



48TH

ANNUAL

REPORT

OF THE BOARD OF MANAGEMENT
AND FINANCIAL STATEMENTS
FOR 2012



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Autism Queensland Inc. is a lead Queensland agency in the provision of targeted services to people with ASD and their families

Vision

Autism Queensland will partner with children, adults and families impacted by Autism Spectrum Disorder to make positive difference in their lives through choice and opportunity

Mission

Support the successful transition through every stage of the lives of people living with Autism Spectrum Disorder

Values

Excellence in practice
Realistic and honest communication
Urgency in actions
Embrace diversity
Inclusive of all stakeholders
Outcome orientated

Strategic Direction

Extend the capacity to deliver effective services and support to people living with ASD

Leverage Autism Queensland's expertise and resources in Autism Spectrum Disorders through innovation and thought leadership

Key Drivers



Changing
Perceptions



Enhancing
Choice



Creating
Opportunities

TABLE OF CONTENTS

President's Report	2
CEO's Reflection	4
Services Overview	6
School Reports	8
Children's Services	10
Disability Services	14
Training Services	16
Research and Development	18
Go Blue for Autism	20
Human Resources	22
Organisation Chart	23
Service Recognition	24
Supporters	25
Financial Statements	26





PRESIDENT'S

REPORT



Autism Queensland operates in a highly dynamic environment and 2012 was no exception. My report this year focusses on our success in establishing the world's first cooperative research centre into Autism Spectrum Disorders, the development of new strategic directions for the organisation including our positioning for the newly introduced National Disability Insurance Scheme (NDIS) and the transition of Autism Queensland from an Incorporated Association in Queensland to a public company limited by guarantee.

On February 16, 2013, the Prime Minister announced that our bid for the establishment of a Cooperative Research Centre (CRC) for Autism Spectrum Disorders (ASDs) had been successful. From July 1, 2013 the ASD Community will have a \$104.6 million research program to be pursued over the ensuing 8 years focussed on:

1. Harnessing existing knowledge of ASD behaviour in the first instance to accurately diagnose 50% of children with ASD prior to their second birthday and over 70% by their third birthday and then incorporate breakthroughs in biological research to identify subtypes of ASD and the most efficacious interventions;
2. Providing appropriate educational environments and programs for students with ASD so that they have the best chance of social, behavioural and academic success, and equipping teachers to manage even the most complex behaviours; and
3. Improving opportunities for people with ASD to successfully participate in higher education, increasing the rate of employment of people with ASD by 5% and providing lifelong physical and mental health management.

Autism Queensland will be an Essential Participant in this CRC and a member of the Autism CRC Ltd investing \$50,000 per year into the program. We will be joined by 55 other participants who will invest a total of \$6.08 million in cash and commitments of 261.9 full-time staff equivalents over the 8 year period. This will be matched by \$31.001 million in cash from the Federal Government. The CRC will be headquartered at the University of Queensland's Long Pocket Campus but the research will be undertaken at Institutions across Australia.

I have no doubt this CRC will revolutionise the way ASD research is undertaken in Australia and the outcomes will benefit the lives of millions. I am very proud of the lead role Autism Queensland has taken in this bid in conjunction with the University of Queensland. Without the support of these Institutions and their governing bodies, this bid would not have been possible. It has been a long, hard road establishing this CRC over the past 3 years but I have been overwhelmed by the level of support from all participants through the process - support that truly reflects the need for this research. The most significant aspect of this research program will be the critical mass generated through the cooperation of the 56 participants. This is the type of momentum we need to make some real progress in relation to diagnosis, education and life skills for individuals living with ASD. We expect that Autism Queensland will take a very active role in the research program and as an Essential Participant, we will be very well placed to ensure the outcomes are rapidly communicated and implemented for our members.

Another major achievement during 2012 was the review of Autism Queensland's strategic objectives and directions between 2013 and 2017. The revised vision for Autism Queensland will be to partner with children, adults and families impacted by ASD to make positive difference in their lives through choice and opportunity with our mission being to support the successful transition through every stage of the lives of people living with ASD.

In achieving this vision and mission, we hope to extend our capacity to deliver effective services and support to people living with ASD and leverage our expertise and resources in ASD through innovation and thought leadership (with our involvement in the new CRC being a major component of the latter).

A key component of the revised strategic plan encompasses "effectiveness" and operational models that support growth in Autism Queensland's capacity to deliver services.

This year, the Federal Government announced the introduction of a National Disability Insurance Scheme (NDIS) that will be rolled out nationally in some form over the next 5-10 years. This scheme will be a large insurance system that will assess the individual needs of a person with a disability (including ASD) and will then allocate funds to an individual to have their needs addressed. This will hopefully assist them to be productive and engaged in the social and economic fabric of society.

However, a significant consequence of the NDIS will be that traditional service providers such as Autism Queensland will no longer be directly allocated funds from Governments for delivery of services as they have been in the past. While the NDIS will represent an unprecedented level of funding support for people with disabilities, traditional service providers will need to compete for custom if they are to maintain funding levels to perform their current activities.

In the case of Autism Queensland, these activities extend beyond direct services and include advocacy, policy, government relations, communication and awareness to name a few. To this end, Autism Queensland needs to be proactive in revising its operational structure so that we can continue to deliver valued services to our members. The Board and Executive believe that Autism Queensland has some core skills and capacity that would provide it with a competitive advantage in a free-market delivery environment for services to people with disabilities, particularly ASD, and we are actively scoping the development of models that ensure Autism Queensland can continue to operate effectively under an NDIS.

"Sustainability" is another key component of our revised strategic direction with our goal being to establish an operational model that is stable and supports growth to ensure long term viability. Consistent with this, the Board has been reviewing the Constitution of Autism Queensland

and its legal status as an incorporated association.

As a result of this review, and in line with the strategic directions, it is recommended by the Board that Autism Queensland move from an incorporated association to a company limited by guarantee and we will be seeking support for this initiative at the 2013 annual general meeting.

Key outcomes of this transition are expected to include:

- Greater security in our legal foundation for members;
- A structure to attract a skills-based Board to strategically lead and position Autism Queensland;
- The appropriate structure under Federal legislation for the delivery of services interstate;
- Benefits of better regulated governance requirements ensuring strategic and operational transparency and clarity for the organisation;
- Opportunity to review and modernise the Constitution, providing greater clarity and guidance where needed;
- Helping Autism Queensland strengthen the professionalism of the organisation and better support the delivery of high quality services to members and consumers;
- Capacity to operate under Federal legislation (Corporations Act 2001) with reporting to the Australian Securities and Investments Commission (ASIC);
- A structure whereby any profits made by the company must be used to carry out the company's purpose (its objects);
- Positioning AQ for existence in a more competitive marketplace;
- Improved opportunity to capture investment in the operations of Autism Queensland.

An organisation like Autism Queensland is not without its challenges, but we continue to deliver. My tenure as President will come to an end in the near future, but hopefully I will leave the organisation in a state of good health with a prosperous outlook for the future. Of course nothing would be possible without a CEO like Penny Beeston and her dedicated staff. To my fellow Board members and the Executive, I congratulate you all on what can only be considered a landmark year for the Association.



Prof. Robert van Barneveld
President, Board of Management



CEO'S

REFLECTION



2012 was marked by significant shifts in the disability and education sectors that will ultimately impact on the lives of individuals with Autism Spectrum Disorders and their families.

The most far-reaching of these is the National Disability Insurance Scheme (NDIS). The NDIS was the focus of the Federal Government throughout 2012, promising a more equitable and effective model of funding to assist people living with disabilities.

The size and scope of the NDIS is enormous and because it is still in the planning phase, individuals with disabilities and their families feel a level of anxiety about whether they will be entitled to support under the scheme.

In the ASD community, we have identified concerns around the assessment tool that will be used to determine eligibility for support, particularly around the capacity of this tool to provide a functional assessment that is sensitive to children and adults with ASD.

Autism Queensland has put these concerns forward and contributed to the submission on this issue submitted by the Australian Advisory Board on Autism Spectrum Disorders (AABASD). We continue to participate in all consultations related to the development of the NDIS, bringing the specific issues related to people with ASD to the table. The launch sites will provide a great deal of feedback on the assessment and planning process which will commence in 2013.

Autism Queensland delivers a broad range of services addressing education, therapy and support needs of children and adults with ASD, including two schools for children with ASD that may be impacted by the Gonski Report. Autism Queensland has been operating these schools for over three decades and they are hubs of expertise in the education of this cohort of students. They are independent schools, and as such, are caught up in discussions around changes to funding models for the independent school sector. We are monitoring developments with a view to any impact on our education services.

2012 also marked release of the draft of the DSM-V, which is to replace the DSM-IV as the diagnostic tool for Autism Spectrum Disorders after May 2013. Under the DSM-V, Asperger's Syndrome will cease to be a diagnosis, and individuals who would previously have been diagnosed as having Asperger's will now be incorporated into the broad diagnosis of Autism Spectrum Disorder.

In 2012 there was uncertainty about the Bid for an Autism CRC. As you will see from Prof. Robert van Barneveld's message in this Annual Report, the uncertainty is over as the Bid was successful, and now represents enormous hope and promise for outcomes from Autism research in Australia over the next 8 years.

In the face of uncertainty in the sector, Autism Queensland staff have continued to deliver the highest quality of services across this State.



Autism Queensland Leadership Team: Front row, left to right: Jandee Laidlaw, Penny Beeston, Jill Ashburner. Back row, left to right: Carol Caton, Alison Geale, Amra Bazdar, Frances Scodellaro, Glenda Watkins.

Their passion, drive and expertise fill the pages of this document and I encourage you to read these reports to gain insights into the breadth of education, therapy and support delivered by Autism Queensland in 2012.

I would like to thank and acknowledge the members of our volunteer Board of Management for their support and contributions in 2012. In particular, Prof. Robert van Barneveld whose vision for an Autism CRC has been rewarded after several years of effort. I thank my fantastic Leadership Team for another year of commitment and hard work, and all staff members across the organisation who continue to demonstrate high levels of commitment, passion and professionalism in their drive to make a difference in the lives of children and adults with ASD and their families.

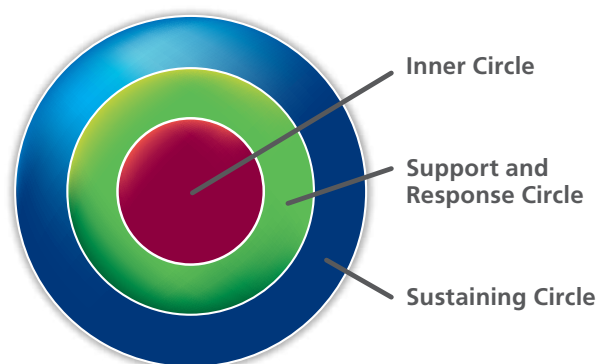
Thank you to the wonderful sponsors and supporters for your ongoing belief in this organisation and the importance of the work we do to make a tangible difference in the lives of people with ASD.

Penny Beeston

Penny Beeston
Chief Executive Officer

Autism Queensland's ecosystem

Autism Queensland's Key Drivers are embedded at all levels of the organisation's ecosystem, acting as Continuous Improvement and Quality Assurance mechanisms.



Autism Queensland's Drivers



CHANGING
PERCEPTIONS



ENHANCING
CHOICE



CREATING
OPPORTUNITY



SERVICES

OVERVIEW

Autism Queensland provides education, therapy, support and training services to people with ASD, their families, and those working with them.

Services currently provided by Autism Queensland include:

Accredited, Independent ASD Specific Schools

Autism Queensland's schools provide a range of group placement options for school age children. Our students are grouped according to age, ability and needs with a maximum of six students per group. Students are supported throughout their placement utilising a multi-disciplinary team including teachers, teacher aides, social workers, psychologists, speech pathologists and occupational therapists. Attendance is part-time, for up to two years. Currently our schools have options for one, two and three day per week placements, from Prep to Year 12. Our schools are located at Brighton, on Brisbane's north, and at Sunnybank Hills on the south.

Family Support Services

Family Support Services provides individual support to families and adult clients through advocacy, referral, liaison, information and general support. The team also arranges support groups (for families of people with Autism), sibling programs and camps, parenting programs, and mothers' camps.



Support Groups

Autism Queensland facilitates 24 support groups across the state. These groups provide vital support for parents and families with individuals with ASD. They are a great source of local information for families, and provide a vital link to Autism Queensland and our services.

Outreach Services

Teachers and therapists from the Outreach Services Team visit schools and other education settings throughout Queensland to provide information, advice, support, and individualised strategies to parents, staff and other key professionals.

EarlyAQtion Early Intervention Services

Autism Queensland delivers a range of flexible and individualised early intervention services across Queensland from centres in Brisbane, Rockhampton, Mackay, Cairns and Gladstone for children under seven years of age diagnosed with ASD. These programs include centre-based Group Programs, Play and Learn Programs, individual therapy programs and Outreach Programs. They are delivered by a team of teachers, speech pathologists, occupational therapists, psychologists, social workers and teacher aides. Teams from each of the centres deliver Outreach Programs to all locations throughout Queensland, including rural and remote communities.

Autism Advisor Program – hosted by Autism Queensland

The Autism Advisor Program is funded by the Department of Families, Housing, Community Services and Indigenous Affairs. Autism Advisors assess eligibility for the Helping Children with Autism (HCWA) Early Intervention Funding package. They provide advice and information to families about Early Intervention services and other related community and support services for young children with ASD and their families.

Training Services

Professional Learning and Development Services

This team has many years of experience working with individuals with ASD. They are able to offer customised workshops with individualised content in locations across Queensland and webinars on a range of topics in the field of ASD. The team also deliver the National Early Days Workshops Program for parents of young children with ASD in Queensland, which is part of the HCWA Package.

Registered Training Organisation

Autism Queensland is a Registered Training Organisation (RTO), registered with the Australian Skills Quality Authority. Through the RTO, we deliver nationally recognised training to professionals and other members of the community working with people with ASD, and also to senior students attending Autism Queensland's Sunnybank School.

Information and Help Line

Autism Queensland operates a telephone and e-mail Information and Help Line. We receive calls from families, people on the spectrum, carers, professionals and others from across the state. Therapists, teachers and family support workers are available via the Help Line to provide information about ASD, discuss specific issues or concerns and provide information about services, supports and resources.

Respite Services

Autism Queensland provides two centre-based respite services for overnight and weekend respite. Autism Queensland also runs school holiday programs at the Brighton and Sunnybank Hills centres twice a year.

Accommodation Services

Through our Adult Accommodation Services, Autism Queensland provides support for people to live in the community. Currently there are five houses across the Brisbane region. Autism Queensland also provides Community Access programs that are tailored to suit individuals.

Research and Development

The Research and Development team works collaboratively with researchers across Australia to develop and support research programs that aim to enhance the potential and quality of life of people with ASD and their families. Autism Queensland has established a number of research programs in collaboration with local universities with a focus on therapy and education programs for children and youth with ASD. The Research and Development Team is also responsible for the collation, critical review and dissemination of research evidence with the aim of informing current services or the development of new services.



SCHOOL

REPORTS



Amra Bazdar - Brighton School Principal
Jandee Laidlaw - Sunnybank School Principal

Autism Queensland Schools (AQ Schools) 2012 directions included:

- Continued commitment to providing a safe and secure learning environment for all students
- Providing evidence based transdisciplinary programs for students
- Continued alignment of the AQ Schools Curriculum to the Australian Curriculum
- Continue to develop capacity for new technologies to enhance learning outcomes for students with ASD
- Introduction of Transition Teachers to facilitate successful return of students to their fulltime home school environment

2012 was another busy year for Sunnybank and Brighton Schools.

The Schools renewed their service agreement with Education Queensland for the coming three years. This process is comprehensive and collaborative, and continues to confirm Education Queensland's commitment for ongoing partnership with Autism Queensland. The agreement highlighted a growing need for clear collaboration regarding implementation of the Australian Curriculum across Autism Queensland and students 'home school' placements.

The introduction of dedicated Transition Teachers has also been formalised in the new agreement, with a teacher per school being appointed to commence in 2013. This will see an extended transition process being initiated with follow up for concluding students remaining in place for 12 months post placement.

AQ Schools' Principals led the Cyclic Review process and committee across the year. Committee members included Dr Andre Van Zyl, Chair (Director of Business St Paul's School), Trevor Beasley (Advisory Visiting Teacher ASD, Education Queensland), Gordon Dickson (Treasurer, Autism Queensland Board of Management), Carol Caton (Autism Queensland Chief Financial Officer), Alison Geale (Autism Queensland Manager Human Resources), Penny Beeston (Autism Queensland Chief Executive Officer), Marion Zavattaro (Senior Teacher, Sunnybank) and Kylie Deer (Senior Teacher, Brighton). The final report is yet to be approved by Autism Queensland Board of Management and following this, it will be submitted to the Board of Non-State School Accreditation in March 2013.

As with many schools in 2012, AQ Schools introduced the released Australian Curriculum (AC) areas of English and Maths including changes to formats and processes of

reports, Individual Education Plans and correspondence with schools. Early in 2013 school staff will begin aligning with the AC area of Health and Physical Education once it is released. Support and training to staff around the AC and its integration into the AQ Schools Curriculum was facilitated by Senior Teachers Marion Zavattaro and Marla Muir.

A number of students across both Schools in groups S5, B3, B4 and B5 participated in Secret Agent Society (SAS), Solving the Mystery of Social Encounters, a school-based research trial run through the University of Queensland. Our 'in house' results from participation in 2012 found that students benefited particularly in the areas of body language, bullying, and anger and anxiety self identification. We hope to participate in future research opportunities around the SAS program.

2012 also saw the introduction of iPad technology into the Schools and classrooms. Both students and staff were engaged in the variety of specialist learning and Autism specific Apps, and the inspiration for creativity and hands-on learning these provide. Schools were advised that in 2013 the State Government is making available \$20,000 for the expansion of tablet technology into AQ Schools.

Professional Development highlights across the year included: Personal Leadership in Rapidly Changing Times by Bruce Sullivan; Autism and Evidence Based Practice in Early Intervention & Schools presented by Dr Jacqueline Roberts; QELI Foundations of Coaching; Direct National Interactive Whiteboard Training; Autism Queensland Symposium on the Gold Coast; SCERTS model - Social Communication, Emotional Regulation and Transactional Support; and Bronze Medallion training.

In addition, the AQ Schools Leadership Team, including Principals, Leading Teachers Kylie Deer and Elissa Brinckman and Schools' Social Worker Kathy Dimis, participated in the Think Feel Know mentoring program. This professional development opportunity was funded through the Improving Teacher Quality National Partnership funds allocated to support the professional development of Principals and School Leadership Teams provided by The Department of Education Employment and Workplace Relations.

2012 concluded with a Pupil Free Day on 17 December with a staff wellbeing and work/life balance workshop. This built upon the onsite weekly staff wellness program, which encouraged staff to be part of regular exercise after hours. In 2012, Brighton staff enjoyed yoga sessions whilst the Sunnybank staff continued with boxing!

Sunnybank School Senior Teachers Peta McAuley and Marion Zavattaro, were successful applicants to Independent Schools Queensland Literacy and Numeracy Coaching Academy. Both had already attended core training modules with the Marzano Institute, and a

busy training calendar is in place for 2013. This program provides \$15,000 funding to the Sunnybank School to support a reduced teaching load for Marion and Peta so they can be trained whilst also facilitating the principles of good reading practice throughout the school.

Fundraising was high on each school's agenda for 2012. A number of events in and outside of the Schools were organised by staff and school community. These included a Blue High Tea at Redcliffe Tavern During Autism Awareness Week, sausage sizzles at local Woolworths and Bunnings stores, Easter and Mother's Day raffles, Father's Day sports events, and the Schools' annual Christmas Market and Carnival, just to mention a few.

2012 also saw a brilliant effort by families and friends from both Schools in collecting and sending docket and vouchers for Woolworths Earn and Learn and Coles Sports for Schools' initiatives. This effort saw us reach goals way beyond our expectations. We have a new record to aspire to in future collections, with over 50,000 points collected in both programs for each school. We look forward to receiving the resources from Woolworths & Coles in 2013.

Brighton School was short listed as a Charity Partner with Westfield Chermide, however was not chosen in this round. It did, however, receive a donation of \$1,000 as acknowledgement for its participation in the selection process.

Sunnybank School was a successful participant in Queensland University of Technology Staff Community Welfare Fund with \$2,019.60 being granted for the purchase of two 'island benches' for use within the school for students. One of these benches will be used to provide younger students with better access the 'touch' element of the interactive whiteboard.





CHILDREN'S

SERVICES

Frances Scodellaro - Manager

Children's Services is a diverse range of state-wide and regionally based services supporting children and their families across Queensland.



Autism Advisor Program

Team Leader - Maryann Kerr

The Autism Advisor Program (AAP) is part of the Helping Children with Autism (HCWA) package funded by the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA). The advisors are located at Sunnybank, Brighton, Rockhampton and Cairns.

The role of the advisors is to provide families who have a child under the age of 6 years, diagnosed with an Autism Spectrum Disorder, with information about early intervention funding, workshops and local support services that they can access for their child and family. Registration with the Program increased significantly in 2012.

Over the year the AAP saw more than 1200 families for initial consultations and provided them with information to support their understanding of ASD and what it means for their child and family. The advisors also worked closely with the team that provides the Early Days Workshops and the coordinator responsible for the PlayConnect Playgroups to ensure these services were meeting the needs of newly identified families.

In July 2012, the AAP gained additional funding to promote the HCWA Package and provide information and support to families living in isolated rural and remote communities, families with a culturally and linguistically diverse background and Aboriginal and Torres Strait Islander background over the second half of the year. This enabled advisors to undertake more outreach trips to places such as Weipa, Thursday Island, Bamaga, Mt Isa, Moranbah, Dysart, Clermont, Longreach, Winton, Barcaldine, Alpha, Childers, Thangool, Gayndah, Charleville and St George. They also developed networks with local community support services, Aboriginal services, hospitals, paediatricians, and so on, with the aim of increasing awareness of ASD and the importance of identifying and linking families with early intervention services in a timely manner.

The additional funding also provided the opportunity for the AAP Team to access professional development activities focused on supporting families of young children. They also attended the national AAP forum in Melbourne in March which provided an opportunity to share information and ideas, receive updates from FaHCSIA about HCWA and to hear from a range of speakers.



Outreach Services

South East Queensland Outreach Team Leader
– Cathy McNeill

North Queensland Outreach Team Leader
– Rachel Lavercombe

Central and West Queensland Outreach Team Leader
– Vicki Tomkins/Katherine McLean

Autism Queensland's Outreach Team travels across Queensland to provide advisory support to schools and parents of students with ASD. Autism Queensland receives a financial contribution for the delivery of this service from the Non School Organisations Program (NSO), Department of Education, Training and Employment.

During 2012, the Outreach Team of speech pathologists, occupational therapists and teachers visited 939 students with ASD in 463 kindergartens and state, catholic and independent schools.

Visits were made to schools in South East Queensland, all major regional centres, and to smaller and more remote towns and communities, including Palm Island, Weipa, Longreach, Barcaldine, Yelarbon, St George, Charleville and Eidsvoll. Where possible the team provided additional networking and/or professional development opportunities. Extreme weather conditions resulted in delayed visits to Roma and St George.

Demand for school visits sometimes exceeded the team's capacity, particularly in the Townsville, Gladstone, Emerald and Maryborough/Hervey Bay regions.

An additional trip was scheduled for Emerald in the latter part of 2012 and additional staff allocated to the Bundaberg trip. Where itineraries allowed, the team attended Parent Support Group meetings while in the area.

In Term 4, the Outreach Service commenced a partnership with Brisbane Catholic Education North Region to deliver an extended service to students with ASD presenting with more significant challenges in the school environment, working closely with school staff to support the individual needs of the student.

The relocation in early 2012 of an Autism Queensland Family Support Worker to the Outreach Services Team enabled increased family support involvement in some Outreach visits and improved continuity of support for parents and schools. Together with the Autism Queensland school-based Family Support Worker, two Mothers' Time Out Camps at Currimundi (on the Sunshine Coast) were held during 2012, as well as a range of sibling activities including an after-school program, holiday program and sibling workshop.

The Volunteer Facilitator Support Group Conference was held in Brisbane on 23-24 February and attended by representatives from 13 Support Groups from across Queensland. The MyTime Playgroup continued at the Browns Plains Early Years Centre with 12 families attending the group with their young child during 2012.

Throughout the year the Outreach Team responded to 3631 telephone and 2310 email requests for assistance and support from parents, educators, other professionals and support staff.

EarlyAQtion Early Intervention

Program Manager Early Intervention Services – Valerie Preston
Far North Queensland Team Leader – Susan O'Donnell
Central Queensland Team Leader – Karly Green
Mackay Whitsunday Team Leader – Ann-Marie Watson

Services for children with ASD under the age of seven are primarily provided through the EarlyAQtion Centres in Cairns, Mackay, Rockhampton, Gladstone and Sunnybank Hills. These include centre-based Group Programs, Play and Learn Programs, Intensive Therapy and Social Skills Group Programs and Outreach Programs. In 2012 Autism Queensland EarlyAQtion staff worked with the families and/or educational staff of over 250 children.

The regional centres at Cairns, Mackay, Rockhampton and Gladstone are significantly funded by the Department of Communities (Disability Services) Autism Early Intervention Initiative and are independently audited to ensure that the services provided meet the 10 Queensland Disability Service Standards. All EarlyAQtion Centres were successful in meeting and exceeding these standards.

Statewide EarlyAQtion Services

Autism Queensland delivers EarlyAQtion Outreach Programs and EarlyAQtion Therapy Sessions from Sunnybank Hills in Brisbane. Outreach Programs are delivered throughout Southeast Queensland and to all other regions of Queensland (other than those areas within the catchments of our regional centres). In 2012, programs were carried out in the areas of Winton, Roma, Alpha, Dalby, the Sunshine Coast, Charleville and Toowoomba, as well as all many parts of Brisbane, Ipswich and the Gold Coast.

Of particular note in 2012 was the completion of the EarlyAQtion Early Intervention Hub at Sunnybank Hills. Staff moved into the Hub in March and it enabled us to increase the number of centre-based programs held throughout the year, with 16 children and their families accessing these programs.

The focus of all of these programs (Outreach and Intensive Therapy and Social Skills Group Programs) was to provide information and support to parents and other caregivers (staff at the child's early childhood setting, extended family, etc.) about ASD as it relates to the individual child in question, so that they are then able to work more productively and with greater understanding and success with the child.

Brisbane-based EarlyAQtion team members continued to offer EarlyAQtion Therapy Sessions throughout 2012, with clinical psychology being added to speech pathology and occupational therapy as available sessions.

During 2012, EarlyAQtion was heavily involved in the joint project between Autism Queensland, AEIOU and the Department of Education to produce the Transition to Prep Online Resource Package. Autism Queensland's role in this project was to prepare all the material intended for education staff, as well as collaborate with AEIOU and the Department of Education on all other aspects of the Package. The resource was officially launched at Parliament House in August by the Hon John-Paul Langbroek MP, Minister for Education, Training and Employment, and has been extremely well-received throughout the education fraternity.



Far North Queensland EarlyAQtion Services

The Far North Queensland EarlyAQtion Service delivers Outreach Programs to the Far North Queensland region including The Cape, Tablelands and Johnstone region. The team travelled to Weipa twice, as well as to Kowanyama, Einasleigh and throughout the Atherton Tablelands, Cairns and Northern Beaches region. They also travelled to Innisfail several times a week for most of the year and made a number of visits to Yarrabah.

At the Centre in Edmonton, Cairns, three centre-based groups ran throughout the year. Along with the 20 children who participated in the centre-based Group Programs in 2012, the team also carried out a Social Skills program in Term 2, which was attended by four children. Sixty Outreach Programs took place.

The Family Support Worker provided various services for parents, siblings and other family members, including regular morning tea chat sessions, a program for managing anxiety, individual consultations and support to families needing help from other agencies.

The Far North Queensland EarlyAQtion Service has the benefit of a number of very supportive and hard-working parents. A Parent Partnership group was established towards the end of 2012, with the key focus of community building and collaboration initiatives with the EarlyAQtion staff.

Central Queensland EarlyAQtion Services

The Central Queensland EarlyAQtion Service delivers services to the Central Queensland region including Bundaberg, Banana and Emerald. In 2012, the team carried out Outreach Programs in Moura, Biloela and Agnes Waters, as well as throughout the Rockhampton and Gladstone areas. From the two bases of Rockhampton and Gladstone, staff delivered programs to 50 children and their families and other caregivers.

The commencement of services from the new Autism Queensland office in Gladstone was an important development in 2012. This was a new model for Autism Queensland, with this office operating as an offshoot of the larger John Villiers Centre in Rockhampton. Some staff worked across both locations, whilst others were employed in one or the other, but significant collaboration occurred in delivering services. The Team Leader for Central Queensland EarlyAQtion was based at the Rockhampton site but spent at least one day per week in the Gladstone office.

The number of clients for the Gladstone-based team initially grew slowly, but it increased significantly toward the end of the year as word spread from families and education staff who had received services from this team. As they are based in an office suite all services were delivered in an Outreach format at children's homes and/or early childhood settings.



Two centre-based groups ran throughout the year at the John Villiers Centre. There was also support available from the social worker for parents, siblings and other family members.

Mackay Whitsunday EarlyAQtion Services

During 2012, the Mackay Whitsunday EarlyAQtion Early Intervention Service operated out of temporary premises in West Mackay and delivered services to the Mackay, Whitsunday and Isaac regions.

Work towards the building of Autism Queensland's own facility in Mackay has progressed slowly. This Centre will be built on land leased from the Department of Education and co-located with an Early Childhood Developmental Centre (ECDC) and state primary school.

In the meantime, the team delivered Outreach Programs. At the beginning of 2012, the team increased to five with the recruitment of an occupational therapist and a physiotherapist to join the social worker, Team Leader / teacher and administration officer who were already in place. A vehicle was purchased and programs were able to start. Throughout the year 31 programs were conducted in areas including Moranbah, Clermont, Proserpine and Bowen, as well as within Mackay.

The funding for the establishment of this service from the Department of Communities (Disability Services) was due in a large part to the tireless efforts of the Mackay Autism Support Group. The links between this group and the EarlyAQtion team have strengthened throughout the year, with the Support Group's library now being located in the EarlyAQtion office and Support Group meetings also being held at those premises.



DISABILITY

SERVICES

Glenda Watkins - Manager

Disability Services provides support to 15 adults living in five supported accommodation houses in the Brisbane area. Through the service, Autism Queensland also supports 80 families with respite services at Sunnybank and Greenbank.

This support is achieved through ongoing partnerships with a number of organisations and government departments.

In 2012, Disability Services were able to complete the move from their old respite house in Oxley to a refurbished and more spacious property on acreage at Greenbank. In addition, the Birralea respite house at Sunnybank Hills was extensively renovated.

A number of the clients we support in our Adult Accommodation took holidays throughout the year in Cairns, Sydney and all places in between. There is always much excitement in the houses as preparation takes place for these activities.

Autism Queensland's Computer Club enjoyed continued success with many young people taking part each week to enjoy movie and bowling nights along with internet café time. As well as meeting the social needs of its members, the Club also provides these young people with the opportunity to practise their social, communication and independent living skills

The success of the Adult Recreation Group continued in 2012 and enjoyed increased patronage. It is attended by people, aged from 18 years and over, who are independent, some living at home and some out on their own. They meet every second Friday night in Brisbane city and have dinner, go to the movies and the markets, listen to bands and attend other events.

Through recurring funding secured by Autism Queensland in 2011, Disability Services were able to again offer the school holiday programs from its Brighton and Sunnybank School campuses. In 2012 these programs ran in the June and Christmas school holidays. They offered a full program of fun and entertainment that was both centre-based and in the community. In 2012, 60 families accessed this service across both sites.

Disability Services underwent its annual quality audit by the Department of Communities. Our services are audited against the 10 Disability Standards and in 2012 we were audited against: Standards 6 - Valued Status; 7 - Complaints and Disputes; 8 - Service Management; and 10 - Staff Recruitment, Employment and Development. As our regional centres also receive funding from the Department they are included in the audit. Auditors also interview families, stakeholders and staff.

In 2012 Disability Services achieved a pleasing result with no non-conformities.





TRAINING

SERVICES

Manager – Judith Keller

Professional Learning and Development Services (PLDS)

Autism Queensland's professional learning facilitators travelled extensively throughout Queensland in 2012 to deliver the following learning opportunities and share their extensive knowledge and expertise in the field of Autism:

74 professional workshops

- including 19 general introductory workshops examining the complexities of ASD and approaches to positive behaviour support;
- 31 advanced workshops focussing on enhancing understanding of ASD and its impact on the individual;
- 24 workshops for teacher aides and outside school hours care staff.

91 customised workshops

- specifically tailored to meet the needs of the organisation concerned.

Early Days Workshops

In 2012, the PLDS Team were again instrumental in facilitating the delivery of the HCWA Early Days workshop program to more than 700 participants throughout Queensland. An exciting development was the introduction of additional workshops during the latter part of year. The team also successfully trialled web-conferencing in November to facilitate access to an Early Days workshop by families in regional Queensland.

Positive Partnerships Workshops

Autism Queensland was pleased to be involved with the delivery of the re-established HCWA-funded Positive Partnerships Program in Queensland during the second half of 2012. The program provides high quality training for parents and carers of school aged children on the autism spectrum, and a professional development program for teachers and other school staff involved in supporting students with ASD.

Raising Awareness

Through their work, the PLDS team liaised regularly with a range of organisations, peak bodies, agencies and government departments, where they continued to raise awareness of the needs of individuals with ASD and share information about other services available through Autism Queensland.

Autism Symposium

Strong Foundations for Promising Futures was the theme for Autism Queensland's two day Symposium at Bond University on the Gold Coast in August 2012. Attended by over 270 delegates including parents, carers, professionals, researchers and individuals with ASD, the Symposium featured a range of international and local speakers presenting current research and evidence-based practice in the field of ASD.





Professor Francesca Happé from Kings College, London, delivered a keynote address on insights into ‘what we do, don’t and must know about Autism spectrum conditions’; Associate Professor Andrew Whitehouse of the Telethon Institute for Child Health Research suggested that Autism research in Australia is at the most exciting time in its short history; and in his main paper, outlined what he regarded as the most critical research goals for Australia over the next two decades, including discovering the cause of Autism, lowering the age of accurate diagnosis, formulating affordable and practical interventions, and assisting all children to find a place in society.

Recent research into experiences of bullying among children with an ASD by Professor Vicki Bitsika from the Centre for Autism Spectrum Disorders at Bond University was of particular interest to many delegates.

A number of other topics were explored during the Symposium which concluded with a panel discussion about the translation of research and theory into practice for the benefit of individuals with ASD.

Registered Training Organisation

Autism Queensland’s Registered Training Organisation (RTO) delivers nationally recognised vocational education and training for individuals with ASD, and others wishing to develop their skills in working with and supporting individuals with ASD.

During 2012, eight students from Autism Queensland’s Sunnybank School completed a *Certificate I in Information, Digital Media and Technology*, providing them with the skills and knowledge to perform foundation digital literacy tasks using a personal computer and the ability to use a range of software applications and digital devices. Four

of these students also undertook an additional unit of competency in basic vision and sound editing.

Increasing enrolments throughout the year in the standalone unit of competency, *CHCEDS434A Provide support to students with autism spectrum disorder*, reflected the value of this course for support workers who provide support to students with an ASD. There were 53 enrolments from individuals in Queensland during May-December and one from Tasmania.

For support workers and others involved in working with individuals with Autism, the RTO also offers standalone unit of competency *CHCCS413B Support individuals with autism spectrum disorder*. Individuals in regional and metropolitan Queensland took advantage of the RTO’s distance education offering to enrol in 2012.

During the last quarter of 2012, seven teacher aides commenced study in the *Certificate III in Education Support*. Elective offerings comprising part of this course will enable them to further develop their knowledge and skills in working with students with Autism and other disabilities.

Midway through 2012, the RTO was audited by the Department of Education, Training and Employment, and found to be fully compliant with the Conditions of Registration under the Australian Quality Training Framework, resulting in renewal of Autism Queensland’s registration as an RTO through until July 2017.

Autism Queensland maintains its affiliation with the Australian Council for Private Education and Training (ACPET) as a member RTO. During 2012, training staff were engaged by ACPET to deliver two professional development workshops in Brisbane for other ACPET members and their clients on developing strategies for supporting individuals with ASD in education settings.



RESEARCH &

DEVELOPMENT

Dr Jill Ashburner - Manager

Autism Queensland aims to conduct and support research, and promote evidence-informed practice that will enhance the potential of individuals with ASD to achieve valued life outcomes.

Support and advocacy for Autism research

Contribution to a bid for a Cooperative Research Centre for Living with Autism Spectrum Disorders

In 2012, Autism Queensland was an essential participant in a bid for a *Cooperative Research Centre for Living with Autism Spectrum Disorders (the Autism CRC)* involving 56 participating organisations. Participants included Autism service providers, government departments, industry partners and internationally renowned researchers.

Three core research programs including: (1) *A Better Start Through Better Diagnosis* (revolutionising diagnostic procedures for ASD), (2) *Enhancing Learning and Teaching* (developing appropriate educational programs for students with ASD), and (3) *Finding A Place In Society* (enhancing life paths of adults with ASD) were proposed.

Autism Queensland's Research & Development Department provided extensive administrative support to the bid. The Manager, Research & Development led the development of the research project proposal, '*Program 2 – Enhancing Learning and Teaching*'.

(In February 2013, the Prime Minister announced that our bid had been successful.)

Supporting local Autism researchers

The Research and Development Team continued to support research that promises to enhance the outcomes of individuals with ASD by advertising projects to potential participants. People with ASD or their families interested in participating in research should consult the Autism Queensland website for details.



Supporting undergraduate and post-graduate education

Over the year, stronger links with tertiary institutions were forged with the provision of student clinical placements and lectures to students at the University of Queensland and the new Griffith University ASD Masters Course. This also gave Autism Queensland Speech Pathologists and Occupational Therapists opportunities to develop skills in lecturing and clinical supervision. The Manager, Research & Development continued to co-supervise two higher degree research students on topics including: (a) the experiences of adolescents with ASD and their families of exclusion from mainstream education, (b) the post-school transitioning for young people with ASD.

Sharing research findings through publications and conference presentations

During 2012, three papers co-authored by the Manager, Research & Development were accepted for publication and two papers were under review by peer-reviewed journals. Four papers were also presented by staff at conferences including the Autism Queensland Symposium, the Queensland State Occupational Therapy Conference and the Australasian Society for Autism Research meeting.

Advocating for people with ASD with regard to government policy

On behalf of Autism Queensland, Research & Development prepared a position statement on *Service Needs of Adults with High Functioning ASD*. The Department also provided comments and feedback on: (a) the National Career Development Strategy, (b) the National Carer Strategy Draft Implementation Plan, and (c) the draft assessment criteria and draft legislation for the *National Disability Insurance Scheme*.

Current and upcoming Autism Queensland research programs

The following Autism Queensland research programs were in progress at the end of 2012:

- The study "*Auditory processing and classroom educational, behavioural and emotional outcomes in children with autism spectrum disorder*" funded by the Fred P. Archer Bequest. Detailed reports were provided on the 28 children who participated. The results are currently being analysed.
- The study "*Experiencing Bullying: Young People with Autism Spectrum Disorders and their Families*" continued in collaboration with the Queensland University of Technology. At the end of 2012, 99 of 613 surveys sent to families of young people with ASD aged 11 to 16 years, had been returned.

- Ethical clearance applications were submitted for two new projects involving University of Queensland honours students to be conducted in 2013. They were: (a) the *Development of an ASD-Specific Family-centred Goal Setting Tool*, and (b) *The Sensory Experiences of People with ASD*. Two tools for use in clinical practice will be developed through these projects. They include the *ASD Family-Centred Goal Setting Tool* (developed by Autism Queensland's Senior Occupational Therapist) and a *Sensory Experiences Interview with Visual Cues* (developed by the Manager, Research & Development). Abstracts in relation to these studies have been submitted to the Australasian-Pacific Autism Conference 2013.
- In late 2012, Autism Queensland was successful in an application for a grant of \$56,829 for a project designed to support the implementation of the National Disability Insurance Scheme (NDIS) on '*The use of remote technologies to extend early intervention services for children with ASD in rural locations*'. The project is to be completed by 30 May, 2013.

Promotion of evidence-informed, high quality practice at Autism Queensland

- During 2012, Research & Development staff conducted literature searches on more than 160 different topics to support Autism Queensland programs. Detailed research updates were conducted on 11 different topics, and circulated to Autism Queensland's professional staff.
- Our Senior Occupational Therapist and Senior Speech Pathologist, who are supervised by the Manager, Research & Development, continued to provide professional supervision for therapists working in Autism Queensland, both in Brisbane and in regional centres. At the time of writing this report, this included 12 Speech and Language Pathologists and 10 Occupational Therapists.

The development of the therapists' knowledge and skills has been supported through individual supervision sessions, observations and joint therapy sessions in EarlyAQtion services and the Autism Queensland schools, regular mentoring groups and journal clubs.

Senior therapists also delivered sessions during Autism Queensland's internal professional development days and supported transdisciplinary practice of regional therapists and teachers, particularly where therapist vacancies existed. They were also involved in selecting clinical assessments for all Autism Queensland EarlyAQtion services after Autism Queensland was awarded a grant of more than \$25,000 from the Gambling Community Benefit Fund for this purpose.

Senior therapists continued to be involved in the recruitment process for therapists, and increasingly played a role in service delivery planning. The senior roles are currently two days per week.

April 2012 saw Autism Queensland launch its inaugural Go Blue for Autism awareness and fundraising campaign, moving forward from Dress Differently Day.

The Go Blue for Autism concept leveraged the highly successful Light It up Blue global campaign which sees landmark buildings around the world turn their lights blue on April 2 which is World Autism Awareness Day. This local variation encouraged supporters to 'go blue' at any time of day during April, Autism Awareness Month – not just in the dark!

Queensland businesses and organisations, community and autism support groups, schools, families and individuals were invited to "Go Blue" on World Autism Awareness Day, April 2, and during Autism Awareness Month to increase awareness of ASD and raise funds for Autism Queensland and its services. Posters, Autism Fact Sheets and merchandise were created to support the campaign.

"Go Blue for Autism" was launched via the Autism Queensland and newly created Go Blue for Autism Facebook pages in the weeks leading up to World Autism Awareness Day. It culminated with a public event in Brisbane's Queen Street Mall on April 2. The stars of the day were, without a doubt, the blue morphs who featured in a crowd-drawing Flash Mob dance.

The campaign was embraced by the community and its success was due to the wonderful support of all those individuals, schools and businesses that came on board.

Thanks to their energies and creativity, April in Queensland was a sea of blue. Events and activities throughout the state included a blue waterfront walk on the beachfront at Brighton and a blue bike ride, complete with blue fairy, in Mackay. Businesses and schools held blue days and took gold coin donations, while other organisations baked and sold blue cupcakes.

We look forward to an even greater level of support when the campaign returns in 2013.



go
blue
for
autism







HUMAN

RESOURCES

Manager - Alison Geale

One of Autism Queensland's most important relationships is with its 200-plus permanent and fixed-term full-time, part-time and casual employees. On the frontline, our Lifestyle Support Workers, Allied Health Professionals, Trainers, Teachers, Teacher Aides, Bus Drivers and Escorts, are engaged every day with children and/or adults with ASD and their families.

Supporting these people and the work they do, are our Administration, Finance, Fundraising & Marketing, Information & Communication Technology, Human Resources and Maintenance teams, Team Leaders, Coordinators and Managers. As support teams, our work is performed mostly behind the frontline, but we are equally invested in the Vision and similarly occupied with the Mission of Autism Queensland.

Autism Queensland is a diverse and ever-changing organisation where all members of our various teams are valued for their unique and necessary contribution.

Following a consultative review in 2011, 2012 saw the introduction and implementation of a new performance management framework at Autism Queensland.

Each year, each employee and their manager participate in a two-way probationary or Annual Performance Development Review (PDR). The PDR references the relevant position description and is linked to Autism Queensland's Strategic Plan as well as the operational objectives of the employee's team or service and their individual



goals as set in the preceding year. Feedback regarding the new framework has been very positive and is indicative of high employee engagement. For managers too, the PDR is a vital tool in cultivating an internal culture that inspires creativity, energy, passion and continuous improvement.

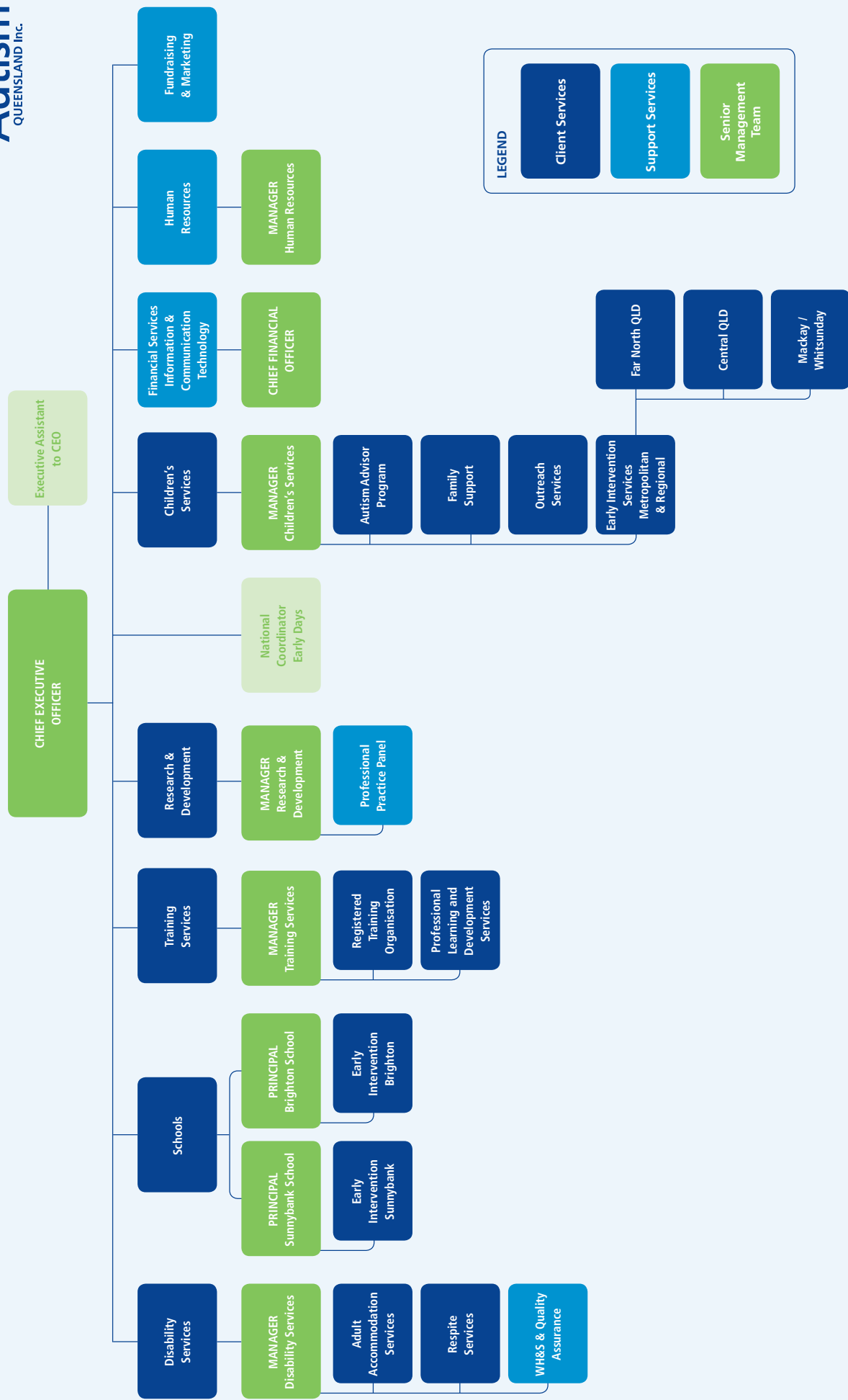
A second key focus of Human Resources in 2012, and one also very much concerned with the relationship between the organisation and its employees, was the new Autism Queensland Collective (Enterprise Bargaining) Agreement. This Agreement details the terms and conditions of employment for the major employee work groups.

Months of consultation, robust discussion and review of ways to improve on the existing industrial instrument resulted in a new Agreement gaining an overwhelming majority vote in support of its submission to the Fair Work Commission for ratification. Forming a key component of Autism Queensland's offering as an employer of choice and delivering significant gains for employees, this new Agreement is expected to come into effect early in 2013.

While these and other projects like them are important in rejuvenating and continuously improving Autism Queensland's relationship with its employees, the core business of Human Resources is seen in the everyday interactions with managers and staff, and new and prospective employees. In 2012 recruitment efforts resulted in over forty new or vacant positions being filled. Strengthening links with universities, availing of opportunities presented by social media sites like Facebook, and partnering with external agencies such as the Rural Health Professionals Program (RHPP) enabled us to fill several long-standing vacancies.

Internally, various HR processes and systems were created, re-invented or earmarked for review in support of continued compliance and a more seamless, user-friendly service for our clients. At the end of the day, we are about fostering the Autism Queensland – employee relationship, and in so doing facilitating the vital work of each person, whether performed on or behind the frontline.

Organisation Chart 2012





SERVICE

RECOGNITION



Pam Hansen

15 YEARS

Pam Hansen

10 YEARS

Faye Tewes

5-10 YEARS

Beck McPherson

Cathy Drummond

Christine Tadokoro

Cindy Topen

Danny Gray

David Seng

Debbie More

Elissa Brinckman

Erin Eustace

Fiona Haynes

Gavin Wainwright

Gerald Mirabito

Glenda Watkins

Greg Roffey

Jac Hiddleston

Jamie Ryan

Jason Paech

Jean-Luc Lamb

Jeff Genders

Jennifer Foreman

Jill Ashburner

Joan Wheeler

Joanne Sullivan

Joel Watson

Kathy Harrison

Kirsty Wilson

Kylie Deer

Liza Fathallah

Lyndall Metzroth

Marg Millar

Marla Muir

Melinda Kane

Monica Watson

Nadia Abdurham

Penny Beeston

Peta McAuley

Rachael Hayes

Renee Aldridge

Robert Milford

Sarah Todd

Stephen Beckinsale

Stuart Cossar

Sue Quixley

Susan Waddington

Taryn Potgieter

Warneta Millar

COMMUNITY SUPPORT

As a not-for-profit organisation Autism Queensland is reliant upon support from many sectors of the community. This support can range from donations of goods and services worth thousands of dollars to smaller donations for the Christmas appeal.

In 2012 we were again touched by the generosity and goodwill of many organisations and individuals.

We were fortunate to be beneficiaries of funds raised at Fun Runs, cocktail events and other community events, as well as from sausage sizzles, online auctions and even a birthday party where a donation was made in lieu of presents.

Thank you to everyone for their support in 2012 – the businesses and individuals who donated money, the volunteers who gave so willingly of their time, and the organisations who offered support through equipment and supplies.



2012 SUPPORTERS

Absolute Plumbing

Aurizon Community Giving Fund

Australian Government – FaHCSIA

Clayton Utz

C & M Calvert

Formula Interiors

Fulton Hogan

Gambling Community Benefit Fund

GE Capital

G & K Bird

Hanson Construction Materials

IGA Community Benefit Scheme

IBM

JJ Richards

Linemarking Professionals

Martin Edge

Master Engraving

Maxa Constructions

Mitchelmore Transport

Non School Organisations

Order of the Eastern Star, Brisbane District Grand Chapter

Perception

Queensland Government

Rotary Club of Sunnybank Hills

Rotary Club of Salisbury

Rotary Club of Wishart

Sci-Fleet Toyota

Suncorp Group Brighter Futures Community Giving Program

Sunnybank Community and Sports Club

Telstra

University of Queensland Health Sciences Faculty

UPS

Variety

Walz Group

Westpac

FINANCIAL STATEMENTS

For the year ended 31 December 2012

Treasurer's Report – 2012

Following further tough times we were still able to achieve an operating surplus of \$514,988 as at 31 December 2012. This includes \$188,968 of unearned subsidies which is a change in accounting procedure and was required to be shown in this way by our auditors. It also includes receipt of \$22,420 in Capital Grants for our NSO Early Intervention Hub. We had made a decision to have a rolling revaluation of our Land and Buildings. Given the Queensland economy we have declared a \$432,674 devaluation to end up with the final reportable surplus attributable to members for 2012 being \$82,314.

Revenue

The total revenue for 2012 was \$14,685,747 which was a good increase compared to the \$13,515,380 that was achieved in 2011.

- Subsidies received increased by \$1,461,622 reflecting another year of growth in services.
- Fundraising continues to be a challenge for us and we received \$134,896 which was \$15,427 more than last year.

Expenditure

Total expenditure for the year was \$14,170,759 compared to \$12,818,305 in 2011. Our growth in service delivery is represented by an increase in staff costs by \$975,266. Maintenance work that had been deferred in prior years was undertaken and thus showed a \$229,262 increase. Even with an increased level of activities and services the level of expenditure was well controlled by management and the implementation of systems and controls.

Assets

The total assets for the Association were \$13,546,123 which was very similar to the previous year of \$12,663,201. This increase was really due to the \$1,112,661 increase in the cash component and this allows us to create some reserves to solidify our future operations.

Liabilities

The Association's total liabilities of \$4,628,376 saw an increase due mainly to a change in policy where the vehicle fleet is now acquired via finance lease in lieu of operating lease.

Summary

With the above loan our Gearing ratio (Non-Current Liabilities/Total Equity) goes back from 12.2% to 14.6%. Once again the big improver was the ratio of Current Assets to Current Liabilities which went from 46.9% to 71.8%

These financial results were achieved by effective and efficient management and administration which continued to assist our growth of activities and services that provided quality services to people with ASD and their families. In addition to this we continue to see the commitment and dedication of staff to our clients whilst contributing to the achievement of these sound financial results.

An audited financial report for Autism Queensland Inc. is attached.



Gordon Dickson
Treasurer

General information

The financial report covers Autism Queensland Inc. as an individual entity. The financial report is presented in Australian dollars, which is Autism Queensland Inc.'s functional and presentation currency.

The financial report consists of the financial statements, notes to the financial statements and the officers' declaration.

The financial report was authorised for issue on 20 March 2013.

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2012

	Note	2012 \$	2011 \$
INCOME			
Subsidies received		12,545,729	11,084,107
Donations & subsidies – capital items		22,420	307,739
Program fees		740,449	335,740
Interest received		70,668	39,382
Dividends received		3,684	1,921
Fundraising Activities		134,896	119,469
Membership fees		37,869	51,999
Rent received		-	11,966
Levies		613,496	1,233,870
Professional workshops		248,616	254,912
Sundry Income		267,920	74,275
		<u>14,685,747</u>	<u>13,515,380</u>
EXPENDITURE			
Adult Services		4,020,520	3,687,267
Children's services		4,980,197	4,689,683
Fundraising - general		120,691	423,303
Membership		45,590	25,615
Outreach services		1,712,881	1,538,646
Administration		2,042,231	1,605,598
Training		707,964	435,292
Depreciation and amortisation		396,684	357,938
Loss on disposal of fixed assets		93,940	-
Finance costs		50,061	54,963
		<u>14,170,759</u>	<u>12,818,305</u>
Surplus before income tax expense		<u>514,988</u>	<u>697,075</u>
Income tax benefit/(expense)	1	<u>-</u>	<u>-</u>
Surplus after income tax expense		<u>514,988</u>	<u>697,075</u>
Other comprehensive income			
Net (loss)/gain on revaluation of land and buildings		(432,674)	(491,005)
Net gain on revaluation of financial assets		-	-
Other comprehensive income for the year, net of tax		<u>(432,674)</u>	<u>(491,005)</u>
Total comprehensive income for the year attributable to members of Autism Queensland Inc.		<u><u>82,314</u></u>	<u><u>206,070</u></u>

The above Statement of Comprehensive Income should be read in conjunction with the attached notes

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2012

	Note	2012 \$	2011 \$
Current Assets			
Cash and cash equivalents	4	2,097,515	984,854
Trade and other receivables	5	108,485	160,465
Other assets		171,464	136,089
Inventory	6	8,924	8,913
Total Current Assets		<u>2,386,388</u>	<u>1,290,321</u>
Non-Current Assets			
Property, plant and equipment	7	11,049,085	11,265,721
Financial assets	8	110,650	107,159
Total Non-Current Assets		<u>11,159,735</u>	<u>11,372,880</u>
Total Assets		<u>13,546,123</u>	<u>12,663,201</u>
Current Liabilities			
Trade and other payables	9	1,931,375	1,616,489
Financial liabilities	10	244,092	116,628
Provisions	11	1,148,495	1,020,096
Total Current Liabilities		<u>3,323,962</u>	<u>2,753,213</u>
Non-Current Liabilities			
Financial liabilities	10	1,160,579	855,574
Provisions	11	143,835	218,981
Total Non-Current Liabilities		<u>1,304,414</u>	<u>1,074,555</u>
Total Liabilities		<u>4,628,376</u>	<u>3,827,768</u>
NET ASSETS		<u>8,917,747</u>	<u>8,835,433</u>
Equity			
Accumulated funds	12	3,901,338	3,386,350
Reserves	12	5,016,409	5,449,083
TOTAL MEMBERS FUNDS		<u>8,917,747</u>	<u>8,835,433</u>

The above Statement of Comprehensive Income should be read in conjunction with the attached notes

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2012

	Retained surplus \$	Revaluation Reserve \$	Total \$
Balance at 1 January 2011	2,689,275	5,940,088	8,629,363
Surplus after income tax expense for the year	697,075	-	697,075
Other comprehensive income for the year, net of tax	-	(491,005)	(491,005)
Total comprehensive income for the year	697,075	(491,005)	206,070
Balance at 31 December 2011	3,386,350	5,940,083	8,835,433
Balance at 1 January 2012	3,386,350	5,940,083	8,835,433
Surplus after income tax expense for the year	514,988	-	514,988
Other comprehensive income for the year, net of tax	-	(432,674)	(432,674)
Total comprehensive income for the year	514,988	(432,674)	82,314
Balance at 31 December 2012	3,901,338	5,016,409	8,917,747

The above Statement of Comprehensive Income should be read in conjunction with the attached notes

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2012

	Note	2012 \$	2011 \$
Cash Flows From Operating Activities			
Subsidies received		14,667,059	13,849,807
Payments to suppliers and employees		(13,300,812)	(12,014,103)
Interest received		70,668	39,382
Interest paid		(50,061)	(54,963)
Net cash provided/(used in) by operating activities		<u>1,386,854</u>	<u>1,820,123</u>
Cash Flows From Investing Activities			
Payments for plant and equipment		(707,662)	(440,480)
Proceeds from sale of fixed assets		1,000	-
Dividends reinvested		-	(1,929)
Net cash provided by/(used in) investing activities		<u>(706,662)</u>	<u>(442,409)</u>
Cash Flows from Financing Activities			
Proceeds/(repayments) of borrowings		<u>432,469</u>	<u>(79,502)</u>
Net cash provided by/(used in) financing activities		<u>432,469</u>	<u>(79,502)</u>
Net increase/(decrease) in cash held		1,112,661	1,298,212
Cash at the beginning of the financial year		<u>984,854</u>	<u>(313,358)</u>
CASH AT THE END OF THE FINANCIAL YEAR	17	<u><u>2,097,515</u></u>	<u><u>984,854</u></u>

The above Statement of Comprehensive Income should be read in conjunction with the attached notes

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2012

NOTE 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report covers Autism Queensland Inc. as an individual entity. The financial report is presented in Australian dollars, which is Autism Queensland Inc's functional and presentation currency. The financial report was authorised for issue on 20 March 2013.

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New, revised or amending Accounting Standards and Interpretations adopted

The incorporated association has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Basis of preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the Associations Incorporation Act 1981 (Queensland). These financial statements do not comply with International Financial Reporting Standards as issued by the International Accounting Standards Board ('IASB'). The Association is a not for profit entity for financial reporting purposes under Australian Accounting Standards.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, when applicable, certain classes of property, plant and equipment.

Currency

The financial statements are presented in Australian dollars and rounded to the nearest dollar.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the incorporated association's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

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

Income Tax

The Association is exempt from the payment of Income Tax under the provision of Division 50 of the Income Tax Act.

Government Subsidies

Subsidies are received from both the Commonwealth and State Government. Subsidies received for specific capital items are disclosed separately in the Statement of Comprehensive Income. Other subsidies being for operating expenses are treated as revenue and included in the operating result for the year to which they relate.

Fixed Assets

Freehold land and buildings are measured on a fair value basis. At each reporting date, the carrying value of each asset in these classes is reviewed to ensure that it does not differ materially from the asset's value at that date. Where necessary, the asset is re-valued to reflect its fair value. Any surplus on revaluation is credited direct to the asset revaluation reserve. In December 2010, all land and buildings of the Association were independently valued by Australia Pacific Valuers Pty Ltd. Disclosure in the financial statements was adjusted to fair values reported.

The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use. The assets are depreciated at the following rates:

Buildings	40 years straight line basis
Motor vehicles	7 years straight line basis
Furniture and equipment	4-10 years straight line basis

Leased Assets

Leases are classified at their inception as either operating or finance leases based on the economic substance of the agreement so as to reflect the risks and benefits incidental to ownership.

NOTE 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Operating Leases

The minimum lease payments of operating leases, where the lessor effectively retains substantially all of the risks and benefits of ownership of the leased item, are recognised as an expense on a straight line basis.

Finance Leases

Leases which effectively transfer substantially all of the risks and benefits incidental to ownership of the leased item are capitalised at the present value of the minimum lease payments and disclosed as property, plant and equipment under lease.

A lease liability of equal value is also recognised.

Capitalised leased assets are depreciated over the shorter of the estimated useful life of the assets and the lease term. Minimum lease payments are allocated between the principal component of the lease liability and the finance costs, so as to achieve a constant rate of interest on the remaining balance of the liability.

Cash and Cash Equivalents

For the purposes of the Statement of Cash Flows, cash includes cash on hand and in banks, and term deposits which could be readily converted to cash.

Employee Entitlements

Provision is made for employee entitlement benefits accumulated as a result of employees rendering services up to the reporting date. These benefits include wages and salaries, annual leave and long service leave.

Liabilities arising in respect of wages and salaries, annual leave and other employee entitlements expected to be settled within twelve months of the reporting date are measured at their nominal amounts. All other employee entitlements are measured at their present value of the estimated future cash outflow to be made in respect of services provided by employees up to the reporting date.

Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the association commits itself to either purchase or sell the asset (ie. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature, or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

Available-for-sale financial assets are included in non-current assets, except for those which are expected to be disposed of within 12 months after the end of the reporting period, which will be classified as current assets.

Fair value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

Impairment

At the end of each reporting period, the association assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available for sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Where the association has retrospectively applied an accounting policy, made a retrospective restatement or reclassified items in its financial statements, an additional statement of financial position as at the beginning of the earliest comparative period will be disclosed.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST components of investing and financing activities, which are disclosed as operating cash flows.

Going Concern

The financial report has been prepared on the going concern basis, which assumes continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.

At 31 December 2012 the association had a net current asset deficiency of \$937,574 (2011: deficit \$1,462,892). The association is reliant on the ongoing support of both State and Commonwealth in the form of funding. The association also has approximately \$1 million in available undrawn funds with Westpac Banking Corporation at 31 December 2012. The Board of Management believe these factors will provide sufficient cashflow to fund the ongoing working capital needs of the association for a period of at least 12 months from the date of this financial report.

Accordingly the members are satisfied that the going concern basis of preparation is appropriate.

NOTE 2. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimation of useful lives of assets

The incorporated association determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Impairment of non-financial assets other than goodwill and other indefinite life intangible assets

The incorporated association assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by evaluating conditions specific to the incorporated association and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs to sell or value in use calculations, which incorporate a number of key estimates and assumptions.

Long service leave provision

As discussed in note 1, the liability for long service leave is recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Revaluation of property, plant and equipment

The incorporated association revalued all buildings and property improvements at balance date to their fair value.

	2012 \$	2011 \$
3. OPERATING SURPLUS/(DEFICIT)		
Finance Costs		
Interest Expense	50,061	54,963
Depreciation of non current assets		
Buildings	144,385	153,895
Property Improvements	11,453	25,937
Furniture and equipment	64,248	159,465
Motor vehicles	176,598	19,181
	<u>396,684</u>	<u>358,478</u>
Employee benefits expense		
Wages and salaries	9,238,263	8,242,795
Workers Compensation	-	128,838
Superannuation costs	854,791	746,155
	<u>10,093,054</u>	<u>9,117,788</u>
Impairment of Assets		
Bad and doubtful debts expense	4,326	6,132
Impairment of assets	-	280,613
	<u>4,326</u>	<u>286,745</u>
4. CASH AND CASH EQUIVALENTS		
Cash on hand	8,309	7,650
Cash at bank	89,675	149,321
Cash on deposit	1,999,531	827,883
	<u>2,097,515</u>	<u>984,854</u>
5. TRADE AND OTHER RECEIVABLES		
<i>Current</i>		
Trade accounts receivable	117,213	185,247
Provision for doubtful debts	(8,728)	(24,782)
	<u>108,485</u>	<u>160,465</u>
6. INVENTORY		
Merchandising stock	39,963	39,952
Provision for stock obsolescence	(31,039)	(31,039)
	<u>8,924</u>	<u>8,913</u>
7. PROPERTY, PLANT AND EQUIPMENT		
Land at fair value	4,045,000	3,995,000
Buildings at fair value	5,450,519	5,910,773
Less: Accumulated depreciation	(144,385)	-
Total written down value of buildings	<u>5,306,134</u>	<u>5,910,773</u>

	2012 \$	2011 \$
7. PROPERTY, PLANT AND EQUIPMENT (continued)		
Property improvements at fair value	462,499	457,629
Less: Accumulated depreciation	(12,175)	(722)
Total written down value of property improvements	<u>450,324</u>	<u>456,907</u>
Motor vehicles at cost	756,112	260,998
Less: Accumulated depreciation	(209,434)	(182,930)
Total written down value of motor vehicles	<u>546,678</u>	<u>78,068</u>
Furniture and equipment at cost	2,184,217	2,233,211
Less: Accumulated depreciation	(1,514,546)	(1,408,238)
Total written down value of furniture and equipment	<u>669,671</u>	<u>824,973</u>
Work in progress project at cost	31,278	-
Less: Accumulated depreciation	-	-
Total written down value of capital funding project	<u>31,278</u>	<u>-</u>
TOTAL PROPERTY, PLANT AND EQUIPMENT	<u>11,049,085</u>	<u>11,265,721</u>
<i>Reconciliations</i>		
Reconciliations of the written down values at the beginning and end of the financial year are set out below:		
Land		
Balance at beginning of year	3,995,000	3,995,000
Revaluation	50,000	-
	<u>4,045,000</u>	<u>3,995,000</u>
Buildings		
Balance at beginning of year	5,910,773	6,108,595
Additions/reclassification	22,420	278,335
Disposals	-	-
Revaluation	(482,674)	(322,262)
Depreciation expense	(144,385)	(153,895)
	<u>5,306,134</u>	<u>5,910,773</u>
Property Improvements		
Balance at beginning of year	456,907	436,657
Additions/reclassification	4,870	214,390
Revaluation	-	(168,743)
Depreciation expense	(11,453)	(25,397)
	<u>450,324</u>	<u>456,907</u>
Motor Vehicles		
Balance at beginning of year	78,068	64,256
Additions/reclassification	532,858	32,993
Disposals	-	-
Depreciation expense	(64,248)	(19,181)
	<u>546,678</u>	<u>78,068</u>
Furniture and equipment		
Balance at beginning of year	824,973	1,337,652
Additions/reclassification	116,236	(85,238)
Disposals	(94,940)	(267,976)
Depreciation expense	(176,598)	(159,465)
	<u>669,671</u>	<u>824,973</u>

Valuation of land, buildings and property improvements

The valuation basis of land, buildings and property improvements is fair value being the amounts for which the assets could be exchanged between willing parties in an arm's length transaction, based on current prices in an active market for similar properties in the same location and condition. The 2012 revaluations were made by the directors as at 31 December 2012 and the 2011 revaluations were made by the directors as at 31 December 2011. The revaluation deficit was debited to the revaluation reserve in accumulated funds (note 12).

	2012 \$	2011 \$
8. FINANCIAL ASSETS		
<i>Non-current</i>		
Available for sale financial assets - Equity securities	110,640	107,149
Investment in subsidiary company	10	10
	<u>110,650</u>	<u>107,159</u>

Autism Queensland Inc controls 100% of the share capital of a company incorporated in Australia, being AQCOM Pty Ltd.

This company did not trade during the year and has not been consolidated into the Autism Queensland Inc. accounts due to the immaterial nature of its transactions.

9. TRADE AND OTHER PAYABLES

<i>Current</i>		
Trade Creditors	434,304	312,537
Other creditors and accruals	1,141,844	925,423
Subsidies in advance and unexpended funds	355,227	378,529
	<u>1,931,375</u>	<u>1,616,489</u>

10. FINANCIAL LIABILITIES

<i>Current</i>		
Bank Loans - Westpac	116,628	116,628
High purchase liability	127,464	-
	<u>244,092</u>	<u>116,628</u>
<i>Non-Current</i>		
Bank Loans - Westpac	796,529	855,574
High purchase liability	364,050	-
	<u>1,160,579</u>	<u>855,574</u>

The bank loans are secured by Bill of Mortgages over the Association's freehold property as follows:

- 1st Mortgage: Children's Crisis Care - 121 Jackson Road, Sunnybank Hills
- 1st Mortgage: Children's Respite Residence - 331 Jackson Road, Sunnybank Hills
- 1st Mortgage: Therapy Centre - 136 North Road, Brighton
- 2nd Mortgage: Therapy Centre - 437 Hellowell Road, Sunnybank Hills

11. PROVISIONS

<i>Current</i>		
Employee entitlements	1,148,495	1,020,096
<i>Non-Current</i>		
Employee Entitlements	143,835	118,981
Building provisions		100,000
	<u>143,835</u>	<u>218,981</u>

	2012 \$	2011 \$
12. ACCUMULATED FUNDS AND RESERVES		
Accumulated Funds		
Bought forward at beginning of year	3,386,350	2,689,275
Surplus for year	514,988	697,075
Carried forward at end of the year	3,901,338	3,386,350
Asset Revaluation Reserve		
Bought forward at beginning of year	5,440,637	5,931,642
Revaluation (decrements)/increments	(432,674)	(491,005)
Carried forward at end of the year	5,007,963	5,440,637
Available for sale Revaluation Reserve		
Bought forward at beginning of year	8,446	8,446
Revaluation increments	-	-
Carried forward at end of the year	8,446	8,446
Total Revaluation Reserve	5,016,409	5,449,083

13. KEY MANAGEMENT PERSONNEL DISCLOSURES

Key management personnel comprise directors and other persons having authority and responsibility for planning, directing and controlling the activities of the company.

Key management personnel compensation:	340,000	302,397
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14. CONTINGENT LIABILITIES

Contingent Liability - Residual Financial Interest of the Commonwealth and State

Commonwealth

Commonwealth of Australia has made grants to fund a number of the Association's capital expenditure projects. The Commonwealth retains, for 20 years, a right to repayment of a proportion of the grants (reducing by 5% per annum) if the Association should sell or otherwise dispose of or cease to use facilities principally for the purpose approved by the Commonwealth.

The residual interest of the Commonwealth amount is:	1,533,969	1,843,268
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State

State of Queensland has made a grant to fund the Association's capital expenditure project. The State retains, for 20 years, the right to repayment of the grant if the Association should sell or otherwise dispose of or cease to use the facilities principally for the purpose approved by the State.

The residual interest of the State amount is:	321,452	462,118
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15. COMMITMENTS

Non-cancellable operating leases

The group leases various offices and vehicles under non-cancellable operating leases expiring within two to three years. The leases have varying terms and on renewal, the terms of the leases are renegotiated.

Operating lease commitments are payable:

Within one year	79,395	66,998
Later than one year but not later than five years	126,078	7,177
	205,473	74,175

2012
\$

2011
\$

16. RELATED PARTY TRANSACTIONS

Key management personnel

Disclosures relating to key management personnel are set out in note 13.

Transactions with related parties

There were no transactions with related parties during the financial year.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the reporting date.

Loans to/from related parties

There were no loans to or from related parties at the reporting date.

17. CASH FLOW STATEMENT

For the purposes of the Statement of Cash Flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts. Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Cash and cash equivalents (note 4)	2,097,515	984,854
	<u>2,097,515</u>	<u>984,854</u>

18. SEGMENT INFORMATION

The Association operated predominantly in the Educational Welfare Support of those with ASD in Australia.

19. FINANCIAL RISK MANAGEMENT

The group had access to the following undrawn borrowing facilities at the end of the reporting period:

Floating rate

Expiring within one year (bank overdraft and bill facility)	1,000,000	1,000,000
Expiring beyond one year (bank loans)	7,549	6,100
	<u>1,007,549</u>	<u>1,006,100</u>

20. SUBSEQUENT EVENTS

No matter or circumstance has arisen since 31 December 2012 that has significantly affected, or may significantly affect the incorporated association's operations, the results of those operations, or the incorporated association's state of affairs in future financial years.

STATEMENT BY THE BOARD OF MANAGEMENT OF AUTISM QUEENSLAND INC.

The Board of Management has determined that the Association is a reporting entity and that this general purpose financial report should be prepared in accordance with applicable Accounting Standards.

In the opinion of the Board of Management the Financial Report:

- the attached financial statements and notes thereto comply with the Australian Accounting Standards - Reduced Disclosure Requirements;
- the attached financial statements and notes thereto give a true and fair view of Autism Queensland Inc.'s financial position as at 31 December 2012 and of its performance for the financial year ended on that date; and.
- there are reasonable grounds to believe that Autism Queensland Inc. will be able to pay its debts as and when they become due and payable.

This Statement is made in accordance with a resolution of the Board of Management Committee and is signed for and on their behalf by:



President
Prof. Robert van Barneveld



Treasurer
Gordon Dickson

Dated at Brisbane this 20th day of March 2013

LEAD AUDITOR'S INDEPENDENCE
DECLARATION UNDER SECTION 307C OF
THE CORPORATIONS ACT 2001



DECLARATION OF INDEPENDENCE BY A S LOOTS TO THE DIRECTORS OF AUTISM QUEENSLAND INC.

As lead auditor of Autism Queensland Inc. for the year ended 31 December 2012, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the Corporations Act 2001 in relation to the audit; and
- any applicable code of professional conduct in relation to the audit.

This declaration is in respect Autism Queensland Inc. and the entities it controlled during the period.

BDO Audit Pty Ltd

A handwritten signature in blue ink, appearing to be 'ASL' or 'A S Loots', written in a cursive style.

A S Loots
Director

Brisbane, 20 March 2013

Report on the Financial Report

We have audited the accompanying financial report of Autism Queensland Inc., which comprises the statement of financial position as at 31 December 2012, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility 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 in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Act 2001 and for 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.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation of the financial report that gives a true and fair view 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of Autism Queensland Inc., would be in the same terms if given to the directors as at the time of this auditor's report.

Opinion

In our opinion the financial report of Autism Queensland Inc. is in accordance with the Corporations Act 2001, including:

- (a) giving a true and fair view of the association's financial position as at 31 December 2012 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

BDO Audit Pty Ltd



A S Loots
Director

Brisbane, 20 March 2013



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