Disability Service)
- Fiona Given (Side By Side Advocacy Board member)
- Shu-Hua Chan (Self-advocate)



## Inclusive Governance Project

Thank you to all members of this group for your insightful and considered input. Your continued support is most valued.

This year the project has focussed on completing the data collection phase and commencing data analysis. That means we have been interviewing people and observing Board meetings in action. We have also discussed the concept of inclusive governance with people within the disability sector, general community sector, governance training organisations, governance academics and other stakeholders to ensure we understand the context in which inclusive governance is to operate in.

Co-researchers Katrina and Will continue to bring their lived experience, expertise and perspective to the project. They continue to develop their skills in research, particularly the interviewing of participants and presentation of findings.

Will and Katrina are also involved in helping develop easy English versions of documents and checking website accessibility.

When asked to comment on her work over the past year, Katrina stated

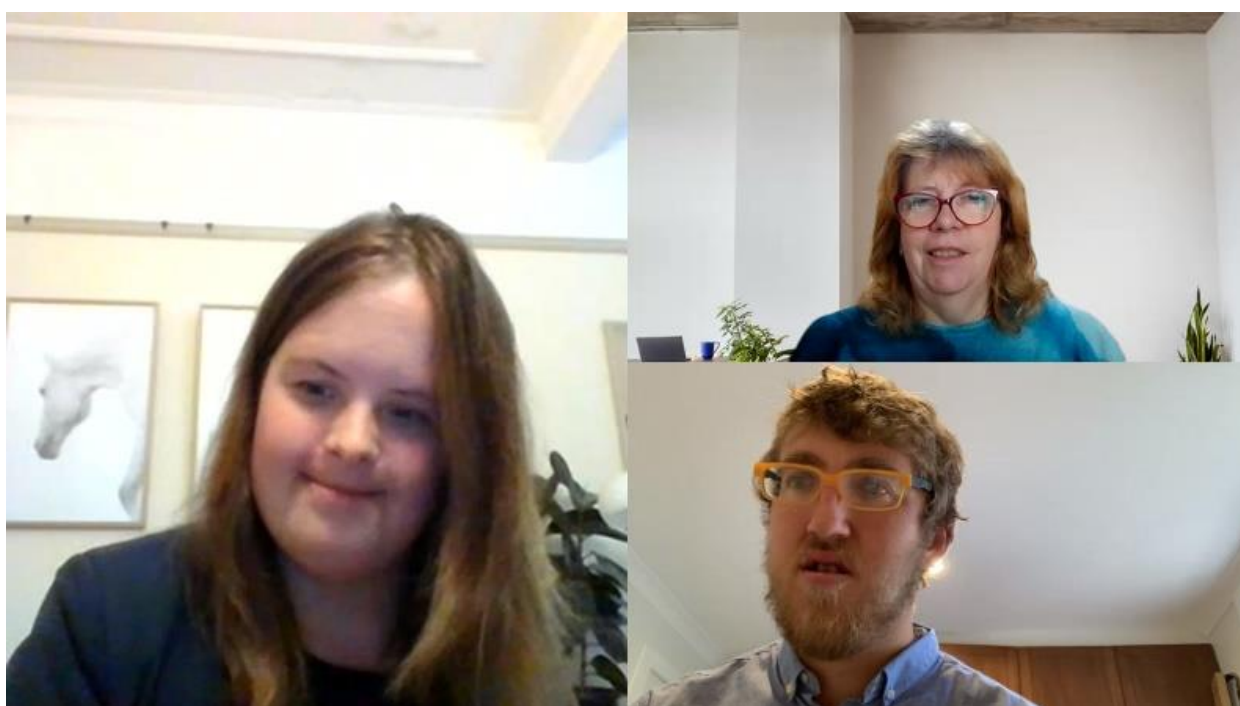
“I am passionate about inclusion. I enjoy presenting and meeting new people. I think it is important that people with disability have a chance to practice speaking up in public.”

## Inclusive Governance Project

We have promoted the preliminary findings through the following presentations

- Australasian Society for Intellectual Disability (ASID) Conference- November 2021
- National Disability Services (NDS) CEO's Meeting- December 2021
- ILC Showcase- March 2022

All of these presentations were conducted online due to Covid-19 restrictions. We received positive feedback from each.



**Screenshot of the online ASID presentation being undertaken by Katrina, Bernadette and Will**



## Inclusive Governance Project



### **Screenshot of the online ASID presentation being undertaken by Katrina, Bernadette and Will**

There continues to be a strong interest in the concept of inclusive governance, with many organisations contacting the project to learn more about how inclusive governance can be implemented. We look forward to completing the research component of the project and publishing the findings. These findings will be used to create resources that will support organisational change towards inclusive governance. Raising awareness of both the findings and resources will help promote the value of inclusive governance – particularly the involvement of people with intellectual disability in the decision-making and governance of community organisations.

# Board of Management

## Chairperson – Coralie Jensen

Coralie has a professional background in education and management. She is passionate about social justice and inclusion for all people who are marginalised. As the mother and carer of a person with disability, Coralie has lived experience of disability, and knowledge, experience and training in advocacy. After eleven years as a volunteer of Side By Side Advocacy, Coralie joined the Committee of Management in 2003, and has served in the position of Chairperson since 2007. Coralie has contributed to the organisation in many other ways including event management, policy writing, public speaking and lobbying for the organisation around funding and disability issues in general. Coralie continues her dedication to the work of Side By Side Advocacy as a memorial to her son Finley who passed away in 2012.

## Vice Chairperson – Fiona Given

Fiona has an Arts/Law degree from Macquarie University. She has been a General Member of the NSW Civil and Administrative Tribunal since its inception. Previously, Fiona was a community member of the NSW Guardianship Tribunal. She sits on the Boards of Assistive Technology Australia and Side By Side Advocacy. Fiona lives with cerebral palsy including communication disability. She is a Research Assistant with the University of Technology Sydney.

## Treasurer – Michael Slinn (Until March 2022)

Michael is a retired accountant who spent the last 28 years of his working life as the Company Secretary and Finance Director of a manufacturing company. Michael has a commitment to social justice and, on his retirement, embraced a range of community roles including as a Board member and treasurer. His roles have a focus on enhancing the life opportunities for people who experience barriers in accessing the ordinary good things in life – including people with disability. This commitment led him to join the Board of Side By Side Advocacy where he has been Treasurer for fifteen years. Michael and his wife Pat have two married daughters, and two grandsons. They live in the Blue Mountains where they enjoy a large garden.

## Board of Management

### Treasurer – Toni Ng (from March 2022)

Toni has over 10 years of experience across property, financial services, and most recently in not-for-profit organisations. Toni is a Chartered Accountant with an extensive range of corporate and commercial skills, including reporting, budgeting and forecasting, commercial insight, treasury and tax. Toni grew up in Epping and Eastwood and is passionate about volunteering her time to the local community, such as helping out at the Granny Smith Festival and assisting the community in the capacity of a Justice of the Peace. Toni was elected to the Board in 2022.

### Secretary – Ruth Perram

Ruth has a background in psychology and education. She retired in 2013 after a twenty-two year career as a high school teacher. Ruth has a strong sense of community and speaks up and out on various issues when she feels that justice is not being served. She is the mother of three adult daughters, and the proud grandmother to three granddaughters. Ruth loves travel and lives in Eastwood with her husband. Ruth was elected to the Board in 2013 and became secretary in 2014.

### Board Member – Michelle Donnelly

Michelle is one of the founding members of Citizen Advocacy Ryde-Hunter's Hill (before the organisation became Side By Side Advocacy) and has been actively involved in the organisation for over thirty years. Michelle is committed to people with disability being included as valued members of the community as demonstrated by her roles as a foundation board member of Family Advocacy, her former role as a Board member NSW CID and her role as a citizen advocate. She has an academic, professional, and personal commitment to educating people about disability. Michelle is Adjunct Associate Professor of Occupational Therapy at Southern Cross University. She has also been Chief Investigator for multiple successful research grants.

# Board of Management

## Member – Belinda Henry

Belinda has a professional background in law, practising as a lawyer in primarily employment, anti-discrimination and work health and safety law. Belinda brings to the Board a particular interest and experience addressing the challenges faced by people with a disability in accessing advocacy, the justice system, transport and other government services and equal opportunity in employment. Belinda's particular interest is in ensuring people with a disability are heard in the justice system and working for systemic improvements to legal and policy frameworks, service delivery for people living with disability and crucially, reliable funding for disability issues and services. Belinda is committed to promoting equal treatment, eliminating discrimination and working in a team to take tangible steps to address the marginalisation faced by people living with a disability.

## Board Member – Stephen MacDonald

Steve is originally from the UK and has lived and worked in Australia since 2004. He has twenty years' experience in various IT roles, including technical support, training, and project management. Steve's association with Side By Side Advocacy began in February 2008, when he answered a request for pro bono IT support. Steve first joined the Board in 2014. From 2014 -2017 Steve served as vice chair. Steve left Sydney in 2017 and so did not renominate. Now settled back in Sydney, Steve re-joined the Board in May 2020. Steve is the devoted father of a daughter who attends primary school.

# Staff

## Executive Officer - Kim Roots

Kim joined Side By Side Advocacy in July 2020. She brings a wealth of experience in not for profit, commercial and government contexts. This includes a long history in the advocacy sector, leadership development and as a lawyer. Kim has been a member of numerous advisory groups, has contributed to sector journals, participated on Boards and has provided feedback to government about matters that impact on the lives of people with disability. Kim also has extensive experience in co-design of projects and resources. Kim believes that good communities are made up of all people and that advocacy can play a critical role in exposing abuse and neglect and in ensuring that people with disability have access to the ordinary good things in life.

## Senior Advocate, Individual Advocacy - Preeti Thadani

Preeti has an extensive work background in alternate dispute resolution. She completed her Master in Dispute Resolution from the University of Technology Sydney in 2007. Preeti joined the Board of Management at Side By Side Advocacy in 2015 and became aware of the important work of the organisation. After resigning from the Board, Preeti commenced work in the Individual Advocacy team in March 2017. She is passionate about the protection and promotion of human rights and is committed to giving people with disability a 'fair go'. Preeti has developed strong networks including in culturally and linguistically diverse communities. She is a certified Workplace Trainer and shares her advocacy expertise with a wide range of groups including people with disability, their families, NGOs, schools and TAFE. Preeti and her family have strong ties in the community having lived locally since 1979.

## Staff

### Citizen Advocacy Co-ordinator - Deb Maio

Deb joined Side By Side Advocacy in May 2013. Her experience in disability is as a parent, guardian and professional. She has worked in both Individual Advocacy and in Citizen Advocacy and spent many years in the education sector working to provide equal access to mainstream education for students with disability. Deb values the opportunity to support advocates to speak up for people with disability's right to a full and inclusive life in their community.

### Senior Advocate, Disability Royal Commission - Cathy Milne

Cathy joined Side By Side Advocacy in 2018 as part of the Individual Advocacy team. Cathy has been a passionate advocate in both a personal and professional capacity for people with disability, degenerative neurological conditions, and mental health issues for more than 20 years. Cathy has been working with people to navigate the NDIS and its complex intersections with health, education, housing, justice and aged care systems since the scheme's inception. During the last 10 years Cathy's advocacy has been particularly focused on working with people who grew up in institutionalised settings and people who communicate informally. Cathy draws on augmentative and alternative communication (AAC) and the principles of trauma informed practice to support people who communicate informally to assert their right to make decisions about their own lives. In addition to individual advocacy, Cathy has led multidisciplinary teams delivering information and referral, intensive family support and early intervention services. Cathy has a Masters in Bioethics from the University of Sydney and has contributed to published research projects, systemic advocacy projects and the development of multilingual resources and evidence based consumer health publications.

## Staff

### Individual Advocate and Disability Royal Commission Advocate - Tina Huang

Tina Huang commenced at Side By Side Advocacy in April 2020. Prior to joining Side By Side Advocacy, Tina worked in variety of roles at the NSW Tenants' Union. Tina has a Bachelor of Arts (Gender Studies) and Bachelor of Laws. Tina has assisted in a diverse range of advocacy matters related to the National Disability Insurance Scheme, NSW Trustee and Guardianship arrangements, and housing and tenancy. Tina is passionate about supporting the rights, needs and interests of people with disability.

### Individual Advocate, Disability Royal Commission – Sarah Mitchell

Sarah Mitchell joined Side By Side Advocacy in August 2021. Sarah has experience working with people with disability and is passionate about supporting people to lead ordinary lives that are meaningful to them, whatever that looks like. Sarah has completed a Bachelor of Communications (Social and Political Science) and a Bachelor of Creative Intelligence and Innovation and is excited to bring these skills to the area of advocacy.

### Appeals Support Officer - Nabil Mohammad

Nabil joined Side By Side Advocacy in December 2017. He has worked previously as an Individual Advocate and is currently the Appeals Support Officer. Nabil has extensive experience in the legal industry and has been admitted as a lawyer in the state of New South Wales. He is passionate about ensuring clients are afforded procedural fairness and receive equitable outcomes. Since joining Side By Side Advocacy, Nabil has supported clients in his capacity as the NDIS Appeals Advocate in a number of areas. These include NDIS access requests, Assistive Technology requests and requests for Supported Independent Living funding. Most matters are resolved by way of agreement with the National Disability Insurance Agency before the matter has proceeded to a hearing. Nabil works collaboratively with Legal Aid NSW in ensuring the best possible outcomes for clients.

## Staff

### Inclusive Governance Project Officer - Bernadette Curryer

Bernadette has been involved with disability issues for many years, as a parent and worker in the disability advocacy sector. Her passion for research, particularly about intellectual disability, led her to undertake and complete a doctorate exploring self-determination of people with intellectual disability within family relationships. As an affiliate of the Centre for Research Policy and Practice (Sydney University) and vice president of the Australasian Society for Intellectual Disability (ASID), Bernadette strongly believes in the need for research to inform practice. She hopes that the Inclusive Governance Project will make it possible for more people with intellectual disability to have a real say in the decision-making of community organisations.

### Inclusive Governance Project Co-Researcher - Katrina Sneath

Katrina recently moved from New Zealand to Inner City Sydney to pursue her ambitions as a passionate advocate for people with disability. Katrina has been a student at Sydney University in the Uni2Beyond program for people with disability auditing classes. She joined the Inclusive Governance Project because she wants to understand how Boards are run and how they can be more accessible to people with intellectual disability. Her message is - “Believe in yourself and don’t let your disability get in the way of anything”.

### Inclusive Governance Project Co-Researcher - Will Harding

Will was born in England and now lives on the Northern Beaches of Sydney. In addition to his role at Side By Side Advocacy, Will works to implement bush regeneration and is a member of the Consumer Representative Group at his workplace. He is also involved in the local cricket club, managing the 2nd grade team. Will is keen for his role in the Inclusive Governance Project to help more people with intellectual disability the chance to have a say in community organisations. His message is “Focus on your ability, not your disability”.



# Staff

## Accounts - Kay Jones

Kay joined Side By Side Advocacy in December 2021. She has a Master's in Business Administration and is a Certified Practicing Accountant. For over 30 years she has worked in and/or managed finance departments in various small to medium sized organisations, including 8 years in the higher education sector and 15 years in commercial industry. Kay is keen to use her skills and experience to provide support to the organization as it provides support to its community.

## Citizen Advocacy Resource and Research Assistant – Isabelle Christen

Isabella has an Honours degree in Health Sciences from the University of Sydney Centre for Disability Research and Policy During. Before joining Side By Side Advocacy, Isabella completed student placements, volunteer and work roles focused on supporting people with disability to have a good life and speaking up for people in the hospital system.

## Administration Support (Volunteer) – Maureen Riemer

Maureen enjoyed a long career in private industry and has volunteered in various community organisations to facilitate the inclusion of people with disability.

## Information Technology Support (Volunteer) - Danny Yang

Danny joined Side By Side Advocacy in May 2020. Danny has a Masters in IT and has worked as a systems administrator. He also speaks Mandarin and has his own international trading business.

## Thank you

Many people and organisations have supported the work of Side By Side Advocacy during the year.

We want to extend our thanks for your generous contributions of time, money or other resources. You helped us to achieve everything we did during the year.

Australian Government Department of Social Services - funded our core advocacy programs and projects

City of Ryde Council - funded the creation of a video about advocacy and an event designed to facilitated community connections for people with disability with unmet needs

Social Sector Transformation Fund - provided consultancy support

Southern Cross University - are ongoing research collaborators in relation to the Inclusive Governance Project

First Peoples Disability Network – provided cultural competency training

Anne Cregan and the team from Gilbert + Tobin - shared pro bono legal expertise at Planning for the Future workshops

Robyn Russell and Chris Smith from IDRS – co presented a series of rights based workshops – Your life, your rights in West Ryde and Hornsby

Office Works - donated stationary

# Financial Reports

**SIDE BY SIDE ADVOCACY INCORPORATED**

ABN 83 395 894 577

**FINANCIAL STATEMENTS  
AS AT 30 JUNE 2022**

# Financial Reports

SIDE BY SIDE ADVOCACY INCORPORATED

FINANCIAL STATEMENTS FOR THE YEAR ENDED  
30 JUNE 2022

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# Financial Reports

## MANAGEMENT DECLARATION

### SIDE BY SIDE ADVOCACY INCORPORATED

The Board of Management of Side by Side Advocacy Incorporated declares in their opinion:

- (a) The attached financial statements in respect of the year ended 30 June 2022 and notes thereto comply with accounting standards
- (b) The attached financial statements and notes thereto give a true and fair view of the financial position and performance of the association
- (c) The attached financial statements and notes thereto are in accordance with the Associations Incorporation Act 2009
- (d) There are reasonable grounds to believe that the association will be able to pay its debts as and when they become due & payable;

This statement has been made in accordance with a resolution of the Committee and is signed for on behalf of the Committee.

Chairperson  31 October 2022

Treasurer  West Ryde

#### Auditors Independence Declaration

To the Executive of the Side by Side Advocacy Incorporated

I declare that, to the best of my knowledge and belief, during the financial year ended 31 December 2020 there have been:

- (a) No contraventions of the auditors independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (b) No contraventions of any applicable code of professional conduct in relation to the audit.

  
Stephen Sproats  
Registered Company Auditor  
71288 Newline Road Dural  
October 2022



# Financial Reports

SIDE BY SIDE ADVOCACY INCORPORATED		
STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2022		
	2022	2021
<b>REVENUE</b>		
DSS Funding	915,170	739,523
Membership	73	22
Other Income		2,601
Interest	1,066	3,908
<b>TOTAL REVENUE</b>	<b>916,309</b>	<b>746,054</b>
<b>EXPENDITURE</b>		
Accounting & Management	7,699	18,603
Advertising	9,458	460
Asset<2,000	8,670	20,317
Audit Fee	3,500	
Cleaning	3,777	4,054
Computer	8,373	5,058
Consultants	4,850	800
Contract Labour	-	7,950
Depreciation	3,496	5,105
Electricity	2,265	2,760
General	3,259	3,036
Insurances	7,187	6,004
Memberships	2,397	1,633
Printing, Stationery & Postages	4,265	4,083
Provision for Employee Leave	15,800	36,214
Quality Assurance	618	3,072
Recruitment Costs	660	260
Rent	38,611	38,884
Repairs & Maintenance	385	1,984
Salaries & Wages	692,122	514,625
Strategic Planning	2,500	2,506
Superannuation	67,952	48,743
Telephone & Internet	8,614	7,827
Training	4,025	10,974
Travel & Accommodation	1,751	1,228
Workers Compensation	2,889	1,763
Workshop & Seminars	7,102	3,121
	<b>912,225</b>	<b>751,064</b>
<b>SURPLUS</b>	<b>4,084</b>	<b>-5,010</b>
<b>NET SURPLUS FOR YEAR</b>	<b>4,084</b>	<b>- 5,010</b>
<b>TOTAL COMPREHENSIVE INCOME FOR YEAR</b>	<b>\$ 4,084</b>	<b>-\$ 5,010</b>

# Financial Reports

SIDE BY SIDE ADVOCACY INCORPORATED		
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2022		
	2022	2021
<b>ACCUMULATED FUNDS</b>	<b>\$ 223,739</b>	<b>\$ 219,655</b>
Represented by:-		
<b>CURRENT ASSETS</b>		
Cash on Hand	0	0
Cash at Bank	459,395	582,819
Prepayments	8,270	10,384
Sundry Debtors	682	629
Rental Bond	3,833	3,833
Website	15,725	12,545
<b>TOTAL CURRENT ASSETS</b>	<b>487,905</b>	<b>610,210</b>
<b>FIXED ASSETS</b>		
Equipment – at cost	20,538	20,537
Accumulated Depreciation	-16,634	-12,733
<b>TOTAL FIXED ASSETS</b>	<b>3,904</b>	<b>7,804</b>
<b>TOTAL ASSETS</b>	<b>491,809</b>	<b>618,014</b>
Trade Creditors (Note 7)	36,327	17,914
Grants in Advance (Note 8)	142,027	306,529
Provision for Employee Entitlements (Note 9)	89,716	73,916
<b>TOTAL LIABILITIES</b>	<b>268,070</b>	<b>398,359</b>
<b>NET ASSETS</b>	<b>\$ 223,739</b>	<b>\$ 219,655</b>

# Financial Reports

SIDE BY SIDE ADVOCACY INCORPORATED	
<b>STATEMENT OF CHANGES IN EQUITY FOR YEAR ENDING 30 JUNE 2022</b>	
<b>Balance at 30 June 2020</b>	224,665
Net Surplus	-5,010
Other comprehensive income	-
Total comprehensive income for the year	-5,010
<b>Balance at 30 June 2021</b>	219,655
Net Surplus	4,084
Other comprehensive income	-
Total comprehensive income for the year	4,084
<b>Balance at 30 June 2022</b>	\$ 223,739

# Financial Reports

SIDE BY SIDE ADVOCACY INCORPORATED		
STATEMENT OF CASH FLOWS FOR YEAR ENDING 30 JUNE 2022		
	2022	2021
<b>Cash Flows from Operating Activities</b>		
Receipts from Funding Bodies & Clients	925,041	746,045
Payments to suppliers and employees	1,048,465	675,515
<b>Net Cash inflow from Operating Activities</b>	<b>-123,424</b>	<b>70,530</b>
<b>Net Cash outflow from Equipment Purchases</b>	<b>0</b>	<b>-7,343</b>
Net Increase (Decrease) in cash held	-123,424	63,187
Cash at beginning of year	582,819	519,632
<b>Cash at End of Financial Year</b>	<b>\$ 459,395</b>	<b>\$ 582,819</b>
<b>Reconciliation of Operating Surplus after tax to Net Cash Inflow From Operations</b>		
Operating Surplus After Income Tax	4,084	-5,010
Depreciation & Loss on Disposal	3,900	5,105
Accounts Receivable	0	34
PAYG Receivable		29,128
Sundry Debtors	-53	458
Prepayments	2,114	-7,390
Website	-3,180	-12,545
Creditors	18,413	-11,846
Grants in Advance	-164,502	36,382
Provision for Employee Benefits	15,800	36,214
	<b>-\$ 123,424</b>	<b>\$ 70,530</b>

# Financial Reports

## SIDE BY SIDE ADVOCACY INCORPORATED NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2022

### 1. Corporate Information

Side by Side Advocacy Incorporated operates under the Association Incorporation Act 2009 (NSW). Its business operates in the Ryde LGA.

### 2. Summary of Significant Accounting Policies

#### a) Basis of Preparation

This general purpose financial report has been prepared in accordance with Associations Incorporation Act 2009 (NSW), Australian Accounting Standards and other authoritative pronouncements of the AASB & Urgent issues group interpretations. The financial report has been prepared on the basis of historical cost and does not take into consideration changing values of money or current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

#### b) Significant accounting judgments, estimates & assumptions

The preparation of financial statements requires management to make judgements, estimates & assumptions that affect the application of policies and reported amounts of assets, liabilities, income & expenses. The estimates and associated assumptions are based on historical experience and other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making judgments. Actual results may differ from these estimates.

The estimates & underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current & future periods.

#### c) Revenue Recognition

Revenue is recognised when the association is legally entitled to the income and the amount can be quantified with reasonable accuracy and is net of GST.

#### d) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

#### e) Cash

Cash & Cash equivalents in the balance sheet comprise cash at bank and in hand and in short term deposits are stated at their nominal value.

#### f) Trade Debtors

Trade Debtors are stated at original invoice amount less any Provision for doubtful debts where applicable. Normal trading terms are 7 to 30 days.

#### g) Plant & Equipment

Fixed assets are depreciated over the expected useful life on a reducing balance basis.

#### h) Grants in Advance

Grants in Advance are carried forward at their original amount and are to be provided subsequent to the balance date.

#### i) Employee Leave

The liability for Annual & Long Service Leave is recognised and measured at the amount expected to be paid when liabilities are settled.

#### j) Provisions

These are recognised when there is a present obligation as a result of past funding and it is probable that an outflow will be required using reasonable estimates.

#### k) Government Grants

Grants are matched against expenditure in the year expenditure is incurred and in accordance with funding body requirements.

### 3. Income Tax

No income tax is payable as the entity is exempt from taxation.



# Financial Reports

	2022	2021
<b>4. Contingent Liabilities</b>	<b>\$nil</b>	<b>\$nil</b>
<b>5. Capital Expenditure Commitments</b>	<b>\$nil</b>	<b>\$nil</b>
<b>6. Segment Information</b>		
The association operates predominantly in one industry, as it acts as sponsors for Government funded projects. The company operates in one geographical region, being Sydney, NSW		
<b>7. Trade Creditors</b>		
GST & PAYG	16,408	11,757
Accrued Expenses	5,628	4,412
Superannuation Payable	8,092	1,745
Trade Creditors	<u>6,199</u>	<u>0</u>
	<b>\$36,327</b>	<b>\$17,914</b>
<b>8. Grants in Advance</b>		
DSS – NDIS Appeals	3,829	25,031
DSS – DRC	21,528	126,915
DSS – IG	109,080	145,684
Other	<u>7,590</u>	<u>8,899</u>
	<b>\$142,027</b>	<b>\$306,529</b>
<b>9. Employee Entitlements</b>		
Provision for Annual Leave	77,310	67,092
Provision for Long Service Leave	<u>12,406</u>	<u>6,824</u>
	<b>\$89,716</b>	<b>\$73,916</b>

# Financial Reports

STEPHEN A. SPROATS



ACCOUNTANT

Unit 7, Dural Business Park  
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## INDEPENDENT AUDITORS REPORT TO MEMBERS OF SIDE BY SIDE ADVOCACY INCORPORATED

### Opinion

I have audited the accompanying financial statement of Side by Side Advocacy Incorporated which comprises the Statement of Financial Position as at 30 June 2022, Statement of Changes in Equity, Statement of Comprehensive Income and Cash flow statement for the year ended on that date, notes comprising a summary of significant accounting policies and the executive assertion statement.

In my opinion, the accompanying financial statement of Side by Side Advocacy Incorporated is in accordance with the Incorporated Associations Act Associations Incorporation Act 2009, including:

- (a) giving a true and fair view of the associations financial position as at 30 June 2022 and of its financial performance for the year then ended on that date; and
- (b) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and Associations Incorporation Act 2009.

### Basis for opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the 'Auditors responsibilities for the Audit of the financial statement' section of my report. I am independent of the association in accordance with the ethic requirements of the Accounting Professional & Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the code) that are relevant to my audit of the financial report in Australia, and I have fulfilled our other ethical responsibilities in accordance with the code.

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

### Responsibilities of the Responsible Entities for the Financial Statement

The management of the Incorporated Association are responsible for the preparation a financial report that gives a true and fair view and have determined the basis of preparation described in Note 1 to the financial statement is appropriate and in accordance with Australian Accounting Standards and the Associations Incorporations Act 2009 and for such internal control as the executive determine is necessary to enable the presentation of the financial report that is free of material misstatement, whether due to fraud or error.

In preparing the report the financial report, the responsible persons are 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 the responsible persons either intend to liquidate the association or to cease operations or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the associations financial reporting process.

### Auditors Responsibilities for the Audit of the Financial Statement

My objective is to obtain reasonable assurance about whether the financial report as a whole is free of material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material, if, individually or in aggregate, they could be reasonably be expected to influence the economic users taken on the basis of this report.

# Financial Reports

STEPHEN A. SPROATS



ACCOUNTANT

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286-288 New Line Road, Dural  
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As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. I also

- Identify and assess the risks of material misstatement of the financial report whether due to fraud or error, design and perform audit procedures responsive to those risks and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery intentional omissions misrepresentations or the override of internal control
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstance, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures by the responsible persons.
- Conclude on the appropriateness of the responsible persons' use of the going concern basis of accounting and based on the audit evidence obtained, whether material uncertainty exists related to events or conditions that may cast significant doubt on the association ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in the Auditors report to the related disclosures in the financial statement or if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of the audit report. However, future events or conditions may cause the association to cease as a going concern.
- Evaluate the overall presentation, structure and content of the financial statement, including the disclosures, and whether the financial statement presents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the responsible persons regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control I identify during the audit, effectiveness of the association's internal control

A handwritten signature in blue ink, appearing to read 'S. Sproats', written over a horizontal line.

Stephen A Sproats  
Registered Company Auditor 3932

Dural  
20 October 2022



Side By Side Advocacy Incorporated  
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Registered Charity No. Cc28451  
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