

# STAR VICTORIA INC.



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**ANNUAL REPORT  
2018-2019**

Advocating for  
people with  
intellectual  
disability and  
their families



Front page photo Olesia Bilkei on Shutterstock



STAR Victoria acknowledges the support of the Victorian Government

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LAYOUT PURPOSES**

# **STAR Victoria Inc.**

*Advocating for people with intellectual disability  
and their families*

**2018 - 2019  
49<sup>th</sup> ANNUAL REPORT**

## OUR MISSION

STAR as a community organisation, advocates on a state-wide basis for the rights of people with an intellectual disability and their families by

- changing community attitudes
- informing, assisting, advocating for and empowering people with an intellectual disability and their families
- working individually and collectively to influence the decision makers to bring about real inclusion and lasting change for people with intellectual disability

## OUR VISION

STAR believes in a society which lives by the principles of equity and social justice by ensuring people with an intellectual disability have rights and access to the services in our community that they need to participate fully in society.

## OUR HISTORY

For the last 49 years, STAR has been empowering and resourcing people with an intellectual disability, their families and supporters, to speak up, be heard and make change.

STAR was formed in 1970 when parents of people with an intellectual disability recognised that, whilst trying to improve the circumstances of their own sons and daughters, it was essential to change community attitudes towards intellectual disability. Considerable change has been achieved and momentum maintained through the consistent and targeted social action inherent in our work.

STAR was then, and remains today, the only state-wide advocacy organisation with a specific focus on the rights of individuals with an intellectual disability to participate in the community as an equal from birth throughout their entire life.

STAR is valued in Victoria and nationally, and our expertise is sought by individuals, organisations, service providers, policy-makers and parliamentarians.

We are unique in Victoria in that we bring together people concerned with all aspects of intellectual disability, and work to support the rights and interests of people with an intellectual disability and their families throughout all their lives.

STAR continues to work to achieve greater community awareness, attitude change and government and systemic responsiveness to the needs of people with an intellectual disability to enable inclusion, equity, and participation.

## FOUNDER

Ethel Temby MBE  
1914 – 2012



Photo: David Johns/The Age

Ethel Temby was a fierce advocate for social justice, particularly in the area of life experienced by people with an intellectual disability. Ethel emphasised the right of a person to participate in all aspects of life, and the contribution that each person makes to their community. She was awarded an MBE in 1975, a Churchill fellowship in 1976 and a Centenary Medal in 2001.

Last year we reported on the launch of “*Seeing Red: from anger to advocacy*” at Victoria's Parliament House on Tuesday 2<sup>nd</sup> October 2018. This excellent account of the intellectual disability advocacy movement was written by the late Ethel Temby with Patricia O'Brien and challenges every reader to reflect on how we think about the profound issues confronting every advocate for social justice.

What Ethel fought for and motivated others to fight for still needs to be built on and protected from complacency and the status-quo of segregation wherever it exists.

STAR is extremely grateful for the work and support of all those who contributed to the production of this book. There are many, and full recognition can be found in the book itself.

We are sure co-author Patricia O'Brien will share our desire to thank, once again, the following people in particular:

- Anna Donne
- Amanda Ducrou
- Arthur Rogers
- Carolyn Vimpani OAM
- Cynthia Pilli
- David Wood, King & Wood Mallesons
- The late Esther Harris OAM
- Heather Fukase
- Heather Hindle
- Peta Hurst
- The Temby family

Rowan's birth led to Ethel becoming a passionate advocate that stood for deinstitutionalisation, quality of life, and citizenship for all people with disability.

Through Ethel's writings for public presentation, organisation of delegations to politicians and senior bureaucrats, as well as the introduction into Victoria of programs that networked families as a parent movement, family members and professionals gained courage to vision change (*Seeing Red p130*)

If you would like a copy for yourself or some copies for your organisation they can be purchased for \$20 from the STAR office.

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## SECTION 1

## AN OVERVIEW OF STAR Victoria Inc

## ABOUT US

STAR is committed to community inclusion in its entirety. Inclusion in pre-schools, schools, tertiary institutes, where you live, in recreation and leisure, work and just ordinary life, together with equity and full participation are rights for all Victorian citizens.

Our advocacy takes a human rights approach in that it focuses on the fundamental rights, human needs and interests of people, and specifically prioritises those rights that have the greatest potential to minimise the person's vulnerability and maximise their independence. We support people with an intellectual disability to experience real choices and exercise control over their own lives. We do this by putting the person with the disability first and all action is person centred.

We also assist families to understand and respond to the changing nature of their role as a child progresses to adulthood, enabling them to provide the appropriate support at different life stages, and to be supportive without being controlling.

In this way we work at ensuring that inclusion, choice and independence are not simply rhetoric but a way of life that is meaningful and relevant to "ordinary people" wanting to lead "ordinary lives."

We provide information, referral and support to people who contact us for advice, direct advocacy with and on behalf of people with intellectual disability, and through systemic advocacy.

STAR works to mobilise people with a disability and those who support them and their networks across Victoria to change community attitudes and bring about meaningful and enduring change for good.



Photo by [Nathan Anderson](#) on [Unsplash](#)



# OUR PEOPLE

## Board members

Name	Position	Dates acted
Janice Slattery	President	1 July 2018 – 30 June 2019
John Slattery	Vice-President	1 July 2018 – 30 June 2019
Cynthia Pilli	Secretary & Treasurer	1 July 2018 – 30 June 2019
Norrie Blythman	Assistant Treasurer	1 July 2018 – 30 June 2019
Jane Rosengrave	Board member	1 July 2018 – 30 June 2019
Carolyn Vimpani	Board member	1 July 2018 – 30 June 2019
James Henry	Board member	1 July 2018 – 30 June 2019
Lorraine Rodrigues	Board member	1 July 2018 – 30 June 2019
Amanda Ducrou	Board member	1 July 2018 – 30 June 2019

## Staff

Name	Position	Dates acted
Ann Hegerty	Chief Executive Officer	August 2018 – February 2019
Vicki Martinez	Acting Executive Officer	May 2019 – August 2019
Heather Hindle	Library Project Officer	January 2019 – March 2019



Janice Slattery  
PRESIDENT



John Slattery  
VICE-PRESIDENT



Cynthia Pilli  
SECRETARY & TREASURER



Norrie Blythman  
ASSISTANT TREASURER



Jane Rosengrave  
BOARD MEMBER



Carolyn Vimpani  
BOARD MEMBER



Lorraine Rodrigues  
BOARD MEMBER



Amanda Ducrou  
BOARD MEMBER



James Henry  
BOARD MEMBER



Ann Hegerty  
CHIEF EXECUTIVE OFFICER



Vicki Martinez  
ACTING EXECUTIVE OFFICER



Heather Hindle  
LIBRARY PROJECT OFFICER

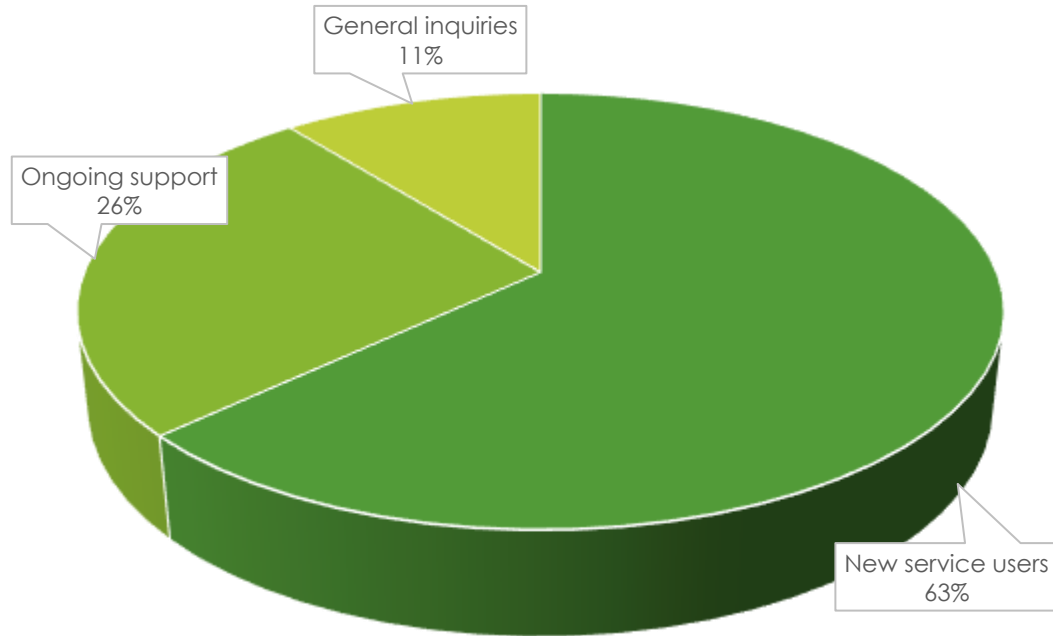
## OUR STRUCTURE

Our Board is elected from and by the members at the Annual General Meeting. STAR's Board is responsible for deciding on Priority Areas and has regular meetings to consider reports and ensure the Priority Areas are being addressed. STAR members need to be approved by the Board to make sure the vision of STAR for an inclusive society remains strong.

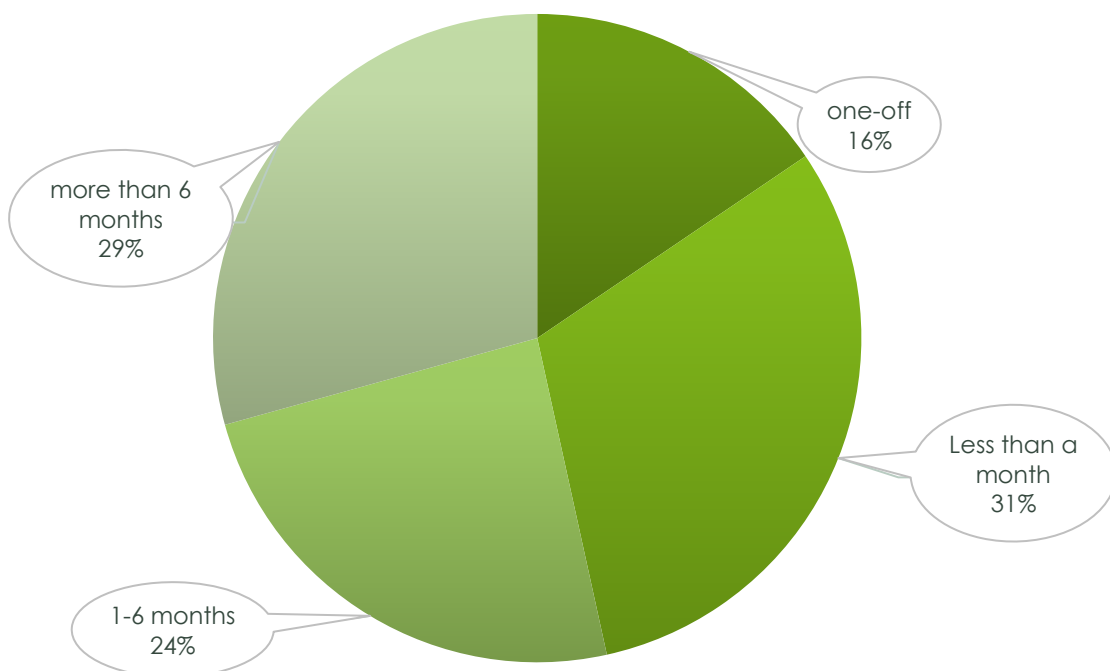


## OUR WORK IN 2018-19

### Individual Advocacy Support



### How long do they need help for?



## PRESIDENT'S REPORT

My name is Janice Slattery and this is my first year as STAR's President. My experience with STAR has given me more opportunity to develop my skills and I have enjoyed my time as president in 2019.



I'd like to thank the Board for their support of me being President this year and to thank Acting Executive Officer Vicki Martinez and Executive Officer Denise Boyd.

Star is increasing its influence and with Denise Boyd as our new Executive Officer it is set up to encourage even more people to be part of STAR.

Most of our members will be aware of the passing of Esther Harris which was a great loss to the organisation and me personally.

I have been with STAR for a long time, when Viki Sinclair (nee Hain) and Esther Harris were both working for STAR and from the eighties when the Board met in the evening.

Therefore, I have made the decision to step down and let other people come onto the Board but will always think of myself as part of STAR, which is a good group and I'll always like to be part of that.

A handwritten signature in blue ink that reads "Janice Slattery". The signature is written in a cursive style.

JANICE SLATTERY  
President, STAR Victoria Inc.

## OUR OBJECTIVES AND ACTIVITIES

STAR exists to provide advocacy to, with and for people with intellectual disability and their families. We do this by strengthening self-advocacy, providing individual advocacy and through engaging in systemic advocacy.

The priorities for a number of years have been inclusive education and supporting parents, especially parents with an intellectual disability. Social media was added in 2017, but after 2018 there was a recognition that the entire website needed to be rebuilt and integrated across the range of social media platforms, along with the replacement and upgrading of computers and IT equipment. This has been a focus in 2019 and will continue into 2020. The Board also identified the need to review our Constitution in time for the 2019 AGM to bring it into alignment with the Australian Charities and Not-for-profits Commission (**ACNC**) model rules, review our tax law compliance and achieve ACNC registration.

### Deaths in care

The Board consulted with Christine Jennings about Reflective Practice and the implications for STAR'S policy and systemic change, following a forum about people who have died in care and the need to inform ourselves about yet another urgent matter that couldn't be ignored. In May 2018, the Board met with Disability Services Commissioner Arthur Rogers to share our recommendations to his office and other relevant agencies, and the implications for the NDIS and the National Disability Insurance Agency.

This meeting led to an invitation by the Commissioner for STAR to join an expert roundtable to work through the findings of the Disability Services Commissioner Report into service provision for people who have died in care. Board member Carolyn Vimpani has represented STAR at these meetings. The current focus is on mealtime supports for people with dysphagia (swallowing difficulties). In 2020, the National Commission will commence operations and will take over these responsibilities from the Victorian Disability Services Commission.

### Inclusive Education

STAR supports the right of all children to access their local school and further education. There needs to be better information for parents about current inclusion options at key transition points: kinder to primary school, primary to secondary school and secondary to tertiary or employment. In the absence of dedicated funding, we have been testing place-based information workshops for parents with children transitioning from kinder to primary. We are currently evaluating the results and have applied for funding to run a formal pilot project in 2020.

### Support for parents, especially parents with a disability

Our volunteer advocates have assisted parents with an intellectual disability to speak out, to be supported in navigating the court system and brought to discussions with departmental officials and key decisions makers to share the impact of the current system on them and their children.

We have identified the need for clarity around policy and practice for parents with disability and the necessary support to enable them and their children to stay together. We are particularly concerned with the removal of children from parents with disabilities. We have directly communicated the effects of the child protection legislation and operation practice to the Victorian Minister for Child Protection, The Hon Luke Donnellan, and we are working with our partners at Positive Powerful Parents to identify the key problem areas along with staff from the Child Protection Policy team in the Department of Health and Human Services.



## Self Advocacy Individual Advocacy Systemic Advocacy *What's the difference?*

Advocacy can be several things, so it helps to know what sort of advocacy you are using. This story helps explain STAR Victoria's advocacy work.

A child walks along the beach where hundreds of starfish have been washed up on the sand. The child picks them up one by one and throws them back into the water. Someone says to the child that there are too many to rescue to make a difference. The child says 'It makes a difference to this one.'

Sometimes people can overcome the issue they are facing through their own skills and knowledge or through extra training. *This is self-advocacy, because the starfish can get back into the water by itself.*

Sometimes people need to talk over the issues and get some extra ideas about how to get back into the water. *This is individual advocacy because the starfish can get back into the water with a bit of help.*

If the problem is big, or a lot of people have the same problem, we might need to get changes to practice, policy and laws. *This is systemic advocacy because we find out why the starfish are getting washed up on the shore and find ways to stop it happening.*

## STAFF REPORT



Ann Hegerty  
CEO Aug'18-Feb'19



Vicki Martinez  
Acting EO May-Aug'19

STAR has had a number of staff changes since the death of long-standing Executive Officer, Esther Harris. Ann Hegerty served as CEO for six months, followed by Vicki Martinez as Acting Executive Officer for three months while STAR recruited a permanent Executive Officer (see Looking to the Future, page 33). We thank Ann and Vicki for their contribution during a time of significant change for STAR.

Our members and supporters are valued and we provide regular updates about our work via our newsletter and special events. Throughout this report you will find reference to the many people who help STAR every day.



In the days following the death of STAR's long serving Executive Officer Esther Harris, the Ross House Association, in consultation with STAR and others in the Ross House community, arranged and funded a memorial at Ross House. We will always be most appreciative of the support and fitting tribute to Esther

Harris OAM, and want to acknowledge Ross House General Manager Michael Griffiths for his efforts to make a significant dedication to Esther. Esther's family attended the unveiling of this memorial plaque on the second floor of Ross House which acknowledges her lifelong commitment to social justice. She was a tireless advocate and her contribution was immeasurable.

*Photo: STAR Board member James Henry with Esther's daughter Stacey Harris, courtesy Ross House Association*





We moved! STAR relocated within Ross House to the 4th floor. In line with Ethel's vision of a "shop front" for STAR to improve our visibility and accessibility, the Board considered a move to a new location, but the decision has been made, for the time being, to remain within the Ross House community. Please do feel free to drop by when the office is open (Tuesdays, Wednesdays and Thursdays from 0930 – 1600) to say hello or to access our library.

The move to a new office was an excellent opportunity to reorganise our resources. STAR has a unique library covering 50 years of the organisation, and we have been central to historic changes over the last half a century. We wanted to make these resources more readily available for interested people, including students, to borrow and for research purposes. Our library restructure is now done, thanks to the hard work of Heather Hindle, and will be available for interested people to borrow once the website redevelopment is complete. Topics range from once helpful strategies (now perhaps viewed as quaint or no longer appropriate) to support a family member to very interesting research publications. We thank our long time and now retired Board member, Emmy Elbaum, for her donation of some new books to our library.



Photo by [Elliott Reyna](#) on [Unsplash](#)

***As I dusted and recorded every book on the shelves I was reminded of just how much our thinking has moved from a strong medical and treatment model to inclusive education and support in the community for people with intellectual disability. The library has a strong value as a record of history***

***Heather Hindle, 2019***

***I have long admired [STAR's] dedication and hard work that has made and continues to make a difference in people's lives***

***Emmy Elbaum, member and volunteer***



## HELPING PEOPLE TO HELP THEMSELVES

Our advocacy at STAR is responsive to the issues raised by individuals with intellectual disability and their families. When a request is made for advocacy, our response is focussed on inclusion, choice and independence.

In analysing the overall advocacy requests, it was surprising how many featured the NDIS. What then are the issues that have been raised for STAR's advocacy, in this context, around the NDIS?

There are some basic accessibility issues, with barriers including eligibility, literacy, and language for those from a non-English speaking background. Those with no family to help them, or parents with an intellectual disability attempting to access supports for their child, are also finding it difficult to access the scheme.

People had difficulty navigating the NDIS processes and procedures for a range of reasons, which can range from a basic understanding of the categories of help available, to getting the independent reports before meeting with a coordinator. It's clear that people wanting to access the NDIS will need help at every step, from different types of plan management, review processes, scheduling, access, and how to manage changes in their own circumstances.

Some people have complex plan implementation because their health or education and disability issues overlap, they live in a remote area, or they may not yet have an established communication system to help them research and access possible services and supports.

We also found that family members can restrict the potential for a better, more self-directed life and create barriers to plan implementation because they are reluctant to manage risk and don't yet understand the benefits of the NDIS, which is designed to give the individual choice of support and control over the services they access.

STAR advocacy covers a far wider range than the NDIS, as the graph indicates. As familiarity with the system grows, it is anticipated there will be a decrease in NDIS related advocacy.

## SECTION 3

## OUR FINANCES

## TREASURERS' REPORT



Cynthia Pilli  
TREASURER

Norrie Blythman  
ASSISTANT TREASURER

We are pleased to report our financial position has remained secure. Ongoing funding recognises the value and essential role independent advocacy plays in the lives of people with intellectual disability and their families.

Support from our members and supporters is demonstrated in a range of ways and is much appreciated.

This 49th report marks the end of the manual large green ledger, income book and calculator-driven monthly balancing with the bank statements. Going forward into the next financial year, Acting Executive Officer Vicki Martinez brought us out of the manual, pen and paper recording of income and expenditure with the transition to online accounts management with fool-proof checks and balances, the generation of comprehensive monthly financial reports for the Board, and online payments so we could say farewell to the cheque book.

Vicki was supported by an expert volunteer, qualified accountant Bill Grint, who gave his time pro bono to help us set up our accounts system ready for the new financial year. Bill and Vicki's contribution to the outcome was invaluable to STAR, and brought us confidently into the age of banking and business accounting.

With the generous pro bono assistance of King & Wood Mallesons, STAR is registered as a Public Benevolent Institution and is endorsed as a Deductible Gift Recipient (DGR). This means that donations to STAR of \$2.00 or more are tax deductible, and we are able to apply for grants only available to organisations with this status.

Along with Jane Pilli who painstakingly mentored me in the 5 step process to balancing the ledger and John Wood who supported us in the online tax office and superannuation calculations and reporting, we take this opportunity to unreservedly record a huge vote of thanks to all who helped us make this important transition.

CYNTHIA PILLI  
Treasurer, STAR Victoria Inc

NORRIE BLYTHMAN  
Assistant Treasurer, STAR Victoria Inc

# AUDITOR'S REPORT

Mrs. Lotizia Barco FCPA



Barco & Associates is a CPA Practice

**BARCO & ASSOCIATES**  
PUBLIC ACCOUNTANTS  
ABN: 49289557317

45 Johnson Street  
Reservoir Vic 3073

Post Office Box 5003  
Reservoir Vic 3075

Telephone: (03) 9460 3075  
Facsimile: (03) 9460 5625  
Email: admin@barcoassociates.com.au

## ANNUAL CERTIFICATION

### INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF STAR VICTORIA INC

#### Scope

We have audited the attached financial statements comprising the Annual Income and Expenditure Statements, Statement of Provisions/Depreciation for Star Victoria Inc. for the year ended 30<sup>th</sup> June 2019. The organisation's management is responsible for the financial reporting requirements of Star Victoria Inc.'s constitution and the requirement of the Associations Incorporation Act (Vic). They are also appropriate to meet the needs of the members of Star Victoria Inc.

The financial statements have been prepared for Star Victoria Inc. to show accountability for the grants received and not for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. Our procedures included an examination, on a test basis, of evidence supporting the amounts disclosed in the financial statements. These procedures have been undertaken to form an opinion as to whether, in all material aspects, the statements are presented fairly in accordance with requirements of Star Victoria Inc.'s constitution and the requirement of the Associations Incorporation Act (Vic).

The audit opinion expressed in this report has been formed on the above basis.

#### Audit Opinion

In our opinion the attached financial statements of STAR VICTORIA INC.

- (i) presents true and fair view of the transactions for the year ending 30<sup>th</sup> June, 2019 of STAR VICTORIA INC.
- (ii) have been extracted from the financial records of STAR VICTORIA INC. which have been prepared on the basis of accounting policies consistent with the applicable Australian Accounting Standards.

20.9.19

Barco & Associates  
45 Johnson Street  
Reservoir Vic 3073

Lotizia Barco

Liability limited by a scheme approved under Professional Standards Legislation.

## FINANCIAL STATEMENTS

These financial statements are an abridged version of the financial statements for STAR Victoria Inc. The complete financial statements are available on request from STAR Victoria Inc, L4 Ross house, 247-251 Flinders Lane, Melbourne VIC 3000.

### STAR VICTORIA INC.

ABN 72 698 125 514

Financial Statements  
For the year ended 30 June 2019

DARCO & ASSOCIATES  
43 JOHNSON STREET  
RESERVE VIC 3073

Phone: 94632076 Fax: 94632025  
Email: [admin@darcoassociates.com.au](mailto:admin@darcoassociates.com.au)

*Prepared by  
Baker and Associates  
45 Anson Street  
North Parramatta, NSW*

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14:43

**STAR VICTORIA INC.**  
**ABN 72 698 125 514**  
**Director's Report**

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Your Director presents this report on the company for the financial year ended 30 June 2019.

### Director

The names of the directors in office at any time during or since the end of the year are:

CYNTHIA PILLI

The Director has been in office since the start of the financial year to the date of this report unless otherwise stated.

### Operating Result

The profit of the company for the financial year after providing for income tax amounted to:

Year ended	Year ended
30 June 2019	30 June 2018
\$	\$
11,103	14,024

### Principal Activities

The principal activities of the company during the course of the year were:

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

### Significant Changes In the State of Affairs

No significant changes in the company's state of affairs occurred during the financial year.

### After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in subsequent financial years.

### Future Developments

The company expects to maintain the present status and level of operations and hence there are no likely developments in the operations in future financial years.

### Environmental Issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

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The accompanying notes form part of these financial statements.



Prepared by:  
 Director/Executive  
 of Finance Group  
 Form F201, 2019

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## STAR VICTORIA INC.

ABN 72 696 123 514

### Director's Report

#### Dividends

No dividends were declared or paid since the start of the financial year. No recommendation for payment of dividends has been made.

#### Share Options

No options over issued shares or interests in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

#### Directors Benefits

No director has received or has become entitled to receive, during or since the financial year, a benefit because of a contract made by the company or related body corporate with a director, a firm which a director is a member or an entity in which a director has a substantial financial interest.

#### Indemnifying Officer or Auditor

No indemnities have been given or agreed to be given or insurance premiums paid or agreed to be paid, during or since the end of the financial year, to any person who is or has been an officer or auditor of the company.

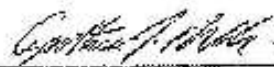
#### Proceedings on Behalf of Company

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings. The company was not a party to any such proceedings during the year.

#### Auditors Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 has been included.

Signed in accordance with a resolution of the directors:



CYNTHIA PELLI  
 Director

Dated: 12th Nov. 2019

The accompanying notes form part of these financial statements.

*Prepared by  
Finance and Administration  
to Johnson Street  
Reservoir, 2019*

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**STAR VICTORIA INC.  
ABN 72 698 125 514**

**Auditor's Independence Declaration**

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**UNDER SECTION 307C OF THE CORPORATIONS ACT 2001**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2019 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the Audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit

BARCO & ASSOCIATES  
MRS. LETIZIA BARCO, FCPA  
45 JOHNSON STREET RESERVOIR VIC 3073




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RESERVOIR 1-10-19

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The accompanying notes form part of these financial statements.

Prepared by  
 Grant and Associates  
 47-60300-1000  
 New York, 2022

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**STAR VICTORIA INC.**  
 ABN 72 698 126 614  
**Statement of Profit or Loss and Other Comprehensive Income**  
 For the year ended 30 June 2019

	Note	2019 \$	2018 \$
Revenue		2,264	
Other revenue		98,882	75,190
Cost of sales		(1,429)	
<b>Gross profit</b>		<b>99,717</b>	<b>75,390</b>
Distribution expenses			(30)
Marketing		(1,105)	(587)
Selling expenses		(921)	(1,300)
Administration expenses		(53,588)	(59,449)
<b>Profit before income tax</b>		<b>44,183</b>	<b>14,024</b>
Income tax (credit) expense			
<b>Profit for the year</b>		<b>44,183</b>	<b>14,024</b>
<b>Other comprehensive income:</b>			
Items that will not be reclassified subsequently to profit or loss:			
Items that will be reclassified subsequently to profit or loss when specific conditions are met:			
Total other comprehensive income for the year, net of tax			
<b>Total comprehensive income for the year</b>		<b>44,183</b>	<b>14,024</b>

The accompanying notes form part of these financial statements.

Prepared by:  
Baker and Associates  
45 Melbourne Street  
New York, NY 10013

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**STAR VICTORIA INC.**  
**ABN 72 698 125 614**

**Statement of Financial Position as at 30 June 2019**

	Note	2019	2018
		\$	\$
<b>Assets</b>			
<b>Current Assets</b>			
Cash assets		117,392	93,257
Current tax assets		1,093	1,115
<b>Total Current Assets</b>		<b>118,485</b>	<b>94,372</b>
<b>Non-Current Assets</b>			
Property, plant and equipment		2,991	2,261
<b>Total Non-Current Assets</b>		<b>2,991</b>	<b>2,261</b>
<b>Total Assets</b>		<b>121,476</b>	<b>96,634</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Current tax liabilities		1,052	312
<b>Total Current Liabilities</b>		<b>1,052</b>	<b>312</b>
<b>Total Liabilities</b>		<b>1,052</b>	<b>312</b>
<b>Net Assets</b>		<b>120,424</b>	<b>96,322</b>
<b>Equity</b>			
Retained profits		120,424	96,322
<b>Total Equity</b>		<b>120,424</b>	<b>96,322</b>

The accompanying notes form part of these financial statements.

Prepared by  
Hosken Audit Associates  
45-47 Spring Street  
Melbourne VIC 3000

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**STAR VICTORIA INC.**  
**ABN 72 696 125 514**  
**Statement of Cash Flows**  
**For the year ended 30 June 2019**

	2019	2018
	\$	\$
<b>Cash Flow From Operating Activities</b>		
Receipts from customers	101,056	75,329
Payments to Suppliers and employees	(55,868)	(62,120)
Interest received	90	61
Net cash provided by (used in) operating activities (note 2)	<u>45,278</u>	<u>13,270</u>
<b>Cash Flow From Investing Activities</b>		
<b>Payment for:</b>		
Payments for property, plant and equipment	<u>(3,233)</u>	<u>.....</u>
Net cash provided by (used in) investing activities	<u>(3,233)</u>	<u>.....</u>
Net increase (decrease) in cash held	42,045	13,270
Cash at the beginning of the year	<u>73,257</u>	<u>59,987</u>
Cash at the end of the year (note 1)	<u><u>115,302</u></u>	<u><u>73,257</u></u>

The accompanying notes form part of these financial statements.

Prepared by  
Dunlop and Associates  
407 Adelaide Street  
West, P.O. Box 3777

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**STAR VICTORIA INC.**  
**ABN 72 698 126 514**  
**Statement of Cash Flows**  
**For the year ended 30 June 2019**

	2019	2018
<b>Note 1. Reconciliation Of Cash</b>		
For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts.		
Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:		
Cash At Bank - ANZ #6765	117,219	73,249
Bank Account No. 5	8	8
Cash on hand	165	
	117,392	73,257

**Note 2. Reconciliation Of Net Cash Provided By/Used In Operating Activities To Net Profit**

Operating profit (loss) after tax	44,101	14,024
Depreciation	413	59
Changes in assets and liabilities net of effects of purchases and disposal of controlled entities:		
Increase (decrease) in sundry provisions	762	(813)
Net cash provided by operating activities	45,278	13,270

The accompanying notes form part of these financial statements.

*Prepared by  
Bosco and Associates  
125 Johnston Street  
North Melbourne, 3040*

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**STAR VICTORIA INC.**

ABN 72 653 126 514

**Director's Declaration**

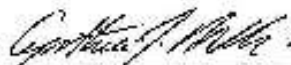
The director has determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies prescribed in Note 1 to the financial statements.

The director of the company declares that:

1. the financial statements and notes are in accordance with the Corporations Act 2001:
  - (a) comply with Accounting Standards described in Note 1 to the financial statements and the Corporations Regulations; and
  - (b) give a true and fair view of the company's financial position as at 30 June 2019 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
2. in the director's opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

The director is responsible for the reliability, accuracy and completeness of the accounting records and the disclosure of all material and relevant information.

This Declaration is made in accordance with a resolution of the director.



CYNTHIA PILEL

Director

Dated: *12th Nov. 2019*

**SECTION 4****OUR OTHER IMPORTANT INFORMATION**

## ACKNOWLEDGMENTS & THANK YOU

As a community-based organisation, STAR Victoria is supported by grants, memberships, donations, pro bono professional assistance and many hours of volunteer work.

### Grants and funding

We thank the Minister for Disability, Aging and Carers and Minister for Child Protection, the Hon Luke Donnellan, and staff from the Department of Health and Human Services for the core funding that allows us to have professional staff, premises and materials to advocate on behalf of people with intellectual disability and their families.

### Donors

We thank all of you who generously donated to STAR, either by one off contributions, or as an additional sum in addition to your membership.

### Corporate & community partners

STAR acknowledges the generous assistance provided by the following businesses, organisations and individuals, much of it given pro bono:

- Arthur Rogers, Disability Services Commissioner, Victoria
- Barco and Associates - auditing services, with particular thanks to Letizia Barco for her guidance and advice.
- Bill Grint FCPA - retired, for his help with our transition to online accounting and book-keeping.
- Bounty Print – with particular thanks to Rowan and Lesley
- Christine Jennings, Disability Inclusion Adviser, Domestic Violence Victoria
- innoTel – information and communications technology and website support, with particular thanks to Andrew Sims
- King & Wood Mallesons – legal assistance, with particular thanks to Mr Greg Protektor and Ms Sarah Huang.
- Manningham City Council – for their support to deliver our inclusive education workshops, with particular thanks to Jon Adams, Jenny Urbano and Pamela Dewhurst
- Parents Victoria – with particular thanks to Gail McHardy and Leanne McCurdy, for their advice and support on our key advocacy areas involving parents
- Positive Powerful Parents – with particular thanks to Susan Arthur and Heather Smith
- Ross House Association – for their ongoing support of STAR and their kindness in the weeks and months following the death of Esther Harris
- Silver Dollar Media – audio visual project work, with many additional hours beyond the contract provided by Daniel Martinez as STAR rebuilds its website

### Volunteers

The unpaid work of our wonderful volunteers is so valuable: People like Pam Geoghegan, who after leaving STAR's staff team, volunteered her time to help us with our advocacy and reporting. Thanks to all of you who have given your time to help people with individual advocacy and so many other tasks that make it possible to do what we do.

### Members

And finally, STAR thanks all our members for their ongoing support – you are the heart of our organisation and we are deeply grateful to each and every one of you. We do what we do for you and because of you.



## LOOKING TO THE FUTURE

Relevant to the consideration why people may become ill, are mistreated or die in care is the importance of understanding why incidents occur and what can be done to ensure there is no reoccurrence. This is generally called reflective practice, which requires us to:

- take the time to look at what happened, noting when and where the situation occurred
- reflect on how we behaved, what other factors were at work and what we have learned from the experience
- think about whether, in the same situation, there would be anything we could do or say differently to change the outcome

STAR will be further developing its policy work on reflective practice and this will continue to inform recommendations for its application in human service delivery.

We will continue our efforts to inform parents about the options available to them via inclusive schooling. We know how important it is to keep children with intellectual disabilities connected with their peers and communities through mainstream education and ensure they are full members of their community throughout their lives. We will also be working with our partners on keeping parents with intellectual disability and their children together by challenging policy and practice in the area of child protection. This will include raising awareness of forced removals of children, the difficulties of the court process, and linking the efforts of diverse organisations across Victoria and interstate.

In September 2019, Denise Boyd joined STAR Victoria as Executive Officer. Denise brings more than twenty-five years experience in the charitable sector, across areas as diverse as conservation, animal welfare and consumer policy. Her working hours are normal business hours on Tuesdays, Wednesdays and Thursdays. Denise looks forward to continuing STAR's proud legacy of working to improve the lives of people with intellectual disability through effective policy and campaigning for change.

Our old website is about to retire. The new look website will give STAR a whole new face to the world – we've been filming many of our members, supporters and allies to show people what we do and how we can help. The big reveal will happen in early 2020. We look forward to sharing it with you.



Photo by Hal Gatewood on Unsplash

## CONTACT US

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ABN 72698125514

STAR Victoria Inc is registered with the Australian Charities and Not-for-profits Commission (ACNC).

STAR Victoria Inc is registered under the Associations Incorporation Act 1981  
Registered number A0028944F