



32nd Annual Report

2013/14

Deaf Victoria Inc

2013-14

32nd Annual Report

For the financial year ended 30th June 2014

What We Do:

Deaf Victoria is a statewide government funded organization providing advocacy and information service to community

Advocacy

Deaf Victoria advocate on behalf of Deaf people to increase access to service, to represent and providing leadership to the State government and disability groups pertaining to Deaf people.

Information Services

We provide information to the wider community regarding Deaf people and their language. Deaf Deaf World is one example of our information service.

Education

We provide community and organisations education programs. These programs aim to give a better understanding of Deaf and hard of hearing.

Community Events

Deaf Victoria organises several community events to enable Deaf people to have access to workshops/ training. National Week of Deaf People is a major community event.

Partnerships

We have established working partnerships with organisations to enable Deaf Victoria to successfully deliver range of activities.

Deaf Victoria & Deaf Australia

Deaf Australia is a national peak body representing Deaf Australians. Deaf Victoria is one of six state branches of Deaf Australia.

Your Support

Deaf Victoria Inc wishes to acknowledge the Department of Human Services and Office of Disability for continuing funding of this organisation.

We would also like to acknowledge the support of Vicdeaf for providing us with office space and immeasurable assistance in our work.

Deaf Victoria also relies on the support of the community to enable it to continue its programs and services. If you can help or would like more information, our contact details are listed on the side.

Office:

Level 3, 340 Albert Street East
Melbourne 3002

Phone:

0431 476 721 (SMS)

Email:

info@deafvictoria.org.au

Website:

www.deafvictoria.org.au



Deaf Victoria

Vision Statement

To empower Deaf and hard of hearing Victorians to achieve equal access in the whole of society.

Mission Statement

Deaf Victoria is a non-profit, consumer driven organisations, lead and controlled by Deaf and hard of hearing Victorians to provide a voice for Deaf and hard of hearing people. We aim to empower Deaf Victorians by advocating and sharing information to ensure access is achieved.

| Key Result Areas | Deliverables |
|---|---|
| Empowerment, Access and Advocacy | <p>To provide advocacy support to 38 individuals per year</p> <p>To undertake or support projects based on Empowerment of Deaf and hard of hearing people, enabling access and advocacy and address up to three systemic advocacy projects</p> |
| Government Relationships and Stakeholder Partnerships | <p>Provide at minimum two workshops per year</p> <p>To join at least four Victorian government advisory groups on topics important to Deaf and hard of hearing Victorians</p> <p>Increase partnerships with organisations within the Deaf and hard of hearing sector on projects pertaining to Deaf and hard of hearing people as necessary</p> <p>Support Deaf Youth Victoria to continue to provide events for Deaf youth aged 13-30yo.</p> |
| Youth | <p>Deaf Youth Victoria to act in an advisory capacity to the board of Deaf Victoria.</p> |
| Organisational Sustainability | <p>Maintain sound Financial, Risk, Resource and Human Resource Management</p> <p>Create a plan to grow and renew the Deaf Deaf World Workshop.</p> |

Presidents Report- Simon Glass

Dear Members,

It is my pleasure to present my last report as President to the 32nd Annual General Meeting of Deaf Victoria Inc., I shall be the Treasurer after this AGM. It is a privilege and an honour to serve this great non-profit organisation as your president once again. What an interesting journey I have been on with each and every one of you during the 2013-2014 year.



I would like to start with the acknowledgements to Melissa Lowrie, Manager, Medina Sumovic and Melanie Merhi, Administrative Officer/Deaf Deaf World Coordinator, at Deaf Victoria. Without their dedication, passion and commitment and many hours of work, Deaf Victoria's mission and vision to achieve outcomes would not be possible. Also I would like to thank Medina for all the work she has done for the past 7 years. I wish her all the best with her new career.

I am satisfied to report that Deaf Victoria remains focused to make sure strategic priorities tied in with our four Key Result Areas (KRAs); Information Dissemination, Advocacy, Leadership and Membership-have addressed Deaf Victoria's mission and vision. Our first and primary priority is the needs of all Deaf Victorians. During the weekend of 19th & 20th July 2014 on a board retreat and we have created a new strategic plan for 2014-17. The KRAs are:

1. Empowerment, Access and Advocacy
2. Government Relationships and Stakeholder Partnerships
3. Youth
4. Organisational Sustainability

The Deaf Victoria Board is pleased to report that Deaf Victoria's profile has increased significantly again especially with some external organisations. I want to say thanks to Melissa for her solid work, she has been working robustly on some advocacy cases with key organisations, including health services, Victorian Equal Opportunity and Human Rights Commission and NDIS departments. Also she has done a magnificent job on research report, 'An Inquiry into Auslan Interpreting in Public Hospitals' which raised a few eyebrows in health sector.

Pleased to add a new sub committee to the board, Deaf Youth Victoria. They are a state version of Deaf Youth Australia, auspiced by Deaf Australia. Deaf Youth Victoria has a presence at every Deaf Victoria board meeting and will continue to inform the Deaf Victoria board on issues relating to youth in Victoria.

I gratefully acknowledge and recognise all the Board members, for their contributions to the growth of advocacy and information provided to the Deaf community.

There were some departures:

Pam Dethridge, Rachael McQuillan & Stef Linder

I would like to pay tribute and acknowledge Pam for her immeasurable contribution and role as a Treasurer to the organisation for countless years. Pam joined the board in 1987 as Treasurer for a year and was also a member of the subcommittee TTY Users Group before relocating to Sydney. When she returned in 1999/2000, she rejoined and has been with us since. She will be greatly missed! Stef joined in 2012; she has contributed her knowledge enormously and her time as a Vice President. Rachael was with us for little over a year, however her contribution was enormous, particularly in organizing the Aslia Vic and Deaf Vic Awards Night. I thank them and will miss them greatly.

Lastly, on behalf of Deaf Victoria Board, we applaud all Deaf Victoria's members for their continued support to a very active and lively organization, and look forward to working with you all again in future years, this time in my capacity as the Deaf Victoria Treasurer

Respectfully Yours in Deaf community,
Simon Glass



Managers Report - Melissa Lowrie

The past twelve months has been a very busy time for Deaf Victoria

Last year I mentioned that The Department of Human Services has now asked all funded agencies to submit a standards assessment and Quality Improvement plan to ensure that all funded organisations are operating against the Department of Human Services Standards of Empowerment, Access and Engagement, Wellbeing and Participation.

This required Deaf Victoria to undertake a huge review of its current policies and procedures and to assess and analyze the effectiveness of how we operate under these standards. I am pleased to report that we have met all the required standards.

This year was a very successful one, personally, due to the groundbreaking report released in June 2014 on "An Inquiry into Auslan Interpreters in Victorian Hospitals". I interviewed 72 people for this project and wrote a report based on all their responses. The report has been very positively received and is now on its way to change the way things are handled in the public health system in Victoria. Thank you to everyone who contributed to this project, it could not have happened without you all.

Deaf Victoria has completed a new 2014-2017 Strategic plan which is set to be launched at the Annual General Meeting and also our brand new website which I am sure you will all enjoy.

I would like to personally thank my previous Administrative Officer, Medina Sumovic, who has left us in early 2014 to pursue her career dreams in deaf theatre. She was an absolute asset to Deaf Victoria and I will miss her creative energy, her laughs and stories every morning. We miss you Medina but we are so proud to see you going from strength to strength in the theatre world!



On that note, I would like to extend a warm welcome to Melanie Merhi who is the new Administrative officer. Melanie has been working hard, and learning the ropes and trying to fill the huge shoes that Medina has left behind! She is doing a great job and brings a great enthusiasm and energy to Deaf Victoria. Welcome Melanie and I look forward to working with you in the years to come!

Last, but certainly never least, thank you to the Deaf Victoria board. They have all been an unwavering source of support and guidance through the last twelve months and Deaf Victoria would not be in the position is now without you all. Thank you for your contributions! A special thank you also to Rachael McQuillan, who left us early this year, for your hard work with the Deaf Victoria and ASLIA Vic Awards Night. I will not forget this!

We have written a summary of all Deaf Victoria's Activities this year, so enjoy the read and thank you all for your support in the last 12 months.

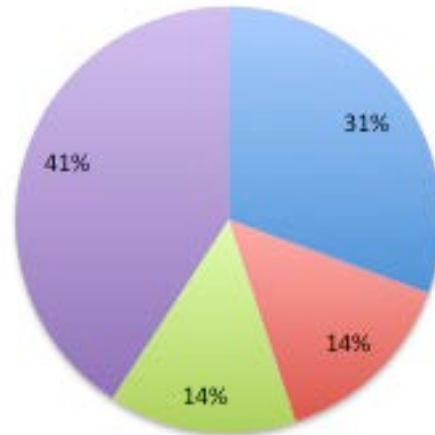
With thanks- Melissa Lowrie

Number of Clients

Total Clients: 44

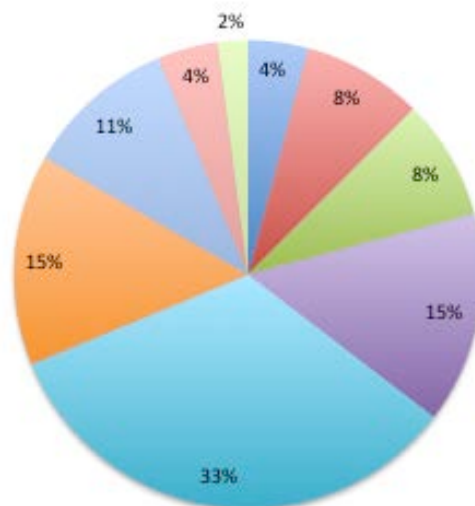
Target: 38

■ July - September 2014 ■ April - June 2014
■ January - March 2013 ■ July - September 2013



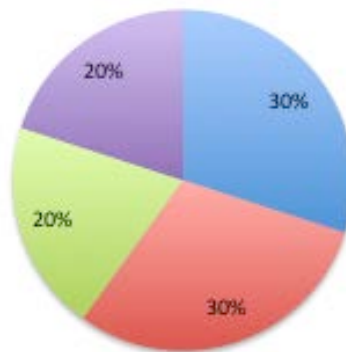
Types of Complaints

■ Accomodation ■ Disability Services ■ Education
■ Employment ■ Health ■ Legal Issues
■ Leisure and Recreation ■ Transport ■ Immigration



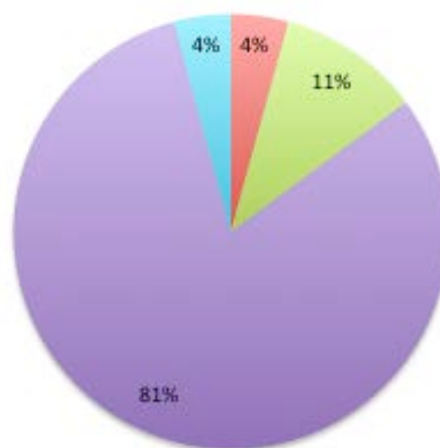
Referrals made between other services and Deaf Victoria

- Victorian Equal Opportunity and Human Rights Commission
- Fair Work Commission
- Disability Services Commissioner
- Vicdeaf Case Management Team



Age Range of Client Base

- 0-4yo
- 5-14yo
- 15-24yo
- 25-64yo
- 65+



Deaf Victoria Activities

Deaf Victoria Strategic Plan 2014-2017

Deaf Victoria and Deaf Youth Victoria went away to the picturesque Mt Dandenongs on the weekend of 19th and 20th July 2014 on a board retreat (and) to create a new strategic plan for 2014-17. The Key Result areas are:

- Empowerment, Access and Advocacy
- Government Relationships and Stakeholder Partnerships
- Youth
- Organisational Sustainability

Further information on the Strategic Plan can be found on Page 3.

Department of Human Services Standards and Quality Improvement Plan

The Department of Human Services now requires Deaf Victoria and other funded services to conduct an annual audit of their services to ensure quality assurance and that organisations meet the requirements set by the department in their service delivery. The standards that Deaf Victoria must work within include:

- Empowerment
- Access and Engagement
- Wellbeing
- Participation.

We are pleased to report that Deaf Victoria has met the standards set by the DHS and has incorporated these principles into our new strategic plan.

An Inquiry into Auslan Interpreting in Public Hospitals

On Friday 13th June 2013, Deaf Victoria launched the research report "An inquiry into Auslan Interpreter provision in Victorian Public Hospitals" written by Melissa Lowrie. The research spanned interviews and email accounts of 72 people in the Deaf and interpreting community about their experiences in Victorian public hospitals and access to communication needs. This report proved to be ground breaking, with the Victorian Equal Opportunity and Human Rights Commission now commencing an inquiry into Health services and their processes with Auslan Interpreters. The Department of Health will form a working group based on both inquiries to implement changes into the way Auslan Interpreters are provided in Victorian Public Hospitals.

Deaf Mental Health

Deaf Victoria is supporting Karli Dettman in organizing fundraising for Deaf Mental Health research with the view to setting up a Deaf Mental Health Centre. We are supporting (,) by participating in the Deaf Mental Health Bushwalk fundraiser (add date?). Melissa and Melanie, as well as board members Marnie Kerridge, Ramas Rentelis and Mija Gwyn will do the 26km walk. We encourage you all to do this also!

Deaf Victoria Newsletters

Deaf Victoria has made the decision this year to stop creating Deaf Victoria newsletters and has an agreement with Vicdeaf to have one page in each issue of Vicdeaf Communicate magazine to provide a Deaf Victoria update. It was noted from feedback from members that there was too much duplication happening with newsletters and e-news. From this feedback, Deaf Victoria has decided on this approach and an added benefit is this frees the Administrative Officer to pursue other projects.

Website

Deaf Victoria has invested in a new website, designed by Web Prophets, which will also incorporate pages for Deaf Youth Victoria and Auslan Interpreting Industry Forum of Victoria information. This will be launched at the 2014 Annual General Meeting.

New Staff

We were very sad to say goodbye to Medina Sumovic, our long time loyal Administrative Officer. Medina contributed a lot of life and energy into Deaf Victoria and its events, particularly with Deaf Deaf World workshops and she is sorely missed. She is now concentrating on her true passion in Deaf theatre.

A new administrative officer, Melanie Merhi commenced work at Deaf Victoria on 30th April 2014. She has been a fantastic asset to the team, has hit the ground running working very hard, and very keen to learn. Welcome to the team Melanie!

Youth Work- Victoria University Student Placement

Nicolette Simoen, a third year Victoria University student studying Youth Work is doing her placement with Deaf Victoria. She is writing a research report focusing on secondary students and what they need from a youth group, both now and when they finish school. Her findings will support the work that Deaf Youth Victoria is hoping to do in this field. Her work progress and attitude has been fantastic and we are looking forward to the finished product.

Vicdeaf

As in previous years, Deaf Victoria, works closely with Vicdeaf in receiving back of house support, office space, and other support mechanisms too numerous to name. We would like to thank Vicdeaf for their generosity and working with us to help our goals. Deaf Victoria looks forward to many more years of working together.

Victorian Auslan Training Consortium

Deaf Victoria is a member of the Victorian Auslan Training Consortium that meets twice yearly and is also the vice chair for this group. (Brief explanation of the group??) (This group focuses on the delivery and service provision of quality Auslan training in Victoria.)

DEECD Disability Stakeholders Reference Group

Deaf Victoria is a member of this reference group that meets every quarter.

Deaf Youth Victoria Update

On 15th December 2013 a sub committee of Deaf Victoria was formed- Deaf Youth Victoria. The committee members are Matthew Norman, Matthew Bisognano, Ashleigh Kedge, Julia Murphy and Daniel Shanahan. Melanie Merhi later became a staff member of Deaf Victoria and provides Deaf Youth Victoria with Administration support. Deaf Youth Victoria is a state version of Deaf Youth Australia, auspiced by Deaf Australia. Deaf Youth Victoria held a very successful Quiz night in partnership with Deaf Youth Australia on 30th May 2014 and is planning a youth camp for 18-30yo in Torquay in February 2015. They are also going to be involved in the running of Crossing Borders camp with Deaf Children Australia. Deaf Youth Victoria has a presence at every Deaf Victoria board meeting and will continue to inform the Deaf Victoria board on issues pertaining to youth in Victoria.

EVENTS:

Creating Opportunities Fund with ASLIA

ASLIA, with the support of Deaf Victoria, held a very successful and sold out Trivia night on Friday 21st March 2014 to raise funds for the "Creating Opportunities Fund" which will allow an interpreter trainer to go to Fiji to train Fijian interpreters. This was an outstanding success!

Deaf Market

On Saturday 22nd March, Deaf Victoria held a very successful Deaf Market Day at Hays Paddock, Kew East. Deaf Sports and Recreation Victoria partnered with us for the first time to provide a number of kids 'come and try' activities, such as lacrosse, tennis, and gymnastic which was fantastic for the children, and as usual, Melbourne Deaf Cricket Club held a Twenty20 match open to all. This annual event will continue to grow and prosper and has become an exciting community event.

Deaf Feminist Forum

Deaf Victoria supported Elizabeth Reed to run a Deaf Feminist forum on Saturday 12th April 2014 at 10-1pm in Tradeblock café. This was a women's only event focusing on the meaning of feminism and the rights of women. A fantastic day all around.

Geelong Hearing Awareness Week Expo

Deaf Victoria was at the Geelong Hearing Awareness Week Expo on Friday 22nd August 2014 offering on the spot advocacy advice and Deaf Deaf World workshop demonstrations. It was a very successful day and great way to celebrate Hearing Awareness Week.

Deaf Victoria and ASLIA Victoria Awards Night

On 31st May 2014 Deaf Victoria and ASLIA Victoria held their first-ever joint awards night with ASLIA Vic. It was a very successful evening and we were very proud to announce the winners of the Deaf Victoria awards:

Deaf Youth of the Year: Mija Gwyn

Deaf Senior of the Year: Peter McCormick

Deaf Victoria Organization of the Year: John Pierce Centre

ER Noble Award 2013: Dr Jan Branson

ER Noble Award 2014: Medina Sumovic

And also the interpreters

Professional Interpreter: Mark Quinn

Paraprofessional Interpreter: Jinaya Myers

Deaf Interpreter: Carla Anderson

Interpreter Advocate: Gina Auciello

And ASLIA Victoria Organization of the Year: Auslan Stage Left

A huge thank-you to go to our amazing organizing committee: From left, Emely McCord, Stephen Nicholson, Rachael McQuillan and Gabrielle Hodge. The night was a complete success due to their very hard work. Well done team!



Award Winners:

From Left Back Row:
Mija Gwyn, Gina Auciello,
Jinaya Myers, Susan Emerson
(Auslan Stage Left) and Peter
McCormick

Bottom row from left:
Katrina Mynard (JPC), Medina
Sumovic, Rachael Miers (JPC),
Gail Finn (JPC)

DEAF VICTORIA INC.
ABN 62 495 643 645

STATEMENT BY MEMBERS OF THE BOARD

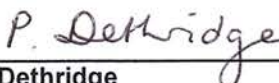
In the opinion of the Board of Deaf Victoria Inc:

The Accompanying Statement of Financial Performance and Statement of Financial Position have been drawn up so as to present fairly, and to the best of our knowledge, a true record of the results of Deaf Victoria Inc. for the year ended 30 June 2014 and of the position of Deaf Victoria Inc. as at 30 June 2014.

On behalf of the Board

Signed:- 

Simon Glass
President

Signed:- 

Pam Dethridge
Treasurer

Dated:- 14 October 2014

DEAF VICTORIA INC.
ABN 62 495 643 645
BALANCE SHEET
AS AT 30 JUNE 2014

| | <u>2014</u> | <u>2013</u> |
|------------------------------------|--------------------------|--------------------------|
| <u>Accumulated Funds:</u> | | |
| Opening Balance 1 July | 101,718 | 84,637 |
| Add: Surplus(Deficit) for the year | 17,713 | 17,081 |
| Closing Balance 30 June | <u>\$ 119,431</u> | <u>\$ 101,718</u> |

Represented By:

Assets

| | | |
|-----------------------------------|--------------------------|--------------------------|
| Cash at Bank | 38,278 | 33,673 |
| Term Deposit & Investment Account | 82,132 | 68,924 |
| Petty Cash | 321 | 311 |
| Debtors | - | 71 |
| Office Equipment | \$ 11,757 | \$ 24,363 |
| Less: Provision for Depreciation | <u>(8,357) 3,400</u> | <u>(19,780) 4,583</u> |
| Total Assets | <u>\$ 124,131</u> | <u>\$ 107,562</u> |

Less: Liabilities

| | | |
|--------------------------------------|--------------------------|--------------------------|
| PAYG Withholding Payable | 1,936 | 1,988 |
| GST Payable | 2,491 | 2,709 |
| Superannuation Contributions Payable | 273 | 1,147 |
| Total Liabilities | <u>\$ 4,700</u> | <u>\$ 5,844</u> |
| Net Assets | <u>\$ 119,431</u> | <u>\$ 101,718</u> |

DEAF VICTORIA INC.
ABN 62 495 643 645
STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2014

| | <u>2014</u> | <u>2013</u> |
|---|--------------------------|--------------------------|
| <u>INCOME</u> | | |
| Grants: | | |
| Department of Human Services - Information & Advocacy | 120,575 | 115,398 |
| Sundry Grants - Office Equipment, Volunteers, etc. | - | 826 |
| Other Income: | | |
| ASLIA & Deaf Victoria Awards - Gross Receipts | 11,031 | - |
| Consultancy | - | 227 |
| Deaf Deaf World (DDW) Workshops | 900 | 2,250 |
| Donations | 89 | 209 |
| Interest Received | 4,240 | 2,119 |
| Membership Fees | 1,617 | 3,816 |
| NWDP & Fundraising Events | 1,196 | 684 |
| Proceeds of Equipment, Books, Cards & T-Shirts | 30 | 57 |
| Total Income | <u>\$ 139,678</u> | <u>\$ 125,586</u> |
| <u>LESS: EXPENDITURE</u> | | |
| Salaries | 75,374 | 73,771 |
| Casual Wages -Deaf Deaf World & Other | 1,043 | 4,574 |
| Superannuation | 6,776 | 6,926 |
| WorkCover | 1,812 | 1,120 |
| Staff Training & Welfare | 614 | 324 |
| Conferences | 1,672 | 819 |
| Uniforms | - | 200 |
| Rent | 5,200 | 5,000 |
| Telephone | 27 | 27 |
| Postage, Couriers & Freight | 98 | 74 |
| Stationery & Office Supplies | 1,550 | 527 |
| Photocopying & Printing | 575 | 1,107 |
| Publications & Subscriptions | 370 | 302 |
| Affiliation/Registration/Filing Fees | 347 | 43 |
| Computer Expenses | 1,295 | 117 |
| Website Expenses | - | 572 |
| Graphic Design | 500 | - |
| Marketing & Promotion | 132 | - |
| Interpreter Services | 523 | 1,488 |
| Bank & Merchant Fees | 199 | 49 |
| Bookkeeping Fees | 100 | 970 |
| Insurance | 1,082 | 1,501 |
| Travel & Accommodation | 4,888 | 2,789 |
| Parking | 168 | 361 |
| Meetings/Board Retreat Expenses | 2,624 | 2,625 |
| ASLIA & Deaf Victoria Awards | 9,524 | - |
| NWDP & Fundraising Events | 236 | 512 |
| Sponsorship/ Donations | 546 | 20 |
| Repairs & Maintenance | 518 | - |
| Depreciation Office Equipment | 1,714 | 2,036 |
| Loss on Assets Scrapped | 1,363 | - |
| Minor Office Asset Purchases | 954 | 554 |
| Gifts | 141 | 97 |
| Total Expenditure | <u>\$ 121,965</u> | <u>\$ 108,505</u> |
| Surplus (Loss) for the Year | <u>\$ 17,713</u> | <u>\$ 17,081</u> |