



Down Syndrome
Western Australia

2019 - 2020 ANNUAL REPORT



Down Syndrome WA

- our purpose

Down Syndrome WA (DSWA) is an NDIS registered provider offering support to people with Down syndrome and their families.

In the past we have relied on grants to provide those services, but with the introduction of the NDIS, all our services will transition to the NDIS and we can support you to include us in your NDIS plans.

Please visit our website to view the current services offered: www.downsyndrome.org.au/wa

We are developing a new social group within the Aim High Club for 30+ and will begin to provide Getaway Breaks and Camps

DSWA is a community resource for people with Down syndrome, families, teachers, support workers, child care workers, researchers, students and many others.

OUR VISION

People with Down syndrome live a life of their choice and make their contribution to the community.

OUR PURPOSE

To provide services to support people with Down syndrome to achieve their goals.

WE VALUE

- **Human rights:** Ensuring the rights, dignity and equality of opportunity for each individual.
- **Person-centred services:** Placing the person at the centre of services in building their capabilities and opportunities.
- **Our unique lived experience:** A service culture drawn from empathy, knowledge and understanding of our lived family experience.

- **Responsiveness:** Listening, supporting and responding sensitively to the needs of individuals and their families.
- **Collaboration:** Working in partnership with the community, service providers and decision-makers in providing the best outcomes for our consumers.

DSWA provides services built on specialist knowledge, understanding and lived experience of people with Down syndrome, their families and carers.

- Provide peer-based support to people with Down syndrome and their families.
- Provide registered National Disability Insurance Scheme services to people with Down syndrome and their families, focused on the experience and expertise of DSWA.
- Work in collaboration with other organisations including NDIS providers, in developing individualised services in areas of additional complexity and disadvantage in Western Australia.
- Engage in national initiatives to provide individualised services using the strengths of national partners and expertise of localised service providers.
- Progressively extend the range and reach of individualised services in Western Australia especially into regional and remotes areas.
- Provide activities and events that promote inclusion for individuals and families at the community level.

Cover image: "The Younger Generation" - Tracy Bicker and son, Elliot. Photographer: Tracy Bicker

Down Syndrome Western Australia acknowledges the Whadjuk people of the Noongar nation, the traditional custodians of the land on which we stand, and we pay our respect to the elders past, present and emerging.

Annual Report

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Chair report

It has been a challenging year and we hope you are all well and safe.

DSWA rose to the challenge by ensuring the community were well informed through social media, enews, and the website. In response to COVID-19, we engaged an Emotional Mentor Coach to assist the community with any psychological hardships experienced while in isolation.

I can report that all services have resumed and the annual *Step UP!* event will go ahead on the 18th October at Taylor Reserve, Victoria Park, 9am - 1pm.

Current NDIA contracts include *Information for Life*, *Individual Capacity Building* and a small contract focusing on health. The duration of the grants is three years.

As NDIS providers, we are now transitioning all our programs to suit our members' NDIS plans.

The team is looking forward to working with you. Assistance is available to set up your DSWA service agreements with our newly-appointed NDIS Manager, Elise Anstey.

We are in alignment with our Strategy and Implementation plan and will assess services we can develop and add to our current NDIA registration.

Down Syndrome Australia (DSA) has produced a state-of-the-art website and there will be a portal established so you can update your information and will link directly to the database.



The e-news has had a facelift with Elise Anstey and Ji Min producing a new edition on a monthly basis. They are always seeking *Stories of Change* - please submit any articles you would like published.

Minister Stephen Dawson has extended our transition to the NDIA till December of this year.

Minister Dawson wrote to DSWA to say he is looking forward to sharing the State Disability Plan in the near future and thanked DSWA for the great work we are doing on behalf of families and our members.

DSWA plans to organise a Gala Dinner event next year (date to be decided) and members will be informed well in advance.

Once again, congratulations to Margaret on winning the NDS 2020 Disability Support Award for Excellence in Improving Employment Opportunities for People with a Disability.

A handwritten signature in dark ink, appearing to read 'M. Fletcher'.

Mark Fletcher
Chair



DSWA is proud to be introducing a dedicated app containing information on all life stages of persons with Down syndrome, in an accessible and user-friendly format.

My Voice, My Health (MVMP) will be released in early 2021.

Executive Officer report

What a challenging year - we did not expect COVID-19 and the many heartbreaking stories of events that have followed since the pandemic gripped us in mid-March of this year.

We became experts in Zoom! Our world of communications dramatically changed with COVID-19 and there have been many learnings.

I have to commend our young people and team leaders from all our groups who did an amazing job in maintaining connections with each other alive and full of colourful, creative ideas and activities.

I am delighted to announce, due to COVID-19, we were successful in our request for extensions on many of our existing grants. Some of our grants involved face-to-face, in particular the *Get Ready for Work* and *My Voice My Health* programs. We are grateful to the Department of Communities for extending our transition to NDIA until the end of December 2020.

We have resumed our services and the community can look forward to a lower-key *Step UP!*, on the 18th October 2020. Details will be advertised in our e-news and on our new website.

With NDIA funding, Down Syndrome Australia has improved our organisational capacity by providing us with a new Client Management Database and state-of-the-art website.

We have a dedicated team working on our communications and our e-news is providing relevant and up-to-date information. I would encourage you, as members, to sign up. Our thanks to Elise Anstey and Ji Min for doing such a professional job.



With the engagement of our NDIS Manager, Elise Anstey, we are formalising our NDIS services. All of our current services, including *Aim High Club*, *FrienDS for Life*, *KiDS Club* and *Playgroups* will be delivered as NDIS services. Services in development will be an *Aim High Club* for 30+ and our *Getaway Breaks and Camps*. As NDIS providers we look forward to working alongside you and your choices.

I can honestly say I was totally surprised to be the winner for Excellence in Improving Employment Opportunities Award at the WA Disability Support Awards 2020. I am delighted as it is a great marketing opportunity for us to pave the way to open employment in local government and local businesses and create other Traineeships. A big thank you to all who nominated me for this award.


We continue to place young adults into Traineeships and would like to congratulate Andrew Domahidy, the first to complete his Traineeship Certificate 11 in Customer Service at HBF. Andrew has been offered a job at HBF - thank you to CEO John Van Der Wielen for providing such amazing support to DSWA and to Andrew.

We welcomed Mark Fletcher as the Chair of our Board and I would like to share a heartfelt thanks

for the work, time and commitment the Board continues to give to DSWA and myself.

We say goodbye to Board members Stephen Pollard, Frances Moon, Lynne Nixon, Julie Jalawadi and Jess Jalawadi. We cannot thank them enough for their dedicated time, contributions and commitment.

A big thanks to the team at DSWA for working together to produce programs, information, advice, and advocacy, leading to better choices and control for the DSWA community. We thank all of our consultants who have contributed to producing excellent resources within our current grants and we welcome new team members.



Margaret Lawlor
Executive Officer



National Disability Awards Excellence in Improving Opportunities Award, 2020.

Treasurer Report

2019-2020

The year ending 30th June 2020 has been a busy and challenging year with the onset of COVID-19.

Fundraising and events income as expected has dramatically decreased and we do not estimate a high return on our events.

Congratulations to Down Syndrome Australia for a successful awarding of three grants over the years 2020 - 2023 with a value of \$480,000 to DSWA for project activities executed.

With COVID-19 the government stepped in to assist not-for-profits and we received:

- Boost Payment \$16,152.50
- JobKeeper (ATO) \$45,000.00

We are pleased to inform you that none of our staff were impacted by reduced hours and we were able to continue our support through grants and assistance from the government.

DSWA is currently organising an NDIS Forecast which gives us an indication of NDIS revenue services we are providing and developing services in alignment with mission and values. Our *Aim High Club* has already transitioned into the NDIS space with service contracts agreed for our service.

As we progress further into NDIS services we will have a forecast charter to determine revenue returns.



Overview:

- DPFO acquitted and Financial acquittal to be completed before October 2020
- *Get Ready for Work* grant received
- *My Voice My Health* grant received
- *Information for Life* grant received
- Individual Capacity Building grant received
- *Health Project* grant received
- Telethon grant - we have been informed that Telethon will be reviewing the grants given to organisations and we expect a reduction in the amount allocated, which is currently \$40,000
- Stan Perron Charitable Foundation - \$20,000 per annum for two years is supporting *KiDS Club* and *FrienDS for Life*, two services planning a transition into NDIS services
- Professional Development for teachers is a fee-for-service product. 30 educators attended workshops in July and DSWA made a profit of \$7000. We plan to have two PD workshops for teachers in March and October of each year

Not surprisingly, our largest cost is wage-related and we plan, through a Risk Management Audit, to assess our overheads. A plan to move to less expensive premises will be high on the list of priorities next year. Our EO has secured a six-month contract with the current landlord.

With current funding, my recommendation is for the Board to implement an ongoing review program of governance.

I will be stepping down as Treasurer this year. It was a pleasure working alongside DSWA and I wish you all the best in your future endeavours.



Stephen Pollard
Treasurer



Health Ambassadors coaching session at Fremantle Education Centre - part of the My Voice, My Health project

A message from our Chief Executive Officer

I am pleased to be able to provide you with an overview of the work of Down Syndrome Australia (DSA) in the 2019/20 financial year. Down Syndrome Australia has continued to play an essential role in advocating for people with Down syndrome, providing information about Down syndrome to a range of audiences and tackling the stigma associated with intellectual disability.

There is no doubt that the second half of the year has been challenging for everyone. The world has changed rapidly over the last six months, and as a Federation and a community we have made the best out of a difficult situation. We were disappointed to have had to cancel our World Down Syndrome Day event in Canberra this year and to postpone the World Down Syndrome Congress in Brisbane.

The pandemic has highlighted the importance of access to up-to-date information, staying connected even when physically apart, and responding flexibly to new challenges. The Down Syndrome Federation has worked together to ensure that we continue to provide the information and supports needed by our community. Our resources on COVID-19 have been widely utilised and our coronavirus information page has been visited by over 1000 families.

I have been impressed by the resilience of our members. We have enjoyed hearing about the different approaches people have taken to stay connected and involved during the pandemic. We appreciated everyone sharing their experiences in



About Dr Ellen Skladzien

Ellen has been CEO of Down Syndrome Australia since 2016. She has extensive experience in advocacy, leadership and strategic management in the not-for-profit sector. She has expertise in driving change in the disability, health and aged care system through evidenced-based advocacy.

She is passionate about ensuring that the voices of people with lived experience are at the centre of the work she does. Ellen has a Master's degree in Clinical Neuropsychology and a Ph.D. in Cognitive Psychology.

the national survey we conducted which helped to inform our advocacy work with Government on the COVID-19 response.

While much of the second half of the year focused on our response to the pandemic, we also had some exciting news in March. Claire Mitchell was appointed as the first person with Down syndrome to the Down Syndrome Australia board. Claire is currently the Queensland representative on the Down Syndrome Advisory Network and chair of the QLD Down Syndrome Advisory Network. She is a confident public speaker and presents to university students and different organisations. We are all looking forward to her contributions to our Board meetings and the governance of our organisation.

We have continued to have engagement with key Commonwealth Government Ministers and the Opposition as well as senior bureaucrats in relevant Government departments. The challenges of COVID-19 have meant that it has

been even more important for DSA to work closely with the other disability organisations in the sector including the Australian Federation of Disability Organisations (AFDO), Inclusion Australia and others. We are also pleased to be able to work closely with our international organisations including Down Syndrome International (DSi) and the Asia Pacific Down Syndrome Federation.

ADVOCACY AND POLICY DEVELOPMENT

Self-Advocacy

Over the past year we have continued to advocate on key issues in partnership with people with Down syndrome.

The Down Syndrome Advisory Network (DSAN) plays an important role in our advocacy work. The DSAN is made up of people with Down syndrome from across Australia who provide information and advice to the DSA Board and CEO. It is thanks to the support from the Sherry-Hogan Foundation that we were able to develop and are able to continue to support this network.

DSAN meets every month to discuss current issues and to provide input into DSA's advocacy work. This year the network has provided important input on a range of issues including:

- Staying healthy and well during COVID-19
- The Voice magazine
- Education
- Health
- Social Media
- Leadership

The network released their first publication: *DSAN Travel Tips*. The work the network did on leadership has also informed a set of resources on leadership training for people with an intellectual disability. The groups input on social media helped us to develop a new resource on social media.

Members of the network have also been involved in a range of other activities including providing input to international guidelines on participation of people with intellectual disabilities, engaging with the media, and sharing their experiences through public speaking. The network members have been trying to find ways to connect with other people with Down syndrome who may be isolated during the pandemic. We have also been pleased to share some of our work on self-advocacy with colleagues in China, New Zealand, and at Down Syndrome International.

Prenatal Screening

Prenatal screening has been a key advocacy issue for the Down syndrome community over the last several years. The technology that enables genetic screening is rapidly advancing and becoming more widely available. Unfortunately, there is clear evidence that often families are not getting access to balanced information about Down syndrome and often do not receive suitable counselling before and after screening.

DSA has taken a leadership role over the last several years to advocate for changes to prenatal screening and to ensure that families have access to the information they need.

Our work has included submissions to the Medical Services Advisory Committee (MSAC), petitions, meetings with the Department of Health, and with relevant Ministers and staff, self-advocate involvement and videos and a submission to the Royal Commission. We have also encouraged and supported our members to get in touch with the Medical Services Advisory Committee and their local MPs about these issues. We have argued for

the need for access to balanced information as well as clearly articulating the economic argument against public funding for a universal screening program, including meeting with staff from the Treasurer's office.

MSAC met earlier this year to discuss public funding for non-invasive prenatal screening and decided to not recommend the public funding of the NIPS test. Women can continue to access publicly-funded screening through the combined first-trimester screening and some families will choose to access NIPS privately.

We are pleased that our work has contributed to this important decision for our community. We will continue to advocate for change to ensure all women have access to clear and accurate information both before screening and after any unanticipated results. During the last year we also campaigned for changes to the language used in a popular pregnancy book '*Up the Duff*' as well as working with health information partners to remove language around 'risk' from their websites.

Welcoming Disability Campaign

This year, DSA partnered with the Australian Lawyers for Human Rights to launch a new campaign to tackle discrimination within the immigration system for people with a disability. The campaign launch was featured in an SBS article. This campaign calls on the Australian government to revisit the 2010 *Enabling Australia Report* and to implement its recommendation as a matter of urgency Australia must change its migration laws so that people with disabilities or health issues are treated fairly and their rights respected. DSA also released a position statement on migration in 2020.

Dr Jan Gothard works as our Migration Advisor

and has played an incredibly important part in the campaign as have our partners at the Australian Lawyers for Human Rights.

We have now secured 13 organisations as allies to the campaign. Our next step on the campaign is to write an open letter to the Minister which we aim to have signed by prominent Australians. Once COVID restrictions ease, we will organise a day of action in Canberra where we will join with our allies to meet with politicians about this key issue.

You can read more about the campaign at our website.

Involvement in the Royal Commission

During 2019-2020, DSA has been actively engaging with the Royal Commission. We have provided information and briefings to the Commission on issues related to public hearings on restraint, education and COVID. We have also supported families to make submissions to the Commission on health-related issues. We share information regularly about the work of the Royal Commission through all of our communication channels.

We have made a number of submissions to the Commission on a number of key topics including

- Education
- Health
- Emergency Responses

Health Advocacy

Down Syndrome Australia supported Inclusion Australia's '*My Health Matters*' advocacy campaign. This campaign led to a roundtable on Health and Intellectual Disability in August 2019. We are continuing to engage with the Department of Health on their development of a national roadmap on intellectual disability and health.

We were also pleased to be successful this year in a new ILC project focused on improving the health outcomes for people with Down syndrome. The focus of this project is to improve the understanding of health care professionals about the communication needs of people with Down syndrome. It includes the development of a *Health Ambassador* program where people with Down syndrome would be supported to speak to medical professionals, medical schools and nursing schools to tell them about their experience with the health system and how it could be improved. It also includes the development of webinars and other training materials for health professionals. We will be working closely with our colleagues in the State and Territory organisations to deliver this important project.

NDIS

We have continued to provide regular feedback to the NDIA about the experiences of our members. This was particularly important during COVID-19 to ensure that the NDIA made the appropriate adjustments to enable people to access the flexible supports that they need. We have also raised a range of issues with the NDIA including access to AT, employment, staff training, early intervention, and access to the scheme. We have provided individual advocacy to families who have had trouble in getting access or who required support in requesting reviews of decisions.

Education

DSA has continued to advocate for all students to have access to mainstream education. We have recently joined the Australian Coalition for Inclusive Education and have endorsed their roadmap to inclusive education. We have also continued to provide information to schools and families about inclusive education and have had

a very good uptake of our *Inclusive Education Toolkit*.

COMMUNITY AWARENESS AND PROFILE

DSA works to raise community awareness about Down syndrome and promote the rights of people with Down syndrome and community inclusion.

As part of this work we developed a social media campaign for World Down Syndrome Day that included 21 stories about people with Down Syndrome in the countdown to World Down Syndrome Day on 21st of March. This year the international theme for WDSD was #wedecide. DSA focused our campaign on stories about how people with Down syndrome have had an impact on people around them, often in unexpected ways.

We have also now developed a new section of the website that includes stories of people with Down syndrome called 'Our Stories'. This has been a positive way to be able to share the stories and experiences of people with Down syndrome.

We also continue to produce our fabulous magazine *Voice* and this year, due to our success with ILC Information for Life program grant, we were able to start providing *Voice* to the Down syndrome community free of charge. We have also made changes to the magazine, based on feedback from our survey, to have more stories shared by people with Down syndrome.

INFORMATION AND RESOURCES

The Down Syndrome Federation received the exciting news this year that we were successful for an Information, Linkages and Capacity grant that will assist us in continuing to provide information services to the Down syndrome community. This includes working with the State and Territory Down syndrome organisations to provide:

- A National Information-Line to connect people with Down syndrome and families to information and support (via email, phone, website).
- Providing information to families directly through family visits (including hospital visits for new families), playgroups, workshops, closed Facebook groups and Skype support.
- Providing access to up-to-date evidenced based resources
- Providing regular webinars and other interactive platforms on key information issues
- Delivery of the national journal, *Voice*, free to families three times per year.
- Providing a regular national-e-newsletter with updates and information about the work of DSA. You can sign up to our newsletter at www.downsyndrome.org.au.

New Resources and Publications

We have continued to develop and refine the resources we have available for families. We continue to have high rates of downloads for all our resources (at a typical rate of just over 1000 downloads per month) from the national website, as well as a high uptake in terms of printed resources.

Some of the publications we have released this year include:

- Relationships and sexuality
- GP Prenatal factsheet – for GP's on how to communicate with families about prenatal screening.
- DSAN resource on "travel tips"
- Social media and *Online Safety Guide*



Information Hub

In June, in partnership with the State and Territory organisations, we launched a new, comprehensive national website which provides up-to-date resources and information about Down syndrome. This website was made possible through funding received from an Information Linkages and Capacity Building grant from the NDIA.

This project aims to provide a one-stop-shop with links to information, services and events for the Down syndrome community. It is designed to be accessible and usable for everyone. It offers an Easy Read function which allows the web pages to be viewed in Easy Read format and ensures that

key messages are accessible and readable for a range of audiences including people with Down syndrome.

We worked with people with Down syndrome in the design and review process to make sure that the content is relevant to people who will be using it. Our Down Syndrome Advisory Network (DSAN) along with other advisory networks and representatives with Down syndrome from across the country have helped us in reviewing content to make sure it is acceptable and meets the needs and interests of people with Down syndrome.

The new information portal can be found at the same web address as the previous Down Syndrome Australia website www.downsyndrome.org.au. You can also watch an interactive video about the website.

Thanks to funding from the NDIA, the Down Syndrome Federation has also had the opportunity to implement a consistent approach to collecting information about the services we provide and how we communicate with our members. This new Customer Relationship Manager (CRM) will enable us to target our communications, improve our services and provide appropriate reporting to the NDIA. The CRM is integrated into the National Website. We have appreciated the collaboration across the States and Territories on this initiative and the leadership of Darryl Steff (CEO Down Syndrome QLD) in acting as the Project Manager for the CRM implementation.



Ask About Down Syndrome App

The Ask About Down Syndrome App was launched in March 2020. The App is a platform to promote inclusion and share the experiences of people with Down syndrome.

The app has 3 main functions:

- **Questions, Answers and Stories:** The app features people with Down syndrome answering important questions and sharing stories about what supports inclusion, what the barriers are and how these can be addressed.
- **Community Inclusion resources:** The latest resources from Down Syndrome Australia's *Community Inclusion Toolkit* are available through the app. These resources provide practical tips and advice about how to achieve inclusion.
- **Share your own question, answer or story:** People can share their own experiences through the app by submitting a question, answer or a story.

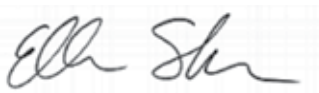
The app is available for mobile devices on the App and Google Play Store.

NEW INITIATIVES

Over the coming year DSA will be working on a number of key projects including:

- Continued involvement in the Royal Commission
- Further work on the *Welcoming Disability Campaign*
- Providing input into the development of the New National Disability Strategy
- Updating and reviewing all of our existing resources
- Implementing our *Health Project* and our new *Pathways to Independence Project*.

I want to thank the team at Down Syndrome Australia and my colleagues in the State and Territory organisations. Our success this year is due to the fabulous collaboration and support which occurs across the Federation.



Dr Ellen Skladzien
CEO
Down Syndrome Australia

spotlight on the new app... Ask About Down Syndrome

The recently-launched *Ask About Down Syndrome* app is a continuation of the Community Inclusion Toolkit that DSA launched in 2018 to support and promote inclusion across employment, education, health and community and sporting groups. (See page 13 for an overview).

Accessibility is the key to this app:

In ensuring that the app is accessible to everyone, DSA has developed a video guide (available on www.downsyndrome.org.au) to help people understand and learn how to capture and share their story on the app. DSA has also worked with Taste Creative to develop an animation to introduce the app and show people how to use it and discuss its purpose in an accessible way.

The Down Syndrome Advisory Network and other people with Down syndrome have been involved throughout this project to provide advice, expertise, app content and user testing.

The app's
3 key functions
for people
with Down
syndrome.



The app has 3 areas

1. Questions, answers and stories

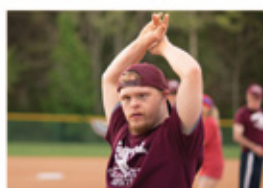
People with Down syndrome talk about

- Inclusion
- What stops us being included
- How to include us



2. Community resources

Information to help the community include people with Down syndrome.



3. Your stories

You can share your story.

You can ask a question.

You can answer someone else's question.

DSWA Board and Staff

2019-2020

BOARD

Chair	Mark Fletcher
Past Immediate Chair	Nick Gray
Treasurer	Stephen Pollard
Minute Secretary	Julie Jalawadi Brooke Canham
Board Members	Frances Mooni Jess Jalawadi Andrew Domahidy Katherine Salt Lynne Nixon Sebastian Malinge

STAFF

Executive Officer	Margaret Lawlor
NDIS Manager	Elise Anstey
New Parent Support	Nikki Schwagermann
Communications Officer	Ji Min
Program Manager / Training / Open Employment	Emily McCain
Aim High Club / Volunteering Coordinator	Suzanna Olsen
FrienDS for Life Coordinator	Lachlan Spickett
Financial / Administration	Dee Ede

PROJECT STAFF

Playgroup and KiDS Club	Janette Cook
Playgroup Assistant	Claudia Rodriguez

Meet the team...



Margaret Lawlor
Executive Officer

Margaret has over 40 years' experience in the field of humanities and, in particular, working with not-for-profits. Her key values of empathy and compassion are directed towards improving the lives of those marginalised in our communities, promoting inclusion and participation in all aspects of living a quality life.

Utilising her experienced ability to engage and network with diverse groups across the sector, management of staff and building a team culture, Margaret works in partnership with providers, families, carers, consumers and individuals within the community. She is a proactive team player with the knowledge that collaboration and the capacity to build resilient partnerships is a positive step towards meeting the vision and strategic objectives of any project.



Nikki Schwagermann
New Parent Support

Nikki has worked at DSWA since 2011. She is mum to three boys, her youngest, Wil, has Down syndrome. Nikki is passionate about her family support role and endeavours to make all new families feel welcome in our DS community.



Elise Anstey
Project & NDIS Manager

"My background is in the health sector, having worked as a registered nurse and medical scientist. My field was specific to adult respiratory sleep disorders. More recently I have worked as a Local Area Co-ordinator with a partner organisation, delivering NDIS services to the Community. I also have lived experience with Down syndrome and chair an organisation offering social opportunities for young adults with additional needs."



Ji Min
Communications Officer

"I have been a graphic designer most of my adult life. And for the past 10 years, I have predominantly working for Kings Park and Botanic Garden and a few other clients. It has been my role to design everything from corporate branding, brochures and signages. Prior to freelancing, I worked full time as a Senior Graphic Designer for Murdoch University and advertising agencies. My link with Down Syndrome is my 2 year old son Tobias and I am excited to apply my skills to spread awareness for this amazing cause."



Emily McCain

Program Manager /
Training / Open Employment

Emily has worked for Down Syndrome WA since February 2017 and has a daughter with Down syndrome, Lily. Emily has a background in training and education and is passionate about assisting people with Down syndrome to overcome barriers to find meaningful employment and access vocational training.



Claudia Rodriguez

Playgroup Assistant



Deidre (Dee) Ede
Financial / Administration

Deidre (Dee) has worked with Down Syndrome WA since September 2018. Deidre has 25+ years' experience in office management, accounts, administration and workplace health and safety. She is also qualified in emergency health care and health education.



Suzanna Olsen

Aim High Club / Volunteering Coordinator

Suzanna has over six years' experience in sport and exercise coaching, and is passionate about creating enjoyable, healthy and inclusive experiences for people of all ages and abilities. She is the current Head Coach of Superfins WA and has a master's degree in Exercise Science from The University of Western Australia.



Janette Cook

Playgroup and KiDS Club Coordinator

With an extensive background in Training and Assessment, Janette has a long-standing passion for helping others learn and achieve in their chosen vocation. When her daughter was born in 2012 and diagnosed with Down syndrome, she became heavily involved in Early Intervention. She is currently working towards completing a Cert IV in Education Assistant to continue her journey in what she loves.

Janette is a coordinator for our DSWA South Metro *Playgroup* and recently established *KiDS Club*, a social and networking group for 5-11yo (DS) and their families.

DSWA highlights

The following represents an overview of some of this year's highlights and ongoing programs which serve to improve the profile of Down Syndrome Australia, our state and territory associations and the support of people with Down syndrome.

StepUP! for Down syndrome

Step UP! For Down syndrome 2019 was held on Sunday the 20th of October.

There were 280 participants registered prior to the day, with over another 200 registering on the day down at Taylor Reserve.

The event opened at 9.30am with the walk along the Victoria Park foreshore starting at 10am. The participants then came back to a family fun day with rides, bouncy castles, entertainment on the

Radio Lollipop stage, face painting, pony rides and food vans.

It was a very successful day both as a community event and getting our families together, as well as a fundraiser, raising much-needed funds for Down Syndrome WA.

Step UP! For Down syndrome 2020 is on Sunday the 18th of October, 9.00am-1pm at Taylor Reserve in Victoria Park.

Go to: www.steupfordownsyndrome.org.au for more information.

See you at
Step UP! this
year!



StepUP!
for Down
syndrome

Save the date

Sunday 18th of October 2020
Taylor Reserve
A great day for the whole family!

The poster features a circular inset photograph of a smiling woman and a young boy, both wearing white 'StepUP! for Down syndrome' caps. The woman is also wearing sunglasses. The background of the photo shows a colorful, striped structure, possibly a bouncy castle or slide.



Step UP! 2019 - some of the 480 participants in the walk and the family fun day.
Will we see you on Sunday 18th October, 2020?

GALA DINNER 2019

The Gala Dinner was held on Saturday 5th October 2019 at Beaumonde on the Point, with 300 people in attendance. Down Syndrome WA's ambassadors played many varied and important roles in making the event possible.

Down syndrome WA would like to thank our ambassadors Andrew Domahidy, Anna Gray, Brooke Canham, Daisy Dimmick, Jack McKevitt, Jess Jalawadi, Jessica Toster, Joe Salt, Naomi Lake, Rachel Parker and Sarah Wardle for all their hard work in the lead-up to and on the night of the event.

The ambassadors were responsible for deciding on the theme of the event, the structure of the event and the entertainment used for the evening. On the day of the event, some ambassadors helped with flower arrangements and setting up the room as well as greeting guests on arrival.

Brooke was the co-MC for the evening and Joe opened the event with an Acknowledgment to Country. Rachel, Naomi, Anna and Andrew all had the opportunity to speak on stage and share their stories. The honourable Stephen Dawson MP also spoke at the event.

Everyone enjoyed a three-course meal which was followed by a live band and a night of dancing!

The Gala Dinner was possible thanks to our valued sponsors; Rapid Crushing, Stan Perron Family Trust, Status Employment, AFL Umpires, CBA South Perth Branch.



STAN PERRON
CHARITABLE FOUNDATION



Commonwealth Bank
South Perth





EMPLOYMENT AND DISABILITY SUPPORT AWARDS

On Tuesday 23rd June 2020 Hon. Stephen Dawson, Minister for Disability Services announced Margaret Lawlor EO of DSWA as the winner of a WA Disability Support Award in the category of Excellence in Improving Employment Opportunities.

NDS WA, in partnership with the Disability Services Commission, held the WA Disability Support Awards, via social media, due to COVID restrictions. The Disability Support Awards recognise and reward people who provide the highest standard of support to increase the quality of life and inclusion of people with disability.

"A well-known and respected figure in the disability community, Margaret is recognised for her work supporting people with Down syndrome find economic and social independence through meaningful employment. As Executive Officer of Down Syndrome WA, Margaret developed a traineeship program in partnership with Government and local government agencies which aims to create more job opportunities for people with Down syndrome. Through her knowledge and understanding of both employee and employer requirements, Margaret directly supported people like Joe to find a job he loves. Joe is now employed by the City of Perth in the customer service unit while completing his 18 month customer service traineeship." NDS WA

The judges noted that Margaret's work had mutually benefitted people with a disability and also employers by removing barriers and building their capacity to create more accessible and inclusive workplaces.

Margaret would like to thank the following businesses and people who, without their support, the placements of our members would not have been possible:

- **Department of Training and Workforce Development**
Alison Sweet, Peter Henson and Alan Jones.
- **Apprenticeships Support Australia**
Michael Lange
- **Fremantle Education Centre**
Di Watts and Mirella Roche-Parker
- **Status**
Jacqueline Armstrong

DSWA has placed three members in traineeships so far:

- **Traineeship completed, now employed by HBF: Andrew Domahidy** – thanks to the support of the CEO, John Van Der Wielen
- **Traineeship ongoing: Anna Gray** – Town of Cottesloe – thanks to the support of HR manager, Samantha Hornby
- **Joe Salt** – Perth City Council – thanks to the support of Manager of Customer Service, Alyce Higgins



DSA and DSWA services and programs

DOWN SYNDROME HELPLINE

The Helpline provides people with direct contact with DSWA either by phone, email, social media or via website contact. During the past year, people contacted us for practical and emotional support such as prenatal and new parent support, and help to find information on a wide range of issues for people and families at all ages and stages of life. These included health and medical concerns, queries about development, behaviour, education, recreation opportunities, ageing and mainstream services in the community. Increasingly, we are getting calls about the NDIS, plans and implementing plans. We also met with people face-to-face to help with information and support. The Helpline number is: Freecall 1800 623 544.

DISABILITY SUPPORT ORGANISATION (DSO) GROUPS

DSWA has run peer support groups for more than 30 years. This now includes our new parent group, playgroups, *FrienDS for Life*, *Aim High Club*, as well as groups in Albany, Busselton, Bunbury and the metro area.

These groups are designed to bring families together to share information, strategies and resources about any topics of interest. Lately the NDIS has been the most sought-after information. We will be continuing these groups during the next year and information about meeting dates will be posted in our Facebook groups and our e-news. If anyone would like to be involved in setting up or running a group (even if it is just a one-off event) then please contact us. These groups are supported by an NDIS ILC grant.

WORKSHOPS

DSWA has run a number of workshops this year, offering families information and support for various life stages.

This has included an education conference for families with sessions focussed on two age ranges; 0-6 years and 7-12 years. This conference covered many areas of interest including education options, behaviour management, social skill development, sexuality and protective behaviours. Some of the conference presentations are available online.

TRAINING AND CONSULTANCY

DSWA offers a range of training and consultancy services. Every year, we run a full day professional development workshop for teaching staff. In July 2020, we conducted a teacher PD for 30 educators. We also ran training sessions throughout the year in both metropolitan and regional schools, and for staff in disability service provider organisations. As well as group sessions, DSWA provides consultancy services for trouble-shooting and classroom or workplace strategy development. All training and consultancy is delivered on a fee-for-service basis, with quotes available. Email emily@downsyndromewa.org.au for more information.

COMMUNITY AWARENESS AND DEVELOPMENT

At DSWA, we actively work to create a more informed and inclusive community. This takes many forms, from providing information resources, to talks and presentations to various groups, and regular information and engagement through our DSWA Community Facebook page. Annual events include World Down Syndrome Day, National Down Syndrome Awareness Week, and the national *Step UP!* walk as well as other fundraising events.

This year we have also been developing an online resource on how to access mainstream and community services as well as information, strategies and training for businesses and government departments to promote inclusion in all aspects of the community. This resource has been funded by ILC grants from the WA Department of Communities.

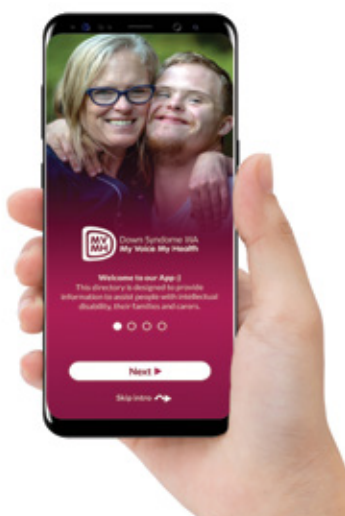
MY VOICE MY HEALTH

Down Syndrome WA was awarded an Independent Advocacy Grant with the Department of Communities and the purpose of the grant is to educate and raise awareness across the health services about people with Down syndrome and other intellectual disabilities.

The grant, *My Voice My Health*, will produce an app containing information on all life stages of persons with Down syndrome, accessible and user-friendly.

Factsheets will be developed to reflect the findings from family consultants, indicating the changes in service delivery that they would like to see happen at policy reform level.

The grant also allows for the production of an Easy Read resource co-designed with our recruited Health Ambassadors "When I arrive into your Healthcare service, I would appreciate....."



Our Health Ambassadors are been professionally coached to deliver their resource to medical doctors and student nurses across the Perth metropolitan region, regional Albany, Geraldton and the South West.

As part of the *My Voice My Health* program, DSWA has created a new Facebook group called **Health Matters**: <https://www.facebook.com/groups/dswahealthmatters>

This Facebook group is for DSWA to share health-related stories and to encourage members to post, sharing experiences from which others can learn - we encourage you to join this community.



NEW NATIONAL WEBSITE

This year we launched a new comprehensive and interactive national website providing resources and information about Down syndrome and a fresh new look for the Federation of Down syndrome associations. The national website connects people with Down syndrome, families, friends, carers, professionals and communities with the information and linkages needed to make decisions and choices.

A key feature of the portal is a national client database, meaning our Federation can manage information in one place and be collaborative and efficient when delivering services and information and is a single point of access for national initiatives like *Step UP! For Down syndrome* and the World Down Syndrome Day campaign.

Designed to be accessible and usable for everyone, it offers an Easy Read function ensuring that key messages are accessible for a range of audiences.

Our Federation's advocacy work and the work of our advisory network are all highlighted in the new portal. Submissions and position statements about key issues facing us today have been brought together in the portal to show the work that is taking place around employment, immigration, prenatal testing and inclusion in education.

The new national website can be found at <https://www.downsyndrome.org.au/>



New national website - example with the Easy Read function inactive



New national website - example with the Easy Read function active

NDIS

In July 2020, DSWA moved formally into the National Disability Insurance Scheme (NDIS) space with the commencement of service delivery as a NDIS Registered Service Provider. The first NDIS service offering has been for our social group *Aim High Club*, with an ongoing transition period as members receive their first NDIS plan. Provision of NDIS services for our Association is an integral part of the sustainability model. This also allows DSWA to meet our Community needs with development of further programs of support and member engagement in other life domains.

Other NDIS services currently under development include multi-day getaways for 18+ and a commitment to employment with a suite of services to be offered. These include a 'get ready for work' skill building approach under the NDIS Finding and Keeping a job category, plus School Leavers Employment Support (SLES). SLES is aimed at those leaving school to 22 years of age, wishing to learn practical employment skills and engage in work experience. Our timeline is to have these NDIS employment services available in 2021. We encourage feedback from our Down syndrome community as we plan future service delivery offerings.

Supporting families whilst they have been transitioning into the NDIS has been a focus for the past 12 months. This has involved a series of NDIS workshops utilising video conferencing during the COVID-19 period. Topics included coronavirus and the NDIS, preparing for your first NDIS planning meeting and plan implementation. Ongoing individualised support and advocacy has been part of the service to members as families prepare for their planning meeting or have other needs related to the NDIS.

Engaging members via email, Zoom, social media and conversation to build capacity and knowledge around the NDIS and discussing queries has been an ongoing priority. During the COVID-19 period the NDIA issued a number of policy changes on a regular basis, with changes occurring daily at times. The e-news and social media have been used to notify members of these changes.

The NDIS continues to evolve and DSWA is committed to staying abreast of these changes for our members. Our Association is dedicated to providing quality services to benefit our members, offering support and advice as you move forward with your NDIS plans.



GETAWAY BREAKS AND CAMPS - NDIS SERVICE

DSWA is pleased to announce our first GetAway Break, scheduled for March 2021.

“Mundaring Adventure” will be held one hour from Perth at Nathanael’s Rest, a quiet space for retreat in the natural beauty of the Perth hills.

A three-day all-inclusive package 12th-14th March 2021 (Friday 12pm to Sunday 3pm), the GetAway is specifically for young Adults 18+.

This first GetAway Break has a capacity for ten people at this venue. We will be sourcing other locations throughout the year so that we can remove the limit on participant numbers.

The GetAway is an opportunity to take a break from family, encourage skills development in building capacity, consolidate friendships, experience new activities, and have that time just for you.

The cost (as part of the NDIS plan) includes transport, catering, activities, support and accommodation.

The GetAway Break will be coordinated by Suzanna Olsen, our Aim High Club Coordinator and there will also be casual staff involved, recruited and trained by DSWA staff.

Contact Suzanna for a detailed brochure on aimhigh@downsyndromewa.org.au or 0422 795 160. Contact Elise Anstey, NDIS Manager for details on 0408 263 107.



DOWN SYNDROME WA E-NEWS

In March 2020 Down Syndrome WA recommenced its e-newsletter distribution to subscribers on a fortnightly basis. This coincided with the unusual times being experienced by our WA community due to the coronavirus measures being put into place. Over the following two months the e-news allowed DSWA to share, amongst other news, important coronavirus information relevant to our Down syndrome community. This included health information and tips, safeguarding measures, important and useful links and an avenue to keep our subscribers abreast with the responding NDIS changes. During this period of uncertainty, we offered an Emotional Health Support segment with contributions from our Emotional Counsellor.

Since March we have released eight e-newsletters, more recently moving to a monthly release. The aim of our newsletters has been to connect and inform our community about what is

happening at Down Syndrome WA and share relevant information. This includes news about our social programs, grant updates, events, NDIS information, employment news, resources, community contributions and of course sharing good news stories from members. The editorial team added a Creative Corner aimed at engaging individuals with Down syndrome, plus a regional news segment as we wish to bring our community together state-wide and encourage contributions from our members in country areas.

The e-news has allowed us to share news from our national body Down Syndrome Australia, including Voice magazine, the release of the Ask about Down Syndrome App and the launch of the new national and state websites.

Subscription over the period since March has increased from 152 to currently 513 subscribers.



FrienDS FOR LIFE

FrienDS for Life continued this year after commencing in 2018. This is our group for children aged 11 to 17 years and their families, funded by a Commonwealth Bank of Australia (CBA) grant.

With 35 members registered for the group, there were generally between 15-20 teens attending each event. We had a disco night, mug painting, attended the circus and group yoga and Christmas cooking. We finished off the year at the DSWA Christmas party.

When everything went into lockdown due to COVID-19 and our face-to-face events couldn't happen anymore, we got creative and switched to Zoom sessions. We had a show-and-tell session and an online disco, where everyone took it in turns to show off their dance moves.



Two DSWA staff, who are also parents, along with ten active teen volunteers, coordinate and run the events.

It is great to watch the friendships of both the teen members of the group as well as their parents continue to grow. Our teens are developing some great social and independence skills and building their confidence through attending the events.

With restrictions being lifted, everyone was very excited to be coming back to our face-to-face events again in the second half of 2020.



PLAYGROUPS

At DSWA one of our biggest groups is our Playgroups.

South Metro Playgroup is situated in Warnbro. This group has 11 families registered and an average of six per week attending.

Perth Metro playgroup is situated in Leederville. This group has 30 families registered with an average of 8-12 attending each week.

At both groups we provide activities for the children to work on their gross motor, fine motor skills as well as social skills. We also incorporate signing into the day and some structured mat sessions to get them used to routines and school readiness.

When COVID hit, we transitioned the playgroups to Zoom sessions every Friday morning. We started with the music, singing, and signing session where the kids and adults joined in and kept some kind of routine. We shared craft ideas to do while we were stuck at home, and when the kids got bored of the screen, the mums were able to have a catchup.

The playgroup is also a great way for the parents of our 0-5 members to catch up informally. The connections and friendships between the parents are so important in the first years of the child's life. This is where lifelong friendships are made for both the child with Down syndrome, and their parents and families.



KiDS CLUB

KiDS Club launched with a face-to-face registration day on Saturday 14th March 2020. The response was fantastic with 16 families attending on the day. Feedback from the registration forms displayed a wide variety of interests, hobbies and activities the children enjoyed or would like to try including dancing and singing, play-centres, arts and crafts, music, bike riding, movies, and horse riding to name a few.

A timetable for the remainder of Term 1 and Term 2 was released and received well. Unfortunately all face-to-face activities were cancelled due to COVID-19 restrictions.

We held a virtual disco, hosted by *Kiddly Winks* on Zoom and, although we only had 8 families log in, everyone had a great time, siblings and parents included!

Our 2020 Term 3 timetable has been released and kicks off with a slime-making party on Saturday 1st August. We currently have 7 children RSVP'd with many more expressing interest.



"It was great - my girls had a ball. Thanks for all the time and effort in putting this together. Much appreciation to the team in organising this."

- Sharmila Manokaran

Term 3 will also see our members enjoy an indoor play centre and afternoon tea in Cannington and finish the term with a Friday night disco/karaoke and pizza night in Leederville. RSVPs are already showing good numbers with the disco proving very popular.

Term 4 will see our members enjoy ten pin bowling, a movie night and, hopefully, an animal-related activity such as horse riding, Perth Zoo or an animal farm.

Our current number of families registered today stands at 31 and growing.



AIM HIGH CLUB

Prior to COVID-19 impacting our face-to-face events, members engaged in a wide variety of activities including:

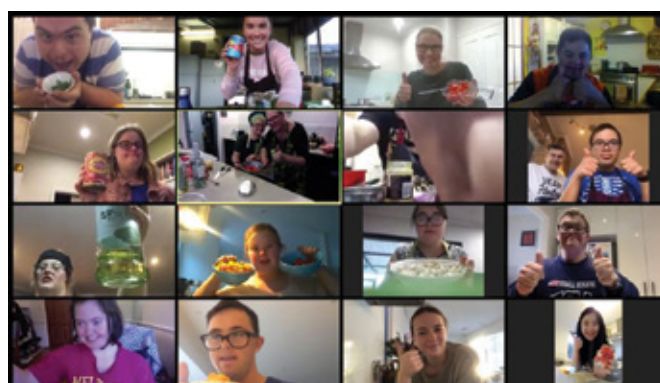
- Dining out (café/restaurant/pub)
- Zumba
- Movies (indoor/outdoor)
- Picnic (in the park/at the foreshore)
- Telethon Beneficiaries Expo
- Mini golf
- Dim sum brunch
- Sunset BBQ by the beach
- Christmas party
- Cooking
- Yoga
- Sailing on the Swan River



During the COVID-19 isolation period, *Aim High Club* enjoyed 13 consecutive weeks engaging in virtual catchups via Zoom. From the start of April until the end of June, one- to two-hour weekly meetings were offered to all members, with each of these meetings featuring a different theme/ activity including:

- Mindfulness and yoga
- Show and tell
- Dinner party
- Performing arts
- Cooking class
- Capoeira
- Talent show
- Makeup and styling workshop

Overall, the catchups were very successful and popular, attracting up to 20 participants at each meeting. Fortunately, we were able to resume our face-to-face events from July this year.



TRAINEESHIP CERTIFICATE 2 IN CUSTOMER ENGAGEMENT

The pilot began in 2019 and we are proud to announce that we are gathering momentum but there are a lot of goals to achieve.

If you have young adults in year 11 and 12 or currently leaving, please contact us and ensure you include *Finding and Keeping a Job* in your NDIS plan.

We will be developing the following resources under our NDIS registered services:

- *Finding and Keeping a Job*
Our success with current trainees has been to work alongside the businesses in the first few weeks to carve out job tasks that comply with the competencies of the Traineeship.
- We deliver fee-for-service training for all staff on how best to work with people who have Down syndrome.



In your NDIS plan and in alignment with your goals the line items are:

- Employment Support 10_016_0102_5_3
- School Leaver Employment Supports (SLES) 10_021_0102_5_3
- Specialised Support Employment - the line items vary according to time of work and day of the week



The Traineeship program in more detail:

In 2019 DSWA established the traineeship pilot program to overcome two significant barriers that are often put before people with Down syndrome - barriers to vocational training and open employment. We have taken a customised employment approach and have had three of our Ambassadors successfully placed in a traineeship program, working at HBF, Town of Cottesloe and City of Perth - and all earning an award wage.

The traineeship is a Certificate II in Customer Engagement and is for an 18-month period. The person undertaking the traineeship is supported by the Disability Employment Support (DES) Provider, Status and the training organisation that provides the on-the-job assessment, Fremantle Education Centre and Chamber of Commerce.

The traineeship involves working a 15-hour week and part of that employment involves upskilling on the job.

The trainee is not expected to read and write lengthy training material. The assessment is done through observation and verbal discussion and Fremantle Education Centre will ensure the performance criteria for the qualification are being met. The qualification is flexible and has been relatively easy to apply to various office administration type roles.

We would like to inform members that Andrew Domahidy is the first person to complete his traineeship and has been offered a job at HBF. CEO of HBF, John Van Der Weilen, is an amazing supporter and has asked us to place another trainee.

DSWA's partnership program includes Fremantle Education Centre RTO; Status is our Disability Employment Provider. Status will be assisting with on-the-job support.

DSWA will assist Status by providing training in two areas:

- How best to work with the successful candidate and will be delivered to staff members where the person is placed
- DSWA will provide a one to two-hour session fee for service to the organisation on *Diversity Training* and information about Down syndrome.

Please contact our NDIS Manager Elise Anstey (0408 263 107) for any NDIS-related topics and Emily McCain (08 9368 4002) for Traineeship opportunities.

The following 2 pages illustrate the range of services offered by Status which may be of assistance to jobseekers.

Get job-connected status.net.au



"Status helped me recognise where my strengths are and what employment areas I should be focusing on. Status showed me it's never too late to change direction or improve your current situation."



If you're living with a disability and looking for work, we can help you find the right job and support you the whole way. Plus, as part of our services you may receive a FREE tablet!*

What assistance does Status provide?

- Fully funded Education and Training packages for eligible jobseekers to help upskill and prepare for employment.
- Exclusive matching and marketing services to facilitate direct communication with employers.
- Access to specialist Disability Employment Consultants, offering a holistic approach to job searching and employment support.
- A FREE TABLET (provided by Status) to use for job searching and staying connected.*

Contact Status for more information

T: 0424 244 887 E: Jacqueline.Armstrong@status.net.au f @statusemploymentservices



AN AUSTRALIAN GOVERNMENT INITIATIVE

STATUS

Empowering people, powering business

* Please see information sheet available on Status website for further details.

"Status understood my aspirations for the future. They made it possible to open new doors and create opportunities that I didn't know existed."

Status offers an individualised service to people with a disability seeking employment. We provide DES services across South Australia, Victoria and Western Australia in the following locations:

South Australia

Adelaide
Elizabeth
Gawler
Kilkenny
Marion
Modbury
Noarlunga
Norwood
Port Adelaide
Salisbury
Torrensview

Western Australia

Cannington
Fremantle
Mandurah
Midland
Mirrabooka
Rockingham

Victoria

Sunshine
Frankston
Preston

We offer assistance to look for suitable and meaningful employment through a variety of methods which have allowed us to consistently place a high percentage of our clients into work.

Corporate Head Office

Level 6 – Office Tower
Westfield Shopping Town – Marion
297 Diagonal Road
Oaklands Park SA 5046
T: 08 8377 0101
F: 08 8377 3911
E: status@status.net.au

PO Box 75
Oaklands Park SA 5046
ABN 63 096 880 563

Training Services Head Office RTO Enquiries

Freecall: 1800 681 131

WA State Office

13 Pattie Street
Cannington WA 6107
T: 08 9451 8017

PO Box 112
Cannington WA 6107

VIC State Office

Tenancy 4, 153 Harvester Road
Sunshine VIC 3020
T: 03 9364 7791

PO Box 393
Sunshine VIC 3020

status.net.au



Empowering people, powering business

AN AUSTRALIAN GOVERNMENT INITIATIVE

One-on-one Support

We understand the importance of fully engaging participants in the return to work process. Our clients receive regular one-on-one appointments with specialised Employment Consultants who offer personalised career counselling and advice.

Through their Employment Consultant, our clients have access to funding assistance for suitable work-related clothing and travel costs, a FREE TABLET* (provided by Status) to use for job searching and staying connected, and on-the-job and employment-related support once placed into work.

Job Club

Status Job Clubs offer an interactive session to support participants to develop their Job search and employability skills. These clubs are designed to build self-efficacy, and include training in resume and cover letter techniques, navigating the application process, and interview techniques.

The group also discuss how to increase opportunities for employment through social media and networking, and skills for cold canvassing.

Most importantly, our Job Clubs focus on maintaining mental health whilst job searching, and building a routine that sets expectations for the workplace.

*Please see information sheet available on Status website for further details.

Employer Contacts

Status Business Networking Breakfasts are held quarterly to build new and stronger employer contacts. Our clients are invited to attend these events to network with local employers.

Through their Employment Consultant our clients are able to take advantage of our extensive employer database with ongoing vacancies and employment opportunities. We are also able to offer government wage subsidies to employers to increase employment opportunities for eligible participants.

Dress for Success Adelaide

In 2015, Status became the founding patron and sponsor of Dress for Success Adelaide, an affiliate of Dress for Success Worldwide. Dress for Success is a global movement for change empowering women to obtain safer and better futures.

Providing personal presentation advice, corporate attire, interview preparation, volunteering opportunities, and a professional women's group for ongoing mentoring and support in the workplace, we have been inspired by the work of Dress for Success Adelaide in making our community stronger. Participants in our WA and VIC sites are able to access similar services through our partners.

Access to Training Services

Our clients have access to fully funded education and training packages to upskill and improve employment options, including the Government Skills for Education and Employment (SEE) initiative aimed at improving the Language, Literacy, Numeracy, and Digital Literacy skills of individuals.

We are also able to support our clients to access Federal and State Government funding options allowing participants to study, either online through an e-learning platform or in the classroom, and to commence traineeships in areas of interest, opening further pathways for employment.

For youth aged 17–24, we can also assist with access to internships via the Youth Jobs PaTH program across Australia.

Centrelink Advocacy

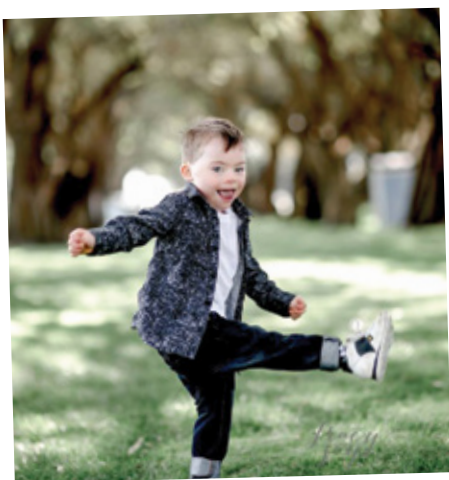
Status Employment Consultants are able to provide Centrelink Advocacy for our clients, and offer assistance with the re-assessment process.

We can offer assistance throughout the re-assessment procedure, supporting our clients to obtain up-to-date medical information within the Centrelink guidelines, providing a support person during the Centrelink assessment, and helping to understand the Centrelink requirements throughout the process.

Community awareness and profile

2021 CALENDAR

Our 2020 Calendar has sold out, raising vital funds for our programs. We are looking forward to launching the 2021 calendar shortly. These beautiful little stars will feature in the 2021 issue. Enjoy.



Oscar



Tyler



Eli



Daisy



Hannah

Tracy, photographer for our DSWA yearly calendar is available for individual and groups sessions. Please contact Tracy Joy Bicker on 0421 813 726

VOICE MAGAZINE

Voice, the journal of Down Syndrome Australia, is a place for sharing stories and relevant information relating to Down syndrome and intellectual disability. It is also a platform for people with Down syndrome to tell their stories, in their own words.

As a result of receiving an NDIS Information, Linkages and Capacity (ILC) Building Grant, Down Syndrome Australia has been able to make *Voice* free to all subscribers. With funding from this grant, Down Syndrome Australia is able to focus on new approaches to the national journal to improve the involvement of people with Down syndrome.

Continuing to provide a space for people with Down syndrome to tell their stories in the way that best suits them, Down Syndrome Australia has expanded the capacity to share stories, not only in the journal, but online through Down Syndrome Australia's new national website.

The interactive website features selected digital versions of articles from the current and back issues of *Voice* in both PDF and Word documents

for accessibility. The new site shares content dating back to the first national issue of *Voice* in 2013. There are also videos, photo galleries and interviews related to the articles featured in the print journal.

In the past year *Voice* has covered important topics such as the personal impacts of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, the ethical implications of prenatal screening becoming freely available through the *Medical Benefits Scheme*, and *The Welcoming Disability Campaign*, which calls for a review of Australia's discriminatory migration laws which unfairly target people with disability.

Easy Read articles have also become a regular feature in *Voice* covering a range of topics and practical information, and will continue to be included as a way to provide further accessible articles for people with Down syndrome and intellectual disability.

Subscribe to *Voice* here:

<https://www.downsyndrome.org.au/voice/>





**DOWN SYNDROME ASSOCIATION OF WA (INC)
STATEMENT BY MEMBERS OF THE COMMITTEE**

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

The committee have determined 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 the financial report:

1. Presents a true and fair view of the financial position of Down Syndrome Association of WA (Inc). as at 30 June 2020 and its financial performance for the year ended on that date;
2. At the date of this statement, there are reasonable grounds to believe that the Down Syndrome Association of WA (Inc). will be able to pay its debts as and when they fall due; and
3. The financial statements and notes satisfy the requirements of the *Association Incorporation Act 2015 (WA)*, *Australian Charities and Not-for-Profits Commission Act 2012* and the *Australian Charities and Not-for-Profits Commission Regulation 2013*.

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

Dated this 16th day of September 2020

A handwritten signature in dark ink, appearing to read "S Pollard", is written over a light blue horizontal line.

**S POLLARD
TREASURER**

**Suite 3 / 2 Canning Highway, South Perth WA 6151 PO Box 833 South Perth WA 6151
Phone: (08) 9368 4002 Free call: 1800 623 544 Email: office@downsyndromewa.org.au**

ABN: 39 632 817 236

**Donations over \$2 are tax deductible
www.downsyndrome.org.au/wa**

DOWN SYNDROME ASSOCIATION OF WA (INC)
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
Assets		
Current Assets		
General Cheque Account	181,961	358,359
Cash Management Account	0	3,824
Cash Card - Project	420	0
Cash Card - Event	410	0
Cash Card - Aim High	102	0
Cash Cards - Playgroup	11	226
Cash Card - Project	423	0
Cash Card - EO	1,688	0
Cash Card - Admin	458	0
Cash Card – Playgroup/Peer Support	327	0
Petty Cash	113	5
Progress Saver Account	98,278	132,495
Pay Pal Account	811	776
Term Deposit	128,973	127,345
Total Cash	413,975	623,030
Receivables		
Accounts Receivables	1,098	3,820
Total Receivables	1,098	3,820
Total Current Assets	415,073	626,850
Total Assets	415,073	626,850
Liabilities		
Liabilities Current		
PAYG Withholding	2,422	2,898
GST Payable	104	36,629
GST Receivable	(4,621)	(3,503)
Credit Card	0.00	2,252
Accrued Expenses	4,200	0.00
Accrued Salaries and Wages	9,020	0.00
Superannuation Payable	7,743	8,020
Salary Packaging	3,531	0
Grants Repayable to funders	241,946	378,851
Total Liabilities Current	264,345	425,147
Net Assets	150,728	201,703
Equity		
Retained Earnings	201,703	293,545
Current Year Deficit	(50,975)	(91,842)
Total Equity	150,728	201,703

DOWN SYNDROME ASSOCIATION OF WA (INC)
STATEMENT OF PROFIT AND LOSS
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
Income		
Grants		
Grant Revenue	466,969	331,491
Total Grant Revenue	466,969	331,491
Donations		
Donations Received	70,919	34,207
Total Donations	70,919	34,207
Trading Activities		
Sales - General	13,420	39,567
Sales - Calendars	4,725	2,538
Total Trading Activities	18,145	42,105
Operating Activities		
Fees & Charges	136	0
Training & Support	2,148	16,504
Program/Peer Support Fees	5,689	15,325
Membership DSWA	7,915	3,617
Total Operating Activities	15,888	35,446
Other Income		
Interest - Unrestricted	2,267	3,598
Recoupments	20,234	11,449
Boost Payment	10,000	0
Jobkeeper Stimulus	15,000	0
	47,501	15,047
Total Income	619,422	458,296
Expenses		
Personnel		
S&W Wages & Salaries	394,247	418,554
Volunteer Costs	0	43
Staff Training & Development	0	207
Total Personnel	394,247	418,805
Fees/Charges & Licences		
Fees & Charges Paid	11,153	15,940
Total Fees, Charges & Licences	11,153	15,940
Operating Costs		
Events & Activities	92,564	11,966
Travel & Accommodation	8,648	6,412
Advertising / Promotion	34,515	13,238
Total Operations	135,727	31,616
Administration		
Office & Executive	40,880	24,052
Rent - Property	37,764	37,680
Professional Services	36,823	8,000
Insurance Public Liability & Workers Comp	11,745	13,666
Assets Purchased < \$5,000	2,059	380
Total Office & Executive	129,271	83,778
Total Expenses	670,397	550,138
Operating Loss	(50,975)	(91,842)
Net Loss	(50,975)	(91,842)

DOWN SYNDROME ASSOCIATION OF WA (INC)
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2020

	Retained Earnings \$	Total \$
Balance at 1 July 2018	293,545	293,545
Deficit for the year	(91,842)	(91,842)
Balance at 30 June 2019	201,703	201,703
Deficit for the year	(50,975)	(50,975)
Balance at 30 June 2020	150,728	150,728

DOWN SYNDROME ASSOCIATION OF WA (INC)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts from customers		622,144	454,623
Payments to suppliers and employees		(831,199)	(478,899)
Net cash used in operating activities	9	(209,055)	(24,276)
CASH FLOW FROM FINANCING ACTIVITIES			
Net decrease in cash held		(209,055)	(24,276)
Cash at the beginning of year		623,030	647,306
Cash at end of year		413,975	623,030

DOWN SYNDROME ASSOCIATION OF WA (INC)
NOTES TO AND PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

Attached notes form part of the statement

NOTE 1 – STATEMENT OF ACCOUNTING POLICIES

These financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the members and *Association Incorporation Act 2015(WA)*, *Australian Charities and Not-for-Profits Commission Act 2012* and the *Australian Charities and Not-for-Profits Commission Regulation 2013*. The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirement of the *Australian Charities and Not-for-Profits Commission Act 2012* and *Australian Charities and Not-for-Profits Commission regulations 2013*. The committee has determined that the association is not a reporting entity and therefore there is no requirement to apply accounting standards and other mandatory professional reporting requirements in the preparation of these statements.

The statements are prepared on an accrual basis.

a) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

b) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

c) Trade and other payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

d) Comparative Information

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

DOWN SYNDROME ASSOCIATION OF WA (INC)
NOTES TO AND PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

Attached notes form part of the statement

NOTE 1 – STATEMENT OF ACCOUNTING POLICIES (CONT)

e) Revenue

Revenue recognition

The Association has applied AASB 15: Revenue from Contracts with Customers (AASB 15) and AASB 1058: Income of Not-for-Profit Entities (AASB 1058) using the cumulative effective method of initially applying AASB 15 and AASB 1058 as an adjustment to the opening balance of equity at 1 July 2019. Therefore, the comparative information has not been restated and continues to be presented under AASB 118: Revenue and AASB 1004: Contributions.

Operating Grants and Donations

When the Association received operating grant revenue and donations.

It assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Association:

- identifies each performance obligation relating to the grant – recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations. Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Entity:
- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Entity recognises income in profit or loss when or as it satisfies its obligations under the contract.

f) Leases

The Association as lessee

At inception of a contract, the Association assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Association where the Entity is a lessee. However all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

DOWN SYNDROME ASSOCIATION OF WA (INC)
NOTES TO AND PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

Attached notes form part of the statement

	2020 \$	2019 \$
NOTE 2 – GRANTS		
Grants carried forward from 30 June	378,851	317,111
New Grants received during the year	329,504	434,692
Grants expended during the year	(466,409)	(372,952)
Grant amounts held at 30 June	<u>241,946</u>	<u>378,851</u>

NOTE 3 – STEP UP

Income (includes events & activities income and fundraising)	27,950	41,716
Expenses (includes events & activities and marketing exp)	(16,503)	(15,608)
	<u>11,447</u>	<u>26,108</u>

NOTE 4 – AIM HIGH (Not covered by a Grant)

Income	771	5,844
Expenses	(1,530)	(4,854)
NET (Wages not included)	<u>(759)</u>	<u>990</u>

NOTE 5 – RENTAL OFFICE PREMISES

Grant(s) subsidy	26,166	9,000
Less rental outgoings	(37,764)	(37,680)
NET	<u>(11,598)</u>	<u>(28,680)</u>

NOTE 6 – GALA DINNER

Income	24,607	0
Expenses	(36,288)	0
NET (wages not included)	<u>(11,681)</u>	<u>0</u>

NOTE 7 – ANNUAL LEAVE

No provision for the accrual of Annual Leave is made in the chart of accounts, as all Annual Leave was expended in January last year.

DOWN SYNDROME ASSOCIATION OF WA (INC)
NOTES TO AND PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

Attached notes form part of the statement

	2020 \$	2019 \$
NOTE 8 – NET FUNDS		
Net Funds on Hand 30 June 2020		
Net funds on hand 30 June	150,728	201,703
Represented by:		
Cash at Bank		
Cheque Account	181,961	358,358
Cash Management Account	3,839	3,8234
Petty Cash	113	5
ANZ Progress Saver Account	98,278	132,494
Pay Pal Account	811	776
Term Deposits	128,973	127,345
Grant Receipts deferred (note 2)	(241,946)	(378,851)
Net other items incl GST	(21,301)	(42,248)
	150,728	201,703

NOTE 9 – CASH FLOW INFORMATION

For the purposes of the statement of cash flows, cash includes cash on hand and at bank.

a. Reconciliation of Cash

Cash at the end of the reporting period as shown in the statement of cash flows is

reconciled to the related items in the statement of financial position as follows:

Cash and cash equivalents	413,975	623,030
	413,975	623,030

b. Reconciliation of Cash Flows from Operations with current year deficit

Current year deficit	(50,975)	(91,842)
Changes in assets and liabilities		
Increase /(decrease) in trade and other receivables	2,721	(3,674)
Increase/(decrease) in trade and other payables	(160,801)	71,240
Cash flow used in operations	(209,055)	(24,276)

DOWN SYNDROME ASSOCIATION OF WA (INC)
NOTES TO AND PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

Attached notes form part of the statement

NOTE 10 – CAPITAL AND LEASING COMMITMENTS

The association has no capital commitments as at 30 June 2020.
The association has a short term lease for the rental of the office.

NOTE 11 – POST BALANCE SHEET EVENT

No matter or circumstance has arisen since 30 June 2020 that has significantly affected, or may significantly affect the association's operations, the results of those operations or the association's state of affairs in future financial years.



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**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 60-40 OF THE AUSTRALIAN CHARITIES AND
NOT-FOR-PROFITS COMMISSION ACT 2012 AND SECTION 80
OF THE ASSOCIATIONS INCORPORATION ACT 2015 (WA)
TO THE COMMITTEE MEMBERS OF DOWN SYNDROME ASSOCIATION OF WA (INC).**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2020 there have been no contraventions of:

- a) the auditor independence requirements of the *Associations Incorporation Act 2015 (WA)* and *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit, and
- b) any applicable code of professional conduct in relation to the audit.


GREG GODWIN
PARTNER


MOORE AUSTRALIA AUDIT (WA)
CHARTERED ACCOUNTANTS

Signed at Perth this 16th day of September 2020.

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INDEPENDENT AUDIT REPORT TO THE MEMBERS OF DOWN SYNDROME ASSOCIATION OF WA (INC).

Report on the Audit of the Financial Report

Opinion

We have audited the financial report, being a special purpose financial report of Down Syndrome Association of WA (Inc). ("the Association") which comprises the statement of financial position as at 30 June 2020, the statement of changes in equity, statement of profit or loss and statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies and the statement by members of the committee.

In our opinion, the financial report of Down Syndrome Association of WA (Inc). has been prepared in accordance with Division 60 of the *Australian Charities and Not-for Profits Commission Act 2012* (ACNC ACT), including:

- i. giving a true and fair view of the Association's financial position as at 30 June 2020 and of its performance for the year ended; and
- ii. complying with Australian Accounting Standards to the extent described in Note 1, *Associations Incorporation Act 2015 (WA)* and Division 60 of the Australian Charities and Not-for Profits Commission Regulation 2013.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the auditor independence requirements of Division 80 of the *Associations Incorporation Act 2015 (WA)*, Section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Australian Charities and Not-for-profits Commission Act 2012, Associations Incorporation Act 2015 (WA) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code), which has been given to the Committee Members, would be in the same terms if given to the Committee Members as at the time of this auditor's report.

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

Basis of Accounting

We draw attention to Note 1 in the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Committee Members' financial reporting responsibilities under the *Associations Incorporation Act 2015 (WA)* and *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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**INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF DOWN SYNDROME ASSOCIATION OF WA (INC). (CONTINUED)**

Responsibility of the Committee Members for the Financial Report

The Committee members are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Associations Incorporation Act 2015 (WA)*, *Australian Charities and Not-for-profits Commission Act 2012* and is appropriate to meet the needs of the members. The Committee members' responsibility also includes such internal control as the committee determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee members are responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Committee either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The Committee members are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibility for the Audit of the Financial Report

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

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standard Board website at http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our audit report.

Report on Other Legal and Regulatory Requirements

In accordance with the requirements of Section 60-45(3)(b) of the ACNC Act, in our opinion there are no deficiency, failure or shortcoming in respect of the matters referred to in Section 60-30(3)(b),(c) or (d) of the ACNC Act.



GREG GODWIN
PARTNER



MOORE AUSTRALIA AUDIT (WA)
CHARTERED ACCOUNTANTS

Signed at Perth this 16th day of September 2020.

A man in a white karate gi with a blue belt is performing a high kick outdoors. He is barefoot and has a focused expression. The background shows a paved area, trees, and a building with a white archway.

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Down Syndrome
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