



# ANNUAL REPORT

2022/23



# Acknowledgement of Country

We are blessed to live on Whadjuk Noongar Country. We acknowledge that Noongar people remain the custodians of their Country, and that they continue to practice their values, languages, beliefs and knowledge. We pay our respects to the Elders and knowledge holders of the Country on which we live, work, love and travel.

# Acknowledgement of LGBTIQA+ people and community

We would like to honour and recognise the past and ongoing work of the members of the lesbian, gay, bisexual, trans, intersex, queer and asexual (LGBTIQA+) community, and include anyone else who is diverse in sex, gender, or sexual orientation within this acronym. We would like to thank LGBTIQA+ people for their contributions to our society; particularly in areas of health and equality and acknowledge their experiences of prejudice and discrimination and celebrate their strength, resilience, and perseverance.

**A note on terminology:** GRAI uses the initialism LGBTI to refer to older people (50+) of diverse genders, sexualities and sex characteristics, as this reflects their lived experience and recognises that some terms like 'queer' were used as a slur when they were younger.

GRAI recognises that the initialism does not capture the full diversity of sexualities, bodies, identities, and experiences that exist within our community, however we also recognise the value of the term LGBTI when exploring collective experiences of stigma, discrimination, and marginalisation, and when advocating for LGBTI rights and inclusivity for older people. GRAI also uses LGBTQIA+/LGBTQI+ when referring to a younger cohort or citing Government documents to align with the terminology.

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# Report from the Chair

It is with immense gratitude and a deep sense of pride, I present to you the Chair's report, reflecting on the remarkable journey we have embarked on over the past year.

One of GRAI's most significant achievements this year was the attainment of both PBI (Public Benevolent Institution) and DGR (Deductible Gift Recipient) status. This milestone has opened doors to receive tax-deductible donations and bequests, paving the way for sustainable growth and increased support for our cause. It wouldn't have been possible without the tireless efforts of our dedicated team.

I must also take a moment to acknowledge the departure of Michael Berry from the Board. Michael's unwavering commitment and hard work as Chair and Treasurer have been instrumental in laying the foundation for GRAI's growth. We thank him wholeheartedly for his valuable service to our organisation. Furthermore, my heartfelt thanks go out to Denise Mercer, Deb Casey, and Karen Callaghan, who have dedicated their time and expertise to GRAI and are stepping down from their roles on the Board. Their contributions have been invaluable and will forever be appreciated.

This year saw the renewal of our Board with the addition of new directors, Jane Armstong, Tony Lee and Reno Furfaro and Tania Ivey as secretary. They all bring fresh perspectives and energy to our cause.

GRAI has also embarked on several new projects in the past year, including the Community Visitors Scheme, a history project, and Women's health initiatives. These activities reflect our commitment to addressing the unique needs of older LGBTI individuals and ensuring their well-being and inclusion in our community.

In 2023 our research into the Quality of Life survey provided critical insights that will guide our future efforts in making a positive impact.

GRAI's invitation to join the Commonwealth Government's LGBTIQA Health and Wellbeing expert advisory group, is a testament to our growing influence and expertise in the community.

This work is not achieved by one person alone. It is a collective effort, from our dedicated LGBTI Village Hub Befrienders to the members of our Elders Advisory Group and who could forget the passionate bibliophiles at Queer BookClub. Each one of you plays a vital role in our success.

Our presence at events like the Pride Parade, Fairday, and Albany Pride over the past year has been inspirational. These moments allow us to stand together, proud of who we are and the work we do.

I would also like to extend my gratitude to our dedicated staff, Executive Officer Kedy, Rowan, Sarah and Pauline, for their unwavering support and hard work.

In closing, I want to express my heartfelt thanks to each and every one of you – the members of our community. You inspire us, you drive us, and you are an integral part



of the GRAI family. Together, we will continue to make a positive impact on the lives of older LGBTI individuals.

Whether you have been out and proud since the 70s or have recently embraced your authentic selves, here at GRAI we see you, we cherish you, and we are committed to supporting and empowering you.

Yours in Pride,



David Gibson  
Chair, GRAI



## GRAI Village Hub Games Events



# Report from the Executive Officer

GRAI received two streams of grant funding in this last financial year, the Silver Rainbow funding from LGBTIQ Health Australia which funds two trainers to deliver Right to Belong workshops to frontline aged care and allied health staff. This year we delivered 6 full days and 3 half days of training in Perth and one full day in Albany. We also deliver the Community of Practice program which is 2.5 days of workshops for managers and HR staff, and we delivered three of these, a total of 7.5 days of training.

The GRAI Village Hub is in its second year of a 3-year funded project. The hub is coordinated by Rowan and provides a range of social events of older LGBTI people on a regular basis, the most popular being the three games afternoons that happen once a month across Perth. A total of 30 games afternoons were held with a total of 203 people attending.

This year in addition to the Trans FB page for people transitioning later in life we established a monthly meeting space for older transgender people, a safe space to provide support and connection.

The Befriending program is a social support service that's links isolated older LGBTI people with a peer volunteer for regular meet ups and social connection. This year 12 befriending pairs met regularly with a total of 141 visits or phone contacts.

GRAI undertook a significant piece of research this year the LGBT+ and 50+ Loneliness and Quality of Life report. A survey launched in August received 220 responses and the report itself was launched in June by Stuart Aubrey, Member for Scarborough who was representing Minister Punch, the Minister for Seniors and Ageing.

This comprehensive and unique report of the views and needs of WA LGBT+ people aged 50-84 years provides an evidence base for GRAI's future planning and service work.

I would like to thank Rowan who has worked exceptionally hard establishing and coordinating the Village Hub program, all the volunteers in the Village Hub program including the members of the Elders Advisory group, Genevieve who was a trainer with GRAI for 7 years and left us this year, Pauline who has taken on the bookkeeping role at GRAI, a much needed and often challenging task. And lastly the GRAI board members for their support and advice over this year.

Kedy Kristal  
Executive Officer



# About GRAI

GRAI was founded in 2005, following a dinner party where the guests (who were members of the LGBTI community) expressed fears about growing older and potentially needing to access aged-care services which could be LGBTI-phobic. Having fought for the right to live openly, the prospect of having to 'go back into the closet' was unacceptable and demanded action. GRAI was born.

One of GRAI's early activities was a major research project in conjunction with Curtin University to evaluate aged-care providers' attitudes towards LGBTI people. The report, 'We don't have any of those people here' (2010), confirmed the concerns of GRAI's founders. However, it also provided an invaluable platform from which to lobby the federal government, which was, in 2011-12, engaged in substantial aged-care law reform.

GRAI joined the national push that established important new rights for LGBTI elders and, flowing from these reforms, we received federal funding to deliver services in WA as part of the national roll-out of LGBTI inclusivity training. Over the past nine years, GRAI has been delivering this training to aged-care providers and others in WA, in a program, badged by GRAI as Right to Belong, that has continued to grow from strength to strength. In 2022 GRAI expanded its training program to include a Community of Practice project. The project offered organisations the opportunity to send 3-4 people who are sufficiently well-placed to be change agents within their organisation.

This may be managers, team leaders, policy, and HR staff in the aged care sector, including, residential facilities, retirement villages, community care providers and all services engaging with older members of the community. The two- and half-day course explored how organizations can link the Aged Care standards with a Rainbow Readiness framework.

In 2021 the GRAI Village Hub, the only LGBTI Village Hub in Australia, was launched, funded by Dept of Social Services and based on community consultations that informed the GRAI Soul project, the unique Befriender / Befriendees program is a peer-to-peer social support program that connects older LGBTI people with their peers to increase social connection and reduce isolation and loneliness. Befriending volunteers are trained and supported by GRAI and carefully matched with those who would like to be befriended.

In late 2022 GRAI launched it's Quality of life survey, the first WA LGBT survey for people 50 years and over, 220 responses were received providing a wealth of data on the health and well being of older LGBT people in WA.

In mid-2023 GRAI will be undertaking another unique research project looking at the needs of LGBT women carers in WA.



# GRAI Social Events Highlights

## *Christmas in July 2022*

Over sixty people braved the wild Winter weather to attend the fabulous Christmas in July event, hosted by the charming and entertaining Barbie Q. It was an evening of entertaining Bin-Gay rounds, competitions, music, food, and fun. GRAI hosted a table of winners, with Allan taking out two Bin-gay prizes, Gregory proving himself the champion of 'How many marshmallows can you fit in your mouth?' and Karron taking out the best Christmas outfit prize!



# ***Barn Dance Perth 2022***



With the support of the US Consulate, GRAI used this year's Barn Dance to launch our "Quality of Life Survey". This survey looks at LGBTI people 50+ years and their assessment of their Wellness, (including aspects of their physical and mental health, or to use the American term "behavioural health"). It seeks to start a conversation about the need for social connection and asks participants to identify programs/events that GRAI can provide which will respond to their needs.

Drag Bingo the night before Barn Dance was hosted by the gorgeous Cougar Morrison and feisty Fay Rocious and was lots of fun. The GRAI table was favoured with fortune with Karron taking out the main prize of accommodation for two at the Sheraton Hotel.

# ***What a Life I've Lived!***

GRAI received funding from the WA Association for Mental Health to celebrate Mental Health week. We hosted a wonderful group of speakers and a healthy lunch to celebrate.

Brian Greig OAM, a Senator for Western Australia between 1999 and 2005, was the first LGBTI rights activist elected to any Australian parliament, and first federal MP to publicly acknowledge their homosexuality. Brian shared a wealth of knowledge gained from over 30 years of LGBTI activism.

Brian's talk stimulated discussion on how much has improved over the last 30 years, but also highlighted the significant issues that the state and federal governments are stalling on addressing, such as: religious discrimination legislation at the State and Federal level, legalisation against conversion therapy, and removing the barriers to legal identity changes for trans people.

Our second speaker, Gilda came out as a lesbian just before moving to the collapsing Soviet Union to study. Gilda shared some anecdotes from an adventurous life, lived in three former Soviet countries in which "homosexuality didn't not exist"; not an easy environment for a new lesbian to find her people in.

Our third and last speaker was Dr Rowan Brooker who has lived most of his life as a girl/woman and a third of his life as an out-and-proud feminist, pagan, and lesbian. Rowan shared an inspiring journey of moving from a lesbian identity into affirming his trans-masculine self, and living more comfortably, physically, emotionally, and spiritually





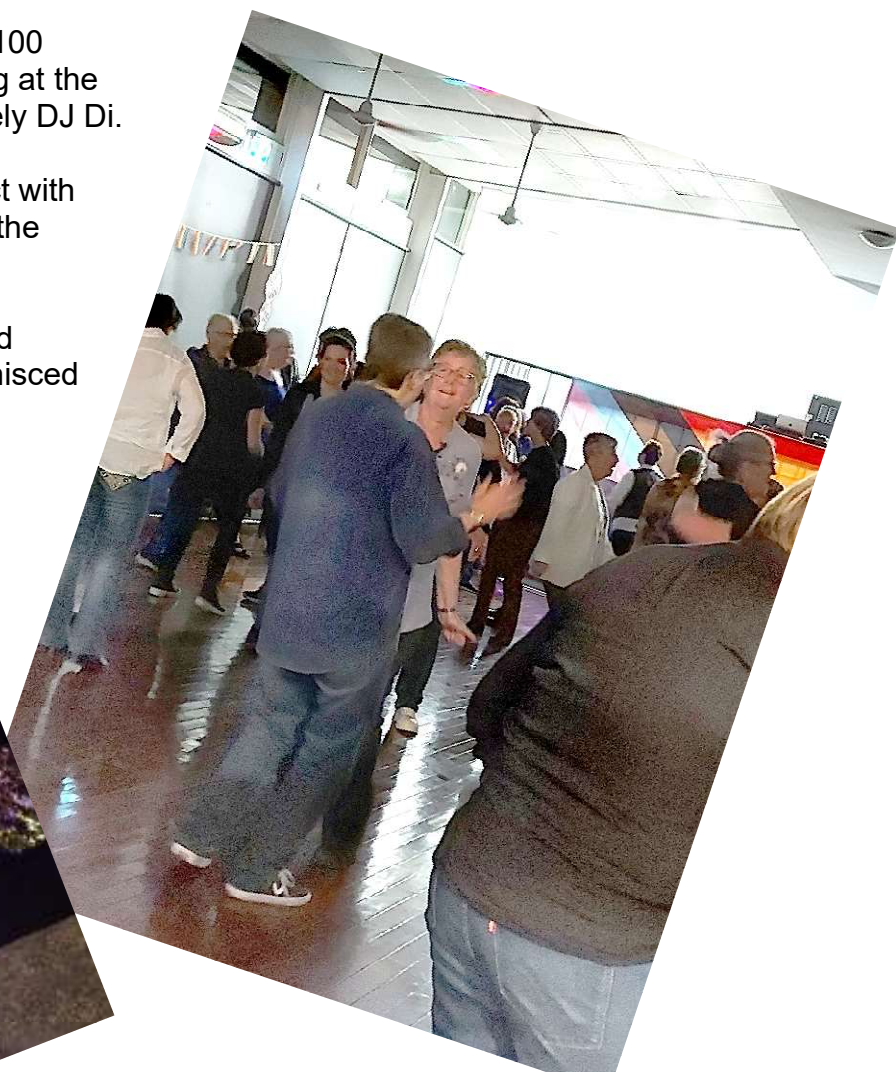
# ***Kambrang Women's Dance***

**October 2022**

After the long, lonely months of COVID lockdown it was wonderful to see over 100 women joyously dancing and socialising at the Royal Park Hall, entertained by the lovely DJ Di.

The night was an opportunity to connect with new and older friends and to celebrate the fabulousness of women.

The night was full of positive energy and laughter as women reconnected , reminisced and rejoiced.





## **Senior's Week**

### **November 2022**

GRAI undertook an ambitious program of events in partnership with the Centre for Stories pop-up venue located in the Hay Street Mall. We started the week with an LGBTI Intergenerational Pride Housing Forum, bringing together staff from four universities who support the wellbeing of students and LGBTI community members who have a spare room. The forum focussed on exploring how the housing needs of international LGBTI students and the capacity of older LGBTI people in secure housing with extra space can be leveraged to benefit both parties.

On Tuesday Dr Rowan Brooker, the coordinator of the GRAI Befriending Program, provided an overview of the program, and one of our befrienders spoke about her experience of the program and how both she and her befriender valued their growing connection. The benefits of the Befriending Program were evident, and GRAI is seeking to expand the program to include 'buddy' relationships in 2023.

In partnership with the City of Perth we held a free viewing of the 'Tender' documentary. This is the story of the Port Kembla community group who started the first Tender Funeral company in Australia. Following the very moving documentary, Jane House from Tender Funerals Perth gave an overview of the progress in establishing a Tender Funerals business in Perth.

On Thursday, we were back at the Centre for Stories for an early evening photography exhibition of work by Tim Grant. This was our most popular event, with over 40 people gathering to enjoy a nostalgic journey of wonderful photos from Perth's LGBTI scene in the 80's and 90's.





## ***PrideFair Day***

A steady stream of people visited the GRAI stall at Fairday on Sunday 13th November. There was lots of interest in the Queer book club, the Befriending Program and the Intergenerational Playgroup. GRAI promoted its Quality-of-Life survey for LGBTI people 50 years and over at fair day.



## ***Perth Pride March***

The 32<sup>nd</sup> Parade was back in Northbridge after 3 years and GRAI was ready to SHINE.! The crowd was welcoming, enthusiastic and overwhelmingly positive contributing to an exuberant and happy atmosphere. Many thanks to those who joined with GRAI to honour our LGBTI elders, with special thanks to Stacie -Mei who led the GRAI group in her amazing LED light dress.



## Cyrano Play

### February 2023

The Black Swan Theatre company offered GRAI free tickets to the dress rehearsal of Cyrano. A group of our Befriending Program participants went along and enjoyed many laugh-out-loud moments during this modern rendition of Cyrano with a lesbian plot-twist.



## The Lion Never Sleeps

### April 2023

GRAI members gathered last Sunday evening for 'The Lion Never Sleeps'. The event was part of the City of Perth – Boorloo Heritage Festival and it was more than just a nostalgic walk down memory lane. It was a powerful way of retracing LGBTI history by visiting the sites of a number of significant LGBTI landmarks, events, and institutions across Northbridge.

The group walk was both a chance to reflect on the challenges and discrimination that we have faced, as well as a way to celebrate the achievements. However, the stories of what was faced during the AIDS crisis in Perth in the 1980s were particularly challenging to listen to, but these stories must continue to be told.



# IDAHOBIT is an International Day Against Homophobia, Biphobia, Interphobia and Transphobia. May 2023

GRAI and Pride WA celebrated IDAHOBIT with a free screening of 'The Queen of Ireland', the story of gay activist Rory O'Neil (AKA Panti Bliss). The weather was fine but cool, the audience was super fine, and the hot popcorn was fabulous! It was everything you need for an inspiring movie night at the Pride Piazza. Many thanks to Amarach (Irish for tomorrow) who entertained the crowd with some traditional Irish folk music







## Queer Book Club

As we reflect on the past year, I am amazed at the remarkable journey that our book club has continued to embrace. In 2023, Queer BookClub reached new heights, with over 700 members in our vibrant online Facebook Group. It is truly heartwarming to witness this surge in popularity and the continued growth of our community.

I must take a moment to express my deepest thanks to the incredible individuals who have played a vital role in making this year so extraordinary. Chelsea, Dames, and Dan, are our dedicated Group Admins, have worked tirelessly to create a safe and welcoming space for all. I must also thank Tarmon, my husband who has been a pillar of support, and even facilitating discussions. Together, they have been the driving force behind our success.

Our reading journey over the past year has been nothing short of expansive. We explored a diverse array of books, spanning genres, sexualities, and themes. From "Loveless" to "The Brink," and the graphic novel "Fun Home" to the stirring poetry of "Paradise," each book has enriched our understanding of the LGBTI community and the human experience.



Our community spirit was not confined to the pages of books alone. We hosted memorable events, including the Long Table luncheon, "Serving Pride & Prejudice," during Pride 2022, and a delightful social gathering at ParQ in January 2023. What makes our book club truly special is its intergenerational nature. We are a diverse group, ranging from our 20s to our 70s, bound by a shared love for queer authors and themes. This bridge between generations enriches our discussions and brings fresh perspectives to our meetings.

As we look ahead to the future, I am excited and optimistic about the continued growth of Queer BookClub. The coming year promises new literary adventures, more meaningful discussions, and an even stronger sense of community.

Thank you to GRAI for your support. Queer BookClub's success is a testament to the power of literature and the strength of our community. Here's to another year of reading, learning, and growing together.

David  
Facilitator, Queer BookClub





## Right to Belong Training

GRAI has been delivering high-quality LGBTI-inclusivity training for many years, which is offered under the banner of our 'Right to Belong' program. GRAI receives Commonwealth funding, via the National LGBTI Health Alliance, as part of a national rollout of training to the aged care sector. Between July 2022 and June 2023, we delivered 9 training sessions in Perth (6 full days, 3 half days) plus one regional workshop in Albany. We thank our trainers, Kedy Kristal, Genevieve Major and Dr. Rowan Brooker for their professionalism and dedication to this work.

## Community of Practice Program: July 2022, March and May 2023

The Community of practice program is held over 2.5 days and provides a deeper understanding of the needs of LGBTI people and equips managers to increase the LGBTI Inclusivity in their organisation.

This training is funded by the Commonwealth Department of Health as part of the National LGBTI Ageing and Aged Care Training Project and is subsidised for those working in the aged care sector.

The three-part course explores how organisations can link the Aged Care Standards with a Rainbow Readiness framework. Participants will understand the meaning and rationale of the standards for LGBTI people - why it matters; what implementation looks like on the ground; and how the organisation can develop and self-audit.

## Farewell to Genevieve

After seven years with GRAI as a trainer in the Right to Belong and Community of Practice program, Genevieve is moving on. Both Kedy and Rowan have learnt so much from Genevieve over the last few years, and will miss her enthusiasm and positive attitude to life.





# ***Right to Belong Training***

## ***Participant Feedback:***

- Training was excellent. I now know a lot more than I did and how best to assist in my aged care role.
- For a half day training it was very informative. I would say it's essential training needed for business leaders in the aged care sector to prevent discrimination in this area.
- I think the training was excellent. More valuable from lived experience of facilitators.
- I found the training extremely well presented and I got a lot of new acknowledge about LGBTI people.
- I thought this had enough information regards this area for the time allocated.
- I can't think of anything to improve it, I thought it was great.





# GRAI Village Hub

## Befriender Program

Between July 2022 and the end of June 2023, twelve Befriending pairs met regularly, and 141 visits/contacts were made, either in person or by telephone. The majority of meetings were in person and included home visits, and outings such as going out for lunch, to visit an op shop, an exhibition, or a show. Befrienders provided a link back into the LGBTI community for people who had become isolated (e.g., they live alone, or their partner had passed away or moved into aged care, etc). Some Befrienders helped their Befriendee with things like attending social events, gardening, sorting through their possessions, or connecting with services. All Befrienders provided companionship and peer support.

During the reporting period, three Befriending relationships ended when one or other of the participants left the program. Sometimes Befrienders moved away or their life circumstances changed, and they could no longer meet with their person regularly. Sometimes Befriendees left the program because their circumstances changed. One Befriendee withdrew from the program on entering a Voluntary Assisted Dying process and another didn't feel that they needed another Befriender when theirs left the programme. One Befriendee had two peer mentors, because both Befrienders could only commit to one meeting per month. This arrangement helped to ensure that the Befriendee had regular visits and outings on at least a fortnightly basis.

## Case Studies

### VIV

Viv is 63-year-old transgender woman who lives alone. Viv transitioned her gender later in life and experienced a lot of family rejection. Of her four siblings and child, only one of her siblings speaks to her. Viv felt profoundly lonely and had no LGBTI friends until she found GRAI.

Viv trained as a Befriender early in 2023, and now has a Befriendee who she meets with regularly. For Viv, the Befriending program means company:

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*Whether you're a Befriender or a Befriendee, it's still company. It can be very rewarding. My Befriendee is profoundly lonely and she gets a lot out of us meeting once a week. That makes me feel good. It's good to be able to give back, isn't it?*

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Before interacting with GRAI, Viv knew three people (one being her brother in Queensland); none of whom were LGBTI. She now says she is 'drowning' in LGBTI people. Since joining the Befriending Program and going to Games Hub events, Viv's social circle has expanded immensely, and she has at least nine Village Hub people that she interacts with on a regular basis (outside of GRAI organised events). Viv identified that Village Hub events give her a sense of safety:

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*...it's kind of hard to put into words, but every GRAI event I've ever been to, whether it's Games Hub or one of the courses or Christmas lunch, there's just this sense of safety, like when we did the Befriending training course and we're getting up in front of people. I would normally be very, very self-conscious about that. But I wasn't. I felt safe. I can't put it in other words. And I've heard others make a similar comment. And I think that's very unique.*

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Viv found GRAI Village Hub events to be a good opportunity to exchange LGBT experiences.

When reflecting on her relationship with her Befriendee, Viv felt that they had isolation in common. Although they had very different backgrounds and experiences, Viv found that they shared rejection issues, especially with family members.

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*... I had three sisters that I thought were all completely supportive. And I realised they're actually all highly transphobic. And in their minds, they were making a huge sacrifice in supporting me. I was told by one of them that I should be grateful that they're willing to be seen in public with me, because it's so humiliating and embarrassing.*

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Viv and her Befriendee have been able to support each other with these hurtful family interactions.

Viv's connection with her Befriendee has become "very, very close" because they both get a lot out of their meetings. Viv says they talk "non-stop" and discuss their families, and their histories. Consequently, they have developed a bond where they are simply there for each other. Viv explained that the distinction between Befriender and Befriendee is irrelevant to them now - they are friends.

## **MEGG**

Megg is a 71-year-old 'gay woman' who lives on her own in a retirement village. Megg became isolated at home in the summer of 2022, due to some severe health conditions and a fall. Megg hurt her back just before the COVID-19 epidemic broke out, which limited her ability to get out of the house even further. In her weakened state, Megg couldn't afford to catch COVID-19, and she self-isolated for quite some time. Towards the end of her confinement, Megg's closest friend died of cancer, and she wasn't able to attend the funeral. Megg's friend was an important connection for her, because they used to go out for a meal every week and they could tell each other anything. Soon after this loss, Megg knew she just had to get out of the house. She saw an advert for GRAI's Volunteer Training and Social Meet-up on social media in January 2022:

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*I was on my own so much and I needed to get out and be with other people. Of course, I'd been using the internet, trying to find something, and when I saw [the training] and I saw that it was GRAI and it was a mix of everybody [LGBTI]... well, I walked in there and I thought, I've found my tribe! It picked me up again.*

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At the training and social meetup, Megg met some new people that she felt comfortable with. She then started to attend games hub events and to meet other LGBTI people in her age group. Megg had been sitting on the fence as to whether she wanted to have a Befriender, but when she got to know Viv, she was very happy to be befriended by her. Megg and Viv now meet regularly, and Megg insists that they meet outdoors, so that she gets out of the house regularly.

Like many of the Befriending pairs, Viv and Megg discovered that they had a lot in common. One of the things that Megg likes most about the connection with Viv is that it is reciprocal. Neither have family nearby and they have become like family to each other:

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*We just have this amazing bond. You do. We really do. It's really quite extraordinary...I've never met anybody that I've had that kind of connection to. ... so, it's major for me... if you've got the one-on-one, you know that person is there to support or be supported. And it's a two-way street. Viv and I are a two-way street.*

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The purpose of the Befriending program is for the Befriender to be a bridge back into the LGBTI community, and that has certainly been the case for Megg. She has enjoyed Viv's support, as well as going to the games hub events. She has now started to facilitate her own Mah Jong group, which GRAI hosts for her.

## **PETER**

Peter is a 69-year-old gay man who lives alone. Peter had no gay friends prior to attending GRAI's games hub events and Befriending Program. Because he suffered from depression and anxiety, he found it hard to get out of the house, and often sat on the couch all day in his pajamas. However, he did make a big effort to get out to an LGBTI event in 2022, and was connected with GRAI whilst there.

Since then, Peter has connected with GRAI's Games Hub events, where he met his Befriender, Allan. Allan started to visit Peter at home and to take him out for coffees, and other outings, such as a visit to a garden centre, a flower show, the Giants exhibition, and fish and chips by the river. Peter really enjoys his outings and phone conversations with Allan, and looks forward to seeing him:



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*...now I've got Alan, he's a great friend, and he's always very caring, and you know, takes me out for coffee and all that. He's very caring and understanding.*

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It was particularly important to Peter to have a connection with a gay man, because he had experienced a lot of discrimination as a younger man:

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*Well, talking to a gay person, they understand how you feel on the inside, because sometimes it's hard to say, "oh, I'm gay" ... we used to get called 'poofs' and 'beacons'. But now this connection I have, we can talk about anything really. We're pretty open.*

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When Allan got too busy with his other volunteering commitments, Rowan arranged a second Befriender for Peter. Rob is a bit younger than Peter and helps him with his gardening. He also takes him for coffee, brunch or op shopping. Between his two Befrienders, Peter has someone visiting him regularly.

Peter's confidence has grown considerably since he started attending games hub events and having the support of two peer mentors. Peter welcomes new visitors to the games hub events and likes to put them at ease. He also helps the coordinator to set things up and pack away at the end. Peter has made a lot of new friends through the games hubs and now organizes to meet people for lunch or to visits to each other's homes. He is particularly happy that he now has friendships with other gay men. Through his games hub connections, he has now been invited to attend Prime Timers meetings, and his social networks continue to grow.

## **JEAN**

Jean is an 84-year-old lesbian woman who was living alone at the time that she referred herself to GRAI's Befriending Program. Jean's partner of many years had moved to an aged care facility and their children had lives of their own. Jean has been in the Befriending Program since May 2022 and has had 27 visits. She has now moved into the same aged care facility as her partner and continues to receive visits from a Befriender. She will also receive visits from a younger LGBTIQ+ person through GRAI's intergenerational Aged Care Voluntary Visitors Scheme (ACVVS), once a volunteer is available.

One of the things that Jean most liked about the Befriending Program was that it gave her "gay company". She had gay friends before her partner moved into aged care, but found that once she was on her own, her friends stopped calling her or visiting her. Jean said,

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*To me it's obvious that that's when you need your friends...But if you talk generally to people in the community, once you lose your partner, you don't seem to fit any more, and your friends can easily forget you.*

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It was important to Jean that someone came to see her and had a coffee with her from time to time. Jean and her Befriender also went out to different things like dinner, the cinema and theatre. Having a Befriender from the community also meant that Jean could stay in touch with what people were doing, even if she wasn't able to join in herself.

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*It was just nice to have the company and hear about the different gay things that she'd perhaps been to. It just it just helped me stay connected to what was going on even if I wasn't there myself, and she was a very nice person.*

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Jean really appreciated the Befriending Program because there was support for her while she lived by herself. Now that she is in aged care, the program continues to be an important link to the gay community for Jean. Although there is a rainbow sign at the front desk of the aged care facility that Jean lives in, she said she wouldn't know who is gay there. She herself is very open that her partner lives in the same facility, but she doesn't know if any of the other residents or staff are members of the community. It is clear that Jean values the connection to her community and that being gay continues to be an important part of who she is. She is able to affirm that aspect of her life when she receives LGBTI visitors.

### **Games Hubs**

Between July 2022 and the end of June 2023, 30 games hub events were held. Over the year, 203 people attended in total. Games hub events were held at Manning and the Perth CBD originally, but expanded to being held in Fremantle, Woodvale, Midland, and Perth CBD to be closer for more Village Hub members. Attendance numbers ranged from 2-12 people, and the most popular locations were Perth CBD and Woodvale. Games Hub games are inclusive of mixed identity groups where the focus is on mutual respect, conversation, fun, and afternoon tea, over a relatively easy to learn, and often quirky, game.

Most people enjoy games hubs for company, a laugh, and a feeling of being amongst one's own tribe. To enhance the 'chosen family' feel, we have been celebrating the birthdays of members for the past few months. The coordinator (Rowan) brings a cake and everyone sings happy birthday. Games hubs have also moved towards a peer-led model, where participants are encouraged to take a game home to learn before teaching it to the group. This has led to more ownership of the games hub events. People can select a game they like, or would like to play, and they tend to bring along some small prizes to share with their peers. Members/participants have also been helping with set-up and pack-up of the events, also.

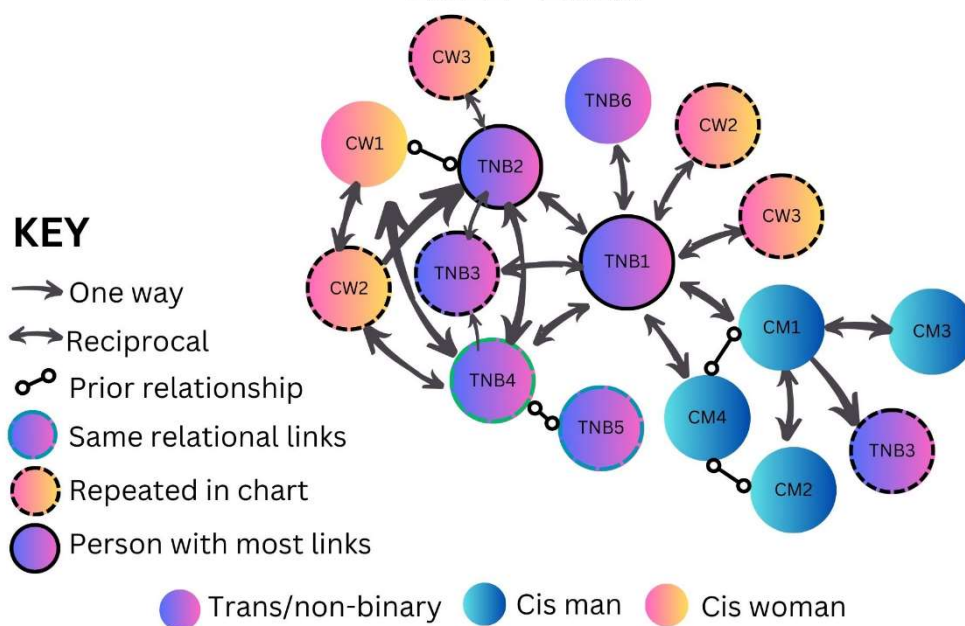
## Transgender Peer Support

GRAI is uniquely placed to offer support to transgender elders who are transitioning, or have transitioned, later in life. A Facebook private page has been set up to allow transgender elders to gather together in a safe online space. This page is used to share information relevant to the group, and it has 40 members. As an extension of the online group, GRAI now offers a monthly space for transgender members to meet in person after the Whitfords Games Hub events. These meetings have been held since May 2023 and are attended by between 5 and 7 people. This space is for peers to provide support to one another and it also provides an opportunity for a deepening of relationships between transgender Village Hub members. The group is facilitated by Rowan (Village Hub Coordinator).

## Organic Relationships

Alongside the Games Hubs and the Befriender program, members have been developing friendships where they spend social time with one another outside of program activities. People get together for various LGBTI events, or they go out to lunch or concerts together. Below is an illustration of the 'organic' relationship networks in the Village Hub. In all, 16 reciprocal relationships have formed amongst Village Hub members, and each member has at least one new friendship outside of the program. One person (TNB1) has developed 9 reciprocal relationships, and another 5 members have developed 4 reciprocal relationships each. We see these organic networks as promoting resilience among our members, because they give people a range of people to contact outside the program. Presumably, these friends could be called upon for support, as well as company.

### Village Hub Organic Relationships Network 2022 - 2023





# The LGBT+ and 50+ Loneliness and Quality of Life Report

The LGBT+ and 50+ Loneliness and quality of life under the rainbow report was launched on Friday 23rd June. This special event was attended by dignitaries and community members. Mr Stuart Aubrey (MLA, Member for Scarborough) represented Hon Don Punch (Minister for Seniors and Ageing) was the guest speaker.

Dr Lukasz Krzyzowski and Dr Rowan Brooker presented about loneliness amongst older LGBTI people and the key findings from the report.

A key survey finding is that 78% of our LGBTI folk aged 50+ are sometimes lonely, mostly lonely or always lonely. This figure is higher than a previous Australian study on LGBTI people aged 50+, which reported that 53% of older LGBTIQ+ people in Australia feel isolated from others some of the time or often (Hughes and Kentlyn 2014). The comprehensive and unique report of the views and needs of WA LGBT+ people 50-84 years, provides an evidence base for GRAI's future planning and advocacy work.

If you would like a copy of the report, please email [info@grai.org.au](mailto:info@grai.org.au)



# GRAI OUT and ABOUT

## ***Carer's Conference***

The Carers WA Conference was held on the 13-14th October 2022 at the Perth Convention and Exhibition Centre. Kedy represented GRAI on the plenary panel on day two of the conference to discuss the Diversity of Carers. The panel of sector professionals also included: CEO Theresa Kwok (The Chung Wah Association), Chrissie Fearon (Carers WA - Program Manager for Young Carers and Carers Support Counselling), and Clare Gibellini (People with Disability Australia - Vice President). It was a wonderful opportunity to raise awareness about the unique needs and issues of the many wonderful 'invisible' carers in our community.



## ***Albany Pride Fair Day***

GRAI had a stall at Albany Pride fair day on Saturday March 4th and we got to chat with lots of lovely local members of the LGBTIQA+ community.

# GRAI Board

The GRAI Board for 2022-2023 is comprised of Dr Lukas Krzyowski, David Gibson (Chair), Michael Berry (Treasurer), Stacie Mei Laccohee Duffield (Deputy Chair), Deb Casey, Denise Mercer, Karen Callaghan, Carl Freedman. Stacie -Mei resigned from the board in May 2023 and we thank her for her contributions in particular to the governance of the GRAI board. Jane Armstrong joined the board in June 2023.

The GRAI Board is an 'active board' and Board members are frequently involved in the day-to-day affairs of the organisation. We are deeply appreciative of the time and energy given by Board members and others, a sure manifestation of their commitment to improve the happiness and welfare of LGBTI elders.



Back: Stacie Mei Laccohee Duffield, David Gibson, Michael Berry, Deb Casey  
Front: Karen Callaghan, Denise Mercer, Carl Freedman



## SUPPORTERS



TRADEMARKGRAPHICS



*GRAI gratefully acknowledges our supporters, sponsors and partnerships.*

# FINANCIAL REPORT

GLBTI Rights in Ageing Incorporated  
(GRAI) ABN 23 587 341 162

Statement of Profit or  
Loss for the year ended 30  
June 2023

	Note	2023 \$	2022 \$
<b>Income</b>			
Revenue from ordinary activities	2	322,187	272,288
Interest income		4,597	120
<b>Total income</b>		<u>326,784</u>	<u>272,408</u>
<b>Expenses</b>			
Direct costs		(287,286)	(193,237)
Accounting fees		(9,637)	(16,972)
Advertising and promotion		(45)	(4,188)
Audit fees	3	(4,500)	(4,000)
Depreciation expense		(2,374)	(2,217)
Insurance expense		(2,973)	(4,395)
Printing and stationery		(868)	(2,896)
Salaries and Wages		(11,118)	-
Superannuation		(14,693)	-
Other expenses		(17,375)	(38,863)
<b>Total expenses</b>		<u>(350,869)</u>	<u>(266,768)</u>
<b>(Loss)/Profit for the year</b>		<u><b>(24,085)</b></u>	<u><b>5,640</b></u>

This statement is to be read in conjunction with the notes to the financial statements.

**GLBTI Rights in Ageing Incorporated (GRAI)**  
**ABN 23 587 341 162**

**Statement of Financial Position**  
**as at 30 June 2023**

	Note	2023 \$	2022 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	360,644	311,921
Trade and other receivables	5	1,000	22,667
Prepayments		3,238	583
<b>TOTAL CURRENT ASSETS</b>		<u>364,882</u>	<u>335,171</u>
<b>NON-CURRENT ASSETS</b>			
Plant and equipment	6	-	2,374
<b>TOTAL NON-CURRENT ASSETS</b>		<u>-</u>	<u>2,374</u>
<b>TOTAL ASSETS</b>		<u>364,882</u>	<u>337,545</u>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	7	19,382	74,595
Grants Received in Advance		80,000	-
<b>TOTAL CURRENT LIABILITIES</b>		<u>99,382</u>	<u>74,595</u>
<b>TOTAL LIABILITIES</b>		<u>99,382</u>	<u>74,595</u>
<b>NET ASSETS</b>		<u><b>265,500</b></u>	<u><b>262,950</b></u>
<b>EQUITY</b>			
Retained earnings		265,500	262,950
<b>TOTAL EQUITY</b>		<u><b>265,500</b></u>	<u><b>262,950</b></u>

This statement is to be read in conjunction with the notes to the financial statements.



**GLBTI Rights in Ageing Incorporated**  
**(GRAI) ABN 23 587 341 162**

**Notes to the Financial Statements**  
**for the year ended 30 June 2023**

**1 Significant Accounting Policies**

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Australian Charities and Not-for-profits Commission Act 2012. The Board has determined that the Association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the Australian Charities and Not-for-profits Commission Act 2012 and the following Australian Accounting Standards:

AASB 101 Presentation of Financial Statements  
AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors AASB 124  
Related Party Disclosures  
AASB 1031 Materiality  
AASB 1048 Interpretation of Standards AASB 1054 Australian Additional Disclosures

No other applicable Accounting Standards or other authoritative pronouncements of the Australian Accounting Standards Board have been applied. The financial report has been prepared on an accrual basis and is based on historical costs.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report:

**(a) Recognition of Revenue**

*Operating Grants, Donations and Bequests*

When the Association receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance to AASB 15.

When both these conditions are satisfied, the Association:

- identifies each performance obligation relating to the grant
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Association:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (eg AASB 9, AASB 16, AASB 116 and AASB 138)
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer)
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

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

**GLBTI Rights in Ageing Incorporated**  
**(GRAI) ABN 23 587 341 162**

**Notes to the Financial  
Statements for the year  
ended 30 June 2023**

**1 Significant Accounting Policies (continued)**

**(a) Recognition of Revenue (continued)**

*Interest Income*

Interest income is recognised using the effective interest method.

**(b) Income Tax**

The Association is exempt for income tax purposes and accordingly no provision for taxation is required.

**(c) Plant & Equipment**

**Acquisition**

Items of plant and equipment are recorded at cost and depreciated as outlined below.

**Depreciation**

Depreciation is provided on all fixed assets. Depreciation is primarily calculated on a straight-line basis as considered appropriate so as to write off the net cost of each asset over its expected useful life.

The depreciation rates and methods used for each class of asset, are as follows:

	<b>Depreciation Rate</b>	<b>Depreciation Method</b>
• Office equipment	33%	Straight-line
• Software development	20%	Straight-line
• Website development	20%	Straight-line

**(d) Cash and cash equivalents**

Cash and cash equivalents comprise of cash at bank and term deposits. These deposits are short- term and highly liquid cash deposits that are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

**(e) Receivables**

Trade receivables are recognised and carried at original invoice amount less an allowance for any uncollectable amounts. Normal terms of settlement are 30 days from the rendering of an account. The notional amount of the receivable is deemed to reflect fair value.

**(f) Payables**

Trade payables and other payables are recognised when the Association becomes obliged to make future payments resulting from the purchase of goods and services. These amounts are usually settled in 30 days.

**GLBTI Rights in Ageing Incorporated  
(GRAI) ABN 23 587 341 162**

**Notes to the Financial  
Statements for the year  
ended 30 June 2023**

	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
<b>2 Revenue from ordinary activities</b>		
Grant income	246,938	196,795
Community training income	2,364	2,551
Community event income	420	7,107
Membership fees	250	2,250
Other income	72,215	63,585
	<u>322,187</u>	<u>272,288</u>
<b>3 Auditor's remuneration</b>		
Audit of the financial report - AMW Audit	<u>4,500</u>	<u>4,000</u>
<b>4 Cash and cash equivalents</b>		
Cash at bank	360,644	311,921
Term deposits	-	-
	<u>360,644</u>	<u>311,921</u>
<b>5 Trade and other receivable</b>		
Trade debtors	<u>1,000</u>	<u>22,667</u>
<b>6 Plant and equipment</b>		
Office equipment	6,990	6,990
Accumulated depreciation	<u>(6,990)</u>	<u>(6,990)</u>
	-	-
Software development	7,920	7,920
Accumulated depreciation	<u>(7,920)</u>	<u>(6,336)</u>
	-	1,584
Website development	3,163	3,162
Accumulated depreciation	<u>(3,163)</u>	<u>(2,372)</u>
	-	790
Total Plant and equipment	<u>-</u>	<u>2,374</u>
<b>Movements of plant and equipment during the year:</b>		
Carrying amount at start of year	2,374	4,591
Depreciation	<u>(2,374)</u>	<u>(2,217)</u>
Carrying amount at end of year	<u>-</u>	<u>2,374</u>



**GLBTI Rights in Ageing Incorporated  
(GRAI) ABN 23 587 341 162**

**Notes to the Financial  
Statements for the year  
ended 30 June 2023**

	2023	2022
	\$	\$
<b>7 Trade and other payables</b>		
Trade payables	5,359	30,034
GST Payable	10,023	4,485
Accrued expenses	4,000	40,076
	<u>19,382</u>	<u>74,595</u>

**8 Capital commitments**

There are no capital commitments as at 30 June 2023.

**9 Contingent liabilities**

The Association had no contingent liabilities as at 30 June 2023 and 30 June 2022.

**10 Events after the reporting period**

No matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the Association's operations, the results of those operations, or the Association's state of affairs in future financial years.

**11 Association**

**Information** Principal

Place of Business: 54

Bickley Cres.

Manning WA 6152

**GLBTI Rights in Ageing Incorporated**  
**(GRAI) ABN 23 587 341 162**

**Directors' Declaration**

In the opinion of the directors:

- a) The financial statements and notes are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:
  - (i) giving true and fair view of the financial position of the Association as at 30 June 2023 and of its performance, as represented by the results of its operations, for the financial year ended on that date; and
  - (ii) complying with Australian Accounting Standards and with Australian Charities and Not-for-profits Commission Regulation 2022; and
- b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors.



**DAVID GIBSON**

Chair



**RENO FURFARO**

Treasurer

Perth, Western Australia

Date: 19/12/2023

## AUDITORS' INDEPENDENCE DECLARATION TO THE MEMBERS OF GLBTI RIGHTS IN AGEING INCORPORATED (GRAI)

In accordance with Subdivision 60-C of the *Australian Charities and Not-for-profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the Board of Directors of GLBTI Rights in Ageing Incorporated. As the lead audit principal for the audit of the financial report of GLBTI Rights in Ageing Incorporated for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023, there have been no contraventions of:

- the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- any applicable code of professional conduct in relation to the audit.

AMW Audit

AMW AUDIT  
Chartered Accountants



**BILLY-JOE THOMAS**  
Director & Registered Company Auditor  
Dated at Perth, Western Australia this 19<sup>th</sup> day of December 2023



## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GLBTI RIGHTS IN AGEING INCORPORATED (GRAI)**

### **Audit Opinion**

We have audited the accompanying financial report of GLBTI Rights in Ageing Incorporated ("the Association") which comprises the statement of financial position as at 30 June 2023 and the statement of profit or loss for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information and the Directors' declaration.

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

- (i) giving a true and fair view of the Association's financial position as at 30 June 2023 and of its financial performance and cash flows for the year ended on that date; and
- (ii) complying with Australian Accounting Standards and Division 60 the *Australian Charities and Not-for-profits Commission Regulation 2022*.

### **Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110: *Code of Ethics for Professional Accountants (including Independence Standards)* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by Division 60 of the *ACNC Act*, which has been given to the Directors, would be in the same terms if given as at the time of this auditors' report.

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

### **Emphasis of Matter – Basis of Accounting**

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the management's financial reporting responsibilities under the *ACNC Act*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

### **Directors' Responsibilities for the Financial Report**

The Directors of the Association are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *ACNC Act* and is appropriate to meet the needs of the members. The Directors' responsibility also include such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

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

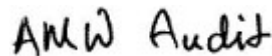
## Auditors' Responsibilities for the Audit of the Financial Report

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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the Association or business activities within the Association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with the Directors regarding, amongst other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



**AMW AUDIT**

Chartered Accountants



**BILLY-JOE THOMAS**

Director & Registered Company Auditor

Dated at Perth, Western Australia this 19<sup>th</sup> day of December 2023



19 December 2023

The Directors  
GLBTI Rights in Ageing Incorporated (GRAI)  
PO Box 514  
North Perth WA 6906

Dear Directors,

## MANAGEMENT LETTER

We advise that we have recently completed the audit of GLBTI Rights in Ageing Incorporated (GRAI) ("the Association") for the years ended 30 June 2023.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. While our procedures are designed to identify any material weaknesses and detect misstatements from fraud and error, there is an unavoidable risk that even some material misstatements may remain undiscovered. This unavoidable risk is due to the test nature and other inherent limitations of an audit, together with the inherent limitations of any accounting and internal control system.

During the audit, we noted the following matter to report to you arising from our audit.

### General recommendation

During our audit, we noted that the grant funding were not being tracked and allocated by job codes, which led to difficulties during the audit in tracking the unexpended funds (funds not spent). Using job codes/excel spreadsheet for keeping a track of each funding being spent is a good way for the Association to easily identify what funds remain unexpended and to track their funding.

We recommend that the Association use job codes and/or prepare separate excel worksheets to keep a track of grant funding.

### Audit Errors/Adjustments

Differences identified during the audit, whether adjusted or not must be communicated to management and those charged with governance of an entity. We therefore include the following items which **were adjusted** subsequent to the start of the audit:

	Description	Debit	Credit
		\$	\$
1	Retained Earnings	7,011.12	
	Other Income		7,011.12
	<b>Being adjustment to correct opening balance of RE</b>		
2	Grants Received in Advance	8,000.00	
	Goods and services tax		8,000.00
	<b>Being adjustment to record GST related to Grants received in advance</b>		
3	Accrued Expenses	2,625.00	
	Accounts Payable		2,625.00
	<b>To reclassify accrued expense to accounts payable</b>		





### **Unadjusted Errors**

The following items are the errors and differences identified during the audit which were not adjusted and are considered immaterial and do not impact our opinion of the financial statements:

None, all errors were adjusted.

We would like to take this opportunity to thank David Gibson, Reno Furfaro and Pauline Vaneeden for the assistance provided during the course of our audit.

Should you have any queries regarding any of the above, please do not hesitate to contact our office.

Yours sincerely  
**AMW AUDIT**  
Chartered Accountants

A handwritten signature in black ink, appearing to read 'BJT', with a long horizontal flourish extending to the right.

**BILLY-JOE THOMAS**  
Director



# ANNUAL REPORT

## 2022/23

GRAI is a not-for-profit, community group based in Perth, WA, working to support the rights and wellbeing of LGBTI elders. Established in 2005, GRAI provides social support services, inclusivity training in the aged care sector and research to increase awareness of LGBTI issues. We welcome new members.

GLBTI Rights in Ageing Inc. (GRAI)  
54 Bickley Crescent  
Manning, WA 6152

PO Box 350  
Mt Hawthorn WA 6915

+61 08 9436 3422

[info@grai.org.au](mailto:info@grai.org.au)  
[www.grai.org.au](http://www.grai.org.au)

ABN 23 587 341 162

