



side by side advocacy

SIDE BY SIDE ADVOCACY

ANNUAL REPORT 2009-10

STATEMENT OF PURPOSE

Side by Side Advocacy upholds the rights and interests of people with intellectual disability to ensure their full and meaningful participation in the community.

SIDE BY SIDE ADVOCACY INCORPORATED

ANNUAL REPORT 2009-10

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ABOUT US

Side by Side Advocacy Incorporated is a community-based not-for-profit organisation with the status of a charity. It provides advocacy and support to people with disability, primarily intellectual disability. An advocate gives a voice to a person to enable that person's needs to be met. Issues requiring advocacy include housing and accommodation, payment of bills, education and medical procedures.

Side by Side originated as Citizen Advocacy Ryde-Hunters Hill (CARHH) - incorporated in 1991- although work on setting up the organisation had been in train for several years. One of the driving forces in the organising committee which established CARHH was John Roarty, a resident of Weemala, who wrote forcefully about his experience of being institutionalised in his book *Captives of Care*. The Citizen Advocacy movement originated in the USA in the 1970s and follows the principles of Social Role Valorisation (SRV) enunciated by Wolf Wolfensberger. SRV explicitly brings people with disability into the general community by recognising their role as valued members of society instead of categorising them because of their disability. Citizen Advocacy finds the most vulnerable members of a community and matches each person with a caring person in the general community who can freely provide advocacy and encouragement in an unpaid capacity. These relationships can extend for many years and are very frequently expressive, that is, provide emotional inclusion and support and do not merely exist just to undertake the advocacy role. Side by Side Advocacy's support role in Citizen Advocacy is through the professional experience and training of our staff that advise and assist the Citizen Advocate directly. In addition we can call on our Advocate Associates with particular expertise (eg law, pharmacy, housing, nutrition) who donate their time and knowledge to inform the advocacy. Citizen Advocacy is an ongoing relationship between two parties- members of the general community- and it is not appropriate for us to intervene in those relationships except to support the relationship.

Individual advocacy, sometimes called "direct" advocacy, involves paid dedicated staff in our offices responding directly to the person requiring assistance. There is no monetary cost to the people involved. It is called Individual to distinguish it from systemic advocacy which involves speaking up about difficulties in the welfare system as a whole. A person may ask us for our direct assistance whenever it is required. This form of advocacy is

more easily quantified for accounting purposes, although a numerical value does not necessarily reflect the time spent in and complexity of Individual (Direct) Advocacy acts.

Side by Side Advocacy became our name when we explicitly announced that we would undertake Individual (direct) Advocacy in addition to our Citizen Advocacy program. The Citizen Advocacy program is concentrated in the Ryde-Hunters Hill area; our direct advocacy extends across the northern Sydney area including our traditional area plus the North Shore, Northern Beaches and Hornsby. Our Citizen Advocacy program aims to be independent of government funding.

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.
- ❖ People with disability 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 regardless of gender, age, ethnicity, sexuality or religion have the same human and legal rights.

OUR ADVOCACY DEFINED

WHAT IS CITIZEN ADVOCACY?

We seek to meet the fundamental needs of people with intellectual disability by establishing and supporting freely given relationships of advocacy.

Citizen Advocacy is an international movement that seeks to promote, protect and defend the rights, interests and dignity of people who are vulnerable. It involves the unique and powerful response of ordinary citizens, who are unpaid and independent of the human service system choosing to enter into relationship with a person with disability for the sole purpose of meeting one or some of that person's needs. It is governed by clearly defined principles. These include fidelity, persistence, and freedom from conflict of interest, loyalty, person-centred planning and inclusion.

Although contemporary society continues to look to professionals for answers, citizen advocacy offers opportunities for neighbours to help neighbours. Ordinary citizens possess a variety of talents through their experiences in family, work, church and community associations. The program also enlists the support of skilled and resourced advocate associates who provide information and support to advocacy relationships and program staff.

INDIVIDUAL (DIRECT) ADVOCACY

In our advocacy it is the rights, interests and needs of a person with a disability that has primacy. Our Advocates meet with and respond directly to the person to gain the clearest understanding of their advocacy needs. Our advocacy actions assist not replace the 'voice' of that person.

Individual (Direct) Advocacy is provided by our paid Advocates who respond to a range of issues from assistance concerning information and referral to available services through to lodging formal complaints concerning abuse and neglect, review of guardianship orders and appeals concerning administrative decisions of government funded services.

Where we believe that other organisations or services are better able to assist than ourselves, we will refer the person with a disability to that service

or assist them in an alternative approach. Where the concern is about a systemic problem, we will ensure that specific peak/specialist advocacy organisations are also made aware of the relevant issue.

CHAIRPERSON'S REPORT

It is with much pleasure that I can say that the past year has been one of calm consolidation. Unlike the previous year, when the Board of necessity was involved in the day to day operations of Side by Side Advocacy, 2009-10 was a year in which we were able return to the role of governance. Gary Goodship, our Executive Officer, effectively and efficiently managed the day to day operations of Side by Side Advocacy, in addition to providing advocacy and strong leadership. We gratefully acknowledge Gary's strong commitment to his role and to people with disability.

We began the year with a full compliment of staff. Our Direct Advocates have again worked wonderfully well with our clients, each other and the Board to make available a high level of advocacy. The issues that they encountered this year were varied, complicated, confronting and sometimes life threatening for the clients. Kirsty MacDonald and Maree Salzano have met these challenges with enthusiasm, diligence, creativity and passion. On behalf of the Board I would like to thank them and acknowledge the positive difference that they have made in the lives of the people for whom they have advocated.

Things were not quite so smooth for the Citizen Advocacy Program. After many months of ill health and uncertainty, our previous Citizen Advocacy Coordinator resigned from her position in August. In November we were pleased to appoint Janet Castle to this position. Janet came to us with extensive knowledge of the disability sector, and subsequently underwent intensive SRV and Citizen Advocacy training.

Janet conducted a comprehensive review of our program and provided us with a clear and forthright picture. It soon became clear that the Citizen Advocacy program had not faired well as a result of the staffing changes and uncertainties over a number of years. A recruitment plan was developed and agreed upon. We currently support 16 Citizen Advocacy relationships and are aiming to form 8 new Citizen Advocacy relationships in the next financial year. Now that her initial orientation and fact finding missions are behind her, Janet is concentrating on the core business of her role...developing Citizen Advocacy relationships. We thank Janet for her positive start and look forward to new Citizen Advocacy relationships in the near future.

During the year each member of staff made a presentation to the Board. These presentations were both informative and motivating, as they put us in touch with the lives of the people that our organisation supports. We are very mindful of the pressures and stress that our staff may potentially experience in their advocacy

roles and we have put in place an Employment Assistance Program to help staff deal with critical incidents. We also organised a refit and refurbishment of the office to improve the working environment, to provide for greater confidentiality and privacy, and to allow greater accessibility for people with disability.

The Board has undergone substantial training this year both as a whole and individually. Board training topics were OH&S and Intellectual Disability and Vocational Training. Individual board members have undertaken SRV training and formal advocacy training. Training has not been limited to the Board. All staff members have undergone training this year, including SRV training, Law for Non Layers, ongoing advocacy training, and Leadership in Service Design.... to name but a few. Training has also been conducted for ,Advocate Associatesv. Our commitment to training is reflective of our desire to be the best we can be!

2009-10 has been a busy year for the Board and we are fortunate that the Board members share a wide range of skills and talents, and are generous, enthusiastic and diligent in carrying out their responsibilities. My role as Chair was certainly made much easier because of the strength of the Board. Over and above our ongoing responsibility of governance we have developed policies, reviewed papers, and made submissions to various levels of government with the aim of promoting the rights and welfare of people with disability.

One of our main challenges is that of membership. In an attempt to increase our community profile and to attract new supporters we attended Harmony Day in March, had a stall at the Ryde City Council Community Expo in the Eastwood Mall, held an information stall at the Granny Smith Festival, re-established our newsletter and held a cocktail party as an end of year celebration. In spite of these efforts we seem to have had only limited success in attracting new members. It is essential that we continue to strive to increase our membership base to ensure the long term viability of our organisation. Our attempt to recruit new members will be ongoing.

Side by Side Advocacy has undergone external evaluation this year. In October underwent a five yearly audit against the FaHCSIA disability service standards. evaluation we were rated . It was gratifying, although not surprising to receive such positive feedback.

I would like to pay tribute to two of our members who passed away this year. Paul Henry was a Citizen Advocate twice over. He was returning officer at many an AGM and had a presence in our organisation that was positive, entertaining and inspiring. Trevor Hutton was a participant in the Citizen Advocacy Program and also a Board member....even though he didn't like meetings! Trevor brought humour, grace and insight to everything he did and made a positive and indelible contribution to Side by Side Advocacy. Paul and Trevor will be missed, and we extend our sincere condolences to their respective families, friends and advocates.

In closing I would like to thank everyone who has made a contribution to the ongoing success of Side by Side Advocacy this year. I would particularly like to thank my fellow Board members for the contribution that they have made through out the year. I take pride in being associated with an organisation that is ethical,

transparent and dedicated to promoting the rights of people with disability. Side by Side Advocacy has finished the 2009 -2010 year in a strong position and we are well placed to continue working toward our vision.

We strive to achieve a world in which people with disability are welcomed wholly and joyfully, where differences are celebrated, needs are recognised, and opportunities are realized.

Coralie Jensen

Chairperson

A voluntary Committee of Management (the Board) oversees the legal and financial operation of the program. Management Committee members are elected annually at the Annual General Meeting and contribute at every level to ensure the ongoing success of the program.

COMMITTEE OF MANAGEMENT

CHAIRPERSON– CORALIE JENSEN

Coralie has a background in education and a passion for inclusive education. She has been a member of Side By Side Advocacy (formerly Citizen Advocacy Ryde-Hunters Hill) for many years and joined the Committee of Management six years ago. She is the Chairperson for a third year. Coralie has been deeply involved in the preparation of our fundraising events, has been active in promoting and lobbying for us, and has been pivotal in many office activities. Coralie lives in Eastwood and is the mother of three sons.

VICE CHAIRPERSON – EMMA DOUKAKIS

Emma is on the Board for a third term, having come from employment with Side by Side as one of our Advocates. Emma has a background in volunteer service. She is currently employed in an advocacy and information program. She is also an Advocate in our Citizen Advocacy program. Emma has a deep commitment to the rights of people with disability.

TREASURER – MICHAEL SLINN

Michael is a professional accountant. Without Michael and his commitment we would be poorer in many senses. Michael gives many hours to this organisation and is also active with other organisations helping towards a better life for disadvantaged people. Michael and his wife live at Cherrybrook and have two children and two grandchildren.

MEMBER - JULIA BOVARD

Julia originally became involved in Citizen Advocacy Ryde-Hunters Hill as a Crisis Advocate in 2003. She has been a board member for 7 years. She has been active in lobbying on behalf of Side by Side aiming to give us a positive profile in the wider community. Julia has a legal and policy background and lives in West Ryde. Julia rejoined the Board in June after some well deserved “time out”.

MEMBER – MICHELLE DONELLY

Michelle is one of the founding members of our original Citizen Advocacy Ryde-Hunters Hill and has been actively involved over more than twenty years (even though CARHH itself was only incorporated 20 years ago). Michelle ensures that people with disability are included as valuable members of society. Michelle has an academic professional as well as a personal commitment to educating people about disability. Michelle has provided extensive SRV oriented training and assistance to staff.

MEMBER – MELISSA SIMCOE

Melissa first became associated with Citizen Advocacy Ryde-Hunters Hill as a support person for one of our Board members. Over the past seven years she has been a Board member herself, bringing her valuable knowledge of social welfare policy and the disability sector to Board deliberations. Melissa was responsible for suggesting our name Side by Side Advocacy, has produced policy documents and submissions for us.

MEMBER – GEORGE GRAY

George has served the Board of Management for eight consecutive terms. He is a fine speechmaker and a consummate networker and has wide social contacts over the northern Sydney area. George also provides assistance in recruitment of staff as required.

MEMBER – DONNA RHALL

Donna joined the Board last year. She had been Managing Coordinator of the organisation for several years when it was Citizen Advocacy Ryde-Hunters Hill. Donna is deeply committed to the practice of Citizen Advocacy and brings her vast working knowledge to the management of the organisation. Donna is committed to the integration and support of people with disability into the community. Donna stepped down from the Board in June due to work commitments. Donna provided assistance to the Coordinators role in many well appreciated ways.

MEMBER – TREVOR HUTTON



Trevor was a member of the Board for three terms. He has made many contributions to our policies

and to our efforts to make access easier for people with disability in the community. Trevor lived at Ryde and sadly passed away in June of 2010.

EXECUTIVE OFFICER'S REPORT

This year has certainly been a time of strengthening for our organisation and for both our programs.

With an absolutely empirical review of our Citizen Advocacy Program matches undertaken by Janet our Coordinator – Citizen Advocacy and from that a working list has been developed for this financial year - these actions refocus our CA program. While it was distressing to all of us to find out what the situation was with regard to numbers it was heartening to finally understand how powerful and long lasting some relationships are and how some have changed since the original match

Our Individual Advocacy program continues to go from strength to strength with results that enable people with disability to live a better life, we, unlike all of the large organisations, do not have a waiting list and most certainly do “punch well above our weight”.

Funding is still inadequate and is never likely to be relatively better; overall advocacy funding for Sydney is not adequate and also not likely to improve.

At this point I must make reference to the great losses for our organisation, and our lives, with the passing of both Paul Henry and Trevor Hutton within this year. I had only been getting to know Paul before his passing, but had certainly enjoyed my time with Trevor and his extremely dry wit, both will be sadly missed

Our ongoing commitment to training for both Board and Staff has continued throughout this year with many and varied courses being offered, and taken up by everyone with great interest.

We undertook a “14K” audit by FaHCSIA (our funding body) in October with good results, our next audit will most probably be in a totally different format and carried out by a third party accrediting body, this is a component of the Quality Assurance regime than most mainstream organisations find themselves bound to. This audit was embraced by participants in our organisation which covered Individual Advocacy clients, Citizen Advocacy relationships and Board Members and Staff.

Our access to our local communities is slowly improving using tools such as the Granny Smith Festival (AKA party in Coralie's front yard), Harmony Day and various other festivals also our networking with local disability organisations and inclusion in processes such as “Living Books” (Maree at Warringah Library) Speaking engagements (Maree, Kirsty & Gary) attending many by invitation events (all)

In a final note I would once again like to thank Kirsty, Maree & Janet for their absolutely professional, and caring manner in all their actions to provide and support Advocacy for people with disability, the Board of Management of Side By Side for its unswerving support and last but not least our Citizen Advocates, their Protégés, and our Advocate Associates for their steadfast commitment in often adverse situations.

Even though I have mentioned the Board as a collective for their support I would like to especially mention Michael our Treasurer (and most times book keeper) for his precision, accuracy and particularly his commitment and passion for everything he does. And a continuing thank you to Steve MacDonald our Computer/IT volunteer consultant for assisting us (in doing so putting up with very silly questions) at all hours of the day. To Michelle and Donna for reinforcing our Citizen Advocacy Program with their ongoing support to Janet through, what has been a difficult time for so many reasons, including attendance and vigorous participation at Key Office Activities Sub-Committee meetings

A handwritten signature in black ink that reads "Gary". The script is fluid and cursive, with a prominent loop at the end of the word.

Gary Goodship

STAFF

EXECUTIVE OFFICER – GARY GOODSHIP

Gary Joined Side By Side in November of 2008 after a number of years working in senior roles within service provision for people with a disability, in various regions of Sydney. He has also recently taken on the role of a Citizen Advocate through an allied organisation in Sydney's western suburbs. Gary has a keen interest in social justice for people living with intellectual disability and certainly enjoys the variety of roles that he is able to enact on a daily basis within Side By Side. Gary is stationed at our West Ryde office.

ADVOCATE – MAREE SALZANO

Maree has been a Citizen Advocate for many years and has other personal experience of being an advocate as well as being a current member of the Board of Management of an advocacy organisation. Maree established our individual advocacy program on the Northern Beaches and shares her time between an office in Dee Why and our West Ryde office. Maree has a deep commitment to social justice. She lives in the Northern Beaches area.

ADVOCATE – KIRSTY MACDONALD

Kirsty is a trained legal practitioner with a keen interest in the rights of people with disability through her prior volunteer work with the Welfare Rights Centre and the Intellectual Disability Rights Service - Criminal Justice Support Program. Kirsty has been working fulltime as a direct advocate for us since May 2008, covering many areas in the Northern Sydney region which of course includes our historic Ryde Hunters Hill district.

COORDINATOR CITIZEN ADVOCACY – JANET CASTLE

Janet joined us as the Citizen Advocacy Coordinator in November of 2009 which now gives us a full complement of staff. She will be working out of the West Ryde for four and a half days per week. Janet has a solid history assisting and supporting people with disability in service delivery along with extensive volunteering experience. Janet has a keen interest in supporting, and advocating for, asylum seekers.

CITIZEN ADVOCACY SUPPORTING PEOPLE WITH INTELLECTUAL DISABILITY TO LIVE “THE GOOD LIFE”.

While the office does not “keep tabs” on the daily dynamics of Citizen Advocacy relationships we have been made aware that in the last year Citizen Advocates have:

- ✓ Defended his protégé against an unfounded police charge
- ✓ Maintained a bedside vigil beside her dying protégé
- ✓ Attended exercise classes together each week
- ✓ Mounted a formal complaint to a service provider
- ✓ Supported their protégé as he died and arranged a funeral service that honoured the essence of who he was
- ✓ Visited their protégé and gone walking together.

INDIVIDUAL ADVOCACY MEETING NEEDS

Some examples of how Individual Advocacy has responded to the needs of people with disability this year.

- Advocacy supported a woman with disability to express to the Department of Housing that properties which had been offered for her were not reasonable having regard to her needs.
- Advocacy supported a man with an intellectual disability to speak up for himself after years of intimidation, harassment and threats made by neighbours in DOH property.
- Advocacy supports a young woman with intellectual disability. The young woman lives at home with her parents. She has a difficult relationship with both of her parents.
- Advocacy was required to ensure the successful continuation of an inclusive education for a Year 7 student with high support needs at her local high school.
- Advocacy has been supporting a young man with disability who lives with his mum. By approaching ADHC to ensure that the man’s potential is known and to raise the question how resources could be dedicated to the man’s development on a consistent and permanent basis.
- Advocacy made a complaint with the Health Care Complaints Commission on behalf of a long suffering patient of the Dental hospital. The outcome was positive.
- Advocacy assisted a man who had been homeless for a few months assisting with securing accommodation that was made possible by DOH with a Special Assistance Subsidy.
- Advocacy supported a young woman with Disability as to appeal Centrelink’s decision that she was ineligible to be paid DSP to the Social Security Appeals Tribunal.
- Advocacy ensured that DADHC did not move a person into accommodation that was outside of their local community and disconnected from family and supports.
- Advocacy supported a man with disability who had become homeless. The man was approved for priority housing and housed immediately in a privately owned property.

- Advocacy supported an official complaint lodged with the Department of Education by a parent of a student with high support needs. The complaint was necessary to confront and remove ongoing barriers to the student's inclusion at her local high school.
- Advocacy supports a young woman with intellectual disability. The young woman's psychologist believes she also has an undiagnosed mental health condition.
- Advocacy assisted in an appeal of an ADHC Community Participation Funding Band Allocation resulted in a decision that provided an increased band of funding support.
- Advocacy supported a man with disability to successfully defend two motor traffic infringement fines. He has been refunded all money paid and had no convictions recorded.
- Advocate supported and created opportunities for a young man to express his feelings about his workplace role and responsibilities
- Advocacy assisted a person who had been rejected by the Taxi Subsidy Scheme. The person was later recognised as meeting the criteria and now receives the taxi vouchers.
- A person with a disability who lived with her mother has suddenly been placed in a vulnerable position following her mother's admission to hospital and life threatening diagnosis.

FINANCIAL REPORTS

2009-10

Side by Side Advocacy Incorporated

Statement by Members of the Committee

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

In the opinion of the Committee the financial report:

1. Presents a true and fair view of the financial position of the Side by Side Advocacy Incorporated as at 30 June 2010 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Side by Side Advocacy Incorporated will be able to pay its debts as and when they fall due.

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

**Michael
Slinn**
Treasurer

Dated this _____ day of
2010

Side by Side Advocacy Incorporated

Balance Sheet as at 30 June 2010

	2010	
	\$	
ASSETS		
<u>Current Assets</u>		
Cash at Bank	123,119	101,729
Cash on Hand	200	200
Accrued Interest	2,260	66
Prepaid Rent	1,150	1,150
	126,729	103,145
<u>Non-Current Assets</u>		
<u>Other Assets</u>		
Rental Bond	3,833	3,833
Cabcharge Vouchers - Bond	200	200
	4,033	4,033
<u>Fixed Assets</u>		
Motor Vehicle at Cost (less Depreciation)	10,120	13,000
Office Furniture & Fittings at Cost (less Depreciation)	9,181	12,338
	19,301	25,338
<u>Intangible Assets</u>		
Website (less Amortisation)	1,922	3,158
	1,922	3,158
Total Assets	151,985	135,674
LIABILITIES		
<u>Current Liabilities</u>		
Net GST Liabilities	6,024	4,186
PAYG Liabilities	5,352	4,695
Other Creditors & Accruals	2,184	
	13,560	13,576
<u>Non-Current Liabilities</u>		
Provision for Evaluation	7,500	7,500

Provision for Employee Benefits	21,066	9,682
	<u>28,566</u>	<u>17,182</u>
Total Liabilities	42,126	28,982
NET ASSETS	109,859	106,692
EQUITY		
Retained Earnings	106,692	102,309
Current Year Surplus	3,167	4,383
Total Equity	109,859	106,692

The accompanying notes form part of these financial statements

Side by Side Advocacy Incorporated Notes to the Financial Statements for the Year Ended 30 June 2010

Note 1: Summary of Significant Accounting Policies

The financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act 1984. The committee has determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

a. Income Tax

No income tax expense has been raised as the association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

b. Income Recognition

Income is acknowledged and recorded at the time of receipt. An adjustment has been made for interest accrued but not yet received at year end.

c. Expenses

Expenses are recorded on an accruals basis. An adjustment has been made for the prepayment of rent.

d. Fixed Assets

Items of assets including office equipment and motor vehicles have been depreciated over the estimated useful lives of the assets.

e. Employee Benefits

Provision is made for the association's liability for employee benefits arising from

services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

f. Events after the Balance Sheet Date

There have been no known events after balance date to the date of the signing of this report that would substantially affect the report as at 30 June 2010.

g. Incorporation

The association was incorporated on 14 May 1991 under the Associations Incorporation Act 1984.

Side by Side Advocacy Incorporated

Profit and Loss Report for 12 Months to 30 June 2010

	2010 \$	2009 \$
Income		
Commonwealth Grants	308,652	268,937
Donations	118	139
Interest	4,542	4,910
Membership Fees	182	145
	313,494	274,131
Expenses		
Accounting Services	2,814	-
Advertising	-	82
Assets < \$500	2,553	4,675
Bank Charges	246	221
Cleaning	2,111	2,242
Computer	3,089	2,878
Consulting Fees	-	780
Electricity	2,205	1,638
Depreciation	8,744	10,841
Employment Expenses	211,763	179,250
Evaluation Costs	-	700
Food	1,837	-
General Expenses	3,341	3,897
Insurances	6,487	4,751
Legal costs	-	1,356
Meeting Costs	941	460
Membership & Training	9,950	8,887
Motor Vehicles	7,852	5,375
Office Supplies	67	34

Postage	430		390	
Printing & Stationery	3,346		2,224	
Recruitment Costs	1,212		2,028	
Rent	28,547		27,551	
Repairs & Maintenance		610		528
Telephone & Internet	8,005		6,463	
Traveling & Accommodation	4,177		2,497	
	<u>310,327</u>		<u>269,748</u>	
Net Surplus	<u>3,167</u>		<u>4,383</u>	

SIDE BY SIDE ADVOCACY INCORPORATED gratefully acknowledges the support of the Australian Government through the Department of Families and Housing, Community Services and Indigenous Affairs (FaHCSIA)

VISION

We strive to achieve a world in which people with disability are welcomed wholly and joyfully, where differences are celebrated, needs are recognised, and opportunities are realized.