



DISABILITY SPORT
& RECREATION



Annual Report

2019-20





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Our history



ParaVics Sports Club

In 1962, the ParaVics Sports Club was formed to help a group of eight athletes with disability compete in national and international sporting competitions. We are proud to be the birthplace of the Victorian Paralympic movement, with our founders Kevin Coombs OAM and Bruno Moretti.

The organisation grew from the grassroots actions of a small group of athletes who were united by the ambition to compete in paraplegic sporting events at an international level.

The group challenged preconceptions and dispelled societal prejudices toward disability in order to achieve this. The organisation demonstrated the potential for a united group of determined individuals to effect lasting social change.

Wheelchair Sports Victoria

The Club transitioned to Wheelchair Sports Victoria (WSV), where it became the leading provider of sport and recreation for people with physical disability. At this stage, the majority of WSV members were Victorians with spinal cord injury, lower limb amputees, spina bifida, cerebral palsy and other physical conditions affecting mobility.

WSV was the governing body for a range of disability sports including basketball, athletics, swimming, rugby, tennis, hand cycling, lawn bowls and shooting.

In 2010 we made a strategic decision to renew our focus and expand our support to include all types of disability, as well as include recreation to cover all types of physical activity. WSV was rebranded as Disability Sport & Recreation (DSR), as we are known today.

Disability Sport & Recreation

With this change in direction, we encouraged state sporting associations (SSA) to take ownership of inclusive sports and recreation activities in their community of interest.

This allowed us to take on a person-centred approach to programs and service delivery. This included the introduction of a membership structure and services like one-on-one consultations, the adaptive equipment library and camps for children, while still being responsible for wheelchair rugby and supporting AFL Wheelchair.

In 2019, we reviewed our strategic plan and focus to make sure our work, now and into the future, reflects the needs of all Victorians with disability. The time is right to create a movement for change where all individuals and organisations who believe in greater choice, access and participation in sport and recreation for people with disability are on board.

Images on pages 4 and 5 were supplied by Sandra Lucas.

Our vision, mission and values



Our vision

A Victoria where all people with disability can choose and access any sport or active recreation they want to engage with.

Our mission

To provide and promote positive health outcomes for people with disability, through meaningful engagement in sport and active recreation.

Our values

We are friendly, accountable, open, respectful, appreciative and progressive.

Chairperson report



Over the past year, the DSR Board and executive team consolidated the strategic direction of the organisation before guiding its response to the COVID-19 pandemic.

After joining the Board and commencing as Chair in November 2019, I would like to thank the contribution of each of our Board members. We are fortunate to have skilled and invested directors that truly believe in our movement. I particularly want to thank retiring directors previous Chair Alexandra Ash, previous CEO Rob Anderson and Gemma Hardie while also welcoming Liz Tesone.

The year has involved much change and I'm very proud of our agility and resilience to continue to serve our cause under much difficulty.

Before the impact of COVID-19, we moved to our temporary home in Collingwood while Kevin Coombs House is being redeveloped in 2020-21. The project advanced following the execution

of a Development Agreement and updated plans endorsed by VCAT featuring an expanded office space for our operations and partners, providing ongoing new revenue sources while also including five levels of apartments that have the option of being designed with individual accessibility needs in mind.

The vision finalised in our Strategic Plan 2020-2025 is for a community where there is improved choice and access for people with disability who want to take part in sport and active recreation. Key work is now in place for a greater voice for people with disability and the development of alliances and a movement for the social change we seek to create.

In response to the financial impact of COVID-19, expenditure was carefully managed, and the structure reviewed, while a number of alternative revenue sources were achieved including important support from government and our key supporters and partners.

As part of a DSR policy and compliance review, new Privacy, Grievance and Whistle-blower policies were developed and endorsed. With

an increased focus on risk management, a new reporting framework was endorsed with risk auditing to take place more frequently.

A staff award review was undertaken with external consultants to determine correct classifications and backpay.

We were thrilled to win the 'Excellence in promoting health, housing and wellbeing' award at the 2019 Victorian Disability awards for the Victorian Wheelchair Football League in partnership with AFL Victoria.

Despite a difficult and challenging year, I am very grateful to the Board, Richard and the executive team for their support so we can look forward to the future with renewed confidence and commitment.

A handwritten signature in black ink, appearing to read 'S. Anderson', written in a cursive style.

Sarah Anderson
Chair

CEO report



Over the past year, DSR has continued to transform its operations and strengthen its alliances achieving a number of significant outcomes before the impact of COVID-19 during the last quarter.

We remain committed to supporting people with disability to achieve positive health outcomes through participation in sport and active recreation.

I thank the Board, our staff, partners, donors, volunteers and members for their support as we strive to achieve positive social change.

We have progressed with key projects aligned to our new Strategy including the VicHealth funded Casey Disability Sports Hub with YMCA Victoria and the development of other alliances in the areas of autism and cycling.

I would like to thank all sector organisations and stakeholders that contributed to our Strategic Plan, finalised and launched at our

10th annual Disability Sport & Recreation Festival, joined by the Hon Luke Donnellan, Minister for Disability, Ageing and Carers and City of Melbourne Cr Beverly Pinder.

Among the many achievements by our members, I thank Adam Georgelin for his determination and fundraising efforts in his Push On Challenge and also vision impaired cyclist Penny Stevenson for completing our 500km Cycle Power challenge.

Sadly, life member Robin Lucas passed away aged 82 after being the first secretary to the Board and keen wheelchair sportsman.

Internally, we welcomed Bruce Ellwood to our fundraising team and Megan Stevens to lead the Casey Disability Sports Hub project while supporting a positive workplace culture and an increased focus on the 'DSR Way'. I couldn't be prouder of the resilience of staff who adapted to working from home as COVID-19 emerged, soon after our temporary office move to Collingwood.

The effect of the pandemic had a significant impact on our 2020 activities including the

postponement of the 2020 VDSR Awards, the Protect Victoria Wheelchair Rugby Cup and Robert Rose Foundation Victorian Wheelchair Football League seasons.

Despite these issues, member engagement continued with a renewed focus on information sharing and online services replacing face to face delivery. Much of this work will strengthen our impact and effectiveness so we can confidently look forward to the future.

A genuine partnership approach has continued with the Victorian Government and we progressed various projects including an employment guide for women with disability in sport.

A heartfelt thanks goes to the thousands of people who have believed in what we do and provided us with the means to effect change.

A handwritten signature in black ink, appearing to read 'R. Amon', with a stylized, flowing script.

Richard Amon
Chief Executive Officer

Strategic Plan 2020-2025

Creating a new vision

In March 2020 we released our new Strategic Plan for 2020-2025.

The plan was the result of a process that began in 2019, involving our Board and staff, in consultation with key stakeholders. In August 2019 we held a workshop that was crucial to the initial development of our plan and we are grateful to the individuals and organisations that gave us their valuable input.

Whether you are an individual with disability, a parent/carer, a health professional, a sports administrator or just a community member with a positive social conscience about equality and inclusion, this is your plan.

Our renewed vision is a Victoria where people with disability can choose and access any sport or recreation they want to engage with.

Leading a movement for change

Much like other movements around important social issues, we want to help create a 'movement' that encourages societal change.

This change will see **better choice and access** for people with disability, which leads to **increased participation** in sport and active recreation.

A voice for people with disability

A core element of our new strategic plan is to focus on understanding the many needs and goals of people with disability and those who care for, or support, them.

We can then support and work with sport and active recreation organisations and providers, and the broader community, to increase choice, access and participation.

Better choice

Our vision is a Victoria where people with disability have more sport and active recreation opportunities to choose from. They can make decisions, set goals and receive the support they need to meaningfully engage with the sport or active recreation opportunity they choose.

Better participation

Our vision is a Victoria where more people with disability will meaningfully engage with sport and active recreation as a direct result of increased choice and access.

Our primary focus is to increase physical activity, however, we recognise that participation may also include other types of engagement with sport and active recreation that deliver social and mental health benefits.

Better access

Our vision is a Victoria where more sport and active recreation opportunities will be accessible to people with disability by taking into consideration:

- physical access
- program design
- provider expertise and understanding
- cost
- equipment required
- time
- transport
- communication methods
- ease of finding information about opportunities.



Julie Kambouropoulos

Getting active



Wheelchair rugby

The 2019 Victorian wheelchair rugby season ended with a bang, with two big events taking place on the first weekend of November - the final of the Protect Victoria Wheelchair Rugby Cup and the Victorian Wheelchair Rugby Classic.

In 2019 we moved from having two seasons of the Protect Victoria Wheelchair Rugby Cup, to one full season spread across the year.

Consistently the best team all season, Box Hill were without their star player, Tom Klein, and Melbourne Unicorns proved too much on the day, taking away the Cup.

The Victorian Wheelchair Rugby Classic was hotly contested over two days, with five teams vying to take home the trophy. Victorian teams - Harlequins, Box Hill, Power House and Melbourne Unicorns - were joined by the Western Sydney Two Blues in the round robin competition.

In a very entertaining battle, it was eventually the teamwork of Power House which got them over the line to win the Classic. Harlequins speedster Matt Lewis was named Most Valuable Player of the tournament.

Thank you to all the players, officials, referees, score keepers, coaches, support crew, volunteers, family and friends for helping make our events not only successful, but a high-quality showcase of Victorian wheelchair rugby.

We are grateful to Protect, ETU, Paralympics Australia and the Victorian Government for continuing to support wheelchair rugby in Victoria.

It was a big night of wins for wheelchair rugby at the 2019 Rugby Victoria Awards. Jayden Warn, from Melbourne Unicorns, won Wheelchair Rugby Player of 2019.

Shae Graham, also from the Unicorns, won the Rising Star award and took the

opportunity to talk about her ground-breaking year in which she became the first woman to represent Australia as part of the Australian Steelers wheelchair rugby team.

It was fabulous to see our Wheelchair Rugby Victoria program being so enthusiastically embraced by the Victorian rugby community.

The night also celebrated David Phillips from Harlequin Rugby Club, who was awarded Volunteer of the Year for his work - which includes significant support for our wheelchair rugby program.

In late 2019 several of our Victorian players were chosen to be part of the Australian Steelers team that travelled to South Korea to compete in the Asia Oceania Championships - coming home with gold - and Tokyo for the World Wheelchair Rugby Championships - bringing home silver.

Congratulations to Jayden Warn, Andrew Harrison, Shae Graham, Jason Lees and Ben Fawcett for doing us proud.

We continue to support the Murray River Razorbacks Wheelchair Rugby Club in Echuca, regional Victoria. This committed group of players train monthly and provide opportunities for people who live in the region to try the sport.

In March 2020 we partnered with University of Melbourne to have a group of students conduct a Community Health Needs Analysis on our wheelchair rugby Victoria program, including the facilitation of a focus group.

The findings they reported will be used to shape the future direction of the program, including a focus on increasing awareness, gender diversity and more regional participation opportunities.

Our development program at the Royal Talbot Rehabilitation Centre continues to give newcomers the chance to try wheelchair rugby for the first time. With the help of University of Melbourne students, our development program will be complemented by a new mentoring project that will be implemented later in 2020 to nurture new athletes.

Throughout 2019 we trialed a new 'come and try' program in Casey. The monthly program gave approximately 12 people living in the South East of Melbourne the opportunity to try wheelchair rugby for the first time in a safe and social environment.



Nerissa Turner

Due to the community and competitive sport restrictions in place as a result of COVID-19, the 2020 season of the Protect Victoria Wheelchair Rugby Cup was delayed, along with the resumption of our Casey program.

Considerable work was done to prepare for a time when community sport can be reactivated, including a 'Return to Play' plan and consultation with our wheelchair rugby members.



Nerissa Turner



During this time we utilised our 'Together More Active' funding from the Victorian Government to begin strengthening our governance of wheelchair rugby, including setting up a working group to help us create new participation opportunities.



60 players took part in our wheelchair rugby program



Each rider raised their own funds to take part in CyclePower, including a donation to DSR. With support from sponsors the Lions Club International and San Pellegrino, the riders raised a surplus of \$6,800 to support our broader programs.

We are grateful to Spice Roads Cycling who led the tour and provided incredible cycling guides throughout the journey.

“ This is my ninth CyclePower. An amazing way to see a country with great teammates. It’s always a challenge to me and also a chance to show the rest of the world what people can achieve when given a chance and the right support. This year for me was regaining my fitness which I had lost over the past 2-3 years.

It gave me a reason and purpose to train. Stop taking your life for granted. Get out and experience life now. Don’t put things off to another day. Life can and should be great but for some it can be short. Live whilst you’ve got the chance to do it.”
Gary - rider with disability

CyclePower

Our international initiative, CyclePower, was born from the belief that taking part in sport and recreation is a basic human right and brings people together.

Over the past nine years CyclePower has visited Vietnam, Cambodia, Fiji, Thailand, Laos, Bali and Sri Lanka, supporting projects across the South East Asia region and at home.

In that time, people with and without disability have ridden together, raising awareness about disability and what is possible.

In August 2019, our ninth CyclePower initiative saw nine riders, including four with disability, navigate a 480km journey from Phuket, Thailand all the way to Merbok River, Malaysia.

One of our riders was Penny - our first ever vision impaired participant - who completed the journey on a tandem bike with her riding partner Anna.

“ CyclePower solidified my belief that, for me, travel is best achieved by doing, not observing through the windows of a tour bus. ”

Penny - rider with disability

“ CyclePower gave me a greater and deeper understanding of the access limitations for people who use wheelchairs and a deeper understanding of their differences in mobility - between individuals - and their abilities. ”

Anna - Penny’s ‘pilot’

AFL Wheelchair

We are very pleased that our partnership with AFL Victoria to deliver the 2018 Robert Rose Foundation Victorian Wheelchair Football League (VWFL) won the 'Excellence in promoting health, housing and wellbeing' award at the 2019 Victorian Disability Awards.

The very first season of the league was a tremendous success and we couldn't be prouder that this inclusive sport, which is growing in popularity, was acknowledged through this award.

After a competitive second season, Richmond Football Club came out on top as the 2019 VWFL Premiers. Richmond defeated Collingwood Football Club in an incredible Grand Final watched by over 400 people.

Richmond's Chris Henderson was judged Best on Court, receiving the Robert Rose Medal.

We were also proud to see DSR member and WheelTalk presenter, Brendan Stroud, awarded the Collingwood Wheelchair Football Team Best and Fairest at Collingwood's 2019 E.W. Copeland Trophy.

A huge thank you to everyone involved in making the 2019 season happen, including AFL Victoria, the Robert Rose Foundation, the Carbine Club, Richmond FC, Hawthorn FC, Collingwood FC, St Kilda FC, Essendon FC, Boroondara Sports Complex and YMCA Victoria.

In the break between the season and pre-season, several activations were delivered including the first ever AFL Wheelchair summer social competition.

This new social version of the sport was well received by our players and we are very grateful to Peter Richardson who led this competition week in and week out.

Following three open days in early 2020, the five teams for the 2020 VWFL season were announced, alongside the Victorian state squad.

The 2020 Toyota National Wheelchair AFL Championships were due to be held in Hobart at the beginning of April but were postponed due to the community and competitive sport restrictions in place as a result of COVID-19.

This year was the second time that all Victorian representatives identified as having a physical disability or impairment and the squad was to be led by Richmond premiership winning Captain and Coach, Matthew Morris.

This year the VWFL introduced a five-point classification system to provide equal opportunity for people with disability and impairment to take part in the sport. Players were classified by Lisa Chaffey and DSR life member, Don Perriman.

The youngest draftee was 15-year-old Jaylen Brown who was selected to play with Hawthorn.



The 2020 VWFL season was due to begin on Sunday 24 May 2020 but, like the national championships, was postponed due to the community and competitive sport restrictions in place as a result of COVID-19.

We are proud to support AFL Victoria in their governance of the sport, while working with our AFL Club team partners.



65 players took part in our AFL Wheelchair program

DSR Kids

Winter camp

In July 2019 we packed our warmest clothes and headed to Howman's Gap at Falls Creek for our annual DSR Kids winter camp.

This year we were able to take nine enthusiastic children of different ages and abilities to the slopes. Some were seeing or touching snow for the very first time, while others were building on the skills they learned last time they attended a snow camp.



We can't thank the volunteer guides and instructors from Disabled Wintersports Australia enough for taking the time to give these children an amazing experience.

Our volunteer nurses and carers also did an incredible job of keeping everything on track for the weekend.

It's always a huge pleasure for us to see so many happy (and tired!) participants on the bus ride home.

Plenty of personal achievements were reached and new friendships formed during this snow experience of a lifetime.

We were also able to hold a celebration night at Carlton Baths, thanks to our partnership with YMCA Victoria.

Our camp participants got to enjoy a special night with a video put together to share everyone's experiences.

Summer camp

In late February 2020, we took ten children with disability, aged between 9 and 17, to YMCA Camp Manyung.

Highlights of the weekend included the giant swing, archery, making pizzas and tree rolling (a high ropes course using an accessible aid).

Our summer camp helps develop leadership skills and provides camp-goers with an opportunity to improve their independence and social skills while building their confidence to try new activities.

This year we had an increased focus on team building and discovered the leadership challenges to be of great benefit to the attendees. Thank you to YMCA Victoria for working with us to make this camp so special.

All the wonderful memories made on our summer and winter camps wouldn't be possible without the support of our very generous donors who enable us to offer our camps at a hugely subsidised cost.



“ We really can’t thank you enough for the massive impact DSR has had on Jake, his confidence and his self-belief of his own unique worth.

It can be so hard for families to truly instil this in their children...but the DSR camps have solidified our teachings and our words for Jake and we can see that Jake believes in himself and his abilities in a far more solid way than prior to the camps.

Thank you so very much for offering these amazing experiences to Jake and his fellow campers, for they are far more than skiing, canoeing and camping, they are life changing opportunities with lifelong impacts and effects for the participants, their families and all those the kids will meet and have relationships with in their futures.

You really are changing people’s lives for the better and we thank you.”

Diana, Jake’s guardian



Tim Chiu

Hospital program

We run our DSR Kids hospital program once a month at both Monash Children’s Hospital and Royal Children’s Hospital. Each month we focus on a different sport or recreational activity and adapt it to suit each child’s needs.

Each session was well attended, with a total of 43 children learning about the different types of accessible sport they can take part in when they leave rehabilitation.

Thanks to Netball Victoria, Lacrosse Victoria, AFL Victoria, Badminton Victoria, Cricket Victoria, Football Federation Victoria and

Bowls Victoria for their invaluable help running this program.

In 2020, as a result of COVID-19, we began working with the Victorian Paediatric Rehabilitation Service at the Royal Children’s Hospital to explore new ways of delivering the program in 2021 and the potential for online education sessions.



19 kids went on our summer and winter camps



43 kids got active during our hospital program

Education



WheelTalk

Our WheelTalk inclusion awareness program encourages students to think about diversity, acceptance and disability - with a primary focus on inclusion.

Presented by Victorians with disability who are actively involved in sport and recreation, WheelTalk combines unique stories of lived disability with the opportunity to play wheelchair sport.

This year the program reached over 13,000 students via 544 sessions across metropolitan and regional Victoria.

This is a decrease on the 2018-19 financial year figures due to the impact of Victorian schools being partially closed in Term 2 of 2020 due to COVID-19 restrictions.

Our number one responsibility is to make sure we have a safe working environment for both our WheelTalk presenters and students. As such we have prepared comprehensive plans that will adhere to COVID-19 safety protocols, when school incursions become possible again.

In December 2019 we received a joint grant of \$12,650 from the Lord Mayor's Charitable Trust and Collier Charitable Foundation. This grant allowed us to purchase a new trailer to transport the equipment used in our WheelTalk sessions.

“ What you offer is a fantastic service which gives students the opportunity to experience something different, but hopefully also learn some life lessons. ”

Debra

“ Peter came out to take a day of Year 10 Fitness/Recreation classes who are studying a disability unit. I had not met Peter before and I thought he was fantastic and the students warmed to him quickly.

He has an incredible story but his ability to relate to and connect with the students was obvious and the class was fantastic. I have had multiple sessions with DSR and you have always been extremely professional and educational. Thank you again. ”



544 WheelTalk sessions were delivered to schools
13,270 students took part in WheelTalk inclusion awareness sessions

National Disability Sports Conference

Following the success of our first ever National Disability Sports Conference (NDSC) in 2018, we returned to host our second NDSC in July 2019.

We also partnered with Victoria University to support a one-day inclusion masterclass, the day before the NDSC.

Held as part of the National Sports Convention, the NDSC brought together sector experts, local champions and athletes with disability to showcase ways to create more opportunities for people with disability to engage in sport and recreation.

There were approximately 66 attendees, including speakers and volunteers, who engaged in the topics of mental health and the importance of social connection, employment opportunities for people



with disability in the sport and recreation sector and an exciting snapshot of what the disability sport sector might look like in 2030.

It was fantastic to see so many people invested in creating inclusive opportunities for people with disability to engage in sport and recreation. A huge thank you to all our



amazing speakers who made the event so fantastic and our partner, My Sport Live, for recording the sessions and content.



66 people came to our second National Disability Sports Conference

Working in the sector



Sector engagement

We believe the continuous learning and sharing of skills and knowledge is an important way of the sport and recreation sector being able to offer more choice and access to people with disability.

We were honoured to be part of these working groups and consultations during the year:

- Inclusive Recreation Network
- Central Highlands Inclusion Working Group
- AFL Disability Action Plan consultation
- FitSkills research project
- Arnold Sports Festival
- YMCA Recreational All Terrain Working Group

- Victoria University Polytechnic Working Group
- Western Bulldogs Community Foundation - Safety and Quality Advisory Working Group
- Inclusive Community Development Working Group
- Tennis Australia Inclusive Working Group.

We also presented or spoke at the following events:

- Monash City Council - International Day of People with Disability
- Sport and Recreation Victoria Community of Practice - Diversity and Inclusion in Sport
- Rotary Club - CyclePower
- WynActive Webcast - Future of Disability Sport & Recreation
- Victoria University - Masterclass on Planning and Running Major Events
- VALiD - Having a Say Conference

Casey Disability Sport Hub

In July 2019, VicHealth awarded us funding as part of their Innovation Challenge. The Challenge aims to create accessible opportunities for Victorians with disability - particularly those who don't have as many opportunities to be physically active.

The funding, building on some initial market research we did in 2019, has allowed us to work in partnership with YMCA Victoria to realise our concept of the Casey Disability Sport and Recreation Hub (the Hub).

The Hub operates out of Casey Stadium, one of the most extensive and state of the art indoor sports facilities in the state and part of the One Casey network.

It is a place where people with disability, within the Casey municipality and surrounding areas, can come together and participate in a wide range of sporting and recreational activities.

Organisations that we have partnered with on this project include Special Olympics Australia, Scope Australia, Empowered Liveability, Proud 2 Play, Softball Australia, Casey Netball, Casey Basketball, Focusing Framing Community Participation, Monash Health and Casey Council.

We have offered several one-off and long-term opportunities through the Hub:

- Balloon Football exhibition match with Scope and Empowered Liveability.
- Disability Sport Come and Try Day with Casey Basketball, Casey Netball, Casey Softball and YMCA.
- Active All program delivered every Monday of term 1 2020, delivered with the YMCA, Casey Basketball and Langwarrin Ukulele Group.
- Helped to deliver a disability sport awareness session at a community event which focuses on creating awareness in the local Punjabi community.

The focus of these events was to build interest in local accessible programs and develop a welcoming and open place for people with disability to come and enjoy sport and recreation.

One of our first priorities was to create a social media presence where people can

share opportunities and connect with people in their local community.

Through the Hub we will provide training for coaches and the broader disability sport sector to make sure that people with disability have a welcoming experience no matter what sport and recreational activity they may be doing.

We are also being supported to develop a sustainability piece, in partnership with La Trobe University, to gather feedback on participants' experiences and feedback on what future hubs may look like.

Our vision is for multiple hubs to be created across Victoria, supporting people with disability to be more active and connected.

Everyone In



In partnership with Proud 2 Play we were successful in receiving the \$6,000 Hampton Grant from the Channel Giving Circle.

The project, titled 'Everyone In', will help us learn more about the intersection between people with disability and the LGBTI+ community in sport.

Proud 2 Play and DSR will provide reciprocal awareness training opportunities for staff to increase their understanding of both disability





and LGBTI+, which will deliver enormous benefits for both of our organisations.

As part of the Everyone In project, our organisations will run online discussions with disability sport participants about how they feel sport is inclusive of both disability and LGBTI+.

Sportability Employment Program for Women

In early 2019, several Victorian sport and recreation organisations identified that there are gaps in knowledge between employers and job seekers with disability.

We were honoured to receive funding from the Victorian Government to respond to this need.

We worked with women with disability, Sport and Recreation Victoria and research associates at the Institute of Health and Sport at Victoria University, to create *Seeing capability before disability – a guide for employers in sport to attract and retain women with disability*.

The guide covers:

- Understanding the different types of disability.
- Getting commitment from management.
- Knowing where to find the appropriate resources.

- Learning the recruitment process for people with disability.
- Retaining women with disability in your workforce.

During the research for the guide, a large focus was on listening to the voices of women with disability. This helped us to understand what barriers women face when looking for work in the sport and recreation sector.

We hope the guide will support managers to put practices in place that attract and retain women with disability as employees and leaders in the sport and recreation sector.



Over the course of the year, we built on our partnership with My Sport Live to deliver DSR TV.

As part of the partnership we host a disability sport TV channel on our website that covers a number of sports and events, providing huge exposure to the wider community around what's possible, and available, for people with disability.



During the 2019-20 year we hosted broadcasts of hockey, wheelchair rugby and wheelchair tennis.

This year we made the decision to expand our offering to include informational events, which led to DSR TV hosting the content for two of Sport and Recreation Victoria's Community of Practice events - 'Diversity and Inclusion in Sport' and 'World Autism Awareness Acceptance Awesome Day'.

Leisure Facility Disability Audit Program

We received a Melbourne Disability Institute (MDI) Community Grant for the Leisure Facility Disability Audit Program



in partnership with YMCA and Aquatics & Recreation Victoria.

Once the scope was further investigated, it was agreed for the seed funding to be used to support the preparation of a grant application for the NDIS Information Linking and Capacity program. The application included the development of the audit system as part of wider project objectives.

While the grant application was unsuccessful, the collaboration that was created among the many organisations involved has now resulted in clear alliances, particularly in the area of cycling for people with disability.

Working in the community

Community engagement is an important way for our organisation to reach new audiences and increase awareness around disability and inclusion.

Over the past year we have taken part in different come and try events and demonstrations and taken our core programs into different spaces.

Our WheelTalk program, usually centred in the school environment, visited a number of corporate and community settings including:

- Strathbogie Shire Council
- Adflex Marketing Pty Ltd
- Nillumbik Shire Council
- Musculoskeletal Australia
- Glen Eira Council
- WorkSafe Victoria



- Secure Welfare Service
- Medibank
- YMCA Boroondara Sports Complex
- YMCA Ashburton Pool and Recreation Centre
- Girls Sport Victoria
- 5th/6th Central Moorabbin Scout Group
- 1st Upwey Scout Group
- Collingwood Football Club, NAIDOC Week clinic

- Hawthorn Football Club
- St Kilda Football Club
- St Pauls Warriors Basketball Club
- Northcote Jets Basketball Club
- Youth Disability Advocacy Services

We also loved helping our member, Ben Milton, celebrate his 21st birthday with a WheelTalk session for him and 20 of his friends.

Throughout the year our community sports activations included demonstrations or come and try activities at:

- City of Dandenong, Wheelchair Sports Expo Day
- Darebin City Council, Wheelchair Sports Open Day
- Central Highlands Community Festival
- Lord Somers Boys Camp
- Rioli Rookies Clinic, Richmond Football Club
- Quad Squad Come and Try
- Glen Eira Sport and Aquatic Centre Sports Day

“ Thank you for all your help in coordinating the chairs for our event yesterday. It was absolutely amazing and everyone involved learnt something new about people with a disability but most importantly, they had the greatest time.

Just want to acknowledge how wonderful and empowering Peter was. He was a great presenter and was very engaging throughout our games. ”

Leanne, Medibank



Collingwood Football Club



2019 Victorian Disability Sport and Recreation Festival

Our 2019 Victorian Disability Sport and Recreation Festival (VDSR Festival) was an action-packed day full of movement, activity and lots of smiles!

Held on 3 December 2019 on Crown Riverwalk, we can't think of a better way to have celebrated International Day of People with Disability.

We were humbled to have the Hon. Luke Donnellan, Minister for Disability, Ageing and Carers and City of Melbourne Councillor, Beverley Pinder, open the VDSR Festival. We even got Minister Donnellan in a sports chair to try AFL Wheelchair.

A total of 35 exhibitors and activity providers created a welcoming and engaging environment for our VDSR Festival visitors, with interactive displays and hands-on activities designed to introduce them to new inclusive sport and recreation programs.

We were delighted to learn that 74% of surveyed attendees already took part in sport or active recreation. Even better, is that **48% of attendees found a new sport or recreational activity they'd like to take part in.**

Our survey results also showed that 96% of attendees rated their experience at the VDSR Festival as either excellent (73%) or good (23%). And 93% said they were likely to come again.

We also loved reading about what people enjoyed most about the VDSR Festival. People liked the variety of exhibitors, activities and equipment they could try. Others liked being able to meet, talk to and ask people questions. While some attendees simply enjoyed seeing people with disability having fun.

As we strive to make the event more environmentally friendly, we were pleased to learn that 60% of surveyed attendees arrived at the VDSR Festival by train, tram, bus, bicycle, walking or mobility aid, instead of car.

A highlight of this year's VDSR Festival was the first ever live radio broadcast from the event, provided by Vision Australia Radio.

There was a constant buzz of excitement around the broadcast marquee and it provided valuable opportunities for many sporting organisations to be interviewed about their programs and opportunities for people with disability to get involved in their own communities.

It also meant that people who couldn't physically attend the event were able to still hear information about inclusive sport and recreation.

The Memetica street skeeter puppets made their second appearance at the festival, which added another layer of interaction, colour and movement.

Crowds were also treated to the arrival of the Law Enforcement Torch Run - approximately 100 police officers and Special Olympics Australia athletes ran from the Victoria Police Centre to the VDSR Festival with the flame of hope.

Congratulations are in order for Collingwood Football Club who won our annual AFL Wheelchair Corporate Challenge. We think they might've had an advantage with Mason Cox and Jordan Membrey both making an appearance.



Special thanks to the DSR staff and volunteers who worked tirelessly behind the scenes to make the day happen. We also had a very talented team of photographers to capture all the special moments. Thank you Craig Wetjen, Ian Spence, Adam McKay, Asher Moore and Jaiden Frangou-Mayer for the images on pages 24-25.



The VDSR Festival wouldn't have been possible without the support of our generous donors and our sponsors - City of Melbourne, Victoria State Government, the Carbine Club, WorkSafe Victoria, VicHealth and Craig Wetjen Photography.

Our members

In January 2020, we carried out our annual member survey to seek feedback from our members with disability.

The results showed that 90% of our members with disability are physically active and 60% of those people are active a few times a week.

The survey indicated that some of the reasons our members can't take part in sport or recreation include transport problems, having a limiting disability, the cost of equipment, awareness of what activities are available, negative attitudes from other people and accessibility.

It is important to be aware of these barriers as we move ahead with our Strategic Plan.

We loved reading about the positive experiences people had while taking part in sport and recreation activities.

From making new friends and connecting with people, to discovering "true freedom" through sit water skiing, to better mental health, to travelling for sport and winning medals, to achieving something they didn't think was possible.

Everyone's experience is different, but the themes often come back to health and wellbeing (mental and physical), friendship



and social connection and being able to take part in your community and feel included.

We were also happy to see that 27% of survey respondents had read or downloaded our NDIS Sports Guide.

We have begun a process of reviewing and improving our member communication processes and look forward to engaging with members in a meaningful way over the coming year.

We were saddened to learn that Robin Lucas passed away on 5 June 2020. Robin had been a Life Member of DSR since 1994.

Born in 1937 and growing up in Wangaratta Victoria, Robin was one of the earliest members of DSR, serving as the first secretary to the Board between 1962-1965.

A mechanical draftsman by trade, Robin enjoyed being involved with DSR and ran wheelchair basketball competitions at Albert Park Stadium. His years of service were integral to the initial set up and long-term stability of our organisation.

We thank Sandra Lucas for supplying the wonderful photo of Robin and his fellow members for this page.

1,902
individual
members

1,522
associate
members

250
organisation
members

Our staff

Richard Amon

Chief Executive Officer

Anne King

General Manager Corporate Services

Melanie Page

Manager Communications and Events

Ayden Shaw

Manager Sport and Recreation

Kris Paproth

Manager Fundraising

Lyn Connor

Administration and Membership Officer

Michelle Ryan*

Australian Sports Accounting

Jason Lees

Wheelchair Rugby Coordinator

Kaitlyn Frawley

Wheelchair Rugby Development Officer

Megan Stevens

Project Officer, Casey Disability Sports Hub

Our WheelTalk presenters

Gary Connor*

Brendan Stroud*

Orfeo Ceconato*

Peter Ogunyemi*

Judeland Antony*

Sam Bramham OAM*

Our telemarketing team

Bruce Ellwood

Team Leader

Tina Pangallo

Senior Supervisor

Laurette Corteling

Barbara Dixon

Lynne Ericson

Denise Gedye

Trevor Warne

Eddie Stobinski*

Our Board

We thank the DSR Board of Directors for their commitment and support.

Sarah Anderson

Chairperson (part) - Appointed 2019

Alexandra Ash

Chairperson (part) - Appointed 2016

Sheri Johnston

Treasurer - Appointed 2018

Shaun Whittaker

Secretary - Appointed 2017

Rob Anderson

Director (part) - Appointed 2015

Stuart Ewin

Director - Appointed 2013

Gemma Hardie

Director (part) - Appointed 2017

Madeleine Hogan

Director - Appointed 2018

Liz Tesone

Director (part) - Appointed 2019

*Contractor



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Our volunteers

Our volunteers and university student placements are an integral part of DSR and our ability to offer high quality events and programs. It also enables us to offer a pathway to meaningful employment.

On 5 December 2019 it was International Volunteer Day. This year's theme was 'Volunteer for an inclusive future', highlighting volunteers that contribute to inclusion and reducing inequality - which we think is just perfect in the disability and inclusion space! Our volunteers are proudly contributing to a more inclusive society.

Over the past year we've had approximately 48 volunteers help make our events, including our festival and conference, a success as well

as help in program areas like our DSR Kids summer and winter camps.

Our volunteers range from event team leaders to nurses and carers to social media and photographers.

In March 2020 we partnered with the University of Melbourne to have a group of university students conduct a Community Health Needs Analysis on our wheelchair rugby Victoria program, including the facilitation of a focus group and the development of a mentoring program.

At our 2019 VDSR Festival we were grateful to have Craig Wetjen volunteer his photography expertise and talent, alongside two of his Swinburne University students. For most students, it is the first time working to a brief and facilitates a unique, out-of-classroom learning experience.

This photo shows some of our awesome volunteers and staff who made our 2019 Victorian Disability Sport and Recreation Festival run like a well-oiled machine.



48 volunteers were engaged in roles across our organisation

Fundraising

For over 55 years, we've been able to help Victorians with disability get active thanks to the generous donations and support of the Victorian community.

Throughout the year our regular donors contributed more than \$713,000 to our campaigns, meaning we were able to undertake meaningful programs and services to support our vision, including:

- Sending kids with disability on our summer and winter camps.
- Running our hospital program each month at the Monash Children's Hospital and Royal Children's Hospital. A total of 43 kids with disability learned about the different activities they can take part in when they finish rehabilitation.
- Showing thousands of Victorians with disability that getting physically active is

for everyone, at our annual VDSR Festival - 35 exhibitors showcasing accessible and inclusive sport and recreation.

We especially thank our major donors: Collingwood Rotary Club and Brian M Davis Charitable Foundation.

In May 2020 we reached out to our donors through our inaugural donor survey.

The overall feedback regarding donor experience was exceptional, with donors consistently giving our fundraising staff high ratings for how they engage with donors and promptly action donations and receipts.

The survey also helped us to identify donors that wished to leave us a gift in their will or transfer to regular giving, as we look to transition our fundraising practices to a more sustainable model over the next year.

It also highlighted some of the incredible stories of why our donors are so passionate about supporting our work.

“DSR plays an important role in assisting people living with disability. It's an extremely worthwhile cause and the rehabilitation of people with disability is something I care deeply about.”

Professor Sir Gustav Nossal, 1990 recipient of the *Albert Einstein World Award for Science* for his research in the field of immunology.

“I'm proud to support DSR as it's an extremely worthy cause. I admire the courage of people living with disability and their determination to pursue and engage in the sport or activity of their choosing.

A close friend of mine lives with disability and I'm constantly inspired by their courage and determination to lead an independent life and I believe that we all have an obligation to support those with disability.”

Rowan Forster, journalist





We were extremely humbled when one of our members and Richmond FC wheelchair football players, Adam Georgelin, set himself the challenge in December 2019 to push his wheelchair almost 125km to raise money for DSR and the Robert Rose Foundation.

“ One thing I have learned from being born with a disability is that life is all about having a go at things you never thought you could or would ever be able to do.

To show my appreciation to the organisations that have turned my life around for the better, I am now in training to push in my wheelchair along the Goulburn Valley rail trail helping to raise awareness and much needed funds to support those with spinal injuries as well as deformities such as spina bifida, which I was born with. ”

Calling it the ‘Push On Challenge’, Adam took on the task of pushing from Tallarook to Mansfield over three days. We are thrilled to report that Adam raised a total of \$7,332.54, which was split between each organisation.

“ Life is what you make it. You only get one and I for one refuse to die wondering!

Moral of my story is with family, friends and community help and support, you can literally ‘push on’ through anything. ”

VISION AUST

on Australia
dio
n air
nline

#dsrf



VICTORIAN DISABILITY
SPORT & RECREATION
FESTIVAL

DISABILITY SPORT
& RECREATION

Our reach



2,000
Twitter
followers



1,768
Instagram
followers



5,864
Facebook
likes



1,492
LinkedIn
followers



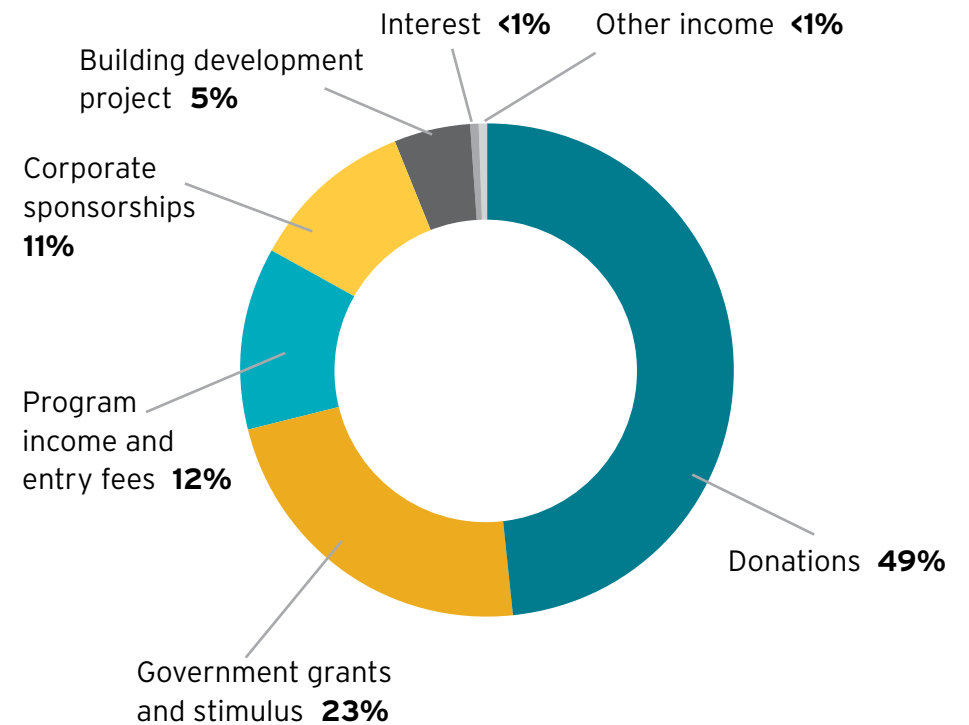
8,009
people subscribe
to our e-newsletter
Vortex

Financial Position

as at June 2020

Assets	\$
Current assets	338,919
Property, plant and equipment	6,411,644
Total assets	6,750,563
Liabilities	
Payables	143,778
Provisions	239,414
Non-current liabilities	13,935
Total liabilities	397,127
Net assets	6,353,436

Sources of income 2019-20



Income

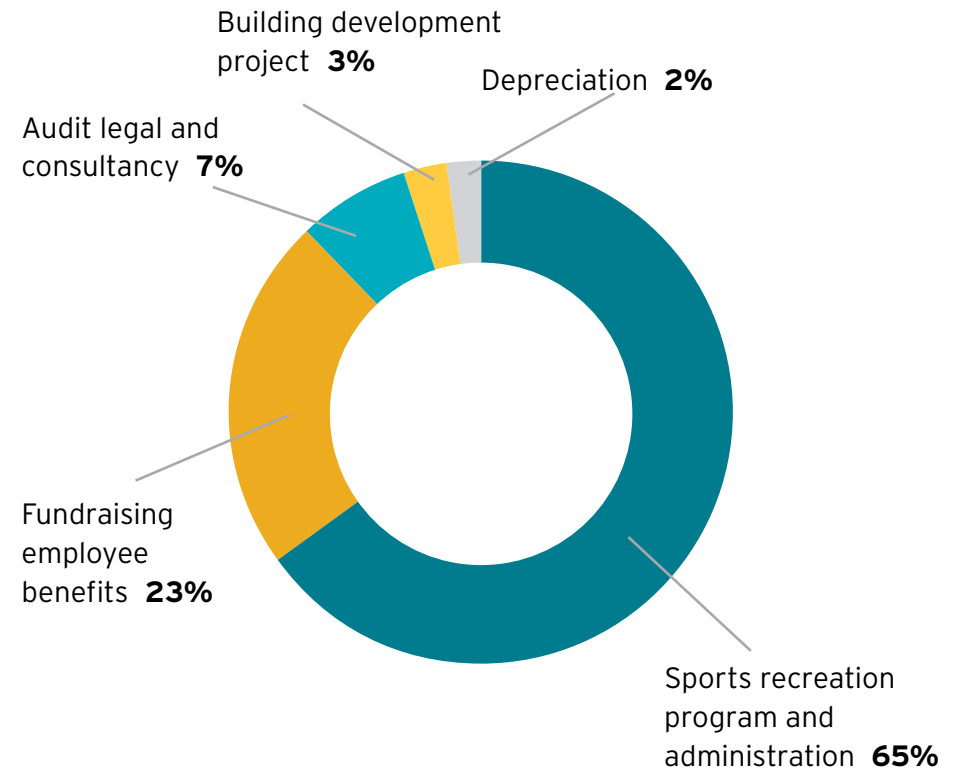
\$

Donations	774,770
Corporate sponsorships	168,182
Government grants	180,650
Government stimulus	192,083
Program income and entry fees	194,285
Interest	844
Other income	10,937
Building development project income	72,727
Total income	1,594,478

Expenditure

Audit legal and consultancy	120,040
Depreciation	34,699
Fundraising employee benefits	383,396
Sports recreation program and administration	1,071,070
Building development project expenses	45,111
Total expenditure	1,654,316
Net profit	(59,838)

Expenditure 2019-20



Our key partners



CITY OF MELBOURNE



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RICHMOND
EST 1885





DISABILITY SPORT
& RECREATION

Disability Sport & Recreation

33-37 Hotham Street,
Collingwood VIC 3066

P: 03 9473 0133

E: info@dsr.org.au

W: www.dsr.org.au

ABN 90 355 468 664
Victoria Fundraising Permit 10566.15