



# 49th Annual Report



OF THE BOARD  
OF MANAGEMENT  
AND FINANCIAL  
STATEMENTS  
FOR 2013



#### **Patron**

Her Excellency Ms Penelope Wensley AC  
Governor of Queensland

#### **Chairman**

Mr Michael Klug

#### **Chair, Audit and Risk**

Mr Jim Hunter

#### **Directors**

Dr Roslyn Dick

Ms Helen Steinhardt

Mrs Annie Kenny

Mr Barry Dennien

Mr Paul Stokes

#### **Chief Executive Officer**

Mrs Penny Beeston

#### **Company Secretary**

Mrs Carol Caton

#### **Honorary Life Members**

Mr Ian Anderson

Miss Margaret Outridge

Mr John Lee

Ms Helen McBride

Mr Bruce Fay AM

Prof Robert van Barneveld

#### **Life Member**

Mr Paul Burton

#### **Auditor**

BDO Audit Pty Ltd

#### **Solicitor**

McCullough Robertson

---

Autism Queensland is a lead agency in the provision of targeted services to Queenslanders of all ages with ASD and their families.

---

## Our 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.

---

## Our Mission

To support the successful transition through every stage of the lives of people living with Autism Spectrum Disorder.

---

## Our Values

- Excellence in practice
  - Realistic and honest communication
    - Urgency in actions
    - To 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 OPPORTUNITY





# Table of Contents

<b>Chairman's Report</b> .....	3
<b>CEO's Reflection</b> .....	5
<b>Services Overview</b> .....	7
<b>School Reports</b> .....	9
<b>Children's Services</b> .....	11
<b>Early Days</b> .....	15
<b>Disability Services</b> .....	16
<b>Training Services</b> .....	17
<b>Research and Development</b> .....	19
<b>Organisation Chart 2013</b> .....	21
<b>Community Support</b> .....	22
<b>Go Blue for Autism</b> .....	23
<b>Directors' Report</b> .....	25
<b>Financial Statements</b> .....	28
<b>Notes to the Financial Statements</b> .....	33
<b>Independent Auditor's Report</b> .....	41
<b>Auditor's Independence Declaration</b> .....	42



# Chairman's Report



It is a privilege to have been successfully nominated to the position of Chair of the Board of Directors of Autism Queensland Limited and to present my inaugural message to members in this Annual Report.

2013 was a year of transition for Autism Queensland.

Much of this change was heralded at the Annual General Meeting held in March 2013 when the membership of Autism Queensland Inc. voted to support the transition of the organisation from an Incorporated Association to a Company Limited by Guarantee.

The then Chair of the Board, Dr Robert van Barneveld, provided notice to the Membership that he was taking up a position on the Board of the Autism Cooperative Research Centre (CRC) commencing July 2013 and, as a result, would be stepping down from the Autism Queensland Board.

Members voted at the AGM in favour of the transition. This vote generated a range of Governance and operational imperatives to be dealt with, including the process of recruiting a new Chairman of the Board of Directors.

The Board established a Board Nominations Committee with independent and Board representation.

I was delighted to be nominated and accepted onto the Board in the role of Chair on 24th July 2013. There are numerous not-for-profit organisations seeking Directors and it was with genuine pleasure that I accepted this role, having a high regard for the organisation and the high quality of services and support it delivers to children and adults with Autism and their families.

The transition to the new entity saw the departure of some long-serving and highly valued Directors from the Board and the addition of new Directors.

I would like to take this opportunity to acknowledge the following Directors who have contributed significantly to the Governance of Autism Queensland Inc. over many years, a number of whom retired from the Board in 2013.

Dr Robert van Barneveld served as Chair of the Board of Autism Queensland Inc. for 10 years. In that time the organisation grew substantially, particularly establishing regional centres in Cairns, Rockhampton, Gladstone and Mackay. Dr van Barneveld was responsible for bringing the Autism community in Australia together to form an Autism CRC, applying his experience and knowledge about the establishment of CRCs to bear on the success of this national project. As I have mentioned previously, Robert has stepped down from the Autism Queensland Limited Board to take up a Directorship on the Board of the CRC.

Helen Steinhardt has served the Board for 13 years and contributes significantly by way of her Special Education background and her lived experience as the parent of a young person with ASD. In the years that Helen served on the Board of Autism Queensland Inc. she held executive roles including Secretary and Vice-President. With the change to a Company Limited by Guarantee, Helen serves as a Director and brings her vast experience to the role in the newly structured organisation.

Dr Roslyn Dick has served the Board for 10 years and brings her experience as a businesswoman and her lived experience as a parent of a young woman with ASD to the role. Roslyn has held the role of Vice President on the Board of Autism Queensland Inc. and in 2013 continues to bring her experience and knowledge to bear on the Governance of Autism Queensland Limited.





### **Autism Queensland Board Members:**

**Left to right:** Barry Dennien, Jim Hunter, Annie Kenny, Michael Klug, Roslyn Dick, Paul Stokes. (Absent: Helen Steinhardt.)

Gordon Dickson served as Treasurer of Autism Queensland Inc. for seven years. Gordon brought his expertise in business and accounting to the Board and this experience was central to the organisation exploring options for Autism Queensland to prepare for the National Disability Insurance Scheme (NDIS) by way of structural change to the organisation. Gordon retired from the Board in 2013.

Annie Kenny served on the Board for five years and brings the lived experience of being the parent of a young woman with ASD as well as her experience as a businesswoman. Annie has a particular interest in philanthropy and securing the support of corporate and other entities to ensure the sustainability of Autism Queensland Limited into the future.

Lindsay McNeil served as a Director of Autism Queensland Inc. for eight years and brought his pro-bono support to bear in the creation of videos and images for training and for promotional activities. Lindsay retired from the Board in 2013.

The culmination of the transition from Autism Queensland Inc. to Autism Queensland Limited was the inaugural Annual General Meeting on 16th December 2013. At this meeting, all Directors' positions were spilled and those who were elected at the meeting had been through the Board nominations process prior to the AGM.

The new Board of Directors of Autism Queensland Limited appointed at that AGM are:

<b>Michael Klug</b>	<b>CHAIRMAN</b>
<b>Dr Roslyn Dick</b>	<b>DEPUTY CHAIR</b>
<b>Annie Kenny</b>	<b>DIRECTOR</b>
<b>Jim Hunter</b>	<b>DIRECTOR</b>
<b>Barry Dennien</b>	<b>DIRECTOR</b>
<b>Paul Stokes</b>	<b>DIRECTOR</b>
<b>Helen Steinhardt</b>	<b>DIRECTOR</b>

The NDIS represents an unprecedented paradigm shift for organisations supporting people with disabilities. In 2013 Autism Queensland Limited achieved its structural and Governance transition and is well placed to position itself as a resilient, high quality provider to education, therapy, training, accommodation, respite and support services to children and adults with Autism and their families.

Early in 2014, the Board of Directors and Executive Team will spend a day discussing and planning the strategy that will drive the direction of Autism Queensland Limited as the NDIS is rolled out across Queensland.

*Michael Klug visiting Sunnybank School with Principal Jandee Laidlaw and AQ CEO Penny Beeston.*





# CEO's Reflection



It is always a good feeling to look back over a year and see you've kicked the goals you had in your sights at its start.

2013 stands out in my nine years as CEO of Autism Queensland because of the imperative for the organisation to prepare for the NDIS at a structural level.

It was important to transition from an Incorporated Association to a Company Limited by Guarantee and this took most of the year because of the complexity of our organisation and the range of education, training and disability regulatory bodies we report through to, in addition to our suppliers and the other agencies we rely on for banking, insurance and so on.

The transition also had to occur without interrupting our daily business of delivering services to people with autism. I am proud of my Leadership Team for pulling together and cooperating with each other to ensure this outcome was achieved. Particular thanks goes to Carol Caton, our CFO and Company Secretary, for driving this complex process at the operational level. Our Chair, Michael Klug, has written in more depth about the process of transition in his report in this document.

Every year comes with its own unique challenges, and as I have said, the transition to Company Limited by Guarantee flavoured 2013.

In 2012 I wrote about the unique challenges presented by the roll out of the NDIS. While I don't want to harp on an earlier message, again in 2013, we continued to deliver high quality services to children across Queensland whilst keeping a keen eye on the encroaching paradigm shift.

Organisations supporting people with disabilities across Australia are doing their best to prepare for the NDIS, and we are

monitoring the outcomes from the Trial Sites in the other States and Territories to learn from their findings.

In Queensland, the Host Provider program is providing an opportunity for us to trial an NDIS model of funding arrangements. We have also been trialling a range of new programs on the basis of what families are indicating they will want to purchase under an NDIS.

Our team members are talking to families about what works for them in the current situation, and what types of supports and services they envisage they will want to access as we transition to a new model of service delivery.

In the past, the model and availability of service has been subject to a funded Service Agreement between the Government and the organisation providing the service. Families will now have the ability to work more closely with the provider to determine what the service looks like and how it is delivered.

On another note, Autism Queensland will co-host the Asia Pacific Autism Conference (APAC15) from 9th–11th September, 2015 at the Brisbane Convention and Exhibition Centre. It's theme is "Transforming Futures". APAC is co-hosted every two years by the Australian Advisory Board on Autism Spectrum Disorders and we are looking forward to bringing it to Queensland.

---

**At Autism Queensland we deliver the highest quality of services and supports to people living with ASD. We are able to do this because of the calibre, expertise and passion of our people.**

---

## **Autism Queensland Leadership Team:**

### **Front row, left to right:**

Jandee Laidlaw (Principal Sunnybank School),  
Penny Beeston (Chief Executive Officer),  
Jill Ashburner (Manager Research &  
Development).

### **Back row, left to right:**

Carol Caton (Chief Financial Officer),  
Alison Geale (Manager Human Resources),  
Amra Bazdar (Principal Brighton School),  
Frances Scodellaro (Manager Children's Services),  
Glenda Watkins (Manager Disability Operations).



Please take the time to read the reports from each of our Managers inside this document. So much happens in a year at Autism Queensland and I am always proud of the outcomes that make a difference in the lives of children and adults with ASD and their families.

Our signature "Go Blue for Autism" campaign was fabulous in 2013, with massive participation across the entire State. Our regional centres love to go blue, and in Mackay, Sharon our OT dons a blue tutu with wings each year and becomes the blue fairy leading a community bike ride to raise funds and awareness. In 2013 she wore the wings twice, the second time for a much more arduous ride to Airlie Beach. Turn to page 24 to see the photos.

We have a wonderful support base of members, families, community, business and Government, all of whom make this a fabulous campaign. To learn more I encourage you to visit [www.goblueforautism.com.au](http://www.goblueforautism.com.au) or check out the Autism Queensland and Go Blue for Autism Facebook pages.

2013 marked a fabulous outcome in our regional development. With the amazing and ongoing support of The John Villiers Trust, our third Centre of Excellence was completed at the end of 2013 in Mackay. Our regional teams do a remarkable job delivering high quality early intervention programs to children in their Centres in addition to travelling to more remote areas in their region to deliver Outreach Programs.

Our Training Services continue to be in high demand among families and those whose work is related to the support of people on the autism spectrum.

Autism Queensland delivers specialised education programs through its two independent school campuses at Sunnybank and Brighton. Our schools undertook the five year Cyclic Review by the Non-State Schools Accreditation Board and were delighted to again receive accreditation to operate an

Independent School with two campuses. Our school model is built on inclusion, with children attending for one, two or three days a week and spending the remaining days in their mainstream school. They also spend a maximum of two years in our schools under this model. More of the Australian Curriculum was added to the AQ Schools curriculum this year, and we introduced our specialist Transition Teachers whose roles are essential in ensuring the smooth transition of children into the schools and back into their home schools.

Autism Queensland also has a range of additional supports. We support children and adults with ASD and their families by way of respite, holiday programs and mothers camps throughout the year. We support over 20 ASD Support Groups across Queensland with a dedicated Counsellor who links with the facilitators of the groups. We also support adults with ASD to live valued lives in their community, and we continue to operate our very popular computer club and recreation group, both which are for adults with ASD.

I thank Dr Rob van Barneveld, outgoing Chair, for the support and encouragement he has provided over the past nine years as the organisation has grown its footprint to incorporate regional Queensland, and its services have evolved to meet the changing needs of people living with ASD. I thank Michael Klug, incoming Chair, for making the transition to a new Board of Directors a smooth one, and those Directors who served throughout 2013.

I also thank my Leadership Team for their commitment, resilience, hard work and dedication to deliver on Autism Queensland's Vision and Mission.

Thank you also to the full team at Autism Queensland without whom there would be no organisation. Everyone here works diligently, and brings passion for improved outcomes for people living with autism to bear on their daily work. This is what sets Autism Queensland apart from other community organisations.





# Services Overview



Autism Queensland provides a comprehensive range of specialised services and support for children and adults with ASD and their families throughout Queensland.

## Accommodation Services

Autism Queensland provides support for people to live in the community across the Brisbane region. We also offer Community Access Programs tailored to suit individuals' needs and interests including an Adult Recreation Group to enhance social skills and improve social life, and a Computer Club for adolescents and adults to further their interests in computers and establish friendships.

## Accredited, Independent ASD Specific Schools

Autism Queensland's schools are located at Brighton and Sunnybank Hills in Brisbane and provide placement for school-aged children with ASD. Students from prep to year 12 attend an AQ School part time, generally two or three days a week, in conjunction with attendance at their local school. Our students are grouped according to age, ability and needs with a maximum of six students per group. They are supported by a multi-disciplinary team including teachers, teacher aides, social workers, psychologists, speech pathologists and occupational therapists. Autism Queensland's schools deliver ASD-specific curriculum linked to the Australian Curriculum.

## Autism Advisors - 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.

## Customised Services

Autism Queensland is able to provide customised services for: Individuals and families in receipt of individualised government funding packages or one-off funding; community organisations, schools and childcare providers seeking services to provide direct support to their clients; community organisations, schools and childcare providers seeking services to support their staff who are working with people with ASD.

## EarlyAQtion Early Intervention Services

Autism Queensland delivers a range of flexible and individualised early intervention services for children under seven years across Queensland from centres in Brisbane, Rockhampton, Mackay, Cairns and Gladstone. These include centre-based Group Programs, Play and Learn Programs, individual therapy programs and Outreach Programs. These services 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.

## 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 sibling programs





and camps, parenting programs, Mothers' camps and Dads' time activities. Autism Queensland also facilitates more than 20 ASD support groups across Queensland. These groups provide vital support for parents and families with individuals with ASD and are a vital link to Autism Queensland and our services.

## Information and Help Line

Through our Information and Help Line we receive phone calls and emails from families, people on the spectrum, carers, professionals and others across the state. Therapists, teachers and family support workers are available via this Help Line to provide information about ASD, discuss specific issues or concerns, and provide information about services, supports and resources.

## 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. Autism Queensland also provides customised programs for school-aged children at home or in their school.

## 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.

## Respite and Holiday Programs

Autism Queensland runs two centre-based respite programs. Weekend respite is offered at Sunnybank for children aged 5-18 years who have a diagnosis of ASD; and weekday and weekend respite is offered at Greenbank for children and adults who have ASD with challenging behaviour and complex needs. We are also able to offer customised in-home and community support respite services in some areas.

School Holiday Programs are offered throughout the year at the Sunnybank and Brighton campuses.

## Training Services

Through Autism Australia, our Training Services team deliver specialised ASD workshops and accredited ASD training.

### Professional Learning and Development

Our trainers have many years of experience working with individuals with ASD. They deliver ASD specific workshops to professionals and parents, and are also able to offer customised workshops with individualised content in locations across Queensland. All workshops are based on a thorough knowledge base and aim to be practical and easy to understand. The team also deliver the HCWA- funded Early Days workshops to parents of young children with ASD in Queensland.

### 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.



# School Reports



BRIGHTON SCHOOL PRINCIPAL  
Amra Bazdar

SUNNYBANK SCHOOL PRINCIPAL  
Jandee Laidlaw

## 2013 highlights for AQ Schools included:

- Re-accreditation by the Non-State Schools Accreditation Board
- Further alignment of the Autism Queensland ASD specific curriculum to the Australian Curriculum
- Participation in Independent Schools Queensland (ISQ) Literacy & Numeracy Coaching Academy
- Introduction of the Transition Teachers
- Substantial progress towards the development of ICT capacity
- Environmental Improvements to both campuses.

## And, as always, the AQ Schools' mission continued to strive to provide:

- Continued commitment to providing a safe and secure learning environment for all
- Evidence based transdisciplinary programs.

The School's Cyclical Review Report was submitted to the Board of Non-State School Accreditation in March 2013.

Areas examined and reported against included: Governance and Administration, Financial Viability, Philosophy and Aims, Educational Program, Students with a Disability, Flexible Arrangements, Workplace Health and Safety, Student Welfare, Staff Welfare and Development, Land and Buildings, Facilities and Materials, Improvement Processes.

In October 2013, Autism Queensland was informed that the Board of Non-State School Accreditation was satisfied the schools complied with The Education (Accreditation of Non-State Schools) Act 2001.

Building upon the developments of the introduction of the Australian Curriculum (AC) areas of English and Maths, this year saw the inclusion of Health and Physical Education. In preparation for 2014, the school team explored the particular use of five of the seven AC general capabilities areas to assist students in achieving better curriculum outcomes across their split educational placements.

These areas were: Literacy, Numeracy, Information and communication technology capability, Critical and creative thinking, and Personal and social capability. The general capabilities encompass the knowledge, skills, behaviours and dispositions that, together with curriculum content in each learning area, will assist students to live and work successfully in the 21st century.

Literacy continues to be a curriculum priority within the AQ Schools. All students who began their placement in 2013 received an initial assessment of their literacy skills. Based on this information, and additional information gathered by the wider Autism Queensland multidisciplinary team, and/or external stakeholders, these results were used to design individualised literacy goals in all Individual Education Plans.





Sunnybank School

This year students made great progress with 79 percent of Sunnybank and Brighton students achieving all of their literacy based goals and 21 percent achieving some of their goals. In addition, 72 students from both schools participated in the online Reading Eggs program, the results of which showed student scores that frequently equalled or outperformed the national average of up to 14 percent in some areas.

In addition, two Sunnybank-based senior teachers participated in ISQ's Literacy & Numeracy Coaching Academy. The funding provided for this significant professional development opportunity afforded attendance for these Senior Teachers at ongoing and high level face to face and online workshops, as well as release time to provide direct coaching to colleagues, analysis of literacy teaching processes, and the development of assessment and teaching resources to enhance the literacy practices of the school, and most importantly literacy outcomes for students. This has been an exciting and extremely beneficial project for the teachers involved and the wider school team.

This year saw the introduction of the Transition Teacher roles. Each AQ School has a highly experienced teacher in this role to provide ASD specific support for students who are beginning, waiting for, or concluding placement, as well as their families and educational settings.

Transition Teacher support and expertise is provided through telephone and email consultancy, consultative school visits, collaborative meetings with key stakeholders, resource and information sharing, links to other services, and home visits.

The Schools also received \$20,000 for the expansion of tablet technology. This initiative was announced by Liberal National Party (LNP) late in 2012 and welcomed by all staff. In conjunction with this funding, and further funds received through the Digital Education Revolution (DER) funding, the Schools were able to purchase one iPad per class, establish a class set per site, and purchase iPad docking stations.

In addition, the Sunnybank School was successful in receiving a Commonwealth Bank Staff Community Fund Community Grant for \$10,000, allowing in 2014, the purchase of additional class sets of iPads to accommodate larger enrolment numbers, in addition to upgrades to the multimedia room and other technology areas within the school.

The first half of the year saw both Principals, Leading Teachers and the School's Social Worker participate in the 'Think, Feel, Know' coaching and mentoring program. Funding for this comprehensive program was provided through the Principal's Professional Development funding initiative. The program included group workshops, individual coaching sessions, and support for the mentoring of colleagues.

In 2014, AQ Schools will be participating in ISQ's Self-Improving Schools program. This is a flagship ISQ program which supports schools to identify their strengths and prioritise areas for improvement, with the overall aim of improving individual school performance, student learning and teacher practice. Participating schools receive tailored one-on-one support from a consultant including four days of school visits throughout the year.

Finally, the most notable environmental improvements can be seen at Sunnybank. Thanks to the assistance of many volunteers and local businesses across the year, in collaboration with the care and vision of Autism Queensland's grounds and maintenance staff, the entrance to the Sunnybank site has been transformed from a natural wilderness to a beautifully manicured garden.

As always the Schools held family-focused fundraising activities across the year. Events for 2103 included a train day at Bracken Ridge, chocolate drive, sausage sizzles at Bunnings, raffles for Easter, Mothers' and Fathers' Day events, and the annual Christmas concert and market. Both parents and staff must again be thanked for the time and energy they provided to raise necessary funds for the Schools.





# Children's Services

Frances Scodellaro  
MANAGER



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

## Autism Advisor Program

TEAM LEADER  
**Maryann Kerr**

The Autism Advisor Program (AAP) is a statewide service with advisors based in Cairns, Rockhampton, Brighton and Sunnybank and is part of the Helping Children with Autism (HCWA) package funded by Department of Social Services (previously known as FaHCSIA).

The role of the advisors is to provide information to families with a child under the age of six years diagnosed with an ASD about funding, workshops and local support services they can access.

In 2013 the AAP team saw more than 1400 families for initial consultations and provided them with information to support their understanding of ASD and what it means for their child and family. There continued to be a significant increase in the number of families accessing the program.

Through additional targeted funding for the 2012-2013 financial year, advisors also undertook outreach trips to rural and remote areas including Palm Island, Charters Towers, Ayr, Mt Isa, Cloncurry and Goondiwindi. They met with families and developed networks with local community support services, aboriginal services, health services and paediatricians increasing awareness of ASD and the importance of identifying and linking families with early intervention services in a timely manner.

The AAP also worked closely with the team that provides the Early Days Workshops, the Aboriginal Liaison Officers, and the coordinator responsible for PlayConnect Playgroups to ensure these programs and the AAP were meeting the needs of newly identified families.

In March, the advisors attended the annual Autism Advisor Program forum in Adelaide organised by the Department of Social Services. They shared information about the programs in each state and clarified any policy and operational issues impacting on the implementation of the HCWA package. They also received information about the changes to the diagnostic criteria for ASD and the introduction of the National Disability Insurance Scheme.

## Outreach Services

SOUTH EAST QUEENSLAND OUTREACH  
TEAM LEADER  
**Cathy McNeill**

NORTH QUEENSLAND OUTREACH TEAM LEADER  
**Rachel Lavercombe**

CENTRAL AND WEST QUEENSLAND OUTREACH  
TEAM LEADER  
**Karly Green**

This team of speech pathologists, occupational therapists and teachers travels across Queensland providing advisory support to schools, parents and carers of students with ASD. The organisation receives a financial contribution for the delivery of this service from Education Queensland's Non School Organisations Program (NSO).

During 2013 the team visited 1110 students with ASD in 478 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, Cloncurry, Richmond, Longreach, Barcaldine, Clermont, St George, Charleville and Eidsvold. Where possible the team provided additional networking and/or professional development opportunities. Extreme weather conditions in February and March 'interrupted' the trip to the Kingaroy region and follow-up visits were made in the following month for those students who had not been seen in the previous visit. Due to high demand in this region, an extra trip was also scheduled in November.

Demand for school visits regularly exceeded the team's capacity, particularly in the Bundaberg, Cairns, Emerald, Gladstone, Rockhampton, and Townsville regions. An additional trip was scheduled for Emerald in the latter part of 2013 and additional staff allocated to the Warwick/ Stanthorpe trip. Where itineraries allowed, the team attended Parent Support Group and Professional Networking Meetings while in the area.

The service also continued a successful partnership with Brisbane Catholic Education North Region, working closely with staff to deliver an extended service to support the individual needs of students with ASD presenting with more significant challenges in the school environment.

The Outreach Team commenced provision of individualised, fee-for-service programs across the state. Interest in, and demand for, these programs increased steadily across the year. They were generally delivered to children and their families in receipt of funding packages through Disability Services, and provided support in the home as well as to the child's education environment.

Our counsellor facilitated two Mothers' camps at the Currimundi Active Recreation Centre on the Sunshine Coast. They were attended by 42 mothers, some travelling from as far away as Mt Isa, Mackay and Childers, and their success was such that more are planned for 2014. Two Sibling Programs for children with a sibling with ASD were held during school holidays and a number of the participants were eager to participate again in the future. Dads' Time activities for fathers of children with

ASD were also added to the program and included a barbecue at New Farm Park and lunch at Kedron-Wavell Services Club. The number of ASD Support Groups operating in Queensland, and who were affiliated with Autism Queensland, continued to increase steadily with another four commencing in 2013.

Demand for assistance continues to increase, and in 2013 our outreach therapists, teachers and counsellor handled approximately 9000 requests from, and responses to, parents, carers, educators, other professionals and support staff. These requests included some from people living interstate and overseas.

The team engaged in a range of professional development opportunities including Picture Exchange Communication System training, Hanen More Than Words, Moving from theory to practice: Mental Health and Paediatric Symposia, Alex Kelly's Social Skills Training, Social Media Awareness, Autism - Girls & Women, Sexual Health & Relationships - Supporting People with disability, Social Thinking, When My Autism Gets Too Big, the Speech Pathology Australia National Conference and the Asia Pacific Autism Conference.

## EarlyAQtion Early Intervention Services

**PROGRAM MANAGER**  
**Valerie Preston**

**FAR NORTH QUEENSLAND TEAM LEADER**  
**Susan O'Donnell**

**CENTRAL QUEENSLAND TEAM LEADER**  
**Mary Wilson**

**MACKAY WHITSUNDAY TEAM LEADER**  
**Ann-Marie Watson**

In 2013 Autism Queensland continued to deliver support for children with ASD under the age of seven through EarlyAQtion Early Intervention services delivered primarily from centres in Cairns, Mackay, Rockhampton, Gladstone, Brighton and Sunnybank Hills.

These services included centre-based group programs, intensive Ready-Set-Grow! and Fun, Friends & Feelings programs, and Outreach programs. The focus of each was to provide information and support to parents and other caregivers (staff at the child's early childhood setting, extended family and so on) about ASD as it relates to the individual child so they could work more productively and with greater understanding and success with the child.

Throughout the year staff in the EarlyAQtion teams worked with more than 300 children and their families and/or educational staff.





## Children's Services (continued)

### STATEWIDE

The Brisbane-based EarlyAQtion team delivered two centre-based group programs to 12 children throughout 2013 at the Brighton Education and Therapy Centre.

This team also delivered the EarlyAQtion Outreach Programs, Fun, Friends & Feelings programs and EarlyAQtion therapy sessions from head office at Sunnybank Hills in Brisbane. Generous sponsorship by the Sunnybank Community and Sports Club enabled Autism Queensland to offer the Fun, Friends and Feelings programs at a subsidised rate. And following another successful charity Fun Run, the Rotary Clubs of Salisbury, Sunnybank Hills and Wishart donated funds that enabled the purchase of further resources for the EarlyAQtion Hub at Sunnybank Hills.

Outreach programs are delivered to all regions of Queensland not covered within the catchments of our regional centres. In 2013 programs were delivered at Tara, Chinchilla and Roma in Western Queensland, as well as all throughout Brisbane, Ipswich and the Gold Coast. In total, 36 EarlyAQtion outreach programs were delivered. Another 18 children and their parents participated in Fun, Friends and Feelings programs, and a further nine accessed EarlyAQtion therapy sessions.

During the first half of 2013, Autism Queensland carried out a pilot project investigating the delivery of services via web-based technology for families in rural areas. Four families in Alpha, St George and Roma participated in this trial. The program was formally evaluated and the outcomes were presented at the Disability Care Australia conference. Two further programs have subsequently been delivered and several more are in planning.

Brisbane-based EarlyAQtion staff attended professional development including TEACCH, Picture Exchange Communication System, Hanen more Than Words, and the Asia Pacific Autism Conference.

### FAR NORTH QUEENSLAND

This service is based at Centre of Excellence Far North Queensland in Edmonton, near Cairns and team members deliver centre-based and outreach programs to the region.

Three centre-based groups, attended by 18 children, ran throughout the year and a further nine children participated in two Social Skills programs.

The team also delivered 60 outreach programs across the region to clients in Atherton Tablelands, Cairns and Northern Beaches, Innisfail and Tully, and Yarrabah and Weipa. One client also travelled to Cairns from Kowanyama to access the service.

The Family Support Worker provided a range of services for parents, siblings and other family members, including counselling for parents and siblings who were experiencing difficulties. There was a marked increase in the numbers of people seeking advice and support throughout the year, either formally or informally.

Staff have undertaken a wide range of professional development opportunities including workshops on the rights of children with disabilities, EarlyAQtion program development, Marte Meo, Hanen More than Words, Picture Exchange Communication System and Positive Behaviour Support. Formal studies by several of the staff included a Masters in Autism Studies and Certificate 3 & 4 in Education Support.

Network building was a priority for 2013 and strong relationships were maintained with the Child Development Service in Queensland Health, Cairns Early Years Centre, Catholic Education, Education Queensland Early Childhood Development Program, St John's Care and ARC. In particular, the trial project between Autism Queensland's Far North Queensland service and Disability Services has been a core initiative.

Fundraising has been steady with contributions from Maxa Construction, the Great Wheelbarrow Race from Mareeba to Chillagoe, Save the Date Wedding Expo, indigenous art exhibition Art for Autism, the Masonic Lodge, and Eagle Boys Pizza, as well as ad hoc donations from individual members of the public. As a result of this generosity three new interactive whiteboards were installed in the classrooms and new shade sails erected over the main playground area.

### CENTRAL QUEENSLAND

The Central Queensland EarlyAQtion service delivers services from The John Villiers Centre of Excellence in Rockhampton and the EarlyAQtion office in Gladstone, as well as outreach programs to surrounding areas.

In 2013, the team delivered Outreach Programs in Rosedale, Mt Perry, Childers, Woodgate, Biloela, Bundaberg, Emerald, Tieri, Blackwater and Agnes Waters, as well as throughout the Rockhampton and Gladstone areas. From the two bases at Rockhampton and Gladstone, staff delivered programs to 91 children and their families and other caregivers.

The Gladstone office experienced continued growth. This was coupled with the successful introduction of a one-day per week group program that received positive feedback from families and led to continued interest in the program for 2014. Services





in the areas around Gladstone were also in demand, including those for a high number of children in nearby Biloela.

The service has outgrown its current office and a search for an appropriate early intervention space has been ongoing. However, a successful relationship with Gladstone's Community4Children organisation ensures access to a child friendly space throughout the year.

The John Villiers Centre of Excellence in Rockhampton ran two centre-based groups throughout the year. The resident social worker also offered support to parents, siblings and other family members, ranging from individual counselling sessions to crisis assistance, as well as the provision of information on ASD and community support groups. Two sibling groups also ran in the fourth term, allowing siblings of children with ASD to support each other.

The centre also ran its first Fun, Friends & Feelings program in the September school holidays, based on the model offered in Brisbane at the Sunnybank Hills Hub. The team also partnered with Suncare to offer holiday respite over the extended summer holidays to families who were mutual clients.

Central Queensland staff attended a number of professional development opportunities during the year including the Asia Pacific Autism Conference, OT and Autism, TEACCH, Play Based Therapy, Sue Larkey Autism Workshop, Tony Atwood workshop, Play and Literacy Skills and Difficult Discussions. All staff participated in a highly successful team building day.

## **MACKAY-WHITSUNDAY**

The Mackay-Whitsunday service continued to operate out of temporary premises in West Mackay in 2013. Through a partnership with Goodstart Early Learning, a centre-based group program commenced and was accessed by six children throughout the year. In recognition of this partnership, Goodstart were named winner of the Autism Queensland Creative Futures Recognition Awards Business Partnership Award presented by the Governor at a ceremony at Government House, Brisbane in December.

The team also carried out 40 outreach programs in areas including Moranbah, Clermont, Collinsville, Airlie Beach, Proserpine and Bowen, as well as within Mackay itself.

Construction of Autism Queensland's own facility in Mackay progressed throughout the year and at the time of printing had been completed. It is situated on land leased from Education Queensland and is co-located with an Early Childhood

Developmental Program (ECDP) and state primary school. The John Villiers Trust once again donated a sizeable sum to enable the completion of the Centre which will be known as The John Villiers Centre of Excellence Mackay-Whitsunday.

The team in Mackay increased to eight staff at the beginning of 2013 following the recruitment of a group teacher and two teacher aides to join the existing team of occupational therapist, social worker, speech pathologist, team leader/teacher and administration officer. A second vehicle was purchased thanks to funding from the Macrossan and Amiet Charitable Foundation.

The links between the Mackay Autism Support Group and the Mackay-Whitsunday team continued to strengthen and the group now has a permanent booking in the meeting room of the new centre for their monthly coffee and chat mornings.

Throughout the year team members were asked to provide support for local agencies by sitting on committees and speaking at local functions. These included the regional C&K Conference, Education Queensland's Heads of Special Education Services (HOSES) meeting, the Mackay Autism Support Group meetings and Family Centres in both Moranbah and Bowen.

Other highlights for the year included:

- Extensive media coverage around the construction of the new centre.
- Local therapists' network meetings held at Autism Queensland premises, providing greater connectedness between local services with overlapping clients.
- Use of Autism Queensland premises for programs for older children eg. Secret Agent Society.
- Funding from Aurizon to assist in development of the playground at the new centre.
- Participation in the annual Autism Information Evening coordinated by CRCC, Mackay Autism Support Group and Autism Queensland.

Staff also attended a variety of professional development opportunities including the Asia Pacific Autism Conference in Adelaide, Picture Exchange Communication System training, Team-Teach training, Hanen More Than Words training and the annual in-house training held at Autism Queensland in Brisbane each year.



# Early Days

Jenni Machin  
NATIONAL COORDINATOR



Early Days is a national program of free workshops for parents and families of young children with or suspected to have autism spectrum disorder. Funded under the Helping Children with Autism package provided by the Federal Government, these workshops are delivered across Australia.

The aim of the Early Days workshops is to provide families with up to date information and knowledge about their child's ASD that will enable them to best support their child's development, learning and early intervention. A suite of foundation and skills specific workshops are available to families, delivered by Early Days facilitators based in each state and territory autism association.

The workshops cover a range of topics including 'Introduction to ASD', 'Understanding Behaviour', 'Tips for Everyday Skills' and 'Play and Social Learning'. Specialized workshops are available for Aboriginal and Torres Strait Islander and culturally and linguistically diverse families. Workshop support is also available to early childhood settings supporting Aboriginal and Torres Strait Islander children with or suspected to have ASD. A full list of workshop topics and dates can be accessed on the webpages of each state and territory autism association.

Over the course of the 2013 calendar year, Early Days facilitators across the nation provided workshop support to 4583 participants, and worked alongside the HCWA Aboriginal and Torres Strait Islander Liaison Officers in the development and delivery of three national forums for early childhood workers supporting Aboriginal and Torres Strait Islander children.

## Aboriginal Liaison Officer (ALO) Project

The ALO Project was funded in response to an independent evaluation of the Helping Children with Autism (HCWA) package that found the Aboriginal and Torres Strait Island community had very limited access to diagnosis and early intervention services.

In its second year of operation two Aboriginal Liaison Officers, based at Autism Queensland, continued to work closely with the state and territory autism associations, service providers, child care and other early childhood services, Aboriginal and Torres Strait Islander communities and families across Australia.

Throughout 2013 Barry Fewquandie continued to work across WA, Queensland, SA and Tasmania organising three Multifunctional Aboriginal Child Care Centre forums as well as assisting families and service providers and organising Early Days workshops. In the first part of the year Rachel Collins worked across NSW, ACT, Victoria and the NT. Deirdre Finter joined the team in September 2013 building on the work Rachel had begun and expanding the program into western NSW, Arnhem Land and Central Australia.

In close consultation with the Aboriginal and Torres Strait Islander communities and the Early Days National Coordinator, the ALOs assisted with adjusting workshop content to reflect the needs of the community, building very strong relationships with the Early Days program and support services in all of the states and territories. Work began on producing resources with community members, artists and translators that will be produced in Aboriginal languages in remote regions.





# Disability Services

Glenda Watkins  
MANAGER



Disability Services provides a range of support services to young people and adults with ASD. In 2013 we provided support in the Brisbane area for 15 adults living in five accommodation houses accompanied by appropriately trained lifestyle support workers. Through this service we also supported another 80 families through respite services at Sunnybank and Greenbank.

This support continued to be achieved through ongoing partnerships with a number of organisations and government departments.

Autism Queensland was fortunate to be selected as the official charity for the 2013 Australian Petroleum Production & Exploration Association Limited Conference and Exhibition held at the Brisbane Convention and Exhibition Centre with all funds raised to be directed to Birralee Respite House at Sunnybank.

Birralee provides respite for 40 families who have children aged from five to 18 years with ASD, and this donation of more than \$7000 fitted in nicely with all the new renovations for Birralee – a new kitchen, bathroom, carpets, painting and new turf in the yard. The funds were used to install an air-conditioner and flat screen television in the playroom of the house. Two iPads were also purchased to assist low functioning children with communication needs.

Disability Services also runs a regular Computer Club and Adult Recreation Group. The young people who enjoy the Computer Club meet 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 Adult Recreation Group enjoyed increased patronage in 2013 and continued to be a very positive experience for all participants. The group is open to people aged 18 years and over who are independent. Some live at home, while others are out on their own. They meet every second Friday night in the Brisbane CBD to have dinner, go to the movies and the markets, listen to bands and attend other events.

Recurring funding secured by Autism Queensland in 2011 enabled Disability Services to again offer school holiday programs at the Brighton and Sunnybank School campuses during the June and Christmas school holidays. The students enjoyed a range of activities and entertainment that were both centre-based and in the community. In 2013, 60 families accessed this service across both sites.

Clients from the Adult Accommodation Services enjoyed holidays this year on the Gold and Sunshine Coasts, and for one young man there was a memorable trip to Melbourne to watch his beloved Liverpool play Melbourne Victory.

The Queensland Police also made a visit to our houses to give clients an up close look at a QPS vehicle including lights and sirens. After some slight hesitation it wasn't long before the clients were decked out in police caps and sitting behind the wheel.

Disability Services underwent its annual quality audit by the Department of Communities during which our services are audited against the 10 Disability Standards. In 2012/13 we were audited against standards 6, 7 and 10. In 2014 we will be audited under the Human Services Quality Standards which will comprise of a full six standards audit. As our regional centres also receive funding from the Department they are included in the audit. Auditors also interview families, stakeholders and staff. In 2013 Disability Services achieved a pleasing result with no non-conformities.





# Training Services



Autism Queensland delivers Accredited and Non-Accredited Training Services (workshops) through its official training arm - Autism Australia®.



## PROFESSIONAL LEARNING AND DEVELOPMENT SERVICES

Autism Queensland's professional facilitators deliver learning opportunities and share their extensive knowledge and expertise in the field of autism spectrum disorder with professionals and parents.

A change in staffing allocation required a new direction in this area in 2013 with the team focussing on providing increased delivery of customised training for staff working for NGOs, schools and respite services. Throughout the year the team delivered a range of workshops across the state.

In 2013 the facilitators were also instrumental in facilitating the delivery of 126 workshops as part of the HCWA Early Days workshop program to participants throughout regional and metropolitan areas of Queensland.

In addition to their training commitments, the facilitators liaised regularly throughout the year with a range of organisations, peak bodies, agencies and government departments. They continued to raise awareness of the needs of individuals with ASD and to share information about other services available through Autism Queensland.

## REGISTERED TRAINING ORGANISATION

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



The RTO experienced a strong growth in enrolments throughout the year, and in 2013 provided services to students new and continuing.

Consistent positive feedback was received from students in relation to the learning content within the courses and the standard of service delivery. Word of mouth about the quality of the courses helped increase enquiries and the number of enrolments.

The RTO also purchased the VETtrack student record management system that allows for processes to be

---

Autism Queensland also continued to be involved with the delivery of the HCWA-funded Positive Partnerships Program in Queensland during 2013. The program provides high quality training for parents and carers of school aged children with ASD and a professional development program for teachers and other school staff involved in supporting students with ASD.

---



administered with greater efficiency by eliminating duplication and time intensive tasks. The new system creates a range of reports to assist Autism Queensland in meeting ASQA reporting requirements and is very useful in analysing student data.

During 2013, a number of students from Autism Queensland's Sunnybank School enrolled in the ***Certificate I in Information, Digital Media and Technology***. This qualification provides 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.

Interest in the standalone unit of competency, ***CHCEDS434A Provide support to students with autism spectrum disorder***, reflected the value of this course for education support workers who provide support to students with an ASD.

The RTO also offers the standalone unit of competency ***CHCCS413B Support individuals with autism spectrum disorder*** for support workers and others involved in working with individuals with Autism.

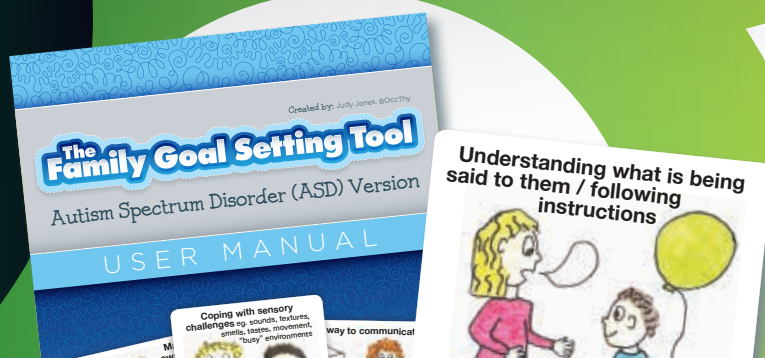
Across the year students enrolled in 119 units of the ***Certificate III in Education Support***. Elective offerings comprising part of

this course will enable teacher aides to further develop their knowledge and skills in working with students with ASD and other disabilities.

During the year the RTO transitioned to the Catapult Learning Management Program that enables online delivery of courses. At the end of 2013 all units delivered in the ***Certificate III in Education Support*** and all autism specific units were available online. This system has Student, Trainer and Administration interface which allows for the delivery, monitoring of student progress, assessment and communications to be stored in place and integrates with our VETtrak system.

The RTO is now in a transition phase in preparation for a change of scope. The ***Certificate 111 in Education Support*** and the standalone unit of competency ***CHCEDS434A*** being delivered have been superseded. The new versions of these qualifications must be added to our scope of Registration. RTO staff are now completing the validation of the new learning and assessment materials in preparation for delivery in 2014 along with ***Certificate IV in Education Support***.





# Research & Development

Dr Jill Ashburner  
MANAGER



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

## Supporting autism research

### *Involvement in the Cooperative Research Centre for Living with Autism Spectrum Disorders*

The Autism Queensland Research and Development Department played a key role in the successful bid for a Cooperative Research Centre for Living with Autism Spectrum Disorders (Autism CRC) announced by the Federal Government in February 2013. The Government will contribute \$31 million for the eight year life of the CRC, with additional cash and in-kind contributions from the 56 participants exceeding \$63 million culminating in a \$104 million program. Autism Queensland is an essential participant in the CRC, which involves three core programs:

**Core Program 1:** Diagnosis and Biological Underpinnings will aim to achieve earlier diagnosis and sub-typing of children with ASD.

**Core Program 2:** Enhancing Learning and Teaching will focus on improving the educational and social outcomes of school students with ASD.

**Core Program 3:** Finding a Place in Society will focus on enhancing the post school options, health and well-being of adults with ASD.

Dr. Jill Ashburner, Manager Research and Development is leading *Project 2.1: Enhancing Learning, Teaching and the Learning Experience*, and has had two projects approved by the Autism CRC Board to commence in 2014. Autism Queensland also anticipates being involved in some of Core Program 3 projects for adults with ASD.

## SUPPORTING LOCAL RESEARCHERS

The Research and Development Team has continued to support research that promises to enhance the outcomes of individuals with ASD by advertising projects to potential participants on the Autism Queensland website.

## Conducting autism research

### Research programs that are in progress:

- The study *"Experiencing Bullying: Young People with Autism Spectrum Disorders and their Families"* continued in collaboration with the Queensland University of Technology (QUT). Statistical analysis of the data has been completed and a draft journal article is being prepared.
- Adaptation of the *"Family Goal Setting Tool"* (a collaborative goal setting process) to reflect the needs of families with young children with ASD. The revised tool was evaluated throughout Autism Queensland Early Intervention services in partnership with The University of Queensland.
- *The Sensory Experiences of People with ASD: Exploring the use of a semi-structured interview augmented by visual cues.* In 2013 we trialed the use of a Sensory Experiences Interview, a semi-structured interview augmented with visual cues, with eight students with ASD at Autism Queensland schools. This interview is currently being further revised with a view to trialling it with more students in 2014.
- *'The use of remote technologies to extend early intervention services for children with ASD in rural locations.'* This project focused on the advantages and disadvantages of providing support to rural families of young children with ASD via the internet. It was completed in 30 May, 2013. A journal article on the project is in preparation.
- The results of the study *"Auditory processing and classroom educational, behavioural and emotional outcomes in children with autism spectrum disorder"*. The data collection has been completed and the results are currently being statistically analysed.



### Research programs that will be commencing in 2014:

- **'Overcoming the difficulties of students with ASD in written expression through the use of assistive technology and writing strategy instruction.'** This project has been approved and will be funded by the Autism CRC and conducted in collaboration with QUT. It will be piloted in Autism Queensland schools, evaluated in mainstream school classrooms, and then trialled in a range of Queensland and interstate classrooms.
- **'Use of classroom structure and technology to enhance student productivity and transitioning between tasks.'** This project has been approved and will be funded by the Autism CRC and conducted in collaboration with Griffith University. It will be piloted in Autism Queensland schools, evaluated in mainstream school classrooms, and then trialled in a range of Queensland and interstate classrooms.

### Sharing research findings through publications and conference presentations:

During 2013, five papers co-authored by the Manager, Research & Development were accepted for publication. Research and Development staff also disseminated research findings by presenting conference papers. Dr Ashburner presented a number of papers on sensory processing issues and interventions for people with ASD including a paper at the National Occupational Therapy Conference in Adelaide, two papers at the Asia Pacific Autism Conference in Adelaide, two papers at the AEIOU conference in Brisbane, and a paper at the Queensland Centre for Intellectual and Developmental Disability **'Autism Spectrum Disorders and Health Conference Family Day'**.

Our Senior Occupational Therapist Judy Jones developed two new clinical tools, ***The Family Goal Setting Tool for Families of Children with Disabilities and the Family Goal Setting Tool: Autism Spectrum Disorder (ASD) Version***. Judy presented a paper on the development of these tools at the Asia Pacific Autism Conference in Adelaide. Both tools consist of a manual and cards that parents sort in order to assist them in identifying, articulating and prioritising goals for their children. These resources will be available for purchase from Autism Queensland in 2014. A book chapter and a journal article on these tools are currently being prepared.

### Supporting undergraduate and post-graduate education

The Research and Development Department has developed and maintained strong links with local universities. Both occupational therapy and speech pathology students were involved in clinical placements and projects at Autism Queensland in 2013. Speech pathology students from the University of Queensland also participated in a community engagement program with Autism Queensland speech pathologists, which resulted in the creation of a comprehensive iPad apps list for stakeholders of Autism Queensland. Research and Development team members also delivered lectures to

students at the University of Queensland undergraduate and graduate entry masters programs and Griffith University as part of the Autism Centre of Excellence Programs and the Speech Pathology Graduate Entry Masters Program. One PhD student, one Masters of Philosophy student and two honours students were supervised by staff from the Research and Development Department during 2013.

### Advocating for people with ASD with regard to government policies

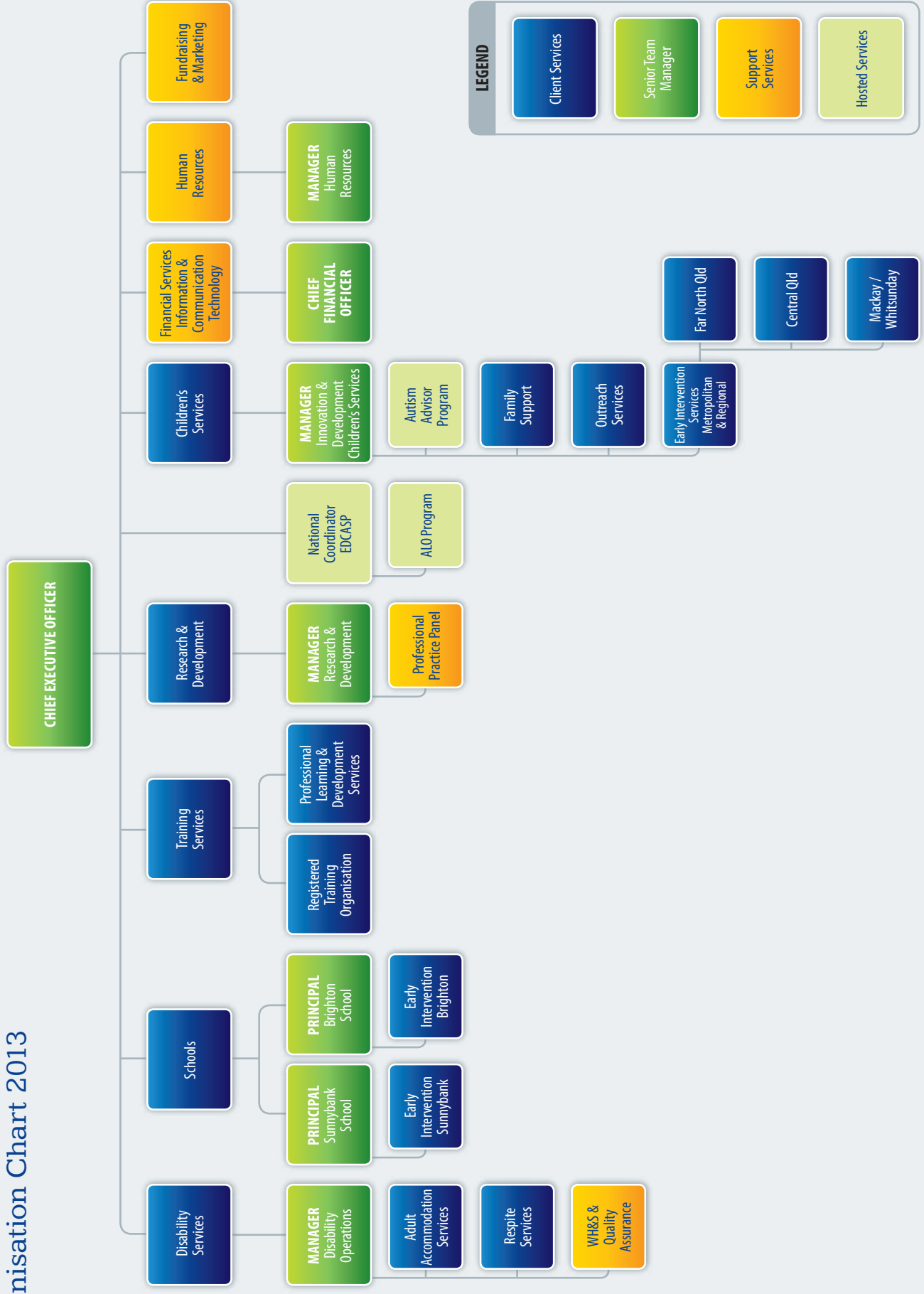
On behalf of Autism Queensland and the Australian Advisory Board on Autism Spectrum Disorders, the Manager Research and Development provided ASD-specific feedback on policy documents and contributed to forums on issues for people with disabilities, including the National Disability Insurance Scheme (NDIS) rules, NDIS early intervention services, responsibilities of the NDIS and other service systems, and approaches to challenging behaviours and restricted practices under the NDIS. Feedback was also provided on: **'Improving the employment participation of people with disability in Australia'** (Commonwealth Government), **'2015 Survey of Disability, Aging and Carers'** (Australian Bureau of Statistics), **'Proposed National Framework for Reducing the Use of Restrictive Practices in the Disability Service Sector'** (Commonwealth Government), the Queensland Department of Transport and Main Roads Disability Action Plan, and **'Equality, Capacity and Disability in Commonwealth Laws Issues'** (Australian Law Reform Commission).

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

During 2013, Research and Development staff conducted literature searches on more than 170 different topics to support Autism Queensland programs. Detailed research updates have been uploaded to the Autism Queensland SharePoint site where they can be accessed by all Autism Queensland staff.

Senior Occupational Therapist, Judy Jones and Senior Speech Pathologist, Rachel Lavercombe, who are supervised by the Manager Research and Development, continued to provide professional supervision for therapists working for Autism Queensland both in Brisbane and in regional centres. They currently supervise 15 speech pathologists and 11 occupational therapists throughout the state. Senior therapists also provided trans-disciplinary support for teams where there was a vacancy for speech or occupational therapists to ensure service delivery continued smoothly. They are also participated in recruitment and orientation of new therapy staff, contributed to internal professional development presentations, and maintained networks with other service providers and academic bodies. In 2013 the senior therapy positions were two days per week.

# Organisation Chart 2013



# Community Support

Autism Queensland is fortunate to receive vital financial and in-kind support from sectors of the community.

This assistance ranges from donations of just a few dollars from a family when they register to join Autism Queensland, to regular giving programs, donations to our tax or Christmas appeals, and bequests, as well as donations of goods and services provided representing thousands of dollars.

In addition to fundraising activities associated with the 2013 Go Blue for Autism campaign and annual appeals, Autism Queensland was also the beneficiary of funds raised through activities ranging from fun runs and other sporting and fitness events, art shows, sausage sizzles and online auctions to collections at Christmas light displays, Melbourne Cup sweeps and workplace raffles. An increasing number of supporters also selected Autism Queensland as their charity of choice as part of their entry in a number of high profile running and triathlon events.

Throughout the year Autism Queensland also welcomed a number of individuals and corporate volunteer groups who committed time and manpower to assist with a range of projects and activities across our centres.

Thank you again to everyone for their support in 2013. Your support comes in many and varied forms, and with each donation, purchase of merchandise, charity event and offer of volunteer support – we continue to be touched by your goodwill and generosity.



## Major supporters in 2013

A & J Pavlou
Allora High Tea Committee
ANZ Volunteer Committee
Aurizon Community Giving Fund
Australian Government - Department of Social Services
Australian Petroleum Production & Exploration Association Limited (APPEA)
Beenleigh Garden Club
C & M Calvert
Clayton Utz
Commonwealth Bank Staff Community Fund
D Joyce
Digital Education Revolution
J Fish
Floral Art Society of Queensland Inc
Footprint Books
Formula Interiors
Fund-A-Dream
GE Capital
JJ Richards & Sons Pty Ltd
Kimberley-Clark Professional
Linemarking Professionals
M De Losa (Bloodline Promotions)
Macrossan & Amiet Foundation
Martin Edge
Master Engraving
Maxa Constructions
Morgan Stanley
Morman Helping Hands
N Dehnert
Non School Organisations
Order of the Eastern Star, Brisbane District Grand Chapter
PwC (Price Waterhouse Coopers)
Queensland Government
Perception
Rotary Club of Salisbury
Rotary Club of Sunnybank Hills
Rotary Club of Wishart
S Arnall
Save the Date Wedding Expo
Savills Australia
Sci-Fleet Toyota
Stamford Plaza Brisbane
Suncorp Group Brighter Futures Community Giving Program
Sunnybank Community and Sports Club
The John Villiers Trust
University of Queensland Health Sciences Faculty
UPS
Vuly Trampolines
Wallum Action Group





# go blue for autism®

## Go Blue for Autism

The Go Blue for Autism fundraising and awareness campaign returned for a second year in 2013, firmly establishing itself as an annual event on the Queensland community calendar.

A dedicated Go Blue for Autism website was also added to the campaign's social media mix to further assist in establishing the independent identity of the campaign.

Throughout April (and in some cases March and May) Queensland schools, businesses and organisations, community and autism support groups, families and individuals held blue events to increase awareness of ASD and raise funds for Autism Queensland and its services.

More than 100 events registered to be part of the campaign and received marketing collateral and access to merchandise to sell on consignment.

While our many wonderful supporters were busy turning Queensland into a sea of blue, Autism Queensland's teams were also playing their part.

In Brisbane we returned to the Queen Street Mall for the campaign launch on April 2nd, World Autism Awareness Day, where our much-loved mascots, the blue morphs, were again a great drawcard for passers-by as they performed for the crowds.

The star of the day was young dancer Tara Edwards who performed a beautiful solo. Tara has a diagnosis of Asperger's Syndrome, and both her sister and cousin have accessed Autism Queensland's services.

Former radio announcer, Wayne (The Poo) Roberts was a very able MC, and autism blogger and mother of two children with ASD, Rosana Niven, our guest parent speaker. A very blue team from Telstra HQ added more colour to event when they arrived with bunches of blue balloons to share.

In Brisbane, the AQ schools also went blue. Students at Sunnybank School enjoyed a blue dress day and Brighton held their annual beach walk on 24 April – another event which is now a firm fixture on the calendar.

In Mackay, the blue fairy, aka OT Sharon Mills, donned her wings again to lead the region's second blue community bike ride on April 6. The blue fairy hit the road again later in the month, this time with a group of other dedicated cyclists for a ride from Mackay to Airlie Beach to raise additional funds.

It was Cairns' turn on April 22 when the centre held a Teddy Bear's picnic and welcomed Senator the Hon Jan McLucas, Minister for Human Services.

The centres in Rockhampton and Gladstone also held blue days with their groups, and showcased their services to the local communities when they manned displays in their local shopping centres and took part in other community events.

The number of followers of the Go Blue Facebook page grew substantially to over 1500 followers in April and May, and the viral reach of the launch post on 2nd April reached almost 32,000 people. The Autism Queensland Facebook page shared the post to reach another 17,000 people.





**go blue for autism**

Go Blue for Autism to help raise awareness and funds to support people living with Autism and their families.

**What is Autism?**

Autism now affects approximately **one IN EVERY 100 children**.

Every person with Autism is different to another and has their own way of seeing the world, which makes them interesting and unique.

When someone has Autism it means that their brains are wired differently to some people. However the symptoms of Autism can vary greatly from person to person.

People with Autism find it difficult to interact socially and communicate with others. As they often have difficulty understanding what other people are feeling and what interests others, they might do the wrong thing. They might talk for a long time about a topic they really like, so they are unaware that the topic is of no interest to others. They may not use gestures and body language in the way that other people do. For example they may not use eye contact and may not smile. However, their ability to communicate can vary tremendously with some people with Autism having no or limited speech, and others having extensive vocabularies. Although people with Autism can find it difficult to talk to people and make friends, they still have the same emotions as anybody else and have to have friends, even if it's hard.

People with Autism also like things to happen the same way. They might like the same route to school or the shops, or like to play their toys in a particular order. If something is out of place or if routine changes without warning, they can get upset or worried. They may also be bothered by loud sounds, bright lights or unexpected touch that do not bother others. They may become upset if someone goes there or talks too quickly or loudly.

They often have intense interests in particular topics and may be extremely knowledgeable about their special interest areas. They can also have an amazing memory for detail.

Show your support and Go Blue for Autism!

For more information please contact Autism Queensland on (07) 3273 1666 or [enquiries@autismqld.com.au](mailto:enquiries@autismqld.com.au)

**Autism QUEENSLAND INC.**



# Directors' Report

31 DECEMBER 2013



The directors present their report, together with the financial statements, on the company for the year ended 31 December 2013.

## Directors

The following persons were directors of the company during the whole of the financial year and up to the date of this report, unless otherwise stated:

<b>Michael Klug</b>	Appointed 24 July 2013	<b>Barry Dennien</b>	Appointed 16 December 2013
<b>Jim Hunter</b>	Appointed 5 September 2013	<b>Rob van Barneveld</b>	Resigned 24 July 2013
<b>Roslyn Dick</b>		<b>Gordon Dickson</b>	Resigned 13 November 2013
<b>Annie Kenny</b>		<b>Lindsay McNeill</b>	Resigned 16 December 2013
<b>Helen Steinhart</b>		<b>Gary Delbridge</b>	Resigned 6 March 2013
<b>Paul Stokes</b>	Appointed 16 December 2013		

## Objectives

### 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

### Strategy

AQL provides education, therapy and support services to children with Autism by way of the following services:

1. Autism Specific Education through two independent schools for children with Autism delivered by expert Teams of Teachers, Therapists, Social Workers and Psychologists.
2. Early Intervention Programs covering the state of Queensland from Brisbane, Gladstone, Mackay, Rockhampton and Cairns.
3. Outreach Programs delivered by multi-disciplinary Teams with expertise in the education of Children with Autism across every State, Catholic and Independent School in Queensland
4. Respite Services, holiday programs
5. AQL hosts the Autism Advisor Program for parents of children newly diagnosed with ASD across the State
6. AQL hosts the Early Days Programs for parents of children newly diagnosed with ASD across the State
7. AQL hosts the Aboriginal Liaison Program for people working with Aboriginal children in their communities

AQL provides accommodation, respite and family support services to adults with Autism and their families:

1. Accommodation for adults with Autism and complex needs by way of full support 24/7 52 weeks a year
2. Respite for adults with Autism
3. Post School programs including Computer program, Recreation Program
4. ASD Support Groups across Queensland, supported by AQL

AQL provides expert training to individuals with ASD, families, Government Agencies, Business, Education Sector and Professionals and other people working with people with Autism through its Training Services:

1. Registered Training Organisation – Autism Queensland trading as Autism Australia
2. Non-accredited Training – Professional Learning and Development Services



## DIRECTORS' REPORT (CONTINUED)

### Principal activities

AQL operates 2 schools providing support for children living with ASD. The company also offers permanent residential and casual respite care, as well as early intervention programs in Brisbane, Gladstone, Rockhampton, Mackay and Cairns. In addition, AQL provides Outreach and Training teams that travel throughout Queensland providing services in the regional and remote areas. AQL supports and houses the Autism Advisors, Aboriginal Liaison Officers, and the National Early Days Coordinator programs.

In 2013 AQL was registered as a Host Provider to assist families to administer Queensland Government funding received.

### Performance measures

AQL receives significant State and Federal Government funding as well as funding from other sources. Each of these funding agencies set criteria against which the company must measure its performance in order to retain the funding into the future.

### Information on directors who were in office as at 31 December 2013

NAME:	TITLE:	QUALIFICATIONS:
Michael Klug	Non-Executive Chairman	LL.B FAICD

#### EXPERIENCE AND EXPERTISE:

Michael has been a practising solicitor since February 1973. Since 1976 he has been a partner in the law firm currently known as Clayton Utz and has served in that role continuously since 1976. Michael has served 3 terms as Managing Partner of Clayton Utz Brisbane and has been in management roles for 27 of his 38 years with that firm.

<b>SPECIAL RESPONSIBILITIES:</b>	Ex officio member of the Audit and Risk Committee
----------------------------------	---

NAME:	TITLE:	QUALIFICATIONS:
Jim Hunter	Non-Executive Director	B.Com GIA (Assoc) ICA (Assoc)

#### EXPERIENCE AND EXPERTISE:

Jim has significant financial experience across a broad range of businesses, and has been involved with many company boards over a period of 15 years. Jim is a career finance and governance professional.

<b>SPECIAL RESPONSIBILITIES:</b>	Chairman Audit and Risk Committee
----------------------------------	-----------------------------------

NAME:	TITLE:	QUALIFICATIONS:
Roslyn Dick	Non-Executive Director	B.D.Sc

#### EXPERIENCE AND EXPERTISE:

Ros is a Principal Dentist in a group private practice. Ros has 10 years experience on the Board of Management of the organization. Ros also has 20 years lived experience with ASD.

<b>SPECIAL RESPONSIBILITIES:</b>	None
----------------------------------	------

NAME:	TITLE:	QUALIFICATIONS:
Annie Kenny	Non-Executive Director	Dip Teach (Early Childhood) MAICD LEADR – Practitioner Member

#### EXPERIENCE AND EXPERTISE:

Annie's qualifications as a pre-school teacher saw her undertaking the role of 2 Director in pre-schools in Queensland and New South Wales. Annie also has 25 years experience working as an administrator in her family's law practice. In addition, Annie has a lived experience with ASD of approximately 15 years.

<b>SPECIAL RESPONSIBILITIES:</b>	None
----------------------------------	------

NAME:	TITLE:	QUALIFICATIONS:
Helen Steinhardt	Non-Executive Director	B.Ed., Dip.T.

#### EXPERIENCE AND EXPERTISE:

Helen has 12+ years of experience on the Board of Management of the organisation. Helen has contributed to policy development and review in education, disability services, and community organisations, and continues to serve as an advocate, supporter of people with an autism spectrum disorder, and their families, in their interactions with services, and their participation and access in community life. Helen has a lived experience with ASD.

<b>SPECIAL RESPONSIBILITIES:</b>	None
----------------------------------	------

## DIRECTORS' REPORT (CONTINUED)

NAME:	TITLE:	QUALIFICATIONS:
Paul Stokes	Non-Executive Director	B.Phty BHMS
<b>EXPERIENCE AND EXPERTISE:</b>		
Paul is an Associate Professor, qualified physiotherapist with extensive leadership experience in the Australian Health, Disability and Employment industries spanning more than 20 years. Paul is also a graduate of the Australian Institute of Company Directors.		
<b>SPECIAL RESPONSIBILITIES:</b>	Member Audit and Risk Committee	

NAME:	TITLE:	QUALIFICATIONS:
Barry Dennien	Non-Executive Director	MBA (Dist) Cert Bus Man (AIM) Cert Mech Engin Trade Cert Fit & Turn
<b>EXPERIENCE AND EXPERTISE:</b>		
Barry has an extensive association with the water resources industry in Queensland while also holding the Managing Director position of a company. Barry sits on a number of Boards and Committees relating to the water resources sector. In addition, Barry and his family have for 20+ years opened their home as foster carers to less fortunate children.		
<b>SPECIAL RESPONSIBILITIES:</b>	None	

	Full Board	
	Attended	Held
Michael Klug	6	6
Jim Hunter	4	4
Roslyn Dick	9	10
Annie Kenny	8	10
Helen Steinhardt	9	10
Paul Stokes	0	0
Barry Dennien	0	0
Rob van Barneveld	5	5
Gordon Dickson	7	9
Lindsay McNeill	5	10
Gary Delbridge	0	2

Held: represents the number of meetings held during the time the director held office or was a member of the relevant committee.

### Contributions on winding up

In the event of the company being wound up, ordinary members are required to contribute a maximum of \$1 each.

The total amount that members of the company are liable to contribute if the company is wound up is \$231, based on 231 current members.

### Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is set out on the following page.

This report is made in accordance with a resolution of directors, pursuant to section 298(2)(a) of the *Corporations Act 2001*.

On behalf of the directors



**Michael Klug**

Chairman – Director

6 May 2014 | Brisbane, Qld

# Financial Statements



---

## AUTISM QUEENSLAND LIMITED DIRECTORS' DECLARATION

---

In the directors' opinion:

- The attached financial statements and notes thereto comply with the Corporations Act 2001, the Australian Accounting Standards - Reduced Disclosure Requirements, the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- The attached financial statements and notes thereto give a true and fair view of the company's financial position as at 31 December 2013 and of its performance for the financial year ended on that date; and
- There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of directors made pursuant to section 295(5)(a) of the Corporations Act 2001. On behalf of the directors.

On behalf of the directors.

**Paul Stokes**

Director

06 May 2014

Brisbane

### General information

The RDR General Purpose financial report covers Autism Queensland Limited by Guarantee as an individual entity. The financial report is presented in Australian dollars, which is Autism Queensland Limited's functional and presentation currency.

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

The financial report was authorised for issue on 6 May 2014.



## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2013

	Notes	2013 \$	2012 \$
<b>INCOME</b>			
Subsidies received		12,840,004	12,545,729
Donations & subsidies - capital items		-	22,420
Program fees		860,430	710,363
Interest received		76,666	70,668
Dividends received		2,824	3,684
Fundraising Activities		237,825	145,401
Membership fees		37,504	37,869
Levies		653,442	641,234
Professional workshops		109,400	269,495
Sundry Income		120,332	256,292
		<b>14,938,427</b>	<b>14,703,155</b>
<b>EXPENDITURE</b>			
Adult Services		2,564,621	2,450,141
Children's services		7,323,861	6,870,283
Fundraising - general		152,053	121,765
Membership		39,543	69,613
Outreach services		1,759,565	1,404,118
Administration		2,256,927	2,126,110
Training		421,509	605,453
Depreciation and amortisation		553,719	396,684
Loss on disposal of fixed assets		(7,458)	93,940
Finance costs		67,867	50,061
	3	<b>15,132,207</b>	<b>14,188,168</b>
Surplus before income tax expense		(193,780)	514,987
Income tax benefit/(expense)	1	-	-
Surplus after income tax expense		(193,780)	514,987
<b>OTHER COMPREHENSIVE INCOME</b>			
Net (loss)/gain on revaluation of land and buildings		(1,524,249)	(432,674)
Net (loss)/gain on revaluation of financial assets		(12,508)	-
<b>Other comprehensive income for the year, net of tax</b>		<b>(1,536,757)</b>	<b>(432,674)</b>
<b>Total comprehensive income for the year attributable members of Autism Queensland Limited</b>		<b>(1,730,537)</b>	<b>82,313</b>

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

## STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2013

	Notes	2013 \$	2012 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		1,542,555	2,097,515
Trade and other receivables	4	168,156	108,484
Other assets	5	145,305	171,464
Inventory		8,924	8,924
<b>Total Current Assets</b>	6	<b>1,864,940</b>	<b>2,386,387</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment		10,191,083	11,049,085
Financial assets	7	98,142	110,650
<b>Total Non-Current Assets</b>	8	<b>10,289,225</b>	<b>11,159,735</b>
<b>Total Assets</b>		<b>12,154,165</b>	<b>13,546,122</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables		2,218,956	1,931,375
Financial liabilities	9	179,971	244,092
Provisions	10	1,202,057	1,148,495
<b>Total Current Liabilities</b>	11	<b>3,600,984</b>	<b>3,323,962</b>
<b>NON-CURRENT LIABILITIES</b>			
Financial liabilities		1,187,343	1,160,579
Provisions	10	178,629	143,835
<b>Total Non- Current Liabilities</b>	11	<b>1,365,972</b>	<b>1,304,414</b>
<b>Total Liabilities</b>		<b>4,966,956</b>	<b>4,628,376</b>
<b>NET ASSETS</b>		<b>7,187,209</b>	<b>8,917,746</b>
<b>EQUITY</b>			
Accumulated funds	12	3,707,557	3,901,337
Revaluation Reserves	12	3,479,652	5,016,409
<b>TOTAL MEMBERS FUNDS</b>		<b>7,187,209</b>	<b>8,917,746</b>

The above Statement of Financial Position should be read in conjunction with the attached notes.

## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2013

	Accumulated Funds \$	Revaluation Reserve \$	Total \$
<b>BALANCE AT 1 JANUARY 2012</b>	3,386,350	5,449,083	8,835,433
Surplus after income tax expense for the year	514,987	-	514,987
Other comprehensive income for the year, net of tax	-	(432,674)	(432,674)
<b>Total comprehensive income for the year</b>	<b>514,987</b>	<b>(432,674)</b>	<b>82,313</b>
<b>BALANCE AT 31 DECEMBER 2012</b>	<b>3,901,337</b>	<b>5,016,409</b>	<b>8,917,746</b>
<b>BALANCE AT 1 JANUARY 2013</b>	3,901,337	5,016,409	8,917,746
Surplus after income tax expense for the year	(193,780)	-	(193,780)
Other comprehensive income for the year, net of tax	-	(1,536,757)	(1,536,757)
<b>Total comprehensive income for the year</b>	<b>(193,780)</b>	<b>(1,536,757)</b>	<b>(1,730,537)</b>
<b>BALANCE AT 31 DECEMBER 2013</b>	<b>3,707,557</b>	<b>3,479,652</b>	<b>7,187,209</b>

The above Statement of Changes in Equity should be read in conjunction with the attached notes.



## STATEMENT OF CASH FLOWS

### FOR THE YEAR ENDED 31 DECEMBER 2013

	Notes	2013 \$	2012 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Subsidies received		16,003,487	14,667,059
Payments to suppliers and employees		(15,318,888)	(13,300,812)
Interest received		76,666	70,668
Dividends received		1,506	-
Interest paid		(67,867)	(50,061)
<b>Net cash provided/(used in) by operating activities</b>		<b>694,904</b>	<b>1,386,854</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for plant and equipment		(1,228,007)	(707,662)
Proceeds from sale of fixed assets		15,500	1,000
<b>Net cash provided by/(used in) investing activities</b>		<b>(1,212,507)</b>	<b>(706,662)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Proceeds/(repayments) of borrowings		(37,357)	432,469
<b>Net cash provided by/(used in) financing activities</b>		<b>(37,357)</b>	<b>432,469</b>
<b>Net increase/(decrease) in cash held</b>		<b>(554,960)</b>	<b>1,112,661</b>
<b>Cash at the beginning of the financial year</b>		<b>2,097,515</b>	<b>984,854</b>
<b>CASH AT THE END OF THE FINANCIAL YEAR</b>	<b>17</b>	<b>1,542,555</b>	<b>2,097,515</b>

The above Statement of Cash Flows should be read in conjunction with the attached notes.

---

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2013

---

### NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial report covers Autism Queensland Limited as an individual entity. During the year, the entity changed its legal structure from an incorporated association to a company limited by guarantee. This change has had no impact on the underlying operations of the entity. The financial report is presented in Australian dollars, which is Autism Queensland Limited's functional and presentation currency. The financial report was authorised for issue on 6 May 2014.

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 company 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 *Corporations Act 2001*. These financial statements do not comply with International Financial Reporting Standards as issued by the International Accounting Standards Board ('IASB'). The company 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 company'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 company 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 2013, all land and buildings of the company 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 company commencing from the time the asset is held ready for use. The assets are depreciated at the following rates:

<b>BUILDINGS</b>	40 years straight line basis
<b>MOTOR VEHICLES</b>	4 - 7 years straight line basis
<b>FURNITURE AND EQUIPMENT</b>	4 - 10 years straight line basis

---

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2013

---

### NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### 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.

#### 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 company 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.



---

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2013

---

### NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### Impairment

At the end of each reporting period, the company 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 company 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 2013 the company had a net current asset deficiency of \$1,736,044 (2012: deficit \$937,575). The company is reliant on the ongoing support of both State and Commonwealth in the form of funding. The company also has approximately \$1 million in available undrawn funds with Westpac Banking Corporation at 31 December 2013. The Board of Directors believe these factors will provide sufficient cashflow to fund the ongoing working capital needs of the company for a period of at least 12 months from the date of this financial report.

Accordingly the directors 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 company 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 company 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 company 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 company revalued all buildings and property improvements at balance date to their fair value.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2013

	2013 \$	2012 \$
<b>3. OPERATING SURPLUS/(DEFICIT)</b>		
<b>DEPRECIATION OF NON-CURRENT ASSETS</b>		
Buildings	129,543	144,385
Property Improvements	10,423	11,453
Furniture and equipment	216,519	64,248
Motor vehicles	197,234	176,598
	<b>553,719</b>	<b>396,684</b>
<b>EMPLOYEE BENEFITS EXPENSE</b>		
Wages and salaries	8,727,623	8,367,826
Superannuation costs	902,846	854,791
	<b>9,630,469</b>	<b>9,222,617</b>
<b>IMPAIRMENT OF ASSETS</b>		
Bad and doubtful debts expense	29,397	4,345
	<b>29,397</b>	<b>4,345</b>
<b>4. CASH AND CASH EQUIVALENTS</b>		
Cash on hand	5,288	8,309
Cash at bank	124,241	89,675
Cash on deposit	1,413,026	1,999,531
	<b>1,542,555</b>	<b>2,097,515</b>
<b>5. TRADE AND OTHER RECEIVABLES</b>		
<b>CURRENT</b>		
Trade accounts receivable	175,065	117,207
Provision for doubtful debts	(6,909)	(8,723)
	<b>168,156</b>	<b>108,484</b>
<b>6. INVENTORY</b>		
Merchandising stock	39,963	39,963
Provision for stock obsolescence	(31,039)	(31,039)
	<b>8,924</b>	<b>8,924</b>
<b>7. PROPERTY, PLANT AND EQUIPMENT</b>		
Land at fair value	4,036,500	4,045,000
Buildings at fair value	4,082,762	5,450,519
Less: Accumulated depreciation	(97,444)	(144,385)
<b>Total written down value of buildings</b>	<b>3,985,318</b>	<b>5,306,134</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2013

	2013 \$	2012 \$
<b>7. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)</b>		
<b>PROPERTY IMPROVEMENTS AT FAIR VALUE</b>	139,973	462,499
Less: Accumulated depreciation	(6,549)	(12,175)
<b>Total written down value of property improvements</b>	<b>133,424</b>	<b>450,324</b>
<b>MOTOR VEHICLES AT COST</b>	946,918	756,112
Less: Accumulated depreciation	(354,452)	(209,434)
<b>Total written down value of motor vehicles</b>	<b>592,466</b>	<b>546,678</b>
<b>FURNITURE AND EQUIPMENT AT COST</b>	2,235,343	2,184,217
Less: Accumulated depreciation	(1,731,065)	(1,514,546)
<b>Total written down value of furniture and equipment</b>	<b>504,278</b>	<b>669,671</b>
<b>CAPITAL FUNDING PROJECT AT COST</b>	939,097	31,278
Less: Accumulated depreciation	-	-
<b>Total written down value of capital funding project</b>	<b>939,097</b>	<b>31,278</b>
<b>TOTAL PROPERTY, PLANT AND EQUIPMENT</b>	<b>10,191,083</b>	<b>11,049,085</b>

### Reconciliations

Reconciliations of the written down values at the beginning and end of the financial year are set out below:

<b>LAND</b>	Balance at beginning of year	4,045,000	3,995,000
	Revaluation	(8,500)	50,000
		<b>4,036,500</b>	<b>4,045,000</b>
<b>BUILDINGS</b>	Balance at beginning of year	5,306,134	5,910,773
	Additions/reclassification	340,524	22,420
	Disposals	-	-
	Revaluation	(1,531,797)	(482,674)
	Depreciation expense	(129,543)	(144,385)
		<b>3,985,318</b>	<b>5,306,134</b>
<b>PROPERTY IMPROVEMENTS</b>	Balance at beginning of year	450,324	456,907
	Additions/reclassification	(306,477)	4,870
	Revaluation	-	-
	Depreciation expense	(10,423)	(11,453)
		<b>133,424</b>	<b>450,324</b>
<b>MOTOR VEHICLES</b>	Balance at beginning of year	546,678	78,068
	Additions/reclassification	251,065	532,858
	Disposals	(8,043)	-
	Depreciation expense	(197,234)	(64,248)
		<b>592,466</b>	<b>546,678</b>
<b>FURNITURE AND EQUIPMENT</b>	Balance at beginning of year	669,671	824,973
	Additions/reclassification	51,126	116,236
	Disposals	-	(94,940)
	Depreciation expense	(216,519)	(176,598)
		<b>504,278</b>	<b>669,671</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2013

### 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 2013 revaluations were made by the directors as at 31 December 2013 and the 2012 revaluations were made by the directors as at 31 December 2012. The revaluation deficit was debited to the revaluation reserve in accumulated funds (note 12).

	2013 \$	2012 \$
<b>8. FINANCIAL ASSETS</b>		
<b>NON-CURRENT</b>		
Available-for-sale financial assets - Equity securities	98,132	110,640
Investment in subsidiary company	10	10
	<b>98,142</b>	<b>110,650</b>

Autism Queensland Limited 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 Limited accounts due to the immaterial nature of its transactions.

	2013 \$	2012 \$
<b>9. TRADE AND OTHER PAYABLES</b>		
<b>CURRENT</b>		
Trade Creditors	214,284	434,304
Other creditors and accruals	597,225	1,141,844
Subsidies in advance and unexpended funds	1,407,447	355,227
	<b>2,218,956</b>	<b>1,931,375</b>

### 10. FINANCIAL LIABILITIES

<b>CURRENT</b>		
Bank Loans - Westpac	89,012	116,628
Hire purchase liability	90,959	127,464
	<b>179,971</b>	<b>244,092</b>
<b>NON-CURRENT</b>		
Bank Loans - Westpac	754,163	796,529
Hire purchase liability	433,180	364,050
	<b>1,187,343</b>	<b>1,160,579</b>

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

<b>1ST MORTGAGE: (121 JACKSON RD)</b>	Children's Crisis Care - 121 Jackson Road, Sunnybank Hills
<b>1ST MORTGAGE: (ROCKHAMPTON)</b>	Children's Respite Residence - 331 Jackson Road, Sunnybank Hills
<b>1ST MORTGAGE: (136 NORTH RD)</b>	Therapy Centre - 136 North Road, Brighton
<b>2ND MORTGAGE: (ROCKHAMPTON)</b>	Therapy Centre - 437 Hellawell Road, Sunnybank Hills



## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2013

	2013 \$	2012 \$
<b>11. PROVISIONS</b>		
<b>CURRENT</b>		
Employee Entitlements	1,202,057	1,148,495
<b>NON-CURRENT</b>		
Employee Entitlements	178,629	143,835
<b>12. ACCUMULATED FUNDS AND RESERVES</b>		
<b>ACCUMULATED FUNDS</b>		
Brought forward at beginning of year	3,901,337	3,386,350
Surplus for year	(193,780)	514,987
<b>Carried forward at end of the year</b>	<b>3,707,557</b>	<b>3,901,337</b>
<b>ASSET REVALUATION RESERVE</b>		
Brought forward at beginning of year	5,007,963	5,440,637
Revaluation (decrements)/increments	(1,524,249)	(432,674)
<b>Carried forward at end of the year</b>	<b>3,483,714</b>	<b>5,007,963</b>
<b>AVAILABLE-FOR-SALE REVALUATION RESERVE</b>		
Brought forward at beginning of year	8,446	8,446
Revaluation increments	(12,508)	-
<b>Carried forward at end of the year</b>	<b>(4,062)</b>	<b>8,446</b>
<b>Total Revaluation Reserve</b>	<b>3,479,652</b>	<b>5,016,409</b>
<b>13. KEY MANAGEMENT PERSONNEL DISCLOSURES</b>		
Key management personnel comprise directors and other persons having authority and responsibility for planning, directing and controlling the activities of the company.		
<b>Key management personnel compensation:</b>	<b>438,751</b>	<b>340,000</b>
<b>14. CONTINGENT LIABILITIES</b>		
<b>Contingent Liability - Residual Financial Interest of the Commonwealth and State</b>		
<b>Commonwealth</b>		
Commonwealth of Australia has made grants to fund a number of the company'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 company should sell or otherwise dispose of or cease to use facilities principally for the purpose approved by the Commonwealth.		
<b>The residual interest of the Commonwealth amount is:</b>	<b>1,222,745</b>	<b>1,533,969</b>
<b>State</b>		
State of Queensland has made a grant to fund the company's capital expenditure project. The State retains, for 20 years, the right to repayment of the grant if the company should sell or otherwise dispose of or cease to use the facilities principally for the purpose approved by the State.		
<b>The residual interest of the State amount is:</b>	<b>892,328</b>	<b>321,452</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2013

	2013 \$	2012 \$
--	------------	------------

### 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	270,805	79,395
Later than one year but not later than five years	401,570	126,078
	<b>672,375</b>	<b>205,473</b>

### 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)	1,542,555	2,097,515
	<b>1,542,555</b>	<b>2,097,515</b>

### 18. SEGMENT INFORMATION

The company 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:

<b>Floating rate</b>		
Expiring within one year (bank overdraft and bill facility)	1,000,000	1,000,000
Expiring beyond one year (bank loans)	9,361	7,549
	<b>1,009,361</b>	<b>1,007,549</b>

### 20. SUBSEQUENT EVENTS

No matter or circumstance has arisen since 31 December 2013 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

---

# INDEPENDENT AUDITOR'S REPORT

---

To the members of Autism Queensland Limited



## Report on the Financial Report

We have audited the accompanying financial report of Autism Queensland Limited, which comprises the statement of financial position as at 31 December 2013, 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 company 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 company'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 company'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 Limited, 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 Limited is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the company's financial position as at 31 December 2013 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 handwritten signature in black ink, appearing to read 'AS Loots', is written over a faint, larger 'BDO' logo.

**AS Loots**  
Director

Brisbane, 8 May 2014

---

# AUDITOR'S INDEPENDENCE DECLARATION

---

## DECLARATION OF INDEPENDENCE BY ALBERT LOOTS TO THE DIRECTORS OF AUTISM QUEENSLAND LIMITED



As lead auditor for the audit of Autism Queensland Limited for the year ended 31 December 2013,  
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
- no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to be 'AS' followed by a stylized flourish.

**AS Loots**  
Director

**BDO Audit Pty Ltd**

Brisbane, 6 May 2014





437 Hellowell Road, Sunnybank Hills Qld 4109  
PO Box 354, Sunnybank Qld 4109

Phone: 07 3273 0000

Fax: 07 3273 0093

[www.autismqld.com.au](http://www.autismqld.com.au)

---