



Community
Resource
Unit Inc.

Expanding Ideas; Creating Change

Annual Report

2014/2015

Community Resource Unit Inc

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Overview of the Organisation

The Association

The origins of Community Resource Unit (CRU) lie in a 1987 initiative of Queensland families, professionals and people with disabilities who recognised that legislative change was insufficient to support authentic change for people with disabilities and their families. CRU was developed to support grassroots change in Queensland. CRU has 287 members who include people with disabilities, families, and workers from the disability field. CRU is an Incorporated Association, it was incorporated on the 20th of October 1988.

Purpose

CRU exists to create and promote positive change so that people with disabilities can belong to and participate in community.

Vision

To pursue full and meaningful lives for people with a disability.

Our Mission is to:

- Inspire and encourage individuals and organisations to challenge ideas and practices that limit the lives of people with a disability.
- Influence and equip others to lead positive change.

Management of CRU

The direction and management of Community Resource Unit is vested in the Committee of Management that is elected annually. The implementation of CRU programs is the responsibility of the Director and the staff team.

CRU COMMITTEE 2014/2015

President -	Sharon Daley
Secretary -	Matt Stone
Treasurer -	Sherryn West
Committee Members -	Josey McMahon

CRU STAFF 2014/2015

CEO-	Margaret Rodgers
Senior Consultants -	Lisa Bridle
	Sue Duncan-Kemp
Consultants -	Suellen Welch
	Catherine Laherty
	Danielle Mason
	Trina Steed
	Virginia Lonsdale
	Jen Mouritz
	Penny Sampson
Information Consultant -	Hugh Rose-Miller
Finance Officer -	Bill Kyle
Administration Officers -	Dee Henry
	Bobby Noone
	Kim Jensen
Administration Support -	Kathleen Fleming

President's Report

Like many of you here today, I love CRU. I love being a part of CRU. I love the mission of CRU. I love all the people of CRU and even though I do this role in a voluntary capacity...I just love it. It brings me joy and adds so much value to my life and I am very grateful for this experience and for everyone I get to interact with.

It's quite challenging to have to think back to the middle of last year in order to write this report and remember what the committee was doing - but I do remember this; I remember the meetings, for me anyway, had become quite heavy.

The NDIS and all the change it would bring was looming, we didn't know what was going on with funding and there had already been substantial cuts to funding across the state under the then current government. We had an issue with our DGR status which felt like I needed a legal degree to even understand. There were conversations about changing the legal structure of CRU and then further conversations about how CRU might benefit from being part of a national alliance. And another thing, what are we doing about the stewardship group? Will we have one? Or not? I remember that by the end of the meetings I would feel positively brain drained...and kind of glad I wasn't the president.

But as I wrote this report I realise that we have unpacked a lot of this seeming chaos as the year progressed.

In July came the news that CRU would be receiving state funding to carry out the Participant Readiness Project so this was a huge project that meant we didn't have to worry about funding in the immediate future. We had a moratorium for the moment. It also meant that CRU would be at the forefront delivering messages about change and about planning for a good life...definitely on track in CRU vernacular.

The governance sub-committee seemed to be very busy last year. Both Matt and Mike were on this sub-committee last year and Matt remained on it this year. There is some work that needs to be highlighted from this.

But firstly, it was through this work that we realised that some of our valued committee members were going to have to stand down at the end of 2014 and our constitution needed some amendments.

So at the last AGM we lost long standing members Richard and Mike which was a huge loss for the committee. However you will remember that we did gain a Josey McMahon at that meeting and she has been a wonderful asset to the management committee team. Not long after we finished inducting Josey, Ros Williams from Caxton Legal Service presented a crucial conversation on governance which Matt, Josey and I attended at CRU. It was certainly a value-adding night and gave us reassurance as to what we were doing right and insight into the things that we may need to develop.

So we put Josey straight to work on updating the induction policy as part of the governance policy and later in the year Josey also took on the role of vice president.

The governance committee, as part of their work, did a review of the constitution which resulted in the seven special resolutions at the 2014 AGM. Those of you that were here then will remember the discussions about those. It was quite a difficult process for the

management committee to get through as there was a lot of legal jargon that we had to understand ourselves in order to bring it to the AGM. But it was done. DGR status was reinstated and the special resolutions...well they were resolute.

In August of last year we met with Paul Paxton Hall to continue ongoing discussions about the value of building alliances and furthermore, to look at alternative legal structures.

The question about what is the best legal structure for CRU as we move into an NDIS space has been a regular agenda item at meetings all year. Is it best for CRU to remain a not for profit organisation or change to a company limited by guarantee? We were fortunate enough to have representatives of QDN come and discuss their experience in changing to a company limited by guarantee in May of this year. It is very important to the committee that CRU, as a small organisation be proactive in this changing environment and we need to make sure we are in the best position to fit into a national structure.

Also as part of our talks about moving into the NDIS and a national framework we have been supporting Marg in establishing a national alliance as part of our strategic plan. We identified that with still much uncertainty around the NDIS, a small organisation like CRU could be vulnerable.

Also on our radar over the past twelve months was the Stewardship group. We looked at the feedback we received from those who participated in the trial group and discussed how we thought, this group would serve CRU moving forward. We discussed whether or not we thought this was the right type of group for CRU. After some months, Matt had put together a proposal with a revised terms of reference.

After getting the fundamentals in place we had many discussions about who would be the best fit for the stewardship group and after much deliberation and toing and froing, we have a wonderful group of people who have met twice now. Unfortunately we didn't get to meet until the second half of this year so you have to wait until next year's AGM to hear about that. I will say this though, I am sure I speak for all of us when I say these conversations have been very valuable given the uncertainty surrounding the disability sector with the onset of the NDIS.

Whilst here, I would like to formally thank all the people who serve on the stewardship group. They do serve in a voluntary capacity and I myself love spending time with them at these meetings.

Just so everyone understands, the stewardship group is in place to provide an advisory function to the management committee. They are not a decision making group. The focus of these meetings is to provide some analysis of broader issues impacting the lives of people with disability both in Qld and within the Australian context. It is a way that we try to step outside the governance issues of our business-as-usual committee meetings and take the time to look a little deeper.

During the year, as we were approaching people to be part of the stewardship group we also did a mini-campaign to fill some of the seats on the management committee. As a result of that we have some new recruits in Gerhard Tromp, Fletcher Tame and Luke O'Sullivan. If you haven't already, make sure you say hello and have a chat with them later. We think they each bring a unique wisdom and not to mention some much

needed balance as we were afraid that Sherryn, Josey and myself were becoming too much of an old sister's club.

The other piece of news I have to discuss, and that many of you may already know, is that In May we received a bittersweet letter from QPPD. They had called a special general meeting for 19 June 2015 and they would be taking a wind-up resolution to their members. CRU would be the recipient of some their existing assets. It was agreed CRU would utilise the existing funds to resource regional families to attend events and continue the advocacy development workshops we already do. Josey attended that meeting on behalf of the CRU management committee.

So that is how our year unravelled. In closing I would just like to say thanks to everyone for all your support throughout the year, I love being a part of the committee, I admire you all and look forward to next year.

Sharon Daley

President

2nd December 2014

Treasurer's Report

I present the financial position of CRU at the 30th June, 2015. The year has been one of 'readiness' for individuals, families and the sector. CRU was awarded funding under the Participant Readiness initiative with Department of Communities, Child Safety and Disability Services in August 2014. The grant enables CRU to assist people with disability and their families to be better prepared for the National Disability Insurance Scheme in the Brisbane, Central Queensland and South West Queensland. This has significantly increased the grant income and corresponding expenditure for the year. While the annual report will provide more information on our work, from a financial point of view, the large bank figure this year is due to the fact that although funding started in August we didn't recruit staff until November and December and began workshop delivery in February 2015. In addition, the project to support families connected to the Accommodation Support and Respite Services had been funded from August 2014 but had not commenced at June 30, 2015.

This year CRU received the first donation of a five year commitment from a family foundation. I thank the trustees for their commitment to investing in leadership and change in Queensland.

The core work of CRU, our workshops, publications and book sales continued alongside the Participant Readiness initiative. Income and expenditure is consistent with our activities. The net result of all activities is a surplus of \$100,066.83 as illustrated in the audited Financial Statements.

The retained surplus at the end of the financial year is \$655,618 represents an increase from last year from \$555,551. In previous years, the Committee had committed some of these funds to various projects to support the mission of CRU, however during this year, given the uncertain future we have decided to retain those cash reserves in case we should need them post June 2016 when our current service agreement expires.

I thank the Committee for their support throughout the year and to Margaret and Bill for their skills and dedication to enable me to have confidence in the strong financial accountability of CRU.

I also thank Peter Hallahan (Hallahan & Co) Chartered Accountant for the audited financial statements and his continued support of CRU.

I am confident that as a Committee, and working with our CEO we have made these decisions to ensure CRU's sustainability and continuity of work. We will continue to ensure our readiness and continuity for the upcoming NDIS.

Sherryn West

Treasurer

2014-2015

Community Resource Unit Inc.
Detailed Balance Sheet as at 30 June 2015

	2015 \$	2014 \$
Current Assets		
Cash Assets		
Term Deposit & Cash Management Account	1,192,623	625,107
Petty cash	200	200
Pay Pal Account	1,524	1,899
Go Via Account	42	81
Go Card Float	15	15
	<u>1,194,404</u>	<u>627,302</u>
Receivables		
Trade debtors	14,134	11,528
Accrued Income	0	23,592
	<u>14,134</u>	<u>35,120</u>
Other		
Prepayments	12,887	8,952
Inventory	15,632	18,592
Deposits with Vendors	3,100	0
	<u>31,619</u>	<u>27,544</u>
Total Current Assets	<u>1,240,157</u>	<u>689,966</u>
Non-Current Assets		
Property, Plant and Equipment		
Vehicle, Furniture, Plant & Equipment	316,842	311,677
Less: Accumulated depreciation	(307,368)	(300,983)
Motor vehicles - at cost	35,555	19,270
Less: Accumulated depreciation	(6,600)	(19,270)
	<u>38,429</u>	<u>10,694</u>
Total Non-Current Assets	<u>38,429</u>	<u>10,694</u>
Total Assets	<u>1,278,586</u>	<u>700,660</u>

The accompanying notes form part of these financial statements.

Community Resource Unit Inc.
Detailed Balance Sheet as at 30 June 2015

	2015 \$	2014 \$
Current Liabilities		
Payables		
Unsecured:		
Workshop Income in Advance	21,382	18,409
Sundry Creditors & Accrued Expenses	44,399	17,310
Super Payable	7,194	8,789
	<u>72,975</u>	<u>44,508</u>
Financial Liabilities		
Unsecured:		
Visa Credit Card	(2)	1,385
	<u>(2)</u>	<u>1,385</u>
Current Tax Liabilities		
GST clearing	5,533	11,418
PAYG Withholding	10,668	7,226
	<u>16,201</u>	<u>18,644</u>
Provisions		
Provision for Holiday Pay	60,389	47,923
Provision for Long Service Leave	45,149	32,649
	<u>105,538</u>	<u>80,572</u>
Other		
Operating Grants -State Gov't Unexpended	25,818	0
Participant Readiness Grant Unexpended	399,842	0
Sundry	2,596	0
	<u>428,256</u>	<u>0</u>
Total Current Liabilities	<u>622,968</u>	<u>145,109</u>
Total Liabilities	<u>622,968</u>	<u>145,109</u>
Net Assets	<u>655,618</u>	<u>555,551</u>

The accompanying notes form part of these financial statements.

Community Resource Unit Inc.
Detailed Balance Sheet as at 30 June 2015

	2015	2014
	\$	\$
Members' Funds		
Reserves		
Capital Reserve	236,029	236,029
Accumulated surplus (deficit)	419,589	319,522
Total Members' Funds	655,618	555,551

Community Resource Unit Inc.
Income and Expenditure Statement
For the year ended 30 June 2015

	2015	2014
	\$	\$
Income		
Donations Received	49,070	0
Interest received	25,864	18,829
Membership Fees	2,800	2,677
Operating Grants - State Government	406,956	506,571
Quality Grant	6,400	8,400
Other income	927	1,969
25th Anniversary Grant	0	10,857
Participant Readiness Grant	610,158	0
Publication Income	7,316	11,941
Workshop Fees & Subsidies	55,088	76,495
Project Partnership Income	37,500	1,787
Profit on sale of property, plant, equip	4,000	0
Gifts	0	300
Total income	1,206,080	639,826
Expenses		
Meeting expense	4,277	3,811
Advertising and promotion	595	148
Audit fees	2,890	2,800
Bank Fees And Charges	3,065	3,107
Bursaries	0	6,347
Internet Expenses	4,592	829
Car Expenses	2,798	2,073
Cleaning/rubbish removal	3,131	3,150
Computer Expenses	8,954	8,336
Consultancy Services	53,643	45,048
Depreciation	12,985	9,969
Fees & charges	2,417	1,733
Health & Safety	80	125
Insurance	7,440	6,846
Interest - Australia	43	80
Annual Leave Expense	12,466	22,034
Long Service Leave Provision	12,499	0
Memberships	2,706	2,644
Postage	2,231	2,313
Printing & stationery	10,624	6,862
Publication Expenses	17,003	46,317

The accompanying notes form part of these financial statements.

Community Resource Unit Inc.
Income and Expenditure Statement
For the year ended 30 June 2015

	2015 \$	2014 \$
Quality System Audit	3,180	5,018
Rent and Outgoings	81,268	80,277
Repairs & maintenance	0	224
Salaries	593,670	388,680
Small Assets	13,961	2,421
Staff amenities	655	430
Staff training	0	6,851
Director's Professional development	1,085	12,594
Sundry expenses	8,004	(123)
Superannuation	55,615	36,439
Telephone	7,399	4,961
Utilities	5,481	5,574
Travel, accom & conference	2,377	1,281
Workers Compensation	4,909	3,360
Workshops & Seminars	163,973	98,090
Total expenses	1,106,013	820,649
Profit from ordinary activities before income tax	100,067	(180,822)
Income tax revenue relating to ordinary activities	0	0
Net profit attributable to the association	100,067	(180,822)
Total changes in equity of the association	100,067	(180,822)
Opening retained profits	319,522	500,345
Net profit attributable to the association	100,067	(180,822)
Closing retained profits	419,589	319,522

Director's Report

At **Community Resource Unit Inc. (CRU)** it is our mission to engage a broad range of people in a movement for change so that people with disability will be welcomed and appreciated as they take their place in their communities. CRU exists to create and promote positive change so that people with disabilities can belong to and participate in community life.

Our mission is to both inspire and encourage individuals and organisations to challenge ideas and practices that limit the lives of people with a disability and to influence and equip others to lead positive change

CRU has outlined five strategic goals for the period 2014-2016 to help us achieve this. We wish to build and maintain our networks and alliances as that is critical to enabling a small organisation like ours to widen our influence. We will pay attention to our identity, place in the sector and reputation. In order to influence change, we recognise that it is important to be respected and also to be known as broadly as possible. We will focus our work and resources to work for change particularly in intentional leadership development; provision of information both by offering workshops on topics and ideas and responding to requests. We will work to raise expectations of what is possible for people with disability. We will aim to achieve sound governance and sustain the organisation into the future.

This report will outline the activities undertaken by the staff of CRU during 2014-2015 to achieve these goals. It is not my intention to report goal by goal but to report on our work in 3 sections based on our goals – firstly our networks, alliances and role in the sector; second our work and strategies in leadership and change and third the governance and organisational sustainability of CRU.

Before I begin, it is important to give some back ground to 2014-2015.

1. On 1st July 2014, the first day of the year, we were notified by the Department of Communities Child Safety and Disability Services that our tender to provide NDIS Participant Readiness (PR) activities for people with disabilities and their families had been successful, along with another eight organisations. CRU was asked to conduct this very large but short term project over three regions (Brisbane, Central Queensland and South West Queensland) for 18 months. We were also asked to work with the families of people supported by Accommodation Support and Respite Services (AS&RS). We knew that this initiative and all the activities planned for the state would have an impact on the capacity for people to attend other workshops that CRU would need to continue to provide under its existing funding and service agreement. CRU has always offered many more workshops than required by the funders so we decided to reduce the number of those workshops to 11 across the state; to minimise overlap with the other PR providers in their regions and to focus on issues that would be relevant to the NDIS transition for people who are workers or service providers as well as people with disabilities and families. We also thought that it would be beneficial to address some deeper questions and topics than we would be able to offer in the PR initiative.

In the PR initiative, we decided to focus on capacity building not just information giving and our proposal to assist participants to be clear, informed, confident, ready and connected rather than just informed was supported by Disability Services staff and the project.

We were keen to integrate this project into the general work of CRU to ensure that when it is finished people are linked to something ongoing. At the end of this project we want people from across Queensland to have big dreams for their future; to expect a good life in their community and to have ideas about what it might take for them to contribute and belong. We want them to be able to make the most of the NDIS as an avenue to achieving that good life.

2. Another critical factor influencing our activities during the 2014-15 year has been the uncertainty of future funding. We currently have a funding agreement with the state government until mid 2016 and no guarantee of income after that date. CRU has always needed to be discerning in what it could take on with a desire to use our small resources as potently as possible in our change efforts. This year, we have also needed to consider projects that would diversify our funding base or have potential for that in the future to help ensure our survival. The risk of taking on too much or too many different things and losing focus has had to be weighed against the risk of not being as prepared as possible for new funding realities.

We wish to build and maintain our networks and alliances as that is critical to enabling a small organisation like ours to widen our influence. We will pay attention to our identity, place in the sector and reputation. In order to influence change, we recognise that it is important to be respected and also to be known as broadly as possible.

To magnify our efforts we work hard to partner with other individuals and organisations. These partnerships with colleagues and allies are essential to the contribution that CRU can make and I want to acknowledge and thank our many partners for inviting us to join them, or agreeing to join with us, in a whole variety of ways. This is not an exhaustive list as we know we have allies and partners, too numerous to mention, who promote our workshops and encourage people to attend in their town or region, who answer our calls for advice on venues, dates etc and who are an essential part of the work that CRU does.

During the year CRU continued to be a member of:

- Communication Rights Alliance- a small group of facilitated communication users, family members, service workers and interested professionals who are concerned about a threat to people's right to communicate in the manner of their choice. Lisa Bridle represented CRU on this alliance.
- Queensland Planning and Implementation Group (QPAIG) – in the first half of the year, I was a member of this group which met every 6-8 weeks to advise then Minister, Tracey Davis on the implementation of the NDIS.
- Queensland Transition Advisory Group (QTAG) – following the election this group was convened in May 2015 to advise Minister Coralie O'Rourke on

the transition. Membership of the group is slightly different to the previous group. This group also meets regularly.

- Community Safeguards Coalition - during the year this group decided, due to the limited time and capacity of members, to stop meeting formally on a regular basis and to convene around particular issues in the future.
- Griffith Symposium Partnership – during 2014-15 CRU continued to partner with Griffith University and Queenslanders with a Disability Network (QDN) to host symposia in December and April. As partners we play a significant role behind the scenes in program development, speaker selection and promotion. In the December event we also chaired a session on Safeguards in collaboration with SUFY and Kalpana.

In 2014-15 we entered into new partnerships and alliances with:

- Participant Readiness Initiative – the Queensland Government funded nine organisations to deliver this initiative across the state. There have been regular gatherings of these organisations, initiated both by the Department and by the Group and this has generally been very useful and productive. In May, the group was invited by the DSO lead agency to collectively contribute to their consultation on the need for planning and pre-planning under the NDIS.
- CALD Project - as part of the Participant Readiness project, CRU along with QDN and Mamre Association has engaged Amparo Advocacy to resource us to engage more successfully with people from non-english speaking backgrounds. Griffith University is conducting a review of this project
- Disability Services Organisation (DSO) advisory group – we accepted QDN's invitation to be part of their advisory group overseeing the building of Peer Support Groups under the NDIA's DSO initiative. The first meeting was held in June 2015. Eighteen projects were funded across Australia but only one in Queensland which makes this a particularly important initiative.
- Centre for Inclusion and Citizenship – from September 2014 I participated in a small international working group to contribute to planning the 'Claiming Full Citizenship conference "in Vancouver in October 2015. An abstract for a 90 minute workshop on "Reclaiming Citizenship for people seen as too hard to serve" was accepted and preparations began on a collaborative presentation with Kalpana and Staffing Options.
- Julia Farr Trust, South Australia – an independent assessor of Trust applications
- Endeavour Foundation donated a small resource library to CRU and relevant material has been incorporated into our resource collection during 2015.
- Queensland Parents for People with a Disability – during the year CRU supported QPPD by working with the Inclusive Education group to assist with hosting events.
- National Alliance of small organisations - In April, CRU invited representatives from five other small organisations involved in capacity building that we already have informal connections with, to meet in Brisbane to explore the potential of strengthening our network as a safeguard for the future. The five organisations, Belonging Matters from Victoria, Resourcing

Families from New South Wales, Julia Farr -Purple Orange from South Australia, Imagine More from ACT and Valued Lives from Western Australia accepted the invitation and the meeting was held in mid July.

- Deep Quality: Optimal Individual Service Design – In the lead up to the sixth Queensland OISD course in August 2014, we worked with seven organisations – Kalpana, A Place to Belong, Mercy Disability Services, Uniting Care Community, AS&RS; Staffing Options and Mamre to ensure the ongoing viability of the ten day course. These organisations assisted us to recruit participants; keep prices down; invest in young leaders and work co-operatively. In the early part of 2015 we met with most of these organisations again and also representatives of Endeavour Foundation, Trinity Lutheran Care and Staff Connections. People in leadership roles in these organisations have participated in the event previously and their endorsement is invaluable to us as we work to continue this investment in our community.
- My Future: My Life - work with Centacare .As part of the 'My Future: My Life' initiative for high school students, CRU signed a fifteen month agreement with Centacare on 1st October to provide planning and pre-planning opportunities to 50 high school students and their families in the Brisbane and South West regions . We appreciated this invitation and were keen to take up this work as a way to connect with more people and families in that age group. Trina Steed was recruited on a part time basis and started with CRU in January. Her circumstances changed unexpectedly during the year and she finished with CRU in mid June. Virginia Lonsdale was recruited and began work in mid June. During the project, CRU met with families in Warwick, Stanthorpe and Goondiwindi however the majority of the work has been in Brisbane and surrounds. We appreciated the assistance of key people in the various high schools who worked to link us with families to ensure they got access to this opportunity.
- Conversations about succession – with Staffing Options .In early 2015 Staffing Options discussed with CRU their concerns about people with disabilities and families who are currently directing their own supports but who have had little opportunity to proactively plan for their succession. In self directed arrangements, this leaves the person particularly vulnerable as there is no service provider to step in, should the current 'driver' or organiser no longer be available. CRU has previously run projects on this issue but was unable to commit to a project at this time. However, as a starting point, CRU has worked with Staffing Options as they have organised a series of local information sessions and forums with people who are already self directing. The first of these was held in the Caboolture area in early June 2015. These sessions were not limited to people supported by Staffing Options.
- Service wide training - with Uniting Care Community. In early 2015 we began discussions with Uniting Care Community about a twelve month staff training project to develop and deliver values based training to 750 staff. An agreement was signed in June and 60 - 70 workshops will be delivered in the 2015-16 year. For some years, CRU has been interested in the challenges of transforming large traditional agencies to operate in a more person centred way and we welcomed this opportunity to work with UCC in their attempts to bring about change in their organisation. Linked to, but

separate from this initiative, the families receiving service from UCC have also been invited to specific sessions of the Taking charge of change workshops.

Contributing to consultations on key issues.

CRU was represented at the Disability Education Standards consultation in May and participated in Quality and Safeguarding conversations with a group convened by the Office of the Public Advocate.

We provided written responses to both the NDIA Consultation paper on Information, Linkages and Capacity Building and the NDIA Consultation paper on Quality and Safeguards. We put considerable effort and resources into responding to the Quality and Safeguards framework as its focus on informal and natural safeguards overlapped strongly with the work of CRU.

Communicating our Message.

Tied closely to our mission of change is the need for effective communication and visibility. There is no point having a great message about change and what is possible for people who live with disability if no one knows we exist. Likewise having fantastic communication channels but nothing worthwhile to say or no credibility is just as problematic. Finding the balance between what we want to say; how we want to say it and to whom is an ongoing challenge for CRU but has been more critical than ever this year as we have had the opportunity to reach much greater numbers than previous years. With such a broad constituency, we need to communicate across many channels. CRU uses the website both for promotion of and communication about events as well as a repository of ideas, concepts and frameworks. During 2014/15 we have continued to develop and invest both behind the scenes and at the front end to make it as user friendly as possible. A new site was launched in October 2014. During 2015, CRU has done extensive work on designing an additional eight pages of content on "Bringing the Good Life to Life". This will bring together good quality video, articles and ideas from around the world and we are also developing a significant amount of new local material. In addition to filming local stories we have also captured footage of our events and speakers to share their ideas more broadly. CRU has had a Facebook page for some years but we have used it more this year and the ease with which people can share and distribute material is very helpful. Along with that, we have also bought radio advertising and featured in local newspapers and relied on email, snail mail and our networks to get our message out. The numbers of people on our mailing list has more than doubled in the year and work on the database is continual as we work on ways to efficiently include new people who are attending CRU events. People have the ability to un-subscribe from the mailing list if they wish. The changes to the logo and look of CRU that we launched in September 2013 were finalised during the year with new banners, folders and a new sign in the foyer. We hope that the process is now complete!!

We will focus our work and resources to work for change particularly in intentional leadership development; provision of information both by offering workshops on topics and ideas and responding to requests. We will work to raise expectations of what is possible for people with disability.

Leadership development

CRU continues to prioritise the development of leaders and leadership as a critical element of change. Senior Consultant, Lisa Bridle takes responsibility for this part of CRU's work.

Since 2012 CRU has taken a particular focus on the development of family leadership. Our focus on Family leadership development does not signal an intention by CRU to move away from Leadership Development for other constituents. A workshop for all CRU's constituents on "Finding your Leadership niche" with Michael Kendrick was very well attended in May.

During the 2014-15 year, CRU hosted a two day Family leadership event, "Facing the Crowd", at The Hub in Lutwyche which was attended by 30 participants. About a third had travelled from outside Brisbane. CRU was able to assist regional families with airfares, accommodation and other support where needed. Presenters included Catherine Allen, Kevin Cocks, a family panel made up of Gemma Condon, Anne Roveta, Anita Speed and Marg, Lisa and Trina from CRU. The feedback was very positive and CRU will continue to convene events like this into the future.

To further family leadership development, in addition to these large events, CRU also hosted a workshop on Advocacy and discussion evenings on strategies for implementing your vision and understanding valued roles. Six family members were also supported in some way to attend the "Imagine More" conference in Canberra in November 2014.

Another large family leadership event was held in Boonah in July 2015 and required significant planning during this year.

Disability Leadership Project

CRU has accepted a private donation, to be paid annually for five years to contribute to the development of strong, principled leadership amongst people with disability and families throughout Queensland. This funding commenced on 1st July 2014 with an MOU signed between CRU and the donors in November.

An advisory group met regularly throughout 2014-15. They began the year documenting principles, guidelines and processes to establish a firm base for future decision making. The funding has been broken into four categories – the first portion is to support foundational leadership development events; the second is "Ignite Your Leadership" for one off responses e.g. to attend a conference; Grow Your Leadership and Grow your Collaborative Leadership are for longer, deeper leadership projects either individually or as part of a group. Applications opened on 31st October for the last two categories and we had a bigger response than expected for our first round. Interviews were held before Christmas and three applicants were granted funds in each category. Rod Mills, Luke Cowan and Debra Chilton in the individual category and Good Neighbours, South West Peer support group and Brotherhood of the Wordless in the collaborative leadership category. We were unable to fund every project but we did note that particular themes emerged and we will endeavour to pick up some of those themes in our general workshops. Each project has a contact person at CRU who liaises with them during their project; and the six were invited to meet for a session with the advisory group in May. In preparation for the second round, we

refined our processes and also held two information sessions at the CRU office in early June 2015.

The third category, Ignite your Leadership opened in February and there was one application received and one funded by the end of the financial year. The fourth category is available for foundational training and development and this was used by CRU to assist regional families to attend Family leadership events in Brisbane.

Our thanks to Narissa Wilson, Dave Cohen, Bianca Gamble, Rebecca Murphy, Lesley Chenoweth, Leigh Tabrett, Matt Stone and Jeremy Ward who have served on the advisory group. We have really appreciated their commitment, creativity and focus as together we have explored how to make the best use these funds.

Providing Information

There was a steady stream of requests for information during the year via phone calls, emails and visits to the CRU office. These average around 15 calls per month. Since the updating of the Resource Collection there has also been a growing number of requests for papers, articles and written information.

Two editions of CRUcial Times were published during the year. Edition 48 with a theme of the Importance and Power of Planning was published in February and Edition 49 with a theme of Friendship, Connection and freely given relationships was developed during this period but distributed in August 2015. The first edition was compiled and edited by Hugh Rose Miller and the second by Danielle Mason. We are indebted to the authors who share their writing with us, for many it is the first time they have written and we really appreciate their willingness to try something new. These two editions have been printed in large numbers and distributed to all CRU workshops.

CRU continues to offer its own publications for sale and additional publications that may be of interest or difficult to obtain. In 2014-15 CRU sold a total of 265 books. We reviewed the three books that contain Collections of CRUcial Times to determine whether to reprint but have decided that more work would be needed than a simple reprint so that has been postponed for the moment.

In 2015, CRU agreed to a request by the State Library of Queensland to archive our website in the Australian Web Archive in the National Library of Australia.

We accepted invitations to present at a variety of forums this year including:

- Carers Queensland in Browns Plains;
- Positive Partnerships
- Parent Connect
- Down Syndrome Association Education conference
- QDN and Queensland Voice Stakeholder forum
- Roundtable on Intellectual Disability
- Woody Point Special School Expo and other special schools in Warwick Brisbane and Ipswich.
- Service Provider forums in Central Queensland and south West Queensland
- Partnership forum SW Qld
- Autism Advisors Network

- Amparo took up invitations to present on the NDIS to many community groups including Multicultural networks, Multicultural service officers in Centrelink, Community leaders and Ethnic Communities Council of Queensland.

Participant Readiness

As mentioned above, CRU was notified of funding for this new project on 1st July 2014. Department of Communities negotiated changes to the scope, the timeline and who we were to work with and funding commenced in August. We recruited Sue Duncan-Kemp as a senior consultant and Sue started in early November as a very welcome addition to CRU. We spent the latter part of 2014 preparing workshop materials, recruiting and inducting staff and contractors and developing and refining the project plan and strategies. Some existing CRU staff increased their hours to work on this project and some changed their work role at CRU to Participant Readiness work. We also recruited Catherine Laherty and Jen Mouritz to the staff team to work on this project.

Our project plan included face to face introductory workshops (Taking charge of Change); forums of people with disabilities and families sharing their story; (Finding My Place); online information to supplement what could be conveyed at a workshop; opportunities for one to one conversations and trips to regional, rural and remote areas, which we referred to as road trips.

We decided to engage experienced presenters who were happy to work on a contract basis to assist with this project to give us maximum flexibility in the delivery. Jeremy Ward, Sharon Bourke, Jane Sherwin and Penny Sampson joined the project and their wisdom and experience has been a great asset to CRU this year.

In September 2014, we linked with Mamre and QDN to engage Amparo Advocacy for 13 months to assist us to reach more people from CALD backgrounds. In March, Griffith University began a small evaluation of this project to scope what was happening now; identify better practices and to make some recommendations to guide future policy and practice.

We have been funded to work with people with disabilities and their families and yet the workshops have drawn great interest from workers, service providers and allied health professionals who were keen to understand more about the NDIS. We have not been able or willing to include workers in the general workshops but have taken the opportunity, particularly while visiting country towns to have separate conversations with interested people so that they can resource the families they work with.

We had anticipated that some capacity for individual conversations would be important as some people appreciate a one to one conversation about how they can apply the ideas from workshops to their own life. Penny Sampson started part time work with CRU in early April and was able to follow up with 24 people and their families in the last three months of the year.

In the original project plan, our work with families across the state who have members supported by Accommodation Support and Respite Services (AS&RS) was to commence in the second half of the project, approximately April 2015. It was originally quite different work to the general strategy as these families were facing the closure of the service and therefore a move to an ngo, followed by transition to the NDIS.

However, a change of Government in January 2015 brought a change of policy and a decision that the service would not close but what that would mean in practice was not yet determined. CRU met with Department of Communities in February, March and April to ascertain what could progress for these families in the short term. Agreement was reached to start with 3 half-day sessions with existing Service user advisory groups in the Brisbane area to provide information but to also learn from them what might be most useful to families in this situation. The first of these was held in Oxley/Wacol in June and two others followed in early July.

In the 2014-15 year we took on the first of five road trips, with a week long drive from Roma through Mitchell, Charleville, Cunnamulla, St George and Surat.

Workshops

In total, CRU offered 48 workshops across the state this year, ranging in length from two hours to 10 days, with a total of 1243 registrations. We were able to make at least one visit to every region with 28 of these workshops being held outside Brisbane. Seven of those were in the regions not covered by our PR project.

We had intended to offer 11 workshops as part of our original work of CRU but were pleased to be able to offer 20.

Five of these larger events in Brisbane also drew participants from around the state.

You will see from the attached table just how many presenters shared their time and expertise, via CRU, with others this year. Some were paid but many were not. I wish to thank all these people and also acknowledge the many people behind the scenes who helped to make the presentations happen.

Table of Events Offered in July 2014- June 2015

Date	Workshops 2014	Region	No. of days / hrs	No. of participants
July 21	Pre-OISD Conversation # 2 Margaret Rodgers and Suellen Welch	Brisbane	2 hrs	18
July 22	Finding My Place Margaret Rodgers and Suellen Welch (Guest Presenters Dan Read, Zac Roberts, Shari Guinea)	Rockhampton	1 day	19
July 23	A Crucial Conversation - "Working towards a good life: Margaret Rodgers and Suellen Welch (Guest Presenter Shari Guinea)	Gladstone	0.5 day	9
July 24	Finding My Place Margaret Rodgers and Suellen Welch (Guest Presenters Scott Exelby, Susan Kendall, Michael Valance, Gemma Condon)	Townsville	1 day	26
August 4-8 & 25-29	Deep Quality – Optimal Individual Service Design Michael Kendrick, Margaret Rodgers, Neil Barringham, Lorna Sullivan	Brisbane	10days (full) 5 days (theory)	30 3
August 16	Finding My Place Margaret Rodgers and Suellen Welch (Guest Presenters Dan Read, Hannah Healy, Iris Baker, Mary Jane and Emily Jane Stanbury; Roschell Van den Brink, Marilyn and Jarrad Johnston, Debbie and Dylan Murray.	Gold Coast	1 Day	48
September 8 th & 9 th	Balancing Innovation & Stability – the challenge of organizational change – Mary Kealy	Brisbane	2 Days	11
October 10	Bringing the good life to LIFE Jane Sherwin	Brisbane	1 Day	19
October 16	Holding onto the Ordinary: An evening conversation for brothers and sisters Libby Ellis	Brisbane	3.5 hours	21
November 3	An Evening Discussion Valued Roles: How do we navigate through points of change? Jane Sherwin	Brisbane	2 hours	20
February 4	Taking Charge of Change: Jane Sherwin, Sue Duncan-Kemp, Catherine Laherty	Indooroopilly	1 Day	44
February 6	Taking Charge of Change: Suellen Welch and Catherine Laherty	Boondall	1 Day	47
February 10	Taking Charge of Change: Sharon Bourke, Suellen Welch and Hugh Rose-Miller	Wynnum Manly	1 Day	38
February 12	Taking Charge of Change: Jane Sherwin and Sue Duncan-Kemp	Ipswich	1 Day	40
February 17	Taking Charge of Change: Sue Duncan-Kemp and Penny Sampson	Bundaberg	1 Day	46
February 24	CRUcial Conversation: Governance for Not-for-Profits Ros Williams	Brisbane	2.5hrs	20

Table of Events Offered in July 2014 - June 2015

Date	Workshops 2015 (contd)	Region	No. of days / hrs	No. of participants
February 26	Taking Charge of Change: Sharon Bourke	Gladstone	1 Day	15
February 27	The Meaning of Advocacy for Families : Jeremy Ward and Lisa Bridle	Robina	1 Day	20
March 2	Responding Well to People with “Challenging Behaviours” and its messages Ann Greer	Woombye	1 Day	26
March 3	Taking Charge of Change: Jeremy Ward and Sue Duncan-Kemp	Red Hill	1 Day	40
March 6	Taking Charge of Change: Penny Sampson and Sue Duncan-Kemp	Sunnybank	1 Day	44
March 10	Taking Charge of Change: Sharon Bourke	Dalby	1 Day	14
March 11	Taking Charge of Change: Jeremy Ward	Goondiwindi	1 Day	19
March 12	Taking Charge of Change: Sharon Bourke	Roma	1 Day	9
March 18	Taking Charge of Change: Sharon Bourke	Warwick	1 Day	19
March 19	Taking Charge of Change: Sharon Bourke	Stanthorpe	1 Day	9
March 25	Taking Charge of Change: Penny Sampson and Suellen Welch	Toowoomba	1 Day	46
March 27	Family leadership 2 Day Event: Catherine Allen , Kevin Cocks, Marg Rodgers and Lisa Bridle (Guest Presenters – Gemma Condon, Anne Roveta and Anita Speed)	Brisbane	2 Days	30
April 28	Self Direction for Bigger and Better Lives: Jane Sherwin	Mackay	1 Day	18
May 2 & May 30	Introduction to Facilitation – 2 Day Course : Catherine Allen	Brisbane	2 Days	14
May 5	Taking Charge of Change: Penny Sampson and Sue Duncan-Kemp	Richlands	1 Day	41
May 7	Taking Charge of Change: Jeremy Ward and Suellen Welch	Morningside	1 Day	21
May 11	Self Direction for Bigger and Better Lives Jane Sherwin	Toowoomba	1 Day	20
May 15	Securing the Good Life: Developing Safeguards for Vulnerable People Michael Kendrick (Guest Presenter Michael Valance)	Cairns	1 Day	19

Table of Events Offered in July 2014- June 2015

Date	Workshops 2015 (contd)	Region	No. of days / hrs	No. of participants
May 18	Securing the Good Life: Developing Safeguards for Vulnerable People Michael Kendrick (Guest Presenters Bev Best, Warwick Best and Mary Jane Stanbury)	Robina	1 Day	47
May 19	Finding your Leadership Niche Michael Kendrick (Guest Panel Matt Stone, Leanne Burke, Sharon Burke and Rod Mills)	Indooroopilly	1 Day	63
May 20	Taking Charge of Change Penny Sampson	Mt Gravatt	1 Day	53
May 23	Taking Charge of Change Penny Sampson	Chermside	1 Day	52
June 3	Taking Charge of Change Sharon Bourke	Maryborough	1 Day	19
June 4	Taking Charge of Change Sharon Bourke	Hervey Bay	1 Day	21
June 11	CRUcial Conversation Brothers and Sisters: Getting Ready for the NDIS: Catherine Laherty	Brisbane	1 Day	18
June 20	Taking Charge of Change - Sharon Bourke and Sue Duncan-Kemp	Boondall	1 Day	47
June 22	Understanding changes in Disability Support – Conversations about the NDIS (SW Road Trip) Marg Rodgers and Sue Duncan-	Mitchell	Various Sessions	4
June 23	Understanding changes in Disability Support – Conversations about the NDIS (SW Road Trip) Margaret Rodgers and Sue Duncan-Kemp	Charleville	Various Sessions	10
June 24	Understanding changes in Disability Support – Conversations about the NDIS (SW Road Trip) Marg Rodgers and Sue Duncan-Kemp	Cunnamulla	Various Sessions	13
June 25	Understanding changes in Disability Support – Conversations about the NDIS (SW Road Trip) Margaret Rodgers and Sue Duncan-Kemp	St George	Various Sessions	8
June 26	Understanding changes in Disability Support – Conversations about the NDIS (SW Road Trip) Margaret Rodgers and Sue Duncan-Kemp	Roma	Various Sessions	2
June 26	Understanding changes in Disability Support – Conversations about the NDIS (SW Road Trip) Margaret Rodgers and Sue Duncan-Kemp	Surat	Various Sessions	3

Promoting and sustaining person centred responses

CRU has appreciated for a long time the need to safeguard the family and individually governed organisations and responses that we have here in Queensland. These organisations have been delivering choice and control and self-direction for a long time. CRU continued to support some small organisations with planning, linking and conversations about the future.

As in previous years, CRU also continued its interest in the topic of Agency Transformation ie the particular issues concerned with unbundling of group models to serve people one at a time. We were able to offer a two day workshop on this topic in September with Mary Kealy, a guest presenter from Ireland, who has extensive experience as a CEO involved in agency change.

Following the Deep Quality course in September 2014 CRU committed to working with one of the ten focus people for one year, to assist him to develop his informal networks, specifically a Circle of Support. This man is supported by a large organisation and his family and the organisation are keen to work differently. CRU is interested in learning from this experience.

Courses

In addition to short conversations and one day workshops, CRU delivered a number of courses during the year. These give people more time and opportunity to engage with the material and to connect with CRU staff and the other participants.

The "Introduction to Facilitation" course was developed by CRU to equip people with the skills to facilitate groups, planning sessions and Support Circles. We believe that confident, skilled facilitators are an essential part of the self-direction landscape. The funding that subsidised this initiative ceased on 30th June 2014. In 2014-15 we modified the format so that it could be offered at an affordable price and delivered the course once in the year.

As mentioned above we also offered the Deep Quality – Optimal Individual Service design course in August and September 2014. We continue to invest in this course because of the feedback we receive from participants. Having Uniting Care Community invest in the course and commit to sending staff has meant that the course can be offered more frequently in Queensland.

We will aim to achieve sound governance and sustain the organisation into the future.

The other goals of governance and sustainability form the supporting structure that helps this work to happen. During 2014 – 2015 year we were busy with the usual routine tasks required to keep the organisation functioning well.

- We conducted our Annual survey for the third time in October/ November 2014. This is conducted on survey monkey and all material is collated by a third party, 99 consulting. The feedback reinforced the strong messages of the previous year that people wanted us to continue speaking about the NDIS and in particular, what it would mean. We collect feedback at every CRU event and

that is summarised and taken into account but we are conscious that that is feedback from people who are attending events. The annual survey is an avenue for people who aren't or can't attend to have a say and also to get feedback on the other activities of CRU.

- A joint Operational planning session was held with Committee and staff in January and then the Committee held a separate session in February.
- Investing in the development of the staff and committee continued to be a priority for CRU with people attending a variety of forums and conferences both in Queensland and interstate. In 2014-15 this ranged from in-house training in Microsoft Word, Fire warden training and Cultural Competence to SRV workshops, Griffith Symposia and the NDS conference.
- We successfully gained reaccreditation under ISO 9001:2008 at our Audit conducted by HDAA in late January. Our Quality team continues to monitor whether ISO is the most appropriate structure for CRU but at this time of uncertainty with the transition to the NDIS, so far we have decided that a change at this time would not be helpful. My thanks to Lisa Bridle who plays a key role in ensuring our Quality Systems are maintained.
- All position descriptions for CRU were rewritten in late 2014 to provide consistency and to include key performance indicators. These changes were negotiated with existing staff and were prepared in readiness for the arrival of new staff in 2015.

Particular organisational challenges in the 2014 – 15 year

At the 2013/14 AGM held in December 2014, following a thorough review of the Rules of the Association, and more pro-bono support from TressCox Lawyers, seven changes were proposed. The members agreed to all seven of those changes. The positive side of this was that it brought some sections of our constitution up to date and importantly it paved the way for us to reapply for Deductible Gift Recipient status. Following approval by the Office of Fair Trading and the ACNC, our application for DGR status was approved by the Australian Tax office in April.

However, it also meant that in order to comply with some of the rules as they stood at that time, two committee members Mike Duggan and Richard Warner needed to stand down from the Committee and Matt Stone needed to stand down as President.

In recognition of his many years of service to CRU, Life membership was awarded to Mike Duggan. Mike is the only person who is a life member of CRU. We are very fortunate that both Mike and Richard have agreed to join the Stewardship group of CRU and will continue to play a role in overseeing the values and direction of our organisation.

The Governance sub-committee continues to meet to assess whether our current incorporation under the Incorporated Associations Act is the best governance structure for now and for the future. On behalf of the Committee, they have sought various opinions on the pros and cons of different structures. After much deliberation, and investigation of a number of alternatives, they recommended to the committee that CRU should become a Company Ltd by Guarantee and this decision is now being implemented.

We know we are quite vulnerable as a small organisation, to the upcoming changes in the funding arena – funding will transfer from state to Federal and probably from grants to more competitive tendering. During the year we have explored the possibility of formalising some of our informal alliances. We had explored the values questions that we need to think about when forming alliances and followed this in July 2014 with a conversation with Paul Paxton-Hall on the legal structures required to support alliances. We invited three advocacy organisations who have little or no funding to attend these sessions with us. It was not our intent to form alliances with them but to share resources about what would be required, if they wished to formalise alliances themselves.

We have had more concerns raised with us in 2014-2015 than in the past 5 years. Initially when we took the PR funding, some concerns were raised about money being directed to capacity building rather than being given directly to people with disabilities for support. As we have been in contact with more people there have been more issues of concern brought to our attention, some which we could respond to and do something about and some which were outside our control. We appreciate that this is probably a consequence of greater exposure but it is something that we are monitoring closely.

Queensland Parents for People with a disability - After a number of difficult years, the executive of QPPD decided early in 2015 to propose to members that they wind up the organisation and distribute any assets to CRU. At a Special general meeting on 19th June this decision was made by members. CRU has made it clear that we cannot take up the systems advocacy work of QPPD but in agreeing to take any assets we committed to using any funds received for people with disabilities and family members – rather than the general work of CRU. CRU also committed to meet with members of the Inclusive Education Sub-committee as soon as possible to ascertain what support they would require to continue their work and to allocate funds towards the costs of gathering families from across the state – to be inspired, encouraged, resourced and linked with each other.

The G20 came to our neighborhood in mid-November 2014. In addition to the public holiday the CRU office was closed for an additional two days with staff either taking leave or working from home.

The work of CRU and the supporting structure that enables the work to happen depends on the people of CRU. In addition to the monthly meeting, the Management Committee of Matt Stone, Sharon Daley, Sherryn West and Mike Duggan and Richard Warner (from July - December) and Josey McMahon (from December to June) also took on other tasks and roles between meetings and I want to thank them for their support to the staff and myself during the year.

After no staff changes in the 2013-14 year, 2015 has been a very different year. We started the year with Lisa Bridle, Suellen Welch, Bill Kyle, Bobby Noone, Kathleen Fleming, Hugh Rose-Miller, and Kim Jensen. I have described the changes in the PR project with Sue, Catherine, Penny and Jennifer joining us; Suellen and Bill increasing their hours at CRU and Hugh working on the PR project.

Kim Jensen took maternity leave from mid-February 2014 and the position she shared on the front desk with Bobby Noone was taken on by Dee Henry who started in early January. Bobby and Kath have continued in part time admin roles since January. Danielle Mason started in mid-February and is employed for the rest of the 2015

calendar year to assist with general consultant work and Trina Steed worked from January to June on the My Future: MY Life project.

Meegan Hardaker, Margaret Morrison and Kathleen Wozniak also joined us during the year as temporary admin support.

I want to thank each one of these people for their contribution to CRU during the year – the existing staff who welcomed, inducted and supported the new staff and the newer people who have so willingly contributed their skills and experience. It has been a little crowded and at times frantic and I think the team has done a great job of pulling together to do what we set out to do.

In addition to the internal staff we contract people for particular tasks. Many of these people have had a long commitment to CRU and are a critical support layer that is often invisible. I want to take this opportunity to thank Paul Hebinger, Dave Drinkall, 99 Consulting, Catherine Raju, Peter Hegedus, Patrick Herd, Catherine Allen, Pauline Heaney, Peter Hallahan, Jane Sherwin, Michael Kendrick, Stephen Tonge and Paul Paxton-Hall. A particular thanks again this year to TressCox Lawyers who worked with us on our constitutional dilemmas.

Reflections

I was interested to read the definition of opportunity which is 'a time or set of circumstances that make it possible to do something' Looking back on this year, I think it has been a year of great opportunity to put into place some of the things that we have thought about or talked about in past years, but not had the capacity to do.

CRU has been able to delve into the details of the upcoming NDIS and understand what it will mean and its implications. We have needed to be up to date, not just with the details of it, but as importantly to assist people to understand what it means and what they need to do to be ready.

CRU has been able to increase the staff numbers which has brought freshness, new energy and more capacity. Over the past few years we have felt the limits of such a small team but had little financial capacity to change that. We started with the full time equivalent of just under five positions and finished the year with the equivalent of ten. We started with two full timers and five part timers and finished with seven full timers and five part timers which all helps to create a different culture and capacity.

CRU has been able to get beyond the cities and the coast to visit places in Queensland that we have never visited before and after 27 years that is very exciting.

CRU has made some progress on reaching people from CALD backgrounds.

CRU has been able to invest in young leaders – by employing people here on the team and through the family leadership events; the disability leadership project; the OISD partnerships and the regular conversations with brothers and sisters. Linking the generations is a critical piece of that work and we are grateful to all the more 'mature' leaders who assist us with that.

CRU has been able to take on new work and projects that have been a clear fit with our direction, purpose and values – we are very aware that we have not yet had to face the hard decisions of whether to take on work primarily to sure up our financial viability.

CRU has entered new networks and found new allies and had more capacity to respond to invitations to one off events and longer term collaborations as demonstrated in the list of new partnerships and the diverse speaking engagements of the year.

CRU has made some progress on safeguarding our own future.

CRU is committed to working in a collaborative rather than competitive way to hold on to and safeguard a broad range of organisations in our sector through this transition. Having seen staunch allies like Lifestyle Options and QPPD close their doors this year CRU has tried, particularly through our many alliances and partnerships to safeguard the range of important organisations in our sector and community. We believe this is in the best interest of people with disabilities and the people who support them.

Our challenge as we continue to navigate these uncertain times is to not only embrace the opportunity to do something or more things, but to also ensure that the things we do are the best things, to achieve our mission of creating and promoting positive change in the lives of people with disability.

Margaret Rodgers

2nd December 2015.