



**2021**

# **Annual Report**

Parent to Parent Association Qld Inc.



**Inclusion Australia**



Parent to Parent acknowledges the traditional owners of the lands on which we live, work, and play.  
We pay our respects to Elders past, present, and emerging.

## Message from the CEO

I am pleased to share with you what we have been doing this year.

- Our staff attended professional development training. Jon from VALID showed us how to make Easy Read and Easy English documents. We hope that this report is easier to understand than previous versions.
- We supported the Loud and Clear Qld self-advocacy group to hold their first yearly conference. It was on the Sunshine Coast. It was a great three days and we look forward to it getting bigger in future years.
- We have a new project called Stand by Me. We employed 4 Family Facilitators and 4 Peer Facilitators. The jobs are part-time in Gladstone, Hervey Bay, Sunshine Coast, and Brisbane.
- Another new project is Towards Inclusive Practices. There are 4 part-time jobs. The people employed are called Inclusive Advisors.
- Some of our staff completed their Diploma of Community Service. Angela from TAFE Brisbane helped with this. A Recognition of Prior Learning education pathway made it easier.
- We joined others telling State and Federal Governments to reconsider the introduction of Independent Assessments.
- On behalf of our members, we joined other disability organisations at the Pause, Reset, Co-Design forum held in May.

It has been hard to work with lockdowns, mask-wearing, and times of uncertainty. Thank you to our Board, staff, and volunteers who have been dedicated, flexible, and compassionate. Now we're getting ready to start a new year. We are still here to support and advocate for our members.

I wish you all the best for Christmas and the New Year.



Yours sincerely,

**Jodi Wolthers**

**CEO**

## **OUR MISSION**

Our mission is to deliver a quality service to people who have a disability by listening, respecting, and supporting their goals.

## **OUR VISION**

Our vision is to create opportunities within the community to empower people with a disability and those who support them.

## **OUR WORK**

We work to set an example within the community of the importance of respecting people with disabilities, upholding their human rights, and recognising their value as contributing members of a diverse and inclusive society.

## ABOUT PARENT TO PARENT (P2P)

Parent to Parent Association Qld Inc., also known as P2P, is a not-for-profit organisation. It was formed in 1998 by a group of parents who were concerned about the future for their sons and daughters with disability.

P2P's membership is made up of people with a disability and those who support them.

P2P is pleased to support Loud and Clear Qld. It is a Sunshine Coast-based self-advocacy group. Loud and Clear members raise awareness of key issues that are important to people with intellectual disabilities.

P2P helps people with their NDIS Plans through Support Coordination and Plan Management. They help people achieve their dreams and goals through Planning Alternative Tomorrows with Hope (P.A.T.H.).

Through P2P Housing, they help people who are wanting to make changes to the house they live in. P2P Housing works with builders who want to build housing for people with disabilities.



# Our Board



**ERIC GREENTREE**

Music and song provide so many opportunities to express our thoughts and aspirations. There are millions to choose from, and, when inspired to write our own, sharing them with friends and family is a great way to bring us together



**SUE CAMPBELL**

As busy as she is, in her spare time, Sue knits for children in hospital.



**JAN BELL**

Jan loves to travel and have adventures including enjoying the sunset at Uluru/ Kata-Tjuta.



**CATHERINE SETON**

Catherine enjoys travel, hiking, rock climbing, music and spending time with her children.



**LORETTA KREET**

Loretta is a lawyer, mother, long term member of the board and the voice of the popular podcast #lunchingwithlawyers



**MICHAEL PEERS**

Mike enjoys spending time with his two best mates, Lucy and Annie.

# P2P history at a Glance



**1998**

P2P was created;  
steering committee formed;  
first official DSQ funding;  
17 December became an Incorporated  
Association

**1999**

P2P is funded as a peer support,  
information, & referral organisation;  
State Centre office open -  
Stevens St Yandina;  
constitution established;  
regional groups formed;  
1st AGM September -  
Heather Grevell President;  
Julie Simpson CEO

**2000**

Brisbane and Fraser Coast offices open

**2001**

recruitment begins;  
1st PATH training;  
Judy Young President

**2005**

First website created

**2006**

succession planning funding;  
implementing PATH for families ;  
12 local groups now funded



**2007**

State Centre moved to Yandina.  
Annastacia Palaszczuk officially  
opened the office at the Big Cow

**2009**

win Minister's Award for Excellence;

**2010**

new management! Jodi Wolthers  
replaced Julie Simpson as CEO.

**2011**

Change of President - Lesley Turner;  
website updated

**2012**

First transition guides created

**2013**

began PATHs in schools;  
NDIS conversations begin

**2014**

NDIS Participant Readiness workshops;  
partner with other Service Providers to  
deliver Respite Plus initiative

**2015**

est. the first Queensland branch of  
"Our Voice" named Loud & Clear;

**2016**

State Centre moved to Woombye;  
NDIS commences;  
1st Abuse & Neglect workshop

**2017**

Mainstream and Me;  
Eric Greentree President

**2018**

Sunshine Coast Business Awards  
- Winner Social Enterprise

**2019**

Launch of P2P Housing & Project Silver

**2020**

beginnings of Stand by Me



## President's report

I am pleased to present my President's report for 2021.

At P2P, we have had a very busy year and achieved a lot.

In 2021 Covid-19 continued to have an impact on our work. Our staff, however, continued to deliver a quality service.

We have:

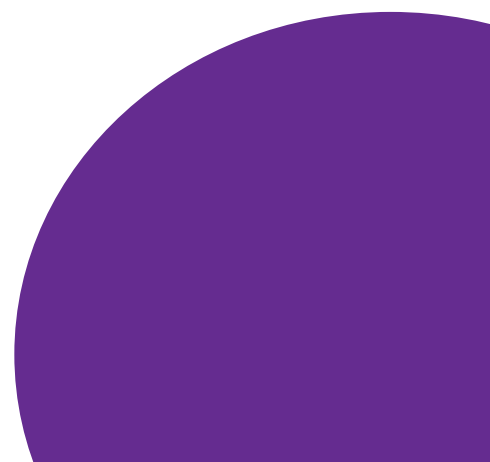
- Still been able to do our work during lockdowns and constant unknowns.
- Met our project obligations including employing 4 parents and 4 people with disabilities as part of Stand by Me.
- Partnered with other organisations to create opportunities for people with a disability through the Here Now Next project.
- Built our staffs skills by holding Easy Read training with Jon from VALID.
- Supported the Loud and Clear Qld self-advocacy group to work with the Disability Royal Commission.
- Helped deliver the first Loud and Clear Qld conference.
- Continued our Plan Management, Support Coordination, and Planning Alternative Tomorrows with Hope (P.A.T.H.) work.

This year we updated our Strategic Plan to plan for the next two years.

We thank Jennie for her short but valuable time on the Board.

**Eric Greentree**

**President**



## Treasurer's report

As Treasurer of Parent to Parent, I present to you my report and our Audited Financial Statements for the year-end 30 June 2021.

The 2021 financial year was another year of growth for Parent to Parent. Financial Plan Management and Support Coordination services continued to increase throughout the year, with staff numbers also increasing to ensure these services are provided efficiently and at a high quality.

For the year, the organisation has returned an operating deficit of \$342,525.

This deficit was primarily due to the planned growth in staff numbers, which increased this financial year by 50%, from 42 to 62. The cost of induction and training of new staff, plus the infrastructure required to support them, increases expenses for a period of time before full productivity, and the projected income to cover these expenses, can be achieved. This has been budgeted for in this current financial year.

Despite this deficit, surpluses achieved in previous years has ensured the organisation's financial position is stable, with a Cash Balance of \$2M and Net Assets of \$1.4M

This year we continued to streamline our income and expenditure reporting. I would like to thank Ann for the level of detail in the monthly reports that she provides to the Board. The report format provides clear information about our financial position at any point in time.

To ensure our sustainability into the future, we continue to explore options to generate an income that will fund our core work of planning, supporting, and assisting people with a disability and their families.

Our financial records were audited by Mr. Greg Dunn of Greg Dunn and Associates and found to be in order.

I would like to acknowledge and thank Ann for her work in preparing the documentation for the audit and for her support in my role as Treasurer.

I would also like to express my appreciation and gratitude to the whole finance team for their hard work and diligence throughout the year.

Copies of the Auditor's report, Profit & Loss Statement, and Balance Sheet are available on request.

**Jan Bell**  
**Treasurer**



# Financial statements

This page shows information about Parent to Parent:

- how much money it got in 2020-2021
- how much money it spent in 2020-2021
- how much is left over

**Income**

**\$3,159,182**

**Expenses**

**\$3,501,707**

**Deficit**

**(\$342,525)**

## Project reports

### Loud and Clear Qld



#### P2P supports self-advocacy group Loud and Clear Qld

Members of Loud and Clear Qld recorded videos about Covid-19 vaccination. On 11th May, 2021, the videos were sent to the Disability Royal Commission. They were part of a submission.

On the 9th June 2021, Loud and Clear Qld members and their families joined in a discussion about the NDIS. They talked about the proposed changes to the NDIS Act. Then the members made some short videos about their opinions and concerns.

Loud and Clear Qld worked with local band The Outsiders to record a new version of the Self Advocacy Anthem. [You can watch that here.](#)

Loud and Clear Qld also made a presentation for the Having a Say conference - We Can't Be Beaten. The presentation showed important issues and featured their work.

You can view the presentation here: [Loud and Clear We Can't Be Beaten](#)



## **Loud and Clear Qld Conference 2021**

Loud and Clear Qld held their 1st conference this year!

In the past, Loud and Clear Qld members have enjoyed traveling to Geelong for VALID's "Having a Say" conference. It has been the highlight of the year for members.

The COVID-19 lockdowns and border closures meant that people could not go to Geelong this year.

Members of Loud and Clear Qld decided to organise their own conference. It took a lot of hard work but it was worth it. Members researched, booked venues, planned workshops, and decided on all aspects of the conference. It was a great learning experience for everyone.

The conference was on 27 – 29 October at the Alexandra Headland Surf Lifesaving Club.

The conference was a great mix of learning, fun, connection, communication, and engaging with our community while learning skills.

Lots of fun was had at the concert on the 1st night. Nearly 100 people enjoyed great music and dancing. There was a fabulous Red Faces talent show where 'Dame Sheila' led the 3 judges and decided who was in and who was out!

Big thanks go to the people who donated their time and amazing prizes for the raffle.

Workshops included information on Mobi-Chairs at the beach; fundraising opportunities at the Surf Club; how to communicate and have good conversations; and a very important workshop on Abuse and Neglect.

The conference finished with Matt from P2P doing an art workshop. Everyone took home a piece of art to remember the conference by.

Special thanks to Julie Horton - Loud and Clear Qld Coordinator, SPIRAL, and the families and member supports.

You can read more about it and see all the photos on the website:

<https://p2pqlld.org.au/loud-and-clear-qlld-conference-2021/>



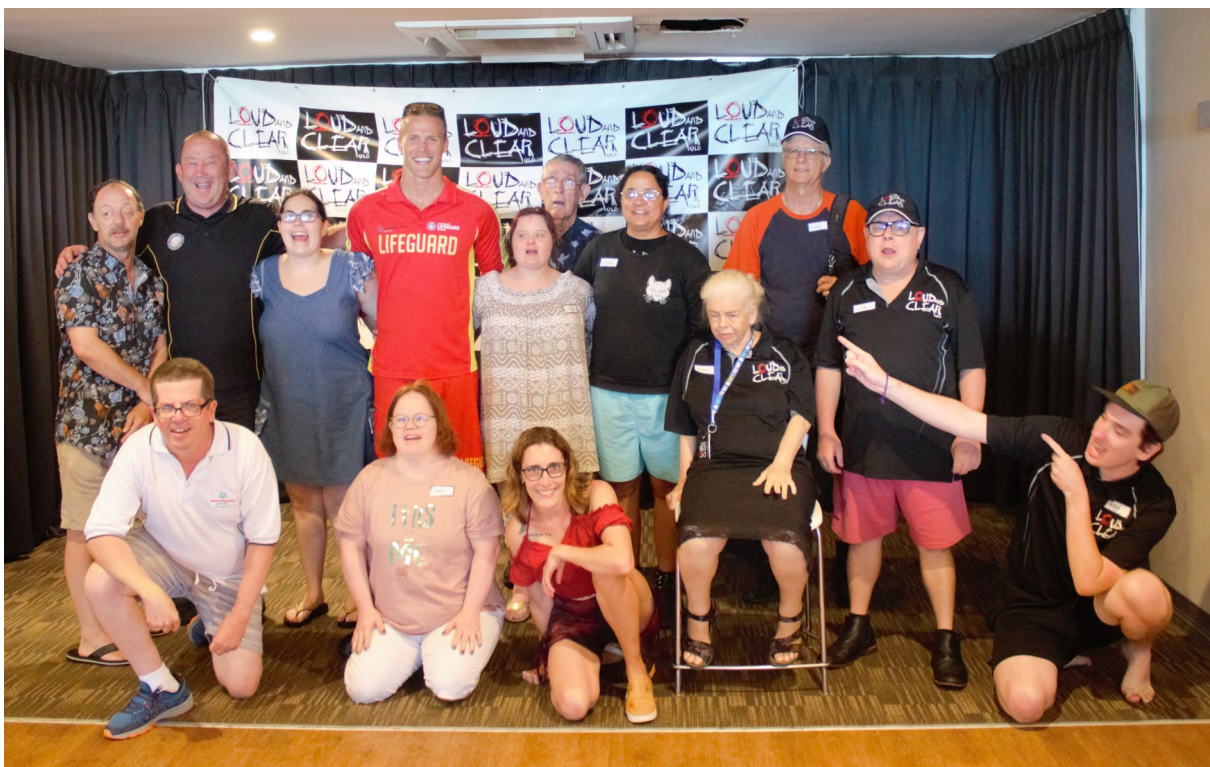
Staying Safe :  
Abuse and Neglect Workshop at the Loud and Clear conference.



Sam, our Loud and Clear  
concert photographer.



Guest appearance by Jett Kenny and Ashley Robinson at  
the Surf Club who kindly posed for photos.



## Stand by Me

Stand by Me is about people with intellectual disabilities, and parents and families helping other people with disabilities and their families. This is known as Peer Facilitation.

Stand by Me is funded through an Information, Linkages and Capacity Building (ILC) grant.

The project will be run in 4 regions:

Greater Brisbane, Sunshine Coast, Fraser Coast and Gladstone.

Each region has a team of 3 people – A coordinator, and 2 peer facilitators: 1 parent/family member and 1 person with an intellectual disability.

The Brisbane Team was the first to get started. The Coordinator & Parent Peer Facilitator worked together to employ a person with an intellectual disability. They wrote documents and resources to help the other regions to employ their facilitators.

All of the regions have now employed their two facilitators. Each team has spent time learning about the project and P2P.

An end-of-year activity will be held in each region to tell their communities about the project. This is to attract people interested in becoming part of the Focus Groups in 2022. A Focus Group is a group of people who will give feedback as part of the project.

Next year the regional teams will come together for some training to help them to do their jobs better.

Then focus groups will be formed. The groups will be people with a disability and family members. These will help the teams find out what each region thinks is important for people with a disability as they go through each stage in their life.

This information will assist in creating peer groups in each region.



Gaye, Katrina & Jenny - Gladstone

Louise, Drew & Beth - Sunshine Coast



Emma, Abby & Matt - Brisbane

## Towards Inclusive Practices, Everyone's Included

Funding from the Department of Social Services has been given to Inclusion Australia to run a project called Towards Inclusive Practice.

Inclusion Australia is the leading national organisation for people with an intellectual disability.

Small groups will be formed in each State and Territory in Australia. They will create documents and resources for government departments. This will help them to better meet the needs of people with an intellectual disability.

P2P has been chosen to host the group in Queensland.

An Inclusive Facilitator from P2P, and four Inclusive Advisors with an intellectual disability, are now working hard on the project.

There will be six topics to discuss using materials that the Inclusion Australia Project Team supply.

The P2P Team have been working hard and learning the skills to be part of a group.

The team have given themselves a name. They did this by each team member coming up with a word. Then the Facilitator put the words together. Their title is:

“The Loyal Independent Royal TIP Legion – LIRTL”

The Team are also designing a flag that will represent the work they are doing. Each member of the team designed an icon which will go onto the flag. One member of the team is putting the design together.

For their end-of-year celebration the Team has chosen to work on a “Mission Statement” rather than a poem or a song.

More great work will happen next year.



TIPP team:

L-R  
Taum Parker, Ethan Amiet,  
Robbie Murray (Facilitator),  
Chelsea Johnson and  
Callum Bridge

## Here Now Next

# HERE NOW NEXT

Young people with disabilities.  
Working together to *change* employment.

### Employment project

We are working with two local organisations to deliver an employment project - Here Now Next. The project has employed two people with intellectual disability as Peer Mentors. It will employ two more.

Peer Mentors will deliver workshops to employers to encourage them to employ people with disabilities. They will also mentor people with disabilities who are looking for work.

The aim of Here Now Next is to support young people with disability to access real, meaningful, and sustainable open employment.

The project is in its early planning, active collaboration, and consultation phase. We believe this will build on the work that has already been done on the Coast. Hopefully it will provide a strong foundation for continuing to achieve outcomes for the Sunshine Coast community.

We have designed a double sided Easy Read flyer for businesses to understand PATH. We also designed an easy read student introduction to PATH. We will be creating more resources during the project.

This 12-month project is funded through the Australian Government, Department of Social Services - Information, Linkages and Capacity Building – Economic Participation. Our intention is to build the leadership capacity of young people. Also to deepen connections within the community to change employment outcomes for young people (aged 14-24 years).



Here Now Next team. L - R: Fiona Read (Project Manager), Cathy Hobbs, Drew, Sharon Gray (Project Manager), Payge, Stephanie Whelan (Equity Works General Manager).

## P.A.T.H. Highlights



### PATH Training

Our PATH team has been very busy with PATH activities around the Sunshine Coast and Brisbane. We are involved in facilitating 100 PATH plans for a local business. We are also working in the schools to help with student transitions.

- We have delivered in-house PATH Training to P2P Support Coordinators in Brisbane and Sunshine Coast.
- Facilitated training at Bundaberg Special School.
- Presented PATH at the Special Education Curriculum Cluster Conference, South Brisbane.
- Facilitated PATH sessions at Nambour Special School, Mountain Creek High School and Jabiru Community College, Palmview Special School students, families and educators.
- Facilitated PATH to highlight the story and voice of NDIS participants and/or their family members in NDIS Plan reviews.
- Linking participants to formal and informal supports.
- Organisational PATH - Equity Works, Loud and Clear.
- We designed an Easy Read Student Intro to PATH to assist with their on-boarding process.

*Beth, Matt, and Robbie.*



### Griffith University

Marjo Dragonvich, a Masters of Human Service student (4th from left, above), is undertaking research on PATH Transition Planning. Marjo has completed a literature review on PATH and looks forward to undertaking interviews with educators in 2022.

## Plan Management

Our Plan Management team continued to grow this year to process and pay invoices for our Participants.

We changed to new software. At the beginning of December we sent out monthly statements in the new format. It has graphs, tables, and pie charts to show how much money has been spent and which areas it has been spent in.

This year we increased our Customer Service Team staff numbers. The Customer Service Team works with Participants to help them get the most benefit from their plan.

## Support Coordination

Our Support Coordination team had a busy year this year. We had to adjust to changes to plan reviews including automatic plan rollovers. This was both negative and positive for our Participants.

Some of our Support Coordinator team attended PATH training as part of their Professional Development. We look forward to introducing PATH as a goal setting tool for plan reviews.

This year Heather and Linda moved into new roles. Heather is now Service Delivery Manager. Linda is Practice Development Manager.



# Photo Gallery



Introducing Aksel from Plants by Aksel. Aksel brings us plants for our Woombye office each week.







Mick & Jill at A Fair Day Out 2021.



Fun with Loud & Clear.



## Contact us

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