

**Multicultural Disability Advocacy  
Association of NSW**

**Annual Report  
2009-2010**



# **MDAA's Vision**

**A society where everyone, regardless of background or disability feels welcome, included and supported.**

## **Who we are**

The Multicultural Disability Advocacy Association of NSW (MDAA) is the main organisation in NSW advocating for the rights and representing the interests of people from non-English speaking backgrounds (NESB) with disability and their families and carers.

MDAA also auspices City and Inner West Disability Advocacy, South East Advocacy and South East Sydney Advocacy. These local services provide individual advocacy for people from diverse backgrounds (including English speaking and Indigenous backgrounds) with disability.

## **Our Goals**

MDAA works to:

- promote the rights of people from NESB with disability, their families and carers in NSW and make sure their rights are safe and protected
- get fair access to, and good results from, government and non-government services for people from NESB with disability and their families and carers in NSW
- improve the quality of life for people from NESB with disability and their families and carers
- increase the participation of people from NESB with disability and their families and carers in community activities.

## **Our main areas of work**

- Individual Advocacy and Advocacy Development: we support people with disability and their families to stand up for their rights and we work to change community attitudes
- Systemic Advocacy and Research: we work to improve policies and services for people with disability and their families
- Industry Development and Cultural Abilities: we provide training in cultural diversity and disability and work with services to increase their knowledge and understanding
- Organisational Development: we work to make MDAA an organisation with strong community links and partnerships

## Chairperson's Message

July 2009 to June 2010 has presented many opportunities for growth and development for MDAA.

An area of growth has been in the Committee. The Committee usually meets four times a year with Sub-Committees meeting once a month to look at specific issues such as finance or policy. In 2009, we decided we needed a Personnel Sub-Committee to look at industrial relations issues for staff and a Public Statement Sub-Committee to decide MDAA's philosophy on issues of importance to our consumers.

The Committee also went to "governance" training to inform themselves about their role and how they could best support MDAA. I would like to thank Chris Livanos for preparing two fantastic governance workshops where the Committee was able to make suggestions to improve their effectiveness.

Some of the matters we worked on this year were risk management and reporting and the review of policies in line with disability standards. A steering group was also formed to oversee the development of the strategic directions and plan for 2010 to 2015.

The main function of the Committee is to ensure that we do what we say we will do in our strategic plan. Some of the highlights of MDAA's achievements for the year were:

- the expansion of our individual advocacy service with extra funding from the Federal Government, MDAA has opened a new office in South East Sydney in Rockdale
- this year our individual advocates have benefited from having Nancy Walker, a solicitor from the Public Interest Advocacy Centre, assist them with legal issues for consumers
- consumer forums and consultations have been organised about many of the issues of concern experienced by consumers
- the Advocacy Development Team launched the "Violence Through Our Eyes" Project about women with disability and their experience of domestic violence.

This is only a small sample of what has occurred in this busy organisation over the last year. I would encourage you to read the rest of the Annual Report which highlights the good work that MDAA does.

Lastly, I would like to thank our community partners and funders, members of the Committee especially those who are stepping down at this AGM and all the staff and volunteers who have made the work of MDAA possible.

***Rachel Lazarov***

## Executive Director's Report

This year at MDAA has been busy and transforming. My main focus has been on building the capacity of MDAA so that it can grow and develop to provide more advocacy support to consumers and to remove barriers to social justice for people from non-English speaking backgrounds with disability.

A range of strategies have been used to increase MDAA's capacity such as staff and committee training and building new administrative systems while streamlining others. One of the most important strategies is the introduction of a team structure which led to the creation of the Operations Manager and Individual Advocacy Team Leader positions. These positions will ensure that staff are well supported and areas of work such as Occupational Health and Safety, member services and communications run smoothly.

This year also saw work continue on two innovative projects. The Culturally & Linguistically Diverse (CALD) Supported Accommodation Development Project and the CALD Sibling Support Network. Key successes of the Supported Accommodation Development Project include the training of 26 managers from 12 supported accommodation services to become leaders for diversity within their own organisations by developing and implementing Diversity Management Plans. The CALD Siblings Support Network developed the capacity of young people by providing leadership and creative opportunities.

Projects completed in the last financial year received some prestigious awards indicating the level of innovation and quality of the work produced by MDAA. The Raising Kids Together Information Kit has won the National Multicultural Marketing Award while the 'What does this word mean?' Project was a finalist in the Outstanding Contribution to the Interpreting and Translating Industry Award.

A large part of MDAA's work is providing expert advice about issues of concern as raised by MDAA's consumers. MDAA does this in variety of ways such as conducting consultations, appearing at and writing submissions to hearings and inquires, sitting on advisory groups and visiting politicians. An example was that MDAA conducted consultations for both ethnic-specific services and MDAA consumers for the Review of the Nation Standards for Disability Services. Another example was that NSW Health contracted MDAA to develop strategies that specifically address the barriers experience by CALD carers. After a lot consultation with carers and key stakeholders MDAA developed a CALD Carer Framework: Strategies to Meet the Needs of Carers. This Framework is now adopted by NSW Health as a guideline for all funded health services.

Finally I would like to thank all the staff and committee members for their support and valuable input into the work of MDAA over the last year. It is when we work as a team that we can really create lasting change that benefits the people we represent.

***Diana Qian***

## Structure of MDAA's Committee

### Committee

Office Bearers: Rachel Lazarov – Chair; Milanka Zivanovic - Vice Chair; Pushpa Mcintosh – Secretary; David Abello – Treasurer.

Ordinary Members: Chris Livanos, Marlene Carrasco, Jim Grainda, Dulia Mandinic, Steve Todorovski, Hannen Abdallah, Tony Shoushani, Erlinda van der Braak (on leave).

Role: to lead the organisation, set strategic directions, meet legal obligations, be financially accountable to funding bodies and ensure outcomes for the membership of MDAA.

Meets: 4 times per year.

#### Finance & Admin Sub-Committee

David Abello - Chair  
Milanka Zivanovic  
Rachel Lazarov  
Jim Grainda  
Marlene Carrasco  
Tony Shoushani

Role: to monitor the financial dealings of MDAA and manage risk such as health and safety, insurance etc

Meets: monthly

#### Policy Sub-Committee

Rachel Lazarov - Chair  
Milanka Zivanovic  
Pushpa Mcintosh  
Hannen Abdallah  
Dulia Mandanic  
Jim Grainda  
Steve Todorovski

Role: to develop and review all policy and procedure to ensure they are in line with MDAA's values.

Meets: monthly

#### Personnel Sub-Committee

Chris Livanos -Chair  
Rachel Lazarov  
Milanka Zivanovic  
Marlene Carrasco  
Erlinda van der Braak  
Staff Reps: Viji Dhayanathan + one rotating staff member

Role: to monitor developments in industrial relations, human resource management and staff morale in MDAA.

Meets: every two months

#### Public Statement Sub-Committee

Rachel Lazarov - Chair  
Chris Livanos  
Steve Todorovski  
Jim Grainda  
Erlinda van der Braak  
Members: Nidhi Shekaran, Cary Ooi, Carmelita Bongco

Role: to develop MDAA's believes & values & prepare responses to media and government enquiries.

Meets: every two months

## MDAA's Committee

At the AGM in November 2009 the following people stepped down from the Committee:

- Alberto Castillo
- Anne Napoli
- Athana Fan
- George Buxbaum

We would like to thank them for their dedication and support of MDAA during their time on the Committee.

New members joining the Committee in November 2009 were: Jim Grainda, Marlene Carresco, Steve Todorovski, and Hannen Abdallah.

The full Committee met in August & November 2009 and February and May 2010.

The work of the Committee is complex so there are a number of ways we assist committee members to understand the decisions they need to make. MDAA provides an induction for Committee members and encourages them to go to training. In 2009 Michelle Jones from the Legal Aid Commission provided two training sessions on "governance". Rachel Lazarov and Chris Livanos attended the Better Boards Conference and Marlene Carrasco attended the Disability Advocacy Network Australia Ltd (DANA) Conference in Canberra. A number of Committee members are currently attending the training provided by National Disability Services (NDS).

Chris Livanos from the Committee prepared two workshops to review the effectiveness of the Committee. These were a great success and led to some creative suggestions for further Committee growth.

MDAA also assists Committee members by engaging an independent person to take them through the decisions they need to make before each meeting. They are able to understand the context of the decision and the options. The Committee would like to thank Stein Boddington for assisting them throughout the year.

For the last five years, the Committee has had two Sub-Committees the Finance and Administration Sub-Committee and the Policy Sub-Committee. In 2009, the Personnel Sub-Committee and the Public Statement Sub-Committee were created.

As you can see the Committee does a lot of work to support and develop MDAA. Without this dedicated group of volunteers MDAA would not be the healthy, vibrant organisation it is today.

## MDAA's Staff & Volunteers

### Individual Advocacy Team Leader

Joan Gennery

### Individual Advocacy Team

Susan Laguna  
 Susan Baxter  
 Viji Dhayanathan  
 Vanco Djoneski  
 Michael Hampton  
 Anna Paraskevaids  
 Gordana Kalanj (12/8/09)  
 Helen Seares (29/10/09)  
 Lee Wilson (5/3/10)  
 Samantha Chung  
 Freda Botica  
 Steven Kerr  
 Marcela Escauriaza  
 Mirela Suciu (29/1/10)  
 Amy Murphy  
 Eloise Millstead  
 Danielle Neves (7/8/09)  
 Suzanne McKinnon (25/12/09)  
 Greg Williams  
 Bronwyne Chapman (2/11/09)  
 Ann Farrell

### Executive Director

Diana Qian

### Assistant Director

Lyn Lormer

### Industry Development Team

Maria Katravesis  
 Georgina Clark (30/4/10)  
 Annalee Fortunardo

### cultural abilities

Maria Katravesis

### Volunteers

**Admin:** Carmelita Bongco, Rachel Zarate, Hannen Abdullah, Elvira Dizon, Katielee Simpson, Nedhi Shekaran, Simira Ibrahim, George Tun.

**NSW Network of Women with Disability:** Joanne Hutchins, Hannen Abdullah, Katielee Simpson, Anna Logan, Maggie Wilson, Elvira Dizon, Ena Burstin, Joanne Calman, Kerri Thorne, Carmlita Bongco, Lori Grovenor, Barbara Radcliffe, Shobna Sadeghi.

### Consultants

Marilena Rubbo: Accountant  
 Maureen Kingshot: E news  
 Stein Boddington: Committee Coach  
 Helena O'Connell: IA Policy and Procedures Review

### Policy Team

Adama Kamara

### Advocacy Development Team

Sharon Smith  
 Ace Boncato

### Administration Team

Judith Goddard  
 Shu Hua Chan  
 Garry Murray  
 Spike Deane  
 Luis Moreno

### Students

Marlene Carrasco  
 Bhavika Kanani  
 Hydar El Jamaly  
 Nadeeja Bandara  
 Megan Lim  
 Farouk Karhani

**Students from James Ruse High:**  
 Alex Tu, Daniel He,  
 Matthew Yuen,  
 Raymond Li, Tristan Ku

## **MDAA Staff and Volunteers**

### **Staff**

This year saw the introduction of the Individual Advocacy Team Leader position. The appointment of Joan Gennery assisted in filling the vacancies in the Individual Advocacy Team both in city and regional locations.

The following staff left MDAA between July 2009 and June 2010: Gordana Kalanj, Helen Seares, Lee Wilson, Mirela Suciu, Helena O'Connell, Danielle Neves, Suzanne McKinnon, Bronwyne Chapman, Georgina Clark. The Committee and management would like to thank these dedicated staff for all their hard work and commitment during their time at MDAA.

New staff employed at MDAA during this time include: Susan Baxter, Michael Hampton, Anna Paraskevaidis, Helen Seares, Lee Wilson, Samantha Chung, Freda Botica, Marcela Escauriaza, Mirela Suciu, Amy Murphy, Eloise Millsted, Suzanne McKinnon, Greg Williams, Ann Farrell.

During this year there was a strong focus on providing staff with training including: advocacy procedures, interview techniques, accidental counselling, communication at work, worker self care and time management.

As part of their learning and development staff also attended Conferences. Ace Boncato and Lyn Lormer attended the 6th National Women's Health Conference in Hobart, Diana Qian attended and presented on the Raising Kids Together project at the Diversity in Health Conference in Melbourne and Individual Advocates went to the Disability Advocacy Network Australia Ltd (DANA) Conference in Canberra.

### **Students**

MDAA also takes its responsibility for training and developing future workers seriously by providing work experience for University, TAFE and high school students. Students do productive projects which help with their learning but also provide valuable results for MDAA. We would like to thank all the students for their input during the year.

### **Volunteers**

Our volunteers are the backbone of both MDAA and the NSW Network for Women with Disability. The Committee and staff would like to thank them for their commitment and support during the last year. They have done everything from mail outs to newsletters and a variety of administrative and financial work.

### **Consultants**

MDAA contracts a number of people with particular expertise and experience to do a range of specific tasks. We would like to thank them for their valuable input to MDAA.

# 1. Individual Advocacy and Advocacy Development

## Individual Advocacy

MDAA's Individual Advocacy Service provides short and medium term advocacy to people from diverse backgrounds with disability. The Advocates address issues where there has been or is likely to be a breach of the consumer's rights.

The Individual Advocacy Service also aims to empower consumers to live independently by increasing their knowledge and skills to protect their rights. This helps them get what they need to live in their communities interdependently.

### South East Sydney Advocacy

MDAA obtained funding from the Department of Families, Housing, Community Services and Indigenous Affairs' National Disability Advocacy Program to provide advocacy services to South East Sydney. In January 2010 South East Sydney Advocacy (SESA) service commenced, initially working from our Harris Park offices. In April 2010 the service opened its doors from their newly established premises at Rockdale. SESA continues to raise its profile and increase the number of consumers provided with advocacy services.

### Disability Advocacy Brokerage

In 2009 MDAA and Information on Disability and Education Awareness Services (IDEAS) developed the Disability Advocacy Brokerage partnership. This partnership provides advocacy services to people with disability in South West Sydney, South East Sydney and the Illawarra district. The South West Sydney and South East Sydney services are based in Harris Park and the Illawarra service is provided through our Wollongong office. The partnership commenced in October 2009 and has increased advocacy services for people with disability in these areas.

### Public Interest Advocacy Centre

In September 2009 the Mental Health Legal Services Project commenced. It is part of the Public Interest Advocacy Centre (PIAC) pilot, in partnership with MDAA. PIAC's solicitor provides legal information, advice, referral and casework services for MDAA consumers with mental illness as well as working with MDAA advocates to increase their skills and knowledge about how the law works in NSW.

This service has supported consumers to access their legal rights. Previously they may have not been able to access these rights due to the barriers faced by people of non-English speaking background with mental illness.

## **Lamina's Story**

Lamina was living in supported accommodation in Tasmania, while the rest of her family was in New South Wales. Lamina was taken by her father Sorie to stay with her brother in Hobart temporarily because Lamina's mother was becoming frail and sickly. Lamina's brother found her supported accommodation.

Lamina's family would fly and visit her regularly. Without any consultation with her family the coordinator of the supported accommodation service had her placed under state care through the Guardianship and Administration Board.

This decision distressed the family who had to seek permission to bring Lamina home for Christmas holidays, visit her sick mother in the nursing home or buy necessary furniture or appliances on Lamina's behalf using her Disability Support Pension. The family decided to contest the decision to have Lamina placed under the care of the Guardianship and Administration Board. Sorie contacted MDAA and a lawyer to find out the family's rights and options.

The MDAA advocate put Sorie in touch with a disability advocacy service in Tasmania who could help the family when they were in Hobart. While the family were in New South Wales and looking for support and services, the MDAA advocate could offer advice, support and referrals.

Due to a strong campaign by the family, MDAA and a lawyer, the Guardianship and Administration Board decided the family could bring Lamina to New South Wales for a six month trial period, on the understanding that if there were no concerns or incidents, they would relinquish Lamina's care back to her family.

MDAA are supporting the family to integrate Lamina into the community. Sorie sends regular updates to the Guardianship and Administration Board, including photographs of Lamina's life with them as supporting evidence that she is happy and settled. The family and MDAA believe Lamina will have a better quality of life with her family rather than being in permanent care in Tasmania.

## **Consumer Forums**

Consumer Forums provide information to MDAA's consumers. The forums are one of the ways advocates work with consumers to increase their knowledge and skills to support them to self advocate for their rights.

In December 2009 MDAA held a Consumer and Member Consultation. Consumers and members were asked what information they would like at MDAA in the coming year. This consultation helped us to plan the forums we ran in 2009-2010.

During the year we held the following forums for consumers-

- Relationships: Julie Holt from Relationships Australia conducted a consumer forum on relationships. The topics included; making connections, communication skills and healthy relationships

- COMSAFE (Community Safety) provided information on medical and other emergency services. Vivian Anderson from St John's Ambulance gave us information about allergies, asthma attacks and what to do in these situations. Consumers received free pillow cases with instructions about how to perform CPR and a magnet which detailed the symptoms of heart attack, asthma etc.
- Immigration: Frank Donatiello (Registered Migration Agent) and Susan Laguna (MDAA Immigration Specialist) presented information to consumers on how to apply for spouse, visitor's or dependent children visas. They explained the supporting documents needed, the responsibilities the consumer has when applying for one of these visas and the expenses that are involved.

## **Networking and Promotion**

MDAA works to reach out to emerging communities to increase their awareness of disability and promote MDAA's services.

During 2009/2010 MDAA:

- supported the Community Justice Support Network (CJSN) with its Sexual Assault project by organising women with disability to participate in the consultation
- presented Disability Awareness sessions to the African Women groups of Sydwest (Blacktown MRC), in conjunction with Mt Druitt Ethnic Community Agency
- liaised with Mt Druitt Ethnic Community Agency (MECA), Blacktown MRC, Nepean Migrant Access and Auburn Diversity targeting their Sudanese workers
- participated in Expos for Multicultural Mental Health of Canterbury and North Sydney's ARAFMI Family and Carer Mental Health Program
- liaised with Immigrant Women's Speak Out and Ethnic Child Care Family and Community Services
- promoted the NSW Ombudsman Office's community Information sessions to ethnic communities in Bankstown
- organised an information session on healthy lifestyles with the Multicultural Health Promotions Unit for the Filipino community of Southwest Sydney
- gave a presentation on Working with NESB Communities at Sutherland Shire Council's Cultural Awareness Learning Day.
- attended the first NSW Police Diversity Consultation
- helped organise the Migration Alliance Western Sydney Group which is a support group for migration agents.

## **Chill Out for Carers**

To celebrate Carers Week twenty carers took part in a "Laughter Workshop". Shyda Marek, a trained Laughter Therapist showed the carers laughter exercises and gave carers a much needed break.

A presentation was made by the National Disability Service about the Companion Card. A Companion Card is for people with a severe and profound permanent disability who always require an attendant carer to support their participation in community activities and venues. The card holder is entitled to a second ticket for their companion at no charge when it is presented at affiliate organisations.

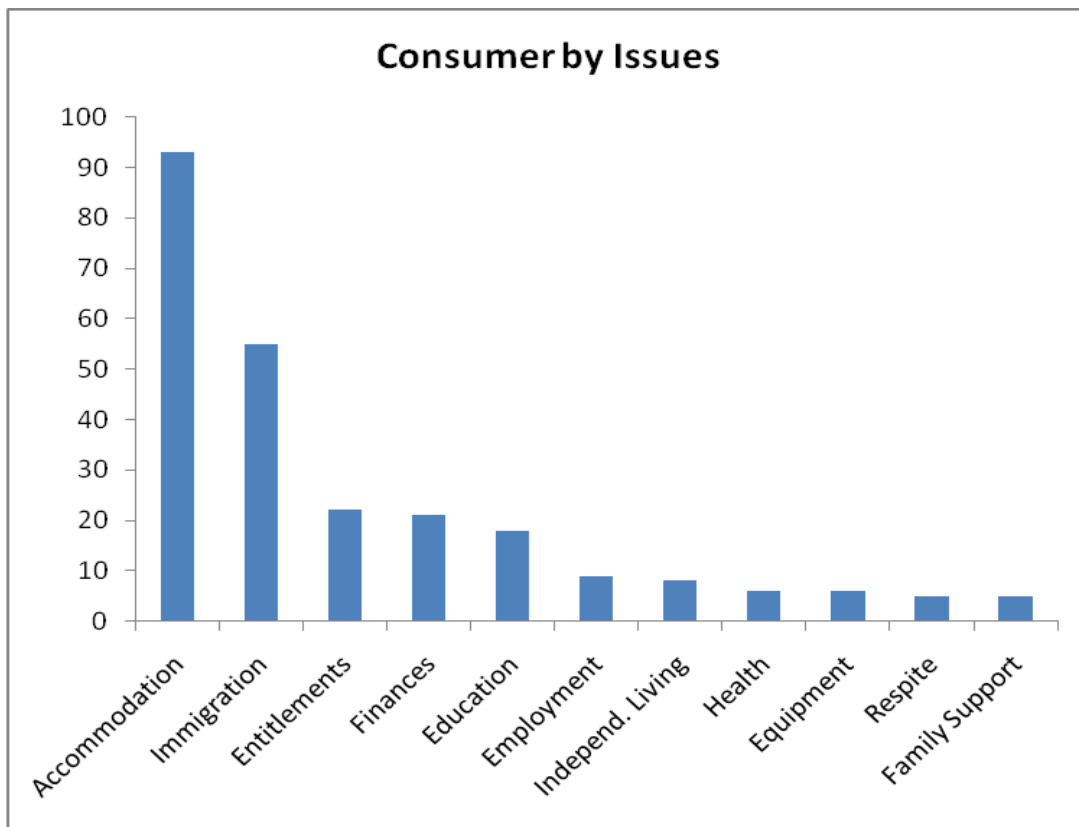
MDAA gratefully acknowledges the financial assistance provided by Carers NSW and NSW DADHC for this event.

## Profile of MDAA's Consumers

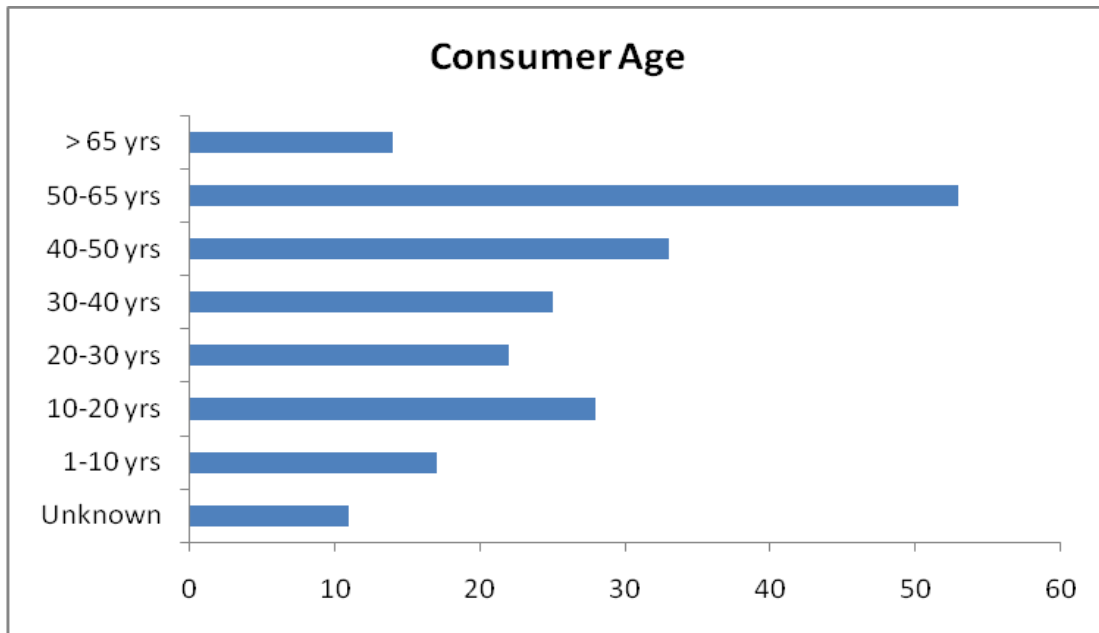
The Individual Advocacy service helps MDAA's consumers stand up for their rights when they have problems with housing, immigration, health services, social security payments, education, employment, police matters or disability services.

In 2009-2010 MDAA responded to 744 enquiries for information and assistance. In addition, 353 consumers specifically received advocacy assistance and support, 188 of which were new consumers and 165 were consumers with ongoing issues still receiving advocacy support from MDAA. The individual advocates dealt with over 364 issues. Of these, 259 issues were closed during this period.

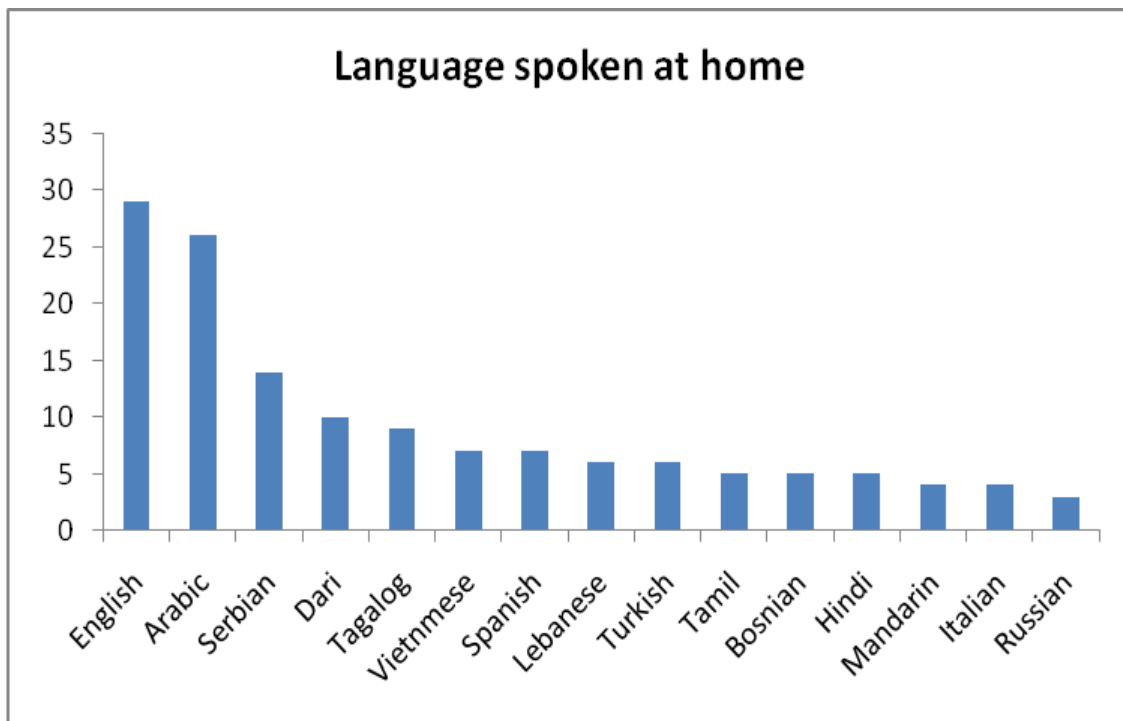
The top eight issues coming up for MDAA's consumers are accommodation, immigration, entitlements, finances, education, employment, independent living and health.



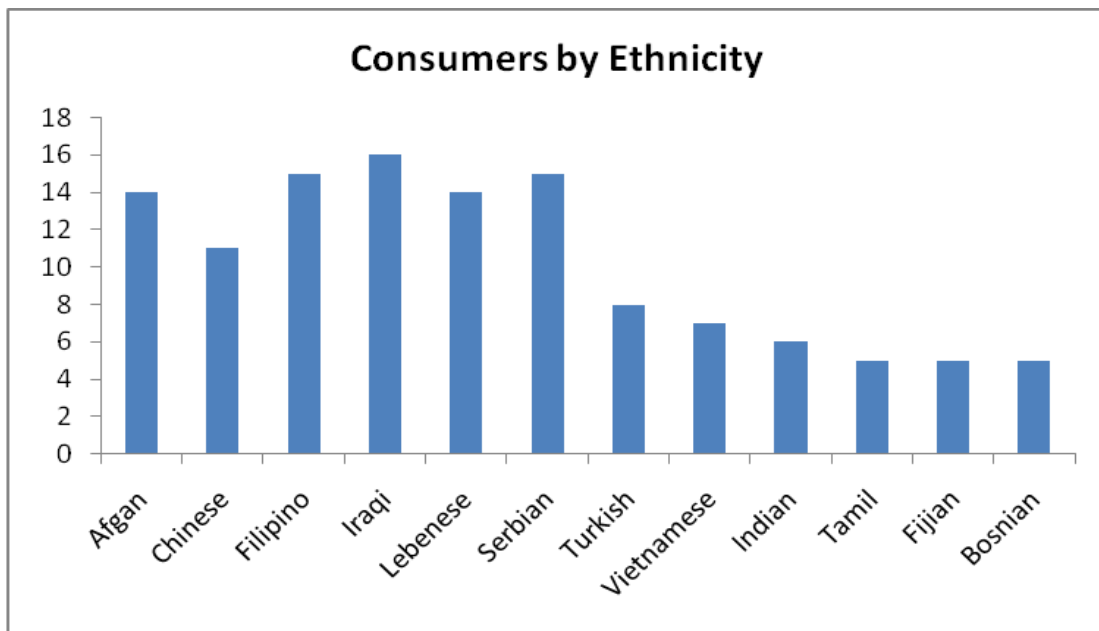
**Consumer Age:** a quarter of MDAA's consumers are 50 to 65 years old. A further 16% are in the 40-50 year old group and 12% are 30 to 40 years old.



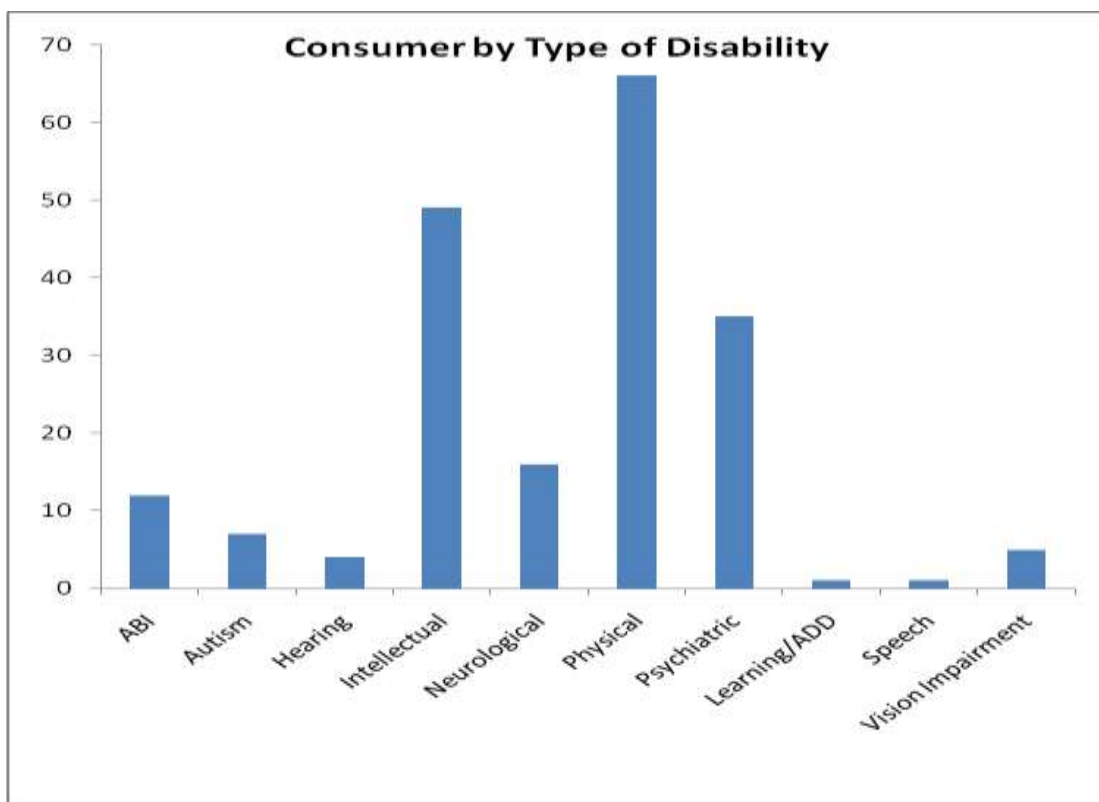
**Consumer Language Spoken at Home:** the top three languages spoken at home by MDAA's consumers are English, Arabic and Serbian.



**Consumer Ethnicity:** currently there are a high number of Iraqi people using MDAA's individual advocacy service, with Filipino, Serbian, Lebanese and Afghani people all having a significant presence amongst consumers.



**Consumer by type of disability:** People with physical, intellectual, psychiatric and neurological disability make up the majority (86%) of MDAA consumers.



## **Advocacy Development**

The Advocacy Development Team supports people living in regional, rural and remote NSW, regardless of disability or cultural background. We assist people with disability to develop skills and confidence to make links with supporters and resources, to bring about local, regional and state-wide changes.

### **Rural Disability Network**

For the past year the Rural Disability Working Group has been strengthening the connections and membership of the Rural Disability Network (RDN).

The RDN aims to:

- work to decrease the feeling of isolation between people with disability living in rural, regional and remote areas of NSW
- support and facilitate opportunities for the exchange of information to influence policy at a statewide or national level
- to provide a means for people in different areas of NSW to connect and to develop strategies so the voices of people living in rural and regional areas are heard

The Advocacy Development Team work with the RDN through teleconferencing and the Bush Chatter newsletter:

Teleconferencing helps RDN members to stay connected. It is a great form of communication for people with disability living in regional, rural and remote parts of NSW where conversations regarding issues of concern and strategies for change can take place

The Bush Chatter Newsletter ensures RDN members can get their voices heard. With a readership of over 200, this newsletter reaches many parts of NSW and gives a platform for the expression of different views and opinions.

### **Supporting Local Projects**

The Advocacy Development Team supports communities and projects which move people with disability towards independence. An example is “Arts Central” in Moruya, where a group of people with disability have formed a Co-op within the Moruya/Eurobodalla area. The project aims to bring together people, with and without disability, through art workshops. The Advocacy Development Team has been supporting the Co-op in applying for arts funding from government and non-government sources.

## **CALD Siblings Support Network**

The CALD Siblings Support Network provides networking opportunities to young people aged 12-18 years from CALD backgrounds who have a brother or sister with a disability. The project provides training and support to develop multi-media and website skills. The technical training is provided by Information and Cultural Exchange (ICE).

This year, the focus was on young people living in Western and South-Western Sydney.

One of the first tasks of the project was to contact the young people we wanted to join the network. It was difficult to make the initial contact but a data base has now been developed for promoting the project. The data base includes schools with support units, schools for specific purposes and MRCs in Southern Sydney. In addition, the project established links with some parent support groups and P&C groups at these schools as well as with Department of Education and Training (DET) Community Liaison Officers and Partnerships Program workers.

We held two intensive workshops during the April and July school holidays. These were followed by a series of Saturday workshops. Participants learned about using digital cameras and Photoshop to edit their photos. They also created blogs and wrote short stories. Later, these stories became the subject of short films and stop-motion animation. The trainer at ICE met with individual young people during Term 3 to finish their work and to do interviews which will appear on the project DVD for this year.

## **NSW Women with Disability Network: ANZ Project**

The NSW Network of Women with Disability aims to develop the skills of women with disability. The ANZ Charitable Trusts supported this project through providing funding for a coordinator.

### **Network Participation in Projects and Forums**

This year a vibrant team of volunteers supported the Network. They represented the Network and addressed issues of women with disability at forums, through projects and conferences and contributed to local events.

### **Workshops for Women with Disability**

Part of the Network's purpose is to assist in building the skills, knowledge and confidence of women with disability. This has been done through workshops and forums on self confidence, women's health and wellbeing, basic first aid training and healthy relationships

### **MsTical Women's Gatherings**

Throughout the year, the Network held several gatherings and activities in different areas. These gatherings allowed women to come together in a friendly and informal atmosphere, allowing women to share stories, knowledge and make connections.

These gatherings have paved the way for the formation of women's groups such as the CID (Council for Intellectual Disability) Women's Group.

### **International Women's Day (IWD)**

The Network continues to ensure that women with disability have equal access, contribution and participation at IWD events across NSW. This has been done by:

- researching accessibility of IWD events held around NSW and informing members
- continuous involvement in the planning process
- ensuring representation in major event planning committees i.e. attending Collective meetings, membership of the Sydney IWD Centenary Committee.

### **Launch of 'Violence Through Our Eyes- Improving Access to Services for Women from non-English Speaking Backgrounds with Disability Experiencing Violence Project Report'**

'Violence through Our Eyes' highlights the experiences and barriers faced by women from NESB with disability when accessing services after experiencing violence. The report also details strategies to enhance service provision. The Network, in partnership with MDAA held an official launch of the report in conjunction with International Women's Day celebrations in March 2010.

The project was a partnership with Cumberland Women's Health, Immigrant Women's Speakout Association and NSW Strategy to Reduce Violence Against Women Unit. This project was made possible through funding provided by the then NSW Premiers Department (Office for Women) and Clubs NSW.

### **ChickChat**

This year marked the second year of the ChickChat Teleconference. Designed for women with disability who are home-based these connections help to alleviate the members' feelings of isolation. There are future plans to make ChickChat a regular gathering for members.

## **2. Systemic Advocacy and Research**

The Systemic Advocacy and Research Team work to improve legislation (the law), policies and services for people with disability. The team does this through researching issues of concern to MDAA members and consumers, writing submissions and papers, participating in committees and working parties that influence government policy and funding programs and lobbying politicians.

### **In 2009/2010 MDAA made submissions to the following inquiries**

#### **NSW**

- NSW Parliamentary Inquiry into the Provision of Education to Students with a Disability or Special Needs (April 2010)
- Commented on Housing NSW new application forms (December 2009)

#### **Commonwealth**

- Commonwealth Senate Community Affairs References Committee Inquiry into Planning Options for People Ageing with a Disability (June 2010)
- Joint Standing Committee on Migration Inquiry into Migration Treatment of Disability (October 2009)
- Participated in consultations for the National Women's Health Policy (October 2009)
- Review of the National Disability Standards (June 2010)

### **MDAA Organised consumer consultations for the following:**

- National Disability Standards Review (June 2010) – consultations with multicultural organisations and consumers
- Allen Consulting- consultation on individualised funding August 2009
- NSW Health – Vulnerable Communities project
- Westwood Spice consultation on Children with Disability

### **MDAA sits on the following committees:**

- African Learning Circle
- NSW Health Vulnerable Communities Project Steering Committee
- Centrelink Multicultural Access Forum
- Housing NSW Multicultural Forum
- NESB Housing Taskforce
- Shelter NSW

- SSWAHS Disability Action Plan Implementation Committee
- Strategic Carer Action Network – CALD Advisory Group
- CALD Expert Advisory Group - ADHC
- CALD Respite Reference Group - ADHC
- Children, Young People and Family Expert Advisory Group – ADHC
- Ombudsman’s Roundtable
- Western Sydney Community Forum Board

**Joint Standing Committee on Migration Inquiry into Migration Treatment of Disability (October 2009)**

Migration has been one of the top five matters requiring advocacy assistance each year since MDAA started in 1997. The submission is informed by MDAA’s individual advocacy with people from NESB with disability, their families and carers over the past 12 years. MDAA thanks members, consumers, staff and other interested organisations for their contributions to the submission.

Currently, potential migrants, offshore refugees and humanitarian applicants with disability are refused visas if they are assessed as not meeting the health requirement in the *Migration Act 1958*. The health requirement concerns the cost to the Australian community of supporting a person with disability and the potential for reducing access to health and community services for Australian residents. This argument does not consider how much people from NESB with disability enrich our society and add to its diversity.

The health requirement is legal only because the *Migration Act* is exempt from the *Disability Discrimination Act 1992*. Relevant reports by the Productivity Commission (2004) and the Australian National Audit Office (2007) confirm this. This discrimination also ignores Australia’s international treaty obligations under several United Nations conventions.

Australia’s discriminatory migration policies and practices separate families and put people’s lives on hold. In doing this they create inhumane and unnecessary barriers to resettlement. Family separation is extremely detrimental psychologically and financially.

MDAA recommended that the health requirement in the *Migration Act 1958* be abolished. Regardless of human rights considerations, it is clear that administering the health requirement is not worth the cost. Fewer than 1% of all visa applicants are rejected because they fail the health requirement. MDAA believes that a human rights framework which focuses on social inclusion is the best framework for assessing the contributions of potential migrants and offshore refugees with disability.

Social inclusion requires communities, governments and policy makers to change their attitudes to people with disability. In migration law and policy this means eliminating discriminatory attitudes and legal provisions such as the health requirement which shut out applicants with disability.

## 3. Industry Development and mdaa cultural abilities

### Access Project

The Cumberland Prospect Region NESB Access Project (RAP) continued to provide support to disability service providers in the Cumberland Prospect region to develop better ways of working with their diverse local communities.

During 2009/2010 RAP conducted cultural competency audits with three disability service providers. We have also provided training for these service providers in working effectively with interpreters, working culturally competently and making links with local CALD communities.

RAP has also been exploring new approaches to supporting organisations and their staff to develop cultural competency. In particular RAP is using reflective practice as a tool to enhance individual and organisational cultural competence.

The RAP has worked with organisations to develop resources, including:

- Reflective Practice: A Practical Guide
- Recruiting for Diversity: A Practical Guide

We have also updated the following factsheets which are available on MDAA's website:

- Factsheet 16: Networking with NESB Communities
- Factsheet 17: How do I determine which NESB communities to target?
- Factsheet 18: Developing culturally responsive information sessions

The RAP continues to provide presentations regarding working culturally competently to disability service providers and through interagencies and other forums.

### Supported Accommodation Project

The Accommodation Support Development Project for people with an Intellectual Disability from culturally and linguistically diverse backgrounds provides practical assistance and support to two new CALD Drop-In Support Services.

The project also works with existing accommodation support services in the Metropolitan South Region to improve access for people with an intellectual disability from CALD backgrounds.

As part of this project MDAA has worked with the new Drop-In Support Services to support them to develop cultural competency. We have conducted cultural competency audits with both services and provided feedback on policies and practices. MDAA has also provided access to resources, training and skills development for staff.

We have implemented the Diversity Management Leadership Program with the supported accommodation sector in Metropolitan South Region to:

- create individual and organisational leadership on cultural diversity
- provide participants with the skills to develop and implement a Diversity Management Plan in their service

A total of 26 people, from twelve disability services participated in the two courses which were run. Ten of the services have now developed a Diversity Management Plan.

## Community Voices

Community Voices educate & raise awareness in services, groups and organisations about the diversity of the community. This task is carried out by people with disability from diverse backgrounds, their families, carers and friends.

The people involved in community voices are: Carmelita, Cary, Dulia, Elvira, Emanuel & Pamela, Fouzia, Gail, George B, George K, George A, Hannen, John & Dora, Luis, Milanka, Nidhi, Rachel, Robina, Roger, Sharon, Shobna, Shu and Tony.

Members of Community Voices made 15 presentations to more than 350 people and attended 7 information stalls and expos. Specific highlights are:

- participating in the International Day of People with Disability at the invitation of the Parramatta and Campbelltown Councils
- promoting awareness of issues relevant to people with disability from diverse backgrounds to service providers in the Sutherland Shire, Auburn, Bankstown, Eastwood and Blacktown areas.
- presenting talks to students and teachers from Wetherill Park TAFE and the Australian Catholic University regarding disability and cultural issues.
- speaking to a Korean Social Workers delegation to inform them about issues for people from diverse backgrounds with disability in Australia.

Community Voices is a practical example of how people with disability can advocate for themselves and make a difference in people's attitudes and the way services ensure access to people from diverse backgrounds with disability.

After almost ten years Community Voices are still going strong, sharing their personal stories and providing a starting point for discussions on issues that people may not be aware of such as the discrimination and lack of access to support services.

## Cultural Abilities

MDAA provides training in cultural diversity and disability through our Registered Training Organisation (RTO), mdaa cultural abilities. mdaa cultural abilities is accredited to deliver training and assessments in five units under the Community Services Training Package. In NSW we delivered training in working effectively with diverse clients and co-workers for Breakthru and Woodville.

During this year mdaa cultural abilities entered into new partnerships with training providers in Cumberland Prospect, North Sydney and Macarthur areas. We ran the following workshops as part of our training calendar:

- 'Promoting to and Networking with Ethnic Communities' (1 session)
- "Working Cross Culturally' (2 sessions)
- 'Making your Services Accessible to CALD Communities' (1 session), and
- 'Getting the Most From Interpreters and Translators' (1 session)

We also receive many requests for training in cultural and disability awareness tailored to agencies' needs. In 2009 - 2010 we designed and delivered 18 training sessions for staff of government and non-government disability services, employment services, home and community care services, and other departments. This included seven sessions on cultural awareness for the NSW Ambulance Service, which were attended by over 220 staff.

We also finalised training in disability rights awareness for ethnic community workers which was undertaken with a grant from the Law and Justice Foundation.

During the year mdaa cultural abilities successfully completed the VETAB accreditation requirements.

## 4. Organisational Development

### Members Services

As at 30 June 2010, MDAA had 470 members. 380 of these were people from diverse backgrounds with disability their family and carers and 90 were associate members made up of community and government organisations with a direct interest in disability issues.

Member services include the “Share With Us” newsletter which comes out 6 times per year and the MDAA website ([www.mdaa.org.au](http://www.mdaa.org.au)) which has lots of valuable information about MDAA’s services. The website has received an average of 103 visitors per day during the year.

MDAA also has a range of publications. This year there were two new publications:

- “Towards Cultural Competence: A framework for human service organisations and a guide to engage consumers in the process” written by Barbel Winter
- “Violence Through Our Eyes: Improving Access to Services for Women from non-English Speaking Backgrounds with Disability Experiencing Violence Project Report”. The report is available in hard copy, Braille, audio and electronic.

MDAA also has a set of 18 Fact Sheets that can be ordered from MDAA or downloaded from the MDAA website.

### Review of MDAA Library

One of the major projects undertaken year was the review of MDAA’s library. The purpose of the review was to ensure that the information maintained was relevant and up to date. Stein Boddington, the Committee coach undertook this big task.

The MDAA library is made up of books, journals, reports, brochures and other publications. With information increasingly available on the internet we were concerned that some of the information in the library was no longer up to date. We decided that a review of the library was necessary to ensure that our library could continue to be a reliable resource for MDAA, our members and consumers.

We found that over half of the publications we held in the library were not relevant to our work, were out of date or that the information was easily accessible from the internet.

The publications that were no longer relevant were disposed of which has given us more space in the library. The library now is made up of information that is current, relevant, is of interest to MDAA consumers or provides good background or historical information.

## **Administrative Systems and Infrastructure**

There have been several projects undertaken so that MDAA can operate more efficiently.

### **Review of the Office Handbook**

A review of the handbook was carried out which included adding and amending procedures. The draft handbook was then sent to all staff for comment. The comments of staff and suggestions for changes were incorporated into the final version.

The Office Handbook now provides staff across the state with practical information about administrative procedures which is easily accessible. The Handbook is particularly valuable for Advocates working in regional offices.

### **File Review**

The goal of this project was to ensure that all our records were maintained in accordance with State and Commonwealth records guidelines and could be readily accessed when required.

This project is part of MDAA's ongoing commitment to ensure that all records are properly maintained. Initially a review was conducted of both State and Commonwealth records keeping guidelines to ensure that MDAA was complying with all requirements. Then all financial files from 1996 – 2008 were archived. This included a range of financial documents such as timesheets, receipts and cabcharge records.

A review of the electronic file structure has also been carried out. This review looked at how the file structure currently worked and what MDAA staff needed so that the system would support their work. The outcome of this review will be implemented in 2010-2011.

### **Infrastructure Improvements**

The goal of this project was to ensure that the buildings at Harris Park were safe, welcoming and suited to the work MDAA carries out. The project involved fitting air-conditioning for heating and cooling, increasing office lighting, rewiring 38 Albion Street to support increased computer use and an increased number of workers. Staff negotiated for the buildings to be freshly painted and part of the car park to be concreted.

In addition, new equipment and furniture were purchased. These included: new blinds, filing cabinets, desks, and phone system.

## Treasurer's Report

I appreciate this opportunity to present MDAA's Treasurer's report for the financial year 2009/2010. The Finance and Administration Subcommittee assists the Treasurer in MDAA's financial governance. I thank them and acknowledge their contributions.

I acknowledge also the efforts of the management and bookkeeping team and our accountant, Marilena Rubbo, in producing a very positive financial outcome for the year. I would also like to acknowledge the great work done by Stein Boddington in providing disability support and advice to individual committee members.

During the financial year MDAA received grants from the Department of Families, Housing, Community Services and Indigenous Affairs (\$547,095); Ageing, Disability and Home Care, Department of Human Services NSW (\$960,058) and from the ANZ Charitable Trusts (\$55,997).

MDAA's training wing, Cultural Abilities, continued to cover its costs and produced a small surplus of \$18,000. MDAA's total income in 2009/2010 was over \$1.7m, representing an increase on the previous year of 11.2%. There was a corresponding increase in expenditure, of 17%. The balance of income and expenditure was a small surplus of \$19,583.

Income and expenditure were exceptionally well-managed throughout the year. Budgeted income and expenditure were very close to actual income and spending. Over the year the total variance between estimated and actual expenditure for the Department of Families, Housing, Community Services and Indigenous Affairs grants, was a 2% underspend. For the Department of Human Services NSW grants the largest was overspent compared to budget by 1.7%.

Close attention to budgeting ensured that MDAA fulfilled its contractual obligations to funding bodies, delivering the required services and stayed within budget. This is a particular achievement, given that this year included the establishment of new premises and engagement of new staff. These can often result in delays (in recruitment and establishment costs), leading to underspending of grants.

At the end of the financial year 2009/2010, MDAA had accumulated assets, most of this held in term deposits. Our liabilities (current and recurrent) totalled \$384,359. Assets are the things we own. Liabilities are the things which we may have to pay in the future. Most of our liabilities relate to staff leave provisions.

The ratio of liabilities to assets is an important indicator of an organisation's financial health. In the non-government sector a ratio of 1 to 1.5 is regarded as an acceptable minimum. MDAA's ratio of liabilities to assets is 1 to 3.7.

Once again my thanks go to the subcommittee for their work; and to the management team, accountant and staff for this fantastic financial outcome.

**David Abelló**

**Multicultural Disability Advocacy Association of NSW Inc**  
**ABN 60 737 946 674**

**FINANCIAL STATEMENTS**  
**For the Year ended 30 June 2010**



John E Cross JP  
Certified Practising Accountant  
ABN 80 793 443 952

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**Multicultural Disability Advocacy Association of NSW Inc.**  
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#### INDEPENDENT AUDIT REPORT TO MEMBERS

##### **Report on the financial report**

I have audited the accompanying financial report of Multicultural Disability Advocacy Association of NSW Inc. which comprise; the Balance Sheet at 30 June 2010 and the Income and Expense Statement for the year then ended; a summary of significant accounting policies and other explanatory notes which appear in the financial report.

##### **The responsibility of the Committee for the financial report**

The Committee is responsible for the preparation and fair preparation of the financial report. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report which is free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies and making accounting estimates which are reasonable in the circumstances. The Committee has determined that the accounting policies used and described in Note 1 to the financial statements, which form part of the financial report, are consistent with the financial reporting requirements of the Association Incorporation Act and are appropriate to meet the needs of members, Department of Families, Housing, Community Services and Indigenous Affairs, Department of Ageing, Disability and Home Care and Disability Services Queensland (the specified users).

##### **Auditor's responsibility**

My responsibility is to express an opinion on the financial report based on my audit. The financial statements have been prepared the purpose of fulfilling the requirements of the specified users. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates for any other purpose than that for which it has been prepared.

I conducted my audit in accordance with Australian Auditing Standards. These auditing standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance that the financial report is free from material misstatement.

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

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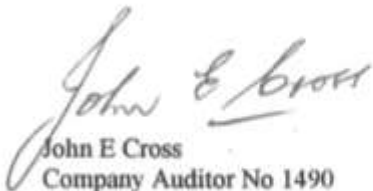
I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

**Independence**

In conducting my audit I have complied with the independence requirements of the Australian professional accounting bodies.

**Auditor's opinion**

In my opinion the financial report, in all material respects, presents fairly the financial position of Multicultural Disability Advocacy Association of NSW Inc. as at 30 June 2010 and the results of its operations and cash flows for the year then ended in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements (including the Australian Accounting Interpretations).



John E Cross  
Company Auditor No 1490  
Dated at Sydney 2 October 2010



John E Cross JP  
Certified Practising Accountant  
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**AUDITOR'S DECLARATION OF INDEPENDENCE  
UNDER SECTION 307C OF THE INCORPORATIONS ACT 2001**

**To the Directors of Multicultural Disability Advocacy of NSW Inc**

I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the Corporations Act 2001 in relation to the audit
- (ii) any applicable code of professional conduct in relation to the audit.

  
John E Cross CPA  
Company Auditor No 1490

Dated this 2<sup>nd</sup> day of October 2010



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**MULTICULTURAL DISABILITY ADVOCACY ASSOCIATION OF NSW INC.**

**BALANCE SHEET  
 AS AT 30 JUNE 2010**

	<u>2010</u>	<u>2009</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash at Bank	\$ 258,673.59	\$ 443,439.19
Cash Management Account	\$ 8,507.76	\$ 130,535.65
Gift funds account	\$ 3,847.95	\$ 3,827.57
Grant receivable	\$ 34,000.00	\$ -
Interest bearing securities	\$ -	\$ 486,845.87
Term deposit	\$ 1,124,599.76	\$ 500,000.00
Petty cash float	\$ 1,570.00	\$ 1,210.00
Deposits paid	\$ 300.00	\$ 300.00
NRMA shares	\$ 1,141.00	\$ 1,141.00
<b>Total Current Assets</b>	<u>\$ 1,432,640.06</u>	<u>\$ 1,567,299.28</u>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Sundry Accruals	\$ 41,383.07	\$ 33,945.12
Exempt benefit liabilities	\$ 5,103.47	\$ 5,318.64
Fringe benefit liabilities	\$ 5,246.17	\$ 2,639.95
Net GST liabilities	\$ 3,838.81	\$ 18,852.00
PAYG withholding payable	\$ 9,658.00	\$ 6,542.00
Annual leave provision	\$ 94,878.00	\$ 73,061.00
Long service leave provision	\$ 45,292.00	\$ 39,191.00
Superannuation payable	\$ 9,777.88	\$ 5,128.96
Grants in advance	\$ 31,250.00	\$ 230,000.00
<b>Total Current Liabilities</b>	<u>\$ 246,427.40</u>	<u>\$ 414,678.67</u>
<b>Non-current Liabilities</b>		
Provision for equipment replacement	\$ 5,000.00	\$ 5,000.00
Provision for redundancy	\$ 132,930.69	\$ 118,922.07
<b>Total Non-current Liabilities</b>	<u>\$ 137,930.69</u>	<u>\$ 123,922.07</u>
<b>Total Liabilities</b>	<u>\$ 384,358.09</u>	<u>\$ 538,600.74</u>
<b>NET ASSETS</b>	<u>\$ 1,048,281.97</u>	<u>\$ 1,028,698.54</u>
<b>EQUITY</b>		
Total accumulated equity/funds	<u>\$ 1,048,281.97</u>	<u>\$ 1,028,698.54</u>
<b>TOTAL EQUITY</b>	<u>\$ 1,048,281.97</u>	<u>\$ 1,028,698.54</u>



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**MULTICULTURAL DISABILITY ADVOCACY ASSOCIATION OF NSW INC.**

**STATEMENT OF CHANGES IN EQUITY  
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2010**

	<u>2010</u>	<u>2009</u>
Surplus/(deficit) for the year	\$ 19,583.43	\$ 97,399.36
Unexpended funds/(deficit) at the beginning of the period	<u>\$ 1,028,698.54</u>	<u>\$ 931,299.18</u>
Unexpended funds/(deficit) at the end of the period	<u>\$ 1,048,281.97</u>	<u>\$ 1,028,698.54</u>



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MULTICULTURAL DISABILITY ADVOCACY ASSOCIATION OF NSW INC.

CONSOLIDATED STATEMENT OF INCOME AND EXPENDITURE  
FOR THE YEAR ENDED 30 JUNE 2010

	<u>2010</u>	<u>2009</u>
<b>INCOME</b>		
Grants/funds received		
ANZ funds	\$ 55,997.00	\$ -
Dept of Fam, Housing, Commnty Servces and Indig Affrs	\$ 547,095.60	\$ 452,596.00
Ageing, Disability & Home Care Dept of Human Serv NSW	\$ 960,058.00	\$ 936,459.97
Disability Services Queensland	\$ 8,750.00	\$ 43,750.00
Other grants/subsidies	\$ -	\$ 5,255.00
Brokerage, sessional, copyright, conference fees	\$ 30,536.64	\$ 1,090.00
Calendar training fees	\$ 3,452.73	\$ 6,395.00
Dividends received	\$ 173.95	\$ 83.33
Donations, sponsorships, etc received	\$ 20.00	\$ 954.50
Interest income	\$ 56,716.80	\$ 73,496.28
Membership fees	\$ 1,185.00	\$ 1,559.10
NEDA contributions	\$ 13,331.65	\$ -
Salary sacrifice admin fees received	\$ -	\$ 1,824.11
Sale of publications	\$ 1,445.00	\$ 1,380.00
Sundry income	\$ 752.28	\$ 500.00
Training/speaker fees	\$ 100.00	\$ 600.00
Tailor made training fees	\$ 26,590.91	\$ 13,271.83
Wage subsidies	\$ -	\$ 1,272.73
Workers compensation receipts	\$ 9,540.29	\$ 2,515.50
Total Income	<u>\$1,715,745.85</u>	<u>\$1,543,003.35</u>
<b>EXPENDITURE</b>		
Advertising	\$ 14,499.07	\$ 7,356.92
AGM/open day costs	\$ 6,893.42	\$ 5,870.45
Audit fees	\$ 2,005.00	\$ 1,386.36
Bank fees	\$ 882.83	\$ 750.39
Books, publications, references	\$ 97.23	\$ 210.54
Catering/food/amenities	\$ 7,067.53	\$ 18,966.67
Committee/consumer travel & other costs	\$ 13,572.73	\$ 3,949.78
Computer/backup expenses	\$ 40,589.27	\$ 25,593.51
Conferences & seminars	\$ 10,252.27	\$ 1,113.63
Consultants	\$ 201,140.55	\$ 157,685.26



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Consumer forum costs	\$ 2,138.99	\$ 2,626.23
Dues, subscriptions, memberships	\$ 2,699.84	\$ 1,644.30
Electricity/gas/water	\$ 6,180.74	\$ 5,085.18
Insurance	\$ 6,217.45	\$ 5,549.22
Internet costs	\$ 2,555.98	\$ 2,082.86
Legal costs	\$ 47.00	\$ 4,086.82
Office & other equipment	\$ 42,270.42	\$ 28,304.10
Motor vehicle costs		
Car registration, petrol, insurance, etc	\$ 1,247.46	\$ 822.88
Motor vehicle depreciation, other costs	\$ 496.35	\$ 319.74
Postage	\$ 5,323.38	\$ 7,901.12
Printing & photocopying	\$ 4,252.63	\$ 10,901.02
Program costs	\$ 7,840.74	\$ 35,019.03
Publicity & promotion	\$ 12,854.94	\$ 6,623.59
Rates and outgoings	\$ 310.21	\$ 502.74
Regional individual advocacy program costs	\$ 21,291.42	\$ 16,547.89
Registered Training Organisation program costs, etc	\$ 1,930.00	\$ 1,790.00
Rent	\$ 97,652.95	\$ 81,043.64
Repairs & maintenance, cleaning	\$ 35,995.27	\$ 4,901.02
Annual leave entitlements provision	\$ 21,817.00	\$ 2,223.00
Long service leave provision	\$ 6,101.00	-\$ 9,001.00
Redundancy leave provision	\$ 14,008.62	-\$ 16,276.79
Salaries & wages	\$ 702,572.05	\$ 648,684.06
Salary sacrifice payments	\$ 173,836.39	\$ 168,191.17
Set up costs	\$ 6,131.32	\$ -
Speakers	\$ 250.00	\$ 97.50
Staff training/supervision	\$ 51,110.25	\$ 12,828.08
Stationery & office supplies	\$ 8,983.89	\$ 8,023.96
Superannuation	\$ 75,426.85	\$ 69,445.87
Sundry expenses	\$ 616.65	\$ 1,804.60
Telephone	\$ 28,421.22	\$ 33,041.59
Translations/interpreting	\$ 1,021.46	\$ 18,111.63
Travel & Accommodation	\$ 31,482.08	\$ 44,368.55
Venue hire	\$ 19,502.32	\$ 8,881.59
Website/database development & managing	\$ 377.50	\$ 5,050.00
Workers compensation	\$ 6,198.15	\$ 11,495.29
<b>Total Expenditure</b>	<b>\$1,696,162.42</b>	<b>\$1,445,603.99</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>\$ 19,583.43</b>	<b>\$ 97,399.36</b>



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**MULTICULTURAL DISABILITY ADVOCACY ASSOCIATION INC**

**STATEMENT OF CASHFLOWS  
 FOR THE YEAR ENDED 30 JUNE 2010**

	2010	2009
<b>Operating activities</b>		
Surplus for the 12 months	\$ 19,583.43	\$ 97,399.36
Adjustment re cash flow from investing activities	-\$ 56,890.75	-\$ 73,579.61
Net change in working capital:		
Change in trade & other receivables	-\$ 34,000.00	\$ 3,000.00
Change in trade & other payables	-\$ 7,575.24	-\$ 8,816.76
Change in other liabilities	-\$ 198,750.00	-\$ 57,000.00
Change in other employee obligations	\$ 10,155.97	-\$ 10,414.02
Change in provisions	\$ 41,926.62	-\$ 23,054.79
	<u>-\$ 188,242.65</u>	<u>-\$ 96,285.57</u>
Cash flow from operating activities	<u>-\$ 225,549.97</u>	<u>-\$ 72,465.82</u>
<b>Investing activities</b>		
Interest received	56,716.80	73,496.28
Dividends received	173.95	83.33
Cash flow from investing activities	<u>\$ 56,890.75</u>	<u>\$ 73,579.61</u>
<b>Net change in cash and cash equivalents</b>	<u>-\$ 168,659.22</u>	<u>\$ 1,113.79</u>
Cash and cash equivalents, beginning of period	<u>\$ 1,565,858.28</u>	<u>\$ 1,564,744.49</u>
Cash and cash equivalents, end of period	<u>\$ 1,397,199.06</u>	<u>\$ 1,565,858.28</u>

**Multicultural Disability Advocacy Association of NSW Inc**  
**ABN 60 737 946 674**

**COMMITTEE'S REPORT**  
**FOR THE YEAR ENDED 30 JUNE 2010**

Your committee members submit the financial accounts of the Multicultural Disability Advocacy Association of NSW Inc for the financial year ended 30 June 2010.

**Committee Members**

The names of the committee members at the date of this report are:

Rachel Lazarov	David Abello
Milanka Zivanovic	Jim Grainda
Pusparanee Mcintosh	Marlene Carrasco
Hannen Abdallah	Chris Livanos
Dulia Mandinic	Erlinda van der Braack
Stephen Todorovski	Tony Shoushani

**Principal Activities**

The principal activities of the organisation during the financial year were to promote, protect and secure the rights and interests of people who are of non-English speaking background (NESB) with disabilities and their families/carers.

**Significant Changes**

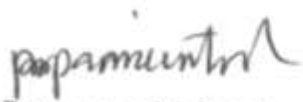
No significant changes in the nature of these activities occurred during the year.

**Operating Result**

The operating surplus for the year ended 30 June 2010, representing the income exceeding expenditure was \$19,583.43. For the previous financial year the operating surplus was \$97,399.36.

Signed in accordance with a resolution of the Members of the Committee.

  
Rachel Lazarov  
Chairperson

  
Pusparanee Mcintosh  
Secretary

**Multicultural Disability Advocacy Association of NSW Inc**  
**ABN 60 737 946 674**

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

The committee has determined that the association is not a reporting entity.

The committee has determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the accounts.

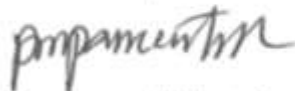
In the opinion of the committee the accompanying accounts:

1. Present fairly the financial position of Multicultural Disability Advocacy Association of NSW as at 30 June 2010 and the results and cash flows of the association for the year ended on that date in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

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



Rachel Lazarov  
Chairperson



Pusparanee McIntosh  
Secretary

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**For the year ended 30 June 2010**

**NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

- a. This financial report is a special purpose financial report prepared for use by the committee and members of Multicultural Disability Advocacy Association of NSW Inc. The management committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the following Australian Accounting Standards:

AASB 110:	Events after the Reporting Period
AASB 119:	Employee Benefits
AASB 1031:	Materiality
AASB 101:	Presentation of Financial Statements

No other Australian Accounting Standards or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

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

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

- b. **Property, Plant and Equipment**  
Property, plant and equipment are expensed at the time of acquisition. This is consistent with the terms of the funding agreements that allowed these to be acquired. An appropriate register of these assets for insurance purposes is kept, and a provision for the replacement of these assets has been recognised in the statement of financial position.
- c. **Taxation**  
Income tax  
Multicultural Disability Advocacy Association of NSW Inc is a charitable institution for the purposes of the Australian taxation legislation and is therefore exempt from income tax. This exemption has been confirmed by the Australian Taxation Office. The organisation also holds deductible gift recipient status.
- Goods and Services Tax (GST)  
Revenues, expenses and assets are recognised net of the amount of GST.  
Receivables and payables are recognised inclusive of GST.



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### MDAA also auspices these services:

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#### mdaa cultural abilities

is a registered training organisation  
Contact Head Office for information

[www.mdaa.org.au](http://www.mdaa.org.au)

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