

your
voice
heard.

DRC
advocacy

ANNUAL REPORT 2018-2019

Disability Resources Centre Inc.

Level 4
247-251 Flinders Lane
Melbourne VIC 3000

† 03 9671 3000
e advocacy@drc.org.au
w drc.org.au

DRC
advocacy

Contents

DRC vision & mission	2
Our Vision	2
Our Mission	2
Our Guiding Principles and Values	2
Acknowledgement of Country	2
DRC Team	3
Committee of Management	3
DRC Staff	3
Pro-Bono	3
2018-19 Reports	4
From our Chairperson	4
From our Executive Officer	5
Individual Advocacy	6
South East Advocacy	8
Melbourne Metro Advocacy	9
Vale Vicki Alipasinopoloulis	10
DSP & Me	11
Accessible Public Transport	12
Communications and Engagement	13
The year ahead	13
Financial Summary	14
Financial Statements	15

DRC vision & mission

Our Vision

An accessible society that values the contributions of people with disability across all areas of economic, social, cultural and civic life.

Our Mission

Victorians with disability working together to create inclusive communities.

Our Guiding Principles and Values

1. We will act on the highest value of participation by people with disability in all aspects of our organization, including playing a leading role in governance and operations.
2. We will empower people with disability through participation to contribute within DRC and in broader representative roles.
3. We will promote choice and self-determination for all people with disability.
4. We will challenge discrimination, poverty and disadvantage while promoting full realization of the UN Convention of the Rights of Persons with Disabilities.

Acknowledgement of Country

We acknowledge the traditional owners of the Land on which DRC meets and works. We pay our respects to Elders, past and present, and to all Indigenous people and recognise their continuing spiritual connection to the Land.



DRC Team

Committee of Management

Chairperson	Martin Leckey
Vice Chairperson	Mary Henley-Collopy
Treasurer	Frank Hall-Bentick
Secretary	Vicki Alipasinopoulos (until January 2019)
Members:	Martin Grillo (until June 2019)
	Pradeep Hewavitharana
	Anna Leyden
	Katherine Marshall
	Mary Rispoli
	Emilio Savle

DRC Staff

Executive Officer	Kerri Cassidy
Outer South East Advocate	Katrina Newman
Melbourne Metro Advocate	Kim Collinson (began September 2018)
	Hannah Aroni (until September 2018)
DSP Project Officer	Nick Wilson (Oct 2018 – June 2019)
Accounts	Christine Banks

Pro-Bono

Continual Quality Improvement Chair	Graham Smith
Independent Advocate Supervision	Gillian Meldrum

Disability Resources Centre gratefully acknowledges the funding assistance of the Department of Health and Human Services' Office for Disability.

We thank the Australian Communities Foundation for their support with the Australian Disability and Indigenous People's Education Fund and State Trustees for their contribution to the Accessible Public Transport Project.

We particularly thank all volunteers who contribute to the life of the DRC.

2018-19 Reports

From our Chairperson

Martin Lecky



The 2018-19 year has been a period of exciting growth in the work of DRC. Thanks to the great work of the staff, with the help of the committee of management and other volunteers, we have been able to increase our impact in both individual advocacy and systemic advocacy, as well as improve engagement with our members and the community. We have had to move twice this year to a larger office space in Ross House to accommodate the extra staff.

Last year's AGM saw the launch of the Transport for All report and the findings of the 2018 Accessible Transport Project. This year we have continued to campaign for improved access to public transport, first with the help of funding from the State Trustees and then from the Office for Disability. I would particularly like to thank those on the DRC transport committee and other members for their input. This project is ongoing, and we look forward to engaging with the members and others in the coming year. This year we partnered with VCOSS to raise awareness around the slow progress with improving access to trams, and we have played a key role in improving access to Transdev buses.

Another project this year was the Disability Support Pension Pathways Project. Project Officer Nick Wilson consulted with almost

40 people who have an experience of the DSP to create DSP & Me – a resource to assist people applying for the DSP.

On the staff, Kerri Cassidy continues her sterling work as Executive Officer, driving the development of DRC with great energy and vision. We were able to add a team leader, Julie McNally, to the DRC Individual Advocacy service in June and we look forward to the expansion and development of this program in the coming year, in conjunction with Kim Collison and Katrina Newman.

In July this year we greeted Anja Homburg, Communications & Promotions Officer, who is working on engagement with the membership and community (including social media), Administration Officer Sinead Mooney, and Community Development and Campaign Officer Ally Scott, who is working on the transport campaign. Welcome to all the new staff!

On the Committee of Management, Katherine Marshall joined us and Martin Grillo resigned after many years of service. We were all very saddened by the death of Vicki Alipasinopoulos, who did great work for us on the committee, particularly as Secretary in 2018. Special thanks to Mary Henley-Collopy for her work in supporting me and overseeing staff over the past year, and to long-term chairperson, Frank Hall-Bentick, founding father, heart and soul of DRC, who has worked as Treasurer this year. Thank you also to Emilio Savle, Pradeep Hewavitharana, Anna Leyton and Mary Rispoli for their continuing work on the committee.

I continue to be inspired by the work of DRC. With all the staff and committee members having a disability, DRC Advocacy continues as a champion and role-model for the self-empowerment of people with disabilities.

From our Executive Officer

Kerri Cassidy



A warm welcome to our new DRC members for 2018/19 and to those who have been around for up to 38 years – this being Disability Resources Centre's 38th year of life.

The theme for my first report was 'firm footings.' For me, it was a year of understanding the basis on which DRC was established and how it operates. You may remember me saying at the last AGM that I am deeply committed to the core values of DRC and appreciate the gift of our Committee of Management; a group of people who have been loud about disability rights and the importance of people making decisions about their own lives, for almost four decades.

Now turning to 2018-2019 I would call this past year 'strengthening foundations.'

We began the year continuing with the **Transport for All** project, bringing the research together into a final report which we launched at the 2018 AGM. This report formed the submission for the review of the Disability Standards for Accessible Public Transport. We were pleased to receive a small grant from State Trustees to continue the Transport for All campaign in the first half of 2019.

Our **DSP Pathways** Project commenced in July with the establishment of a steering committee and the arrival of Nick Wilson in

early September. It was a pleasure to work with Nick and we wish him the best in his next adventure.

Working on the DSP project naturally raised the profile of DRC and our expertise in DSP-related matters. We were invited to participate in a two-day DSP Design Hub in Canberra with DHS and DSS. Under consideration was the way that people experience Centrelink and possible improvements to the process of claiming a DSP. This was the first time people with disabilities were invited as experts into a design hub of this nature. Time will tell if any of the recommendations work into the 'real world' experience.

In October we said farewell to Advocate Hannah Aroni and welcomed Kim Collinson to the Melbourne Office. Thanks to Katrina for assisting this transition and her continued work and to Kim who took on a large case load and closed many issues in her first months with DRC.

Late in 2018 the Office for Disability announced a **one-off grant** of 25% of core funding for 2 years. This enabled us to update staff laptops, increase office space at Ross House and increase advocacy hours.

We are thrilled to have Julie McNally as our Advocacy Team Leader beginning in early July and look forward to offering more and better services to our clients.

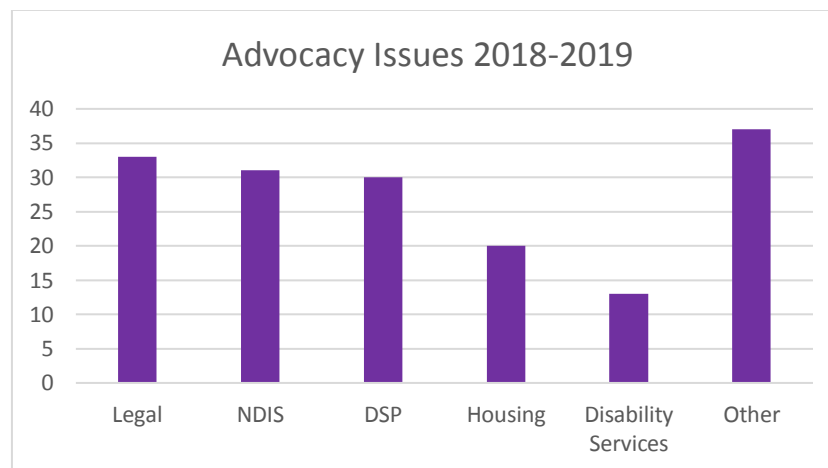
Thank you to our DRC members who go above and beyond on our Committee of Management, Public Transport and Continual Quality Improvement sub-committees. Finally, thank you to everyone who has contributed to our work this past year, be it through our DSP Pathway and Transport projects, by connecting on social media or by attending various events we've hosted. This work is by you and about you.

We look forward to the year ahead as we welcome new staff members, continue to promote the rights of people with disability and build on DRC's strong foundations.

Individual Advocacy

Our individual advocacy in both Melbourne and Outer South East continued to experience a significant increase in requests for support, and in February we made the difficult decision to close the wait list for several weeks to focus on existing clients.

The most common advocacy issues presented to our service were Legal (33). There was a significant increase in requests for support with NDIS issues (from 14 to 31) and in support with Disability Support Pension claims (from 16 to 30). It was expected that we would see increased requests for NDIS support as participants continued to be rolled into the scheme with many coming up for their first plan reviews. Similarly we expected to see more requests for DSP support as DRC conducted the DSP Project, raising the profile of this issue and the expertise that was being developed within the organisation.



18% of our clients this year were culturally and linguistical diverse (CALD) with two clients identifying as Aboriginal or Torres Strait Islander.

Staff Training and Support

We have seen a general increase in the distress levels of our clients, particularly those with issues relating to government departments such as Centrelink and the NDIS. To equip advocates to work in this environment they participated in a two-day ASIST workshop. The training focuses on how to recognise someone who may be at risk of suicide and work with them to create a plan that will support their immediate safety.

As a further measure to support all staff members, DRC have registered with an Employee Assistance Program (EAP) which is available should staff need to talk through difficult issues that are impacting their working life.

Individual Advocacy – some examples

Disability Support Pension

A client with terminal bowel cancer contacted our service for support after being discharged from hospital. He had no income and was behind in rent payments. He was placed on Newstart but as his condition was considered a 'manifest impairment' he should have received the DSP immediately. Sadly he passed away 54 days after his DSP application was first lodged. The Guardian Newspaper ran his story on 8 May titled 'Man died of bowel cancer while waiting for disability support pension approval' and interviewed Katrina and Labor MP Julian Hill. You can read more at <https://www.theguardian.com/australia-news/2019/may/08/man-died-of-bowel-cancer-while-waiting-for-disability-support-pension-approval>

Access to Justice

A 34 year-old woman with an intellectual disability approached DRC for support after having some property stolen. While visiting a local hotel she became unwell and was receiving medical treatment when her items were taken. The client had reported the incident to the police and to the hotel. The incident had left her feeling violated and unsafe and she was upset that the police had not communicated with her about efforts to catch the person responsible. Assistance was provided to follow the incident up with the police and ensure that they were taking action and communicating with the client. Assistance was also provided in regards to making a complaint to the Victorian Gambling and Liquor Licensing Board about the conduct of the hotel in relation to the incident

National Disability Insurance Scheme

A 61 year-old woman experiencing co-occurring physical and mental health issues was referred to DRC by community-based support services. She was seeking advocacy support around her first NDIS plan. This individual had been successful in gaining access to the scheme but needed support around understanding the scheme and identifying needs and plan goals. Advocacy support was provided around pre-planning and attending the first planning meeting. Despite having an LAC and support co-ordinator in place, the client was experiencing significant difficulty engaging with these supports and accessing appropriate NDIS-funded services. Advocacy support was provided around understanding the current plan and facilitating engagement with NDIS-funded Support Co-Ordination.

Home modifications due to Skyrail

A client living adjacent to the new Skyrail project noticed that the works were significantly impacting their mental health. The client had requested alterations to their property by the Level Crossing Removal Authority, which were initially rejected. We met with the representatives of the Level Crossing Removal Authority to request modifications to the client's property and the repair of damage caused by the building works. While the client did not receive the modifications entirely as first requested the client came to a reasonable compromise that meant that renovations and improvements were made to their home that resulted in the client again being able to have quiet enjoyment of their property.

South East Advocacy

Katrina Newman



This November marks my 15th year as an advocate with DRC and while there have been many changes over the past 15 years, I believe we consistently provide an excellent service that is more in demand than ever before.

During this reporting period, people seeking advocacy support from DRC have sometimes had to wait up to 6 months due to the increase in demand for our service. During waiting times, I offer (where possible) secondary consultation support to assist people in an informal capacity to achieve their goals while waiting for advocacy assistance. This is particularly relevant when supporting people to access the Disability Support Pension.

Disability Support Pension access issues continue to dominate my work in the outer southeast, including significant delays in processing times for applications, reviews and appeals. I rely on my good connection with Federal Member of Parliament Julian Hill to speed up the processing times of DSP applications and appeals.

I continue to work closely with Social Security Rights Victoria (SSRV) and Legal services to achieve better outcomes for our clients

During this reporting period Kim and I travelled to SSRV to build on our existing working relationship and sit in on the advice line that proved useful for both services.

As DRC and other advocacy services across Melbourne are now frequently operating at capacity. I'm hopeful that DRC can look at addressing the systemic issues that have resulted in this increase in our workloads, while we continue to work efficiently to support our clients.

Melbourne Metro Advocacy

Kim Collinson



It has been my pleasure to step into the role of Individual Advocate in October of 2018. The support of Kerri and Katrina has been invaluable as I have settled into my work here at DRC. As a part of my role I have had the opportunity to contribute to the broader goals of the organisation by working to ensure that DRC policies and procedures are accessible and inclusive of all people with disabilities. I continue to be involved in reviewing and improving our growing individual advocacy program.

Demand for advocacy has continued to grow, with the Melbourne Metro office often receiving several advocacy requests per day. This has resulted in a significant wait of several months for non-urgent advocacy issues to be addressed. The majority of new clients presenting at the Melbourne Metro office for support are presenting with multiple co-occurring conditions, including complex mental health issues.

DRC continues to support clients with a range of issues effecting people with disabilities together with issues around accommodation, disability services, interactions with the legal system and government departments and services. There continues to be a steady increase in requests for support around applying for and appealing decisions around the Disability Support Pension.

The roll out of the National Disability Insurance Scheme has provided both opportunity and significant challenges for our clients. I have spent much of the past year supporting clients to access the scheme and have provided further support assisting clients to be effective self-advocates in voicing their rights and needs to get the best outcome possible. The NDIS has potential to be a transformative force in the lives of people with disabilities, however, at present the scheme is riddled with gaps and inconsistency at all stages of the process. Clients are experiencing enormous difficulty not only accessing the scheme but also implementing plans and accessing NDIS funded supports. At present 'Choice and Control' are not a reality for many participants. The introduction of the NDIS individual funding model has meant that many of the previously existing community supports have disappeared leaving many, especially those with complex needs, more vulnerable and more distressed.

Fair and equitable access to both the NDIS and DSP are a vital part of ensuring that people with disabilities are adequately supported to be active participants and members of our society. It is of great concern to me that these systems continue to operate in a way that is so complex that many of our clients are unable to navigate them, excluding the very people these systems are supposed to support.

As a person with a lived experience of disability, I find it very encouraging and validating to work for an organisation that provides an affirming and inclusive environment. I look forward to the year ahead.

Vale Vicki Alipasinopoloulis

We were saddened by the passing of our much admired Secretary of the Committee of Management, Vicki Alipasinopoulos earlier this year. Vicki shared her contagious motivation with the Committee, organised minutes, agendas and other requirements for 2018 and was a member of our Continual Quality Improvements sub-committee, bringing her unique perspective and vast experience to our work. Vicki was an active member of DRC from 2004, and joined the Committee of Management in November 2017.

Vicki had served on the committee for Blind Citizens Australia's Melbourne Branch as Secretary, an organisation that provides advocacy to people who are blind or have low vision. She was also a Case Manager at Vision Australia for over ten years and served on the committees of BCA's Women's Branch and Women with Disabilities Australia from 2005 to 2011.

The Committee of Management, staff and members of DRC send our condolences to Vicki's family and friends. She will be greatly missed

∞ *Rest in Peace Vicki* ∞

DSP & Me

Throughout the latter part of 2018 and first half of 2019 DRC conducted the Disability Support Pension Pathways Project.

We spoke with people with disabilities who have experience applying for the DSP to create DSP & Me: Your guide to the Disability Support Pension.

DSP & Me is for people who think they may be eligible for the DSP. The guide takes you step by step though what you need to know before applying for a DSP, so you understand the requirements and have the best chance of being successful if you are eligible. It also provides information on where to get help if needed.



We collaborated with people in focus groups in Melbourne, Dandenong and Traralgon as well as one-on-one interviews to learn about people's DSP experiences. In particular we asked:

- Where did people get information from?
- What were the barriers?
- Where did people find help or support?
- What would make applying easier?
- What advice they would give others?

Armed with this information we created a draft in plain English and easy English. We then asked people who may use the resource to work through the booklets and give feedback and ensure that it was as understandable as possible.

All of this could have been prevented if the GP did the medical report properly"

"We need information that we can navigate rather than being overwhelmed with information"

"I'd loved to have been better prepared"

People talking about their DSP experience

We then had the pleasure of conducting a DSP training session for Disability Advocates with Social Security Rights Victoria. The attendance and discussions confirmed that access to the DSP is a significant and frustrating issue.

We will conduct a review of how well the resource is working early in 2020 by contacting those who have been sent DSP & Me and make changes to improve the resource.

DSP & Me is available in plain English, Easy English and in screen readable formats at <http://drc.org.au/resources/dsp-me/>

Printed booklets can be obtained by contacting the DRC office.

Special thanks to our DSP Project Team, who gave valuable direction and expert advice throughout. Also thanks to Social Security Rights Victoria who reviewed our resource and gave valuable feedback.



(From left: Jeanette Robinson, Nick Wilson, Gillian Wilks, Kerri Cassidy, Mary Henley-Collopy)

This project was funded by the Victorian Department of Health and Human Services' Capacity Building Fund.

Accessible Public Transport

We were proud to produce the Transport for All report which gathered the stories of over 450 people's experiences of using public transport in Victoria. Our official launch of the report was held in November 2018 and brought DRC members, staff, project participants, public transport operators and other stakeholders together to hear about the issues people most experience. Guest speaker CPVV Disability Commissioner Colleen Furlanetto spoke of her own personal experiences and assured us that she would work to keep Access Public Transport on our government's radar.



(Transport for All Launch, Nov 2018)

The Transport for All report formed the basis of a submission to the Review of the Disability Standards for Accessible Public Transport (DASPT) in November.

A successful grant application to State Trustees allowed us to continue the Accessible Public Transport campaign for the first half of 2019. We met with representatives of Public Transport Victoria, the Public Transport Ombudsman, TransDev Buses, Consumer Passenger Vehicles Victoria and Travellers Aid to share our report and call for change in alignment with our identified recommendations.

We also partnered with VCOSS to raise awareness of key transport issues which resulted in a video featuring our

Chairperson Martin Leckey and EO Kerri Cassidy talking about the importance of continuing to build accessible tram stops and match them to accessible trams. There was a number of newspaper articles in the Herald Sun which told the stories of inaccessible transport information, the need for disability awareness training for transport staff, problems with access to priority seating for people with invisible disabilities and the impacts of train disruptions. Special thanks to our Public Transport sub-committee who gave valuable direction and expert advice throughout.

We learnt in April that our submission to the Office for Disability's grant round relating to the Advocacy Futures Plan 2018-2020 was successful. The proposed project relates to the plan's objective of 'Connection.'

Building on the Accessible Public Transport Project (Innovation Fund 2018), this project will involve a coordinated systemic advocacy campaign to activate change towards a Public Transport system that is truly accessible for all Victorians.

This will be achieved through working with groups of people with disabilities who, building on first hand experiences, can receive training and support to conduct systemic advocacy. Connections will be made between regional and metropolitan groups who can relate, and contribute to, a state-wide advocacy network that is advocating for accessible transport across Victoria.



Communications and Engagement

DRC has been active on social media since October 2017 on both Facebook and Twitter enabling us to engage with DRC members, partner organisations and the wider public. Social media was particularly useful in engaging with people who shared the DSP experience, promoting *DSP & Me* and keeping our supporters updated on the latest happenings at DRC.

We experienced a spike in Facebook followers shortly after the release of *DSP & Me*, indicating there is a strong appetite for resources relating to the Disability Support Pension.

As part of the ILC Capacity Building Grant, DRC has funding to engage a Promotions and Communications Officer to develop and implement a strong communications and engagement strategy in the next financial year.

Please subscribe to our website at drc.org.au to receive our latest newsletters and updates. You can join the online conversation about all things Disability on Facebook, and Instagram.



@DRCadvocacy
199 Followers



@DRCadvocacy
262 Followers



www.drc.org.au



[drc_au](https://www.instagram.com/drc_au)

The year ahead

Looking to the coming year; DRC has received funding for the following initiatives:

1. **Access for All** Public Transport Campaign
DHHS Advocacy Futures Grants Program.

July 2019 – December 2020

2. **DRC Strengthening and Creating Connections**
National Disability Insurance Scheme - ILC Capacity Building Grant

July 2019 – June 2020

Building on DRC's strong history, creating a strategy to operate effectively in the changing NDIS landscape and strengthening existing and creating new community connections both in metropolitan and regional Victoria.

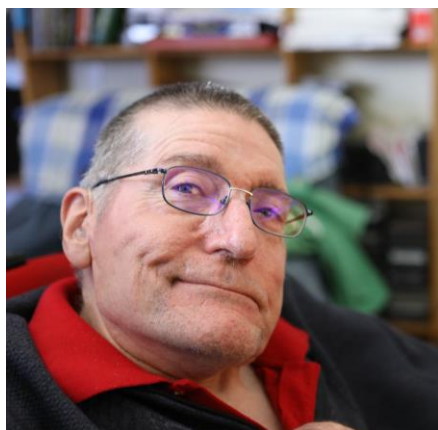
3. **Disability Royal Commission Advocacy**
DHHS Victorian Disability Advocacy Program Funding (10% of core funding)

July 2019 – June 2020

To assist DRC's advocacy team to be adequately trained, networked and resourced to effectively inform and support people to participate in the Disability Royal Commission.

Financial Summary

Frank Hall-Bentick



I am pleased to present the audited statements and financial report of the Disability Resources Centre Inc (DRC) for the financial year ending 30 June 2019.

You will see from the income and expenditure statement that we finished the year with a surplus of \$53,745 compared to \$21,291 in 2018. Most of this surplus will be carried forward into the 2019-20 budget to finalise the DSP Pathways Project (\$12,700) and unallocated funds from the 25% one-off funding for the Individual Advocacy Program (\$28,400). \$10,000 of the remaining surplus will be transferred to the DRC Investment Account.

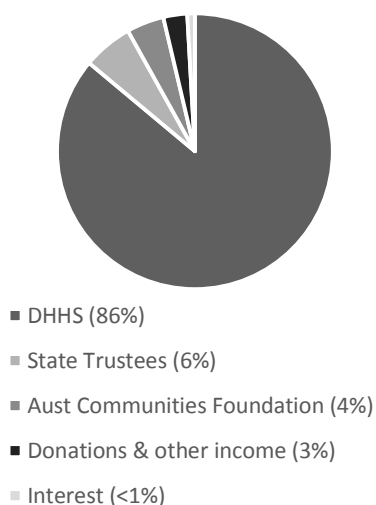
Total equity in our organisation as at 30th June 2019 is \$85,914.

The charts below show the sources of income and allocation of expenditure for the year.

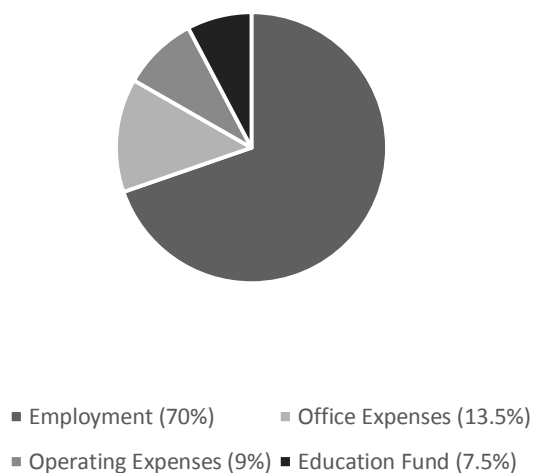
The DRC has sufficient funds as of 30 June 2019 to pay our liabilities, which are predominantly administrative and operational costs, as well as salaries for staff.

The auditor has again acknowledged our commitment to sound financial controls and policies as presented in their report which follows.

Sources of income 2018-2019



Expenses 2018-19



Financial Statements

These financial statements are an abridged version of the Financial Statements of Disability Resources Centre Inc. as audited by JP Hardwick & Associates and deemed to give a true and fair view of the financial position of Disability Resources Centre Inc. as at 30 June 2019 and its financial performance for the year then ended in accordance with appropriate accounting policies and the Associations Incorporation Reform Act 2012.

The complete financial statements are available on request from Disability Resources Centre.

Disability Resources Centre Inc.

Balance Sheet

As at 30 June 2019

	2019 \$	2018 \$
<u>CURRENT ASSETS</u>		
Petty Cash	174	195
Cash at Banks	320,822	174,568
Accounts Receivable	375	0
	<u>321,371</u>	<u>174,763</u>
<u>NON CURRENT ASSETS</u>		
Property & Equipment at Cost	31,073	28,231
Less Provision for Depreciation	-28,231	-28,231
	<u>2,842</u>	<u>0</u>
<u>TOTAL ASSETS</u>	<u>324,213</u>	<u>174,763</u>
<u>CURRENT LIABILITIES</u>		
Creditors & Accruals	31,072	22,400
Provision for Annual Leave	10,753	8,288
Grants in Advance	190,415	108,165
Provision for Long Service Leave	6,060	3,741
	<u>238,300</u>	<u>142,594</u>
<u>NET ASSETS</u>	85,913	32,169
Represent by		
<u>MEMBERS EQUITY</u>		
Opening Bal 1 July	32,169	10,878
Add Net Income (Loss) for the year	53,745	21,291
<u>TOTAL EQUITY 30 JUNE</u>	<u>85,914</u>	<u>32,169</u>

Disability Resources Centre Inc.
Income Statement
For year ended 30 June 2019

	2019	2018
	\$	\$
<u>INCOME</u>		
DHHS Core Funding	186,062	158,628
DHHS Capacity Building Grant	88,125	0
Transport (carried forward)	20,040	49,960
Reichstein Foundation	0	10,000
Australian Communities Foundation	15,000	11,250
State Trustees	20,000	0
Donations & Other Income	15,003	11,932
Interest Income	3,044	1,931
<u>TOTAL INCOME</u>	<u>347,274</u>	<u>243,701</u>
Less		
<u>EXPENDITURE</u>		
Advertising	566	0
AGM Expenses	298	40
Education Fund Scholarships	22,677	18,656
Audits	0	6,645
Annual Registrations	1,192	1,062
Bank Charges	0	50
Board Expenses	1,517	1,481
Conferences/Memberships	159	259
CSO Network IT Expenses	9,077	7,016
Forums & Workshop	1,742	788
Financial Services	7,879	5,213
Minor Equipment	1,851	3,507
Printing, Postage & Stationery	14,076	1,869
Rent & Occupancy Costs	18,584	11,548
Repair & Maintenance	226	0
Data Management	1,723	1,650
Salaries	183,528	140,441
Staff Training	1,741	0
Superannuation	16,483	13,260
Sundry Expenses	275	87
Telephone	3,735	3,762
Travel & Accommodation	3,348	3,557
Workcover	2,162	614
Other Employer Expenses	691	905
<u>TOTAL EXPENSES</u>	<u>293,530</u>	<u>222,410</u>
<u>NET INCOME (LOSS) FOR THE YEAR</u>	<u>53,744</u>	<u>21,291</u>

Disability Resources Centre Inc.
Cash Flow Statement
For year ended 30 June 2019

	2019	2018
	\$	\$
<u>INCOME</u>		
Grants Received	442,235	335,187
Interest Received	3,044	2,557
Other Income	29,560	11,306
	<u>474,839</u>	<u>349,050</u>
<u>EXPENDITURE</u>		
Payments to Suppliers & Employees	-328,617	-257,921
	<u>146,222</u>	<u>91,129</u>
<u>NET CASH INFLOWS FROM OPERATIONS</u>		
	<u>146,222</u>	<u>91,129</u>
<u>NET CASH FLOW</u>		
	<u>146,222</u>	<u>91,129</u>
<u>RECONCILIATION OF OPERATING SURPLUS WITH CASH FLOW FROM OPERATIONS</u>		
Operating Surplus/-Deficit For Year	53,745	21,291
Add Back Depreciation	-	-
	<u>53,745</u>	<u>21,291</u>
<u>MOVEMENT IN ASSETS & LIABILITIES</u>		
Decrease/Increase In Trade & Other Payables	8,671	9,261
Decrease/Increase In Provisions	1,567	-13,006
Decrease/Increase In Grants In Advance	82,250	73,584
	<u>92,488</u>	<u>69,839</u>
<u>NET CASH INFLOWS FROM OPERATIONS</u>	<u>146,233</u>	<u>91,130</u>
<u>CASH AT BANK AT START OF YEAR</u>	174,763	146,453
	2019	2018
<u>MADE UP AS FOLLOWS</u>	\$	\$
Petty Cash	174	195
Cash at Banks	320,822	174,568
<u>CASH AT BANK 30 JUNE</u>	<u>320,996</u>	<u>174,763</u>