

# 50th

ANNUAL REPORT

OF THE BOARD OF  
MANAGEMENT  
AND FINANCIAL  
STATEMENTS  
FOR 2014



**Autism**  
QUEENSLAND

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

### Patron

His Excellency the Honourable Paul de Jersey AC, Governor of Queensland

### Chairman

Mr Michael Klug AM

### Directors

Dr Roslyn Dick  
Mr Paul Stokes  
Mr Jim Hunter

Mr Barry Dennien  
Mrs Annie Kenny

### Chief Executive Officer

Mrs Penny Beeston

### Company Secretary

Mr John Lubach

### Honorary Life Members

Mr Ian Anderson  
Ms Helen McBride  
Mr Bruce Fay AM

Mr John Lee  
Miss Margaret Outridge  
Prof Robert van Barneveld

### Life Member

Mr Paul Burton

### Auditor

BDO Audit Pty Ltd

### Solicitor

McCullough Robertson



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# Chairman's Report



I was delighted to be nominated and accepted onto the Board in the role of Chair of the Board of Directors of Autism Queensland Limited on 24th July 2013.

**I came to the role at a time of great change and great challenge for organisations serving the needs of people living with disabilities in Australia.**

The National Disability Insurance Scheme (NDIS) is changing the landscape for individuals with disabilities and their carers, and addressing the barriers to their participation in the economic and social fabric of our society. It will provide greater numbers of Australians living with disability with financial support combined with the power of choice and control in the selection of services and providers they access.

As the Chair of the Board, I have worked with the Directors and Executive on a strategic direction that will position Autism Queensland to continue to offer the high quality of services and support it delivers to children and adults with ASD and their families.

It is fair to say it is a challenge for not for profit entities to transition in a relatively short lead time from a fully funded model of service delivery to a fully commercial model.

Autism Queensland, like many of its counterparts, will experience some challenges in the initial years of the implementation of the NDIS, and this organisation is undertaking the necessary changes to take us through the transition.

Of course, the first and most important of these changes occurred in 2013 when we transitioned the organisation from an Incorporated Association to a Company Limited by Guarantee and moved to a skills-based Board of Directors.

In keeping with the changes ahead, the Board will launch Autism Queensland's five year strategy after a forum to be held later in 2015.

2014 saw the departure of Helen Steinhardt, a long-serving and highly valued Director from the Board. Helen served



Chairman Michael Klug AM, Autism Queensland CEO Penny Beeston and Tim Mulherin (former member for Mackay) at the opening of the new centre in Mackay.





**Autism Queensland Board Members:**  
Left to right: Barry Dennien, Jim Hunter, Annie Kenny,  
Michael Klug, Roslyn Dick, Paul Stokes.

the Board for 13 years and contributed significantly by way of her Special Education background and lived experience as the parent of a young person with ASD. I acknowledge and thank Helen for her contribution to the development of Autism Queensland.

I would like to take this opportunity to acknowledge the Directors and to thank them for volunteering their time and their expertise to govern this organisation.

**Dr Roslyn Dick** has served the Board for 10 years and brings her experience as a dental professional and businesswoman as well as her lived experience as a parent of a young woman with ASD to the role. Roslyn is a member of the Autism Queensland Limited People and Safety Committee.

**Annie Kenny** has served on the Board for six 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 is Chair of the Autism Queensland Limited Philanthropic Committee.

**Mr Jim Hunter** has served on the Board since 2013 and brings 15 years of business, financial and governance experience to Autism Queensland Limited. Jim is the Chair of the Audit and Risk Committee at Autism Queensland Limited.

**Mr Paul Stokes** joined the Board in 2013 and brings over 20 years of experience in the Health, Disability and Employment Sectors to the Board. Paul is a member of the Autism Queensland Limited Audit and Risk Committee.

**Mr Barry Dennien** has served on the Board since 2013 and brings over 20 years of business and governance experience to the Board. Barry is the Chair of the People and Safety Committee at Autism Queensland Limited. Barry has a lived experience having fostered children with ASD.

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

#### Michael Klug AM

CHAIRMAN

#### Dr Roslyn Dick

DEPUTY CHAIR

#### Annie Kenny

DIRECTOR

#### Jim Hunter

DIRECTOR

#### Barry Dennien

DIRECTOR

#### Paul Stokes

DIRECTOR

In my Report to Members in 2013 I stated that the NDIS represents an unprecedented paradigm shift for organisations supporting people with disabilities.

In Queensland we have less than 18 months before the roll out of the NDIS commences in this State. In the 12 months since my last report the Board and Executive have become acutely aware, from the experiences in the NDIS launch sites in other States and Territories, of the challenges traditional and long-standing service providers face in the transition to a market driven model of service provision.

The Board of Directors and Executive Team will spend time, including a planning day, reviewing and refining the strategy that will drive the direction of Autism Queensland as the NDIS is rolled out across Queensland.

I acknowledge Autism Queensland's very committed Chief Executive Officer, her executive and staff whose commitment to improved outcomes for people with ASD makes a difference in the lives of those we serve.

**Michael Klug AM**

# CEO's Reflection



2014 has been a year of preparation and change for the future at Autism Queensland. I have had the privilege to lead this organisation for the past 10 years and it has given me great professional and personal satisfaction to work alongside the calibre of people who make up its team.

**Autism Queensland operates on a calendar year and therefore the content of the Annual Report is written after the year has rolled over. As I write, it is March 2015 and this will be my last opportunity to share my reflection as CEO of this wonderful organisation. My passion for improved outcomes of children and adults with autism and their families owes some of its energy to my personal experience as the parent of a young woman with autism. Now, due to my personal circumstances, I am leaving Autism Queensland to find that elusive thing called “work/life balance”.**

When I joined Autism Queensland in January 2005 the organisation was poised for growth and development. It was ready for the transformation from outdated charity to modern “for purpose” organisation. This required a new vision, significant cultural change and service growth and development.

At the end of 2014 we reached a milestone where Autism Queensland has grown into a truly statewide organisation, with regional centres in Cairns, Mackay, Rockhampton and Gladstone.

For the past eight years, Research & Development has been at the heart of our work. In partnership with the University of Queensland, Autism Queensland was the lead agency in the bid for the Autism CRC and we are an essential participant in the CRC. Evidence informs the programs we offer and the services we deliver.

Our two ASD-specific school campuses at Sunnybank and Brighton continue to provide evidence based and intensive

education and therapy to children with autism so they can return to full-time studies in the mainstream schooling system. Over this period the schools have developed an ASD-specific curriculum that dovetails into the National Curriculum, adapted and updated their teaching and learning resources to include a strong IT component, and secured new buildings for senior students at both campuses.

Our statewide Outreach program reaches every State, Catholic and Independent school in Queensland as teachers seek our expert support for their students with ASD. Our teams cover the state and go as far as Mt Isa, Weipa and Thursday Island in their travels. The Outreach Team is central to our regional development into the future.

We support adults with autism to live in the community and provide respite for families of children and adults by providing short term home-based stays to their family members with ASD. Our Lifestyle Support workers are passionate about the quality of life outcomes for individuals they support and families express high levels of satisfaction with the provision of the support provided to their family members.

We now host the National Aboriginal Liaison Officer Program and the National Early Days Coordinator as well as the statewide Autism Advisor Program. These programs emerged from the Helping Children with Autism initiative. Autism Queensland, as a corporate member of the Australian Advisory Board on Autism Spectrum Disorders, provided significant policy advice to the Federal Government in the development of this initiative. The Aboriginal Liaison Program will lead us into a new area of growth and development under the NDIS.





### Creative Futures Recognition Awards

His Excellency the Honourable Paul de Jersey AC, presided over the 2014 Awards presentation at Government House.

Our Training Services deliver accredited and non-accredited training to people who already support, or those who wish to support, individuals with ASD.

For nearly five decades we have supported families. They have been at the centre of our services. We know that a child/adolescent/adult with ASD will need a resilient and supported family to be there for them throughout their lifetime. I am proud of the ways in which we assist families across all of our services and have heard amazing praise and great outcomes resulting from the support provided.

Prior to 2014 our post school offerings were our Computer Club and Recreation Club, both of which have been operating for many years and have become an important hub of activity in the lives of many of the participants.

In 2014 we launched New Steps, our Post School platform. The first offering in this suite of programs is Studio G, an interactive workshop supporting young people with high functioning autism transitioning to employment, training or further education which is based at The Edge at the State Library. New Steps, too, is a major platform for Autism Queensland as it enters the NDIS space.

The evolution of the internet and social media has been wonderful for organisations such as Autism Queensland, and our marketing team have taken full advantage of the access to individuals and families that social media provides us. Our annual "Go Blue for Autism" campaign is growing bigger each year as increasing numbers of individuals, businesses, schools and agencies come on board to support us.

Since 2007, when we first launched our "Creative Futures Recognition Awards", we have been honoured to have the

Patronage of the Governor of Queensland. In December 2014, His Excellency the Honourable Paul de Jersey AC, presided over the 2014 Awards presentation at Government House.

As I write this, I want to name all the people who have contributed to the growth of Autism Queensland over the 10 years I have been at the helm. To do so would take up many more pages as this list includes families, staff and other stakeholders.

Instead I will only name two individuals who have shared the responsibility of visioning the future for this organisation.

The relationship between CEO and Chair is critical to the success of the organisation and I have been blessed in my time with Autism Queensland to have worked with two high calibre and passionate Chairs who have seen the bigger vision for this organisation.

The first is Prof Robert van Barneveld who Chaired Autism Queensland when I arrived in 2005 through to 2013.

The second is Michael Klug AM, the current Chair, who together with the Board and the new CEO, will lead Autism Queensland into a new era of operation under the NDIS.

I acknowledge and thank the current Directors of the Board of Autism Queensland and the individuals who have worked at Autism Queensland in my time in leadership. We have come a long way on this journey, and now, when I hand the baton on, a new and more amazing journey will unfold.

I wish Autism Queensland a bountiful future that enables more individuals and their families access to the services and supports they need to live regular, valued and satisfying lives.

# Services Overview

For almost 50 years, Autism Queensland has been helping Queenslanders living with ASD. We deliver a comprehensive range of specialised services and support for children and adults with ASD and their families, and strive to make 'positive difference in their lives'.



## 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 at Brighton and Sunnybank Hills in Brisbane provide part-time placement for school-aged children with ASD, generally two or three days a week, alongside 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.

## EarlyAQtion Early Intervention Services

Autism Queensland offers a range of flexible and individualised early intervention services for children aged under seven years with ASD from centres in Brisbane, Cairns, Mackay, Rockhampton and Gladstone. These programs are delivered by a team of teachers, speech pathologists, occupational therapists, psychologists, social workers and teacher aides. Teams from each of the centres also deliver outreach programs to all locations throughout Queensland, including rural and remote communities.

## Family Support Services

Individual support to families and adult clients through advocacy, referral, liaison, information and general support is provided through Autism Queensland's family support services. The team also arranges sibling and parenting programs, Mothers' camps and Dads' time activities. Autism Queensland also facilitates more than 20 support groups across the State. These groups provide support for parents and families with individuals with ASD and are a vital link to Autism Queensland and our services.

## Information and Help Line

Autism Queensland's telephone and e-mail Information and Help Line provides families, people on the spectrum, carers, professionals and others across the state with access to therapists, teachers and family support workers who provide information about ASD, services, supports and resources. They are also available to discuss specific issues or concerns.



## 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 students, their schools and their parents. We also provide customised programs for school-aged children at home or in their school.

## Post School Services

Autism Queensland's New Steps' Studio G is an interactive workshop that supports young people with high functioning autism in the transition to employment or further education. It is a facilitated group activity program led by content experts and supported by a case management structure that capitalises on the individual's interest and enthusiasm for gaming and interactive technologies and assists in the development of their social, job and life skills.

## Research and Development

This 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. We are an Essential Participant in the Autism Cooperative Research Centre and have 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 for children and adults with a diagnosis of ASD. Weekend respite is offered at Sunnybank for children aged 5-18 years; and weekend and weekday respite is offered at Greenbank for children and adults who have ASD with challenging behaviour and complex needs. We also 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 registered training arm, the Training Services team delivers customised 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 prepare and present

customised workshops with individualised content in locations across Queensland. These workshops are tailored to meet the specific needs of small and large groups and can be delivered at schools, childcare centres, disability services, employment agencies and other venues. All workshops are based on a thorough knowledge base and aim to be practical and easy to understand. The team also deliver the Helping Children with Autism (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 in other disability sectors.

## Hosted Programs

### Autism Advisor Program

The Autism Advisor Program is funded by the Department of Social Services. Autism Advisors assess eligibility for the HCWA Early Intervention Funding package and 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.

### Early Days Workshops

Autism Queensland hosts the Early Days program of free workshops for parents and families of young children with ASD. Delivered by facilitators based in each state and territory autism association, these workshops aim to provide families with current information and knowledge about their child's ASD.

### Aboriginal Liaison Officer Program

The Aboriginal and Torres Strait Islander Liaison Officer Program is a national two year pilot project by Autism Queensland and members of the Early Days Consortium of Autism Specialist Providers that aims to raise awareness of ASD in indigenous communities. It is funded by The Department of Social Services as part of the HCWA program.

### Host Provider Service

Autism Queensland is registered as a host provider to assist families to administer Queensland Government funding received as part of the Department of Communities, Child Safety and Disability Services Your Life Your Choice Self-Directed Support Initiative.

# Children's Services

Children's Services comprises a range of state-wide and regionally-based services that support children with ASD and their families.

**2014 brought with it a number of exciting changes including new facilities, new programs and new services.**

The National Disability Insurance Scheme (NDIS) was a major focus for all Children's Services teams to ensure we were able to provide accurate and current information to the people we support and to prepare our services for the changes the NDIS will bring.

Across the year our Managers and Team Leaders participated in a range of professional development activities, forums and an NDIS working group. Teams also trialed new programs and different ways of providing services.

A number of activities were initiated to gather information about service, support and information for families and communities, including parent surveys and a trip to the Goondiwindi, Roma, St George and Mitchell areas to facilitate interactive community forums.

## Autism Advisor Program

**Maryann Kerr**

TEAM LEADER

The Autism Advisor Program (AAP) is part of the Helping Children with Autism (HCWA) package, funded by Department of Social Services. Autism Advisors provide families of young children with information about available funding, workshops and local support services they can access for their child and family.

The AAP is a statewide service with advisors based in Cairns, Rockhampton, Brighton and Sunnybank. The advisors travel regularly throughout Queensland and during 2014 visited all major regional centres and smaller and more remote locations including Longreach, Mt Isa, Biloela, Woorabinda, Proserpine and Goondiwindi.

Within these communities they met with families, developed networks with local community support services, Aboriginal services, health services, paediatricians and others so as to increase awareness of ASD and the importance of identifying and linking families with early intervention services in a timely manner.

In 2014, the AAP saw over 1600 families for initial consultations during which the advisors provided information about ASD and what the diagnosis means for their child and family. As with previous years, the number of families accessing the service increased significantly.

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

## EarlyAQtion Early Intervention

**Valerie Preston**

PROGRAM MANAGER  
EARLY INTERVENTION SERVICES

**Susan O'Donnell/Tanya Kunzler**

FAR NORTH QUEENSLAND TEAM LEADER

**Mary Wilson**

CENTRAL QUEENSLAND TEAM LEADER

**Ann-Marie Watson**

MACKAY WHITSUNDAY TEAM LEADER

Autism Queensland's services for children with ASD under the age of seven are delivered primarily from centres in Cairns, Mackay, Rockhampton, Gladstone, Brighton and Sunnybank through a range of programs including the



centre-based group programs, *Ready-Set-Grow!* and *Play & Learn*, as well as outreach programs.

The focus of each is 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 child so they have a greater understanding of the child's needs and can work more productively with them.

In 2014, EarlyAQtion staff members across Queensland worked with over 320 children and their families and/or educational staff through these programs.

As the implementation of NDIS in Queensland approaches, all EarlyAQtion teams have been considering and investigating the changes and opportunities this presents. Various pilot programs for children aged seven years and above were planned and delivered, and the Program Manager and Team Leaders attended NDIS information sessions.

## Brisbane and Statewide

In 2014, the Brisbane-based team ran centre-based group programs for 15 children at Brighton and Sunnybank Hills.

In Term 4, those children in these groups who were concluding their placement at the end of the year received transition support to help them move to the next stage in their education journey. At the same time, information-gathering, goal-setting and orientation took place with the children commencing in these programs in 2015 through visits to their home and early childhood settings.

The Brisbane team is based at Sunnybank Hills and also delivers several other EarlyAQtion programs including *Fun, Friends & Feelings* and *Play & Learn*, in addition to outreach and EarlyAQtion therapy sessions.

In third term, a collaboration with North Brisbane Catholic Education saw the team run a social skills program at a Catholic primary school. For one day each week, two therapists ran a morning group session at the school for five children in Prep who had been diagnosed or were suspected of having ASD. Staff at the school observed the

session and then spent time afterwards with therapists in order to upskill themselves.

The Sunnybank Community and Sports Club and the Sunnybank Hills, Salisbury and Wishart Rotary Clubs have provided much needed support to delivery of our EarlyAQtion programs in Brisbane.

Professional development activities for the Brisbane-based staff included PECS, Hanen, SOS Approach to Feeding and the Early Childhood Intervention Association national conference.

## Far North Queensland

The Far North Queensland service is based at Edmonton, near Cairns, and delivers centre-based group programs and outreach programs to The Cape, Tablelands and Johnstone regions. They also deliver short-term group programs including *Play & Learn* and *Social Skills*.

In 2014, the team provided 46 outreach programs throughout the Atherton Tablelands, Cairns and Northern Beaches. An intensive outreach program was also provided to a client in Cooktown and a staff member travelled on a weekly basis to Yarrabah to deliver these programs.

The Family Support Worker provided various services for parents, siblings and other family members, including counselling for parents, and for siblings experiencing difficulties.

Two "Cool Little Kids" programs were run for parents of children who experience anxiety, and weekly parent morning teas were held.

Despite the challenges of several staff vacancies at various times, all programs were successfully delivered.

Professional development opportunities for staff included the SOS Approach to Feeding, Sensory Detective, Positive Behaviour Support, team-Teach and attendance at the Early Years Forum.

Network building continued to be a priority and strong relationships were maintained with the Child Development Service of Queensland Health, Cairns Early Years Centre, Education Queensland, the Early Childhood Development Program and ARC.

Supporters of the FNQ EarlyAQtion service in 2014 were Piccones IGA, Reef Casino, Save the Date – Joanne Male and the Abraham family (Mefoto), Masonic Lodge, Cairns RSL and Eagle Boys, Edmonton

The financial support received from these organisations and individuals allowed for the completion of the Centre's playground upgrade, as well as the purchase of new resources that are used across all programs and services.



### Central Queensland

This team delivers services from The John Villiers Centre of Excellence in Rockhampton and the EarlyAQtion Hub in Gladstone as well as outreach to the Central Queensland region including Bundaberg, Biloela and Emerald.

In 2014, the team delivered outreach programs in Biloela, Bundaberg, Emerald, Middlemount, Capella, Blackwater and Dysart, as well as throughout the Rockhampton and Gladstone areas. From both bases, staff delivered programs to 107 children and their families and other caregivers.

Many other families and community members were supported by phone and drop-ins to our centres, borrowing of resources and books, training of educators, and through team members' attendance at community events.

In Gladstone, three *Ready-Set-Grow!* programs (two in Gladstone and one in Biloela) met the needs of many families seeking group programs in the area. Their delivery was made possible through successful partnerships with the Communities for Children (C4C) initiative in Gladstone and the Community Resource Centre (CRC) in Biloela, with both providing the venues for the programs.

The Gladstone team were based in premises that only provided office space, but as the team grew in line with demand for more centre-based programs (group and individual), the need to find larger premises became a priority. At the end of 2014, the team prepared to move to a more appropriate location.

The John Villiers Centre in Rockhampton ran two centre-based groups throughout the year and transitional support was given to these children, their families and their future education settings as their time in the programs drew to an end.

Data collection, needs assessment and trialling of programs for children over the age of six began in late 2014, including services that ran after school and during the school holiday period.

Support was also available for parents, siblings and other family members through the social worker on the team. This ranged from providing information on ASD and community support groups through to individual counselling sessions and crisis assistance.

Staff professional development during the year included SOS Approach to Feeding, Secret Agents Society, Applied Behaviour Analysis, Hanen and Adaptive Technologies.

### Mackay Whitsunday EarlyAQtion Services

In January, the Mackay Whitsunday team moved into their new premises on Macrossan Street, East Mackay.

The 12 staff were finally together in the one centre! The move to the purpose-built centre also enabled a second centre-based group program to commence.

Throughout the year the team carried out 50 outreach programs in the Mackay, Whitsunday and hinterland areas, including Bowen, Collinsville, Clermont, Proserpine and Airlie Beach.

Some of these programs were delivered to families who had already received previous support and realised the benefit of having our service delivered in their home and school environments, rather than the family having to travel to Mackay.

The strong links with the Mackay Autism Support Group continued and they held their monthly Coffee and Chat sessions at the new centre, as well as some evening sessions.

The Commonwealth Respite and Carelink Centre (CRCC) again partnered with the Mackay team, the Autism Queensland Professional Learning and Development team and the Support Group to present an Autism Information Evening in November. Excellent feedback was received from the parents and professionals who attended.

Staff attended a variety of professional development sessions, with the view towards providing for the needs of the local community as well as keeping up with the latest in autism research and best practice. With the NDIS in mind and the changes needed for the future, they attended training in programs such as the Secret Agent Society, Hanen More Than Words and the SOS Approach to Feeding, all of which they can deliver.

### Outreach Services and Family Support

#### Cathy McNeill

SOUTHEAST QUEENSLAND TEAM LEADER

#### Karly Green / Petro van Loggerenberg

CENTRAL AND WEST TEAM LEADER

#### Rachel Lavercombe / Jennifer Catts

NORTH QUEENSLAND TEAM LEADER

The Department of Education, Training and Employment's Non School Organisations, provides a financial contribution to Autism Queensland to deliver an outreach service to support students with ASD in their schools across Queensland.

This team, comprising teachers, speech and occupational therapists, had another busy year in 2014 visiting over 1000 students in 434 schools and kindergartens across Queensland.

They travelled to the Bundaberg, Rockhampton, Cairns, Mackay, Hervey Bay, Townsville, Gladstone, Emerald, Gympie,



Kingaroy and Maryborough regions twice during the year and to the Charleville, Dalby, Weipa, Chinchilla, Tara, Longreach, Mt Isa, Roma, St George, Warwick and Stanthorpe regions once.

These trips included visits to many smaller and remote towns and to properties of students participating in School of Distance Education.

Visits to schools in the South East Queensland region including Greater Brisbane, Ipswich, Toowoomba, Gold Coast and Sunshine Coast occurred on an on-going and daily basis during school terms.

The team responded to many challenges throughout the year including extreme weather conditions, increased demand in some regions, and lengthy and challenging travel to ensure support was provided to schools and students in remote regions.

Increased demand for support also led to a review of some administrative and reporting processes to maximise time available for direct support.

The Outreach and Family Support team operate a weekday Information and Help Line (telephone and e-mail) that provides valuable and immediate information, support and links for parents and carers, educators, other professionals and members of the wider community.

Access to the Outreach Service via phone and email enables the team to maintain contact with clients, and those who support them, in between visits, especially for those in regional and remote areas. In 2015, the team responded to 3070 telephone and 1710 email requests for information and support in addition to their ongoing contact with families and schools regarding school visits.

The Family Support Worker responded to regular requests for support from parents and other family members and attended parent and stakeholder meetings. She also facilitated a range of programs and activities including Resilient Parent Programs, Mothers' Time-Out Camps, Sibling Programs, Dad's Only Activities, family barbeques

and jointly facilitated Sibling Holiday Outings with the Schools' Family Support Worker. A Masters of Counselling student joined the team for six months providing additional support in this very busy area.

In partnership with Brisbane Catholic Education North Region, the Outreach team continued to provide an extended consultation and support service to children with ASD attending schools in the region.

Supports and programs have included therapy assessment and programming, playground support and development, staff mentoring, the development of an 'ASD friendly' school environment and assistance with goal setting and strategies.

Individual therapy and behaviour support programs were delivered to children across Brisbane and in some regional areas. A number of these were purchased by clients in receipt of individual funding packages and were delivered in the child's home, school and/or other relevant settings.

Towards the end of 2014 an Autism Consultant Service was established to provide schools with access to an ASD specialist on ongoing basis.

Staff had the opportunity to attend a range of professional development activities with a focus on technology, behavior support, evidence-based practices for children with ASD and the NDIS. These included Bringing Tele-Health into Practice, Secret Agent Society Computer Program, The Greenspan Floortime Approach, Functional Assessment and Positive Behaviour Intervention, Measuring Soft Outcomes, The Essential NDIS Briefing and Results-based Accountability. They also attended the Inclusive Learning Technologies and Autism in Education conferences.

Outreach staff participated in a range of other activities throughout the year including delivering lectures at the University of Queensland and Griffith University, preparation of information papers and facilitation of, or participation in, special interest groups, family support group meetings, community information days and professional networking groups.

# School Reports

## Amra Bazdar

BRIGHTON SCHOOL PRINCIPAL

## Jandee Laidlaw

SUNNYBANK SCHOOL PRINCIPAL

### 2014 highlights for AQ Schools included:

- › Participation in Independent Schools Queensland (ISQ) Self Improving Schools program
- › Continued development of Autism Queensland's ASD specific curriculum to the Australian Curriculum
- › Continued participation in Independent Schools Queensland (ISQ) Literacy & Numeracy Coaching Academy
- › Participation in Independent Schools Queensland (ISQ) Staff Wellness project
- › Further capacity building for Schools based ICT through ongoing staff commitment to school based fundraising activities and grant applications

**Of particular note this year, was the AQ Schools participation in ISQ's Self-Improving Schools (SIS) program.** This flagship ISQ program, researched through a significant literature review, identified that schools committed to continuous improvement direct their energy and resources towards seeking to make a difference to the lives of students by maximising their achievement and potential. They focus relentlessly on improving student performance and engage in ongoing self-assessment, evidence-informed practice and strategic planning.

While the domains for school improvement may vary depending on context and the unique characteristics of a particular school, the ISQ research identified common domains and features that consistently apply to 'great' schools.

### These domains are:

**Leadership and Management**

**Teaching and Learning**

**Community**

### To establish the direction for this improvement process in our Schools, the AQ SIS committee which included teachers and therapists from both campuses:

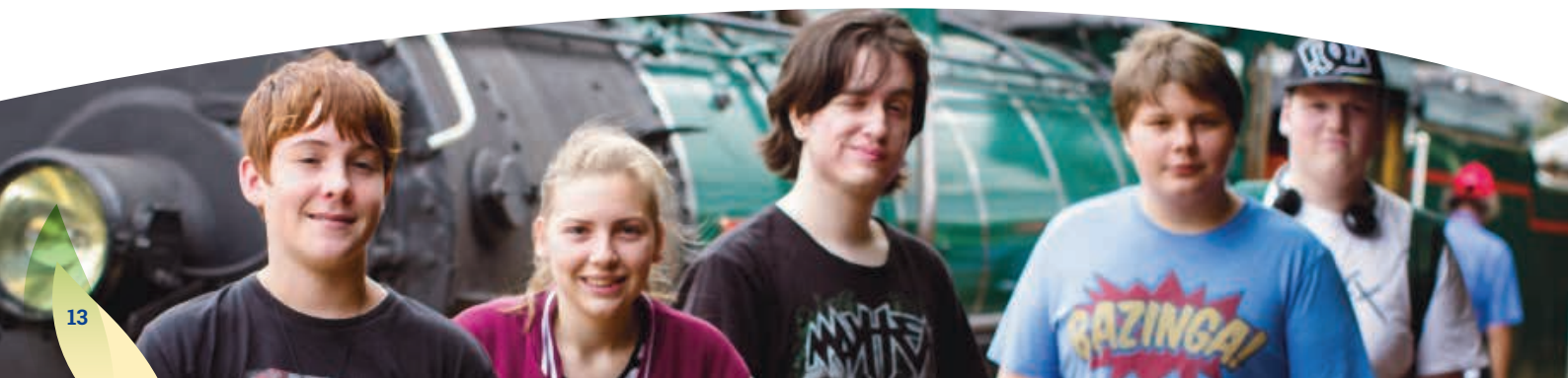
- › Used the ISQ Self-Improving Schools Matrix and the Plotting Tool to determine three focus areas for school improvement
- › Identified how the focus areas fit with current school initiatives, the school's strategic plan and government compliance requirements
- › Established the structure and phases of the improvement process

### As a result, the committee identified the following focus areas for 2014:

**1 Shared values in practice**

**2 Collaborative decision making**

**3 Intentional teaching**







In working through the action plan for the identified areas, the AQ School Teams were energised to re-focus their activities, programs and commitment to Autism Queensland's values:

**Excellence in Practice** – a safe and stimulating learning environment; continued alignment of the Autism Queensland ASD specific curriculum to the AC; evidence based methodologies and practices; commitment to quality professional development for all staff; transdisciplinary team.

**Realistic and Honest Communication** – annual surveys to parents/carers and home school contacts with a commitment to using feedback for continuous improvement; joint IEP meetings and case management/advocacy for students in placement; accurate and timely reporting; shared goals across all stakeholders.

**Urgency in Actions** – prompt and positive responses to requests and enquires; support for students and families through the provision of Transition Teachers; whole team approach to urgent or challenging student and family needs; collaboration with all educational sectors.

**Embrace Diversity** – placement options for students with ASD across the spectrum and P-12 age range; celebration of differences and cultural backgrounds; realigning placement options to meet demand; access to transport so that families who live further away from Sunnybank or Brighton can access a placement opportunity.

**Inclusive of All Stakeholders** – family centred; outreach component to all teacher roles to provide support beyond the AQ School environment; close collaboration with all stakeholders including attendance at home school meetings, home visits, case management and advocacy; transdisciplinary practices.

**Outcomes Orientated** – functional IEP goals with six monthly reviews; daily communication on student progress; transparent and accessible reporting; open communication channels for all stakeholders; monitoring of improved performance at home, other educational setting and in the community; transition support with a focus on successful return to school at the conclusion of placements; pre and post assessment for literacy; pre and post assessment for student performance of the functional tasks that support participation in the academic and social aspects of schooling.

Finally, in almost a fitting end to such a focused year on self-improvement, we joined together as one big AQ School to ride the Queensland Rail steam train around the Sherwood loop! We rocked, rolled, laughed and amazed at the joy and pleasure on the faces of students, staff and the families who joined us for the adventure!

# Post School Services

Dr Michael Whelan  
MANAGER

In July 2014, Autism Queensland launched Studio G, a pilot for its New Steps post school transition programs for young adults with high functioning autism.



**Following the extreme social stresses of high school, many young people with ASD retreat to their bedrooms and computers for extended periods of time. Studio G was developed to provide scaffolding for these young people to negotiate the transition between secondary school and further study/training or entry into the workforce.**

Studio G is an interactive workshop that enables participants to build on their interests and strengths in screen based media including game development, animation, film, photography, music and creative writing. The program is led by content experts 'mentors' with experience in creative design and project development, and supported by a case management structure that aims to support individuals in the development of social, job and life skills.

The nurturing and supportive environment of Studio G assists participants to develop skills to help with social interaction, independent living and self-confidence. A ratio

of one mentor for each four participants provides a dynamic environment that enables these young people to build relationships of trust with these professionals. They grow at their own pace and, with the assistance of their mentors, develop and complete their own projects in accordance with goals they themselves have set.

The first Studio G program began with nine participants. In its last term in 2014 this number had increased to 15.

Studio G is based at The Edge, the State Library of Queensland's model for the library of the future at the Southbank Cultural Precinct. As a result of its location, Autism Queensland has entered into a formal partnership with the State Library of Queensland to further pursue the inclusion of young people with ASD in all aspects of creative and cultural endeavour.

Autism Queensland hopes to pilot Studio G in Cairns in 2015 with a view to rolling out the program there from 2016.

## Parent testimonial for **Studio G**:

“ Within the first week you showed Matthew that he could do anything that “He” is interested in and not what is being forced on him at school. Through a bit of prompting and ideas he literally overnight blossomed into an amazing fantasy story writer. It has absolutely blown us and his teachers away. The Studio G Program has uncovered a talent in him that we are still in awe of and will continue to be in awe of. ”

# Disability Services

Glenda Watkins | GENERAL MANAGER

Disability Services provides a range of support services to young people and adults with ASD.

**In 2014, we supported 15 adults living in five accommodation houses located throughout Brisbane. They were accompanied by appropriately trained lifestyle support workers.**

We also provided respite services for 80 families at Sunnybank and Greenbank.

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

In 2014, Autism Queensland received funds from the Department of Communities, Child Safety and Disability Services to refurbish a property we owned so we could support another three people to live in the community.

A big thank you goes to all the tradesmen who worked on the house, and to Maxa Constructions who project-managed the build and brought it in on time and in budget.

Greenbank Respite provides support seven days a week to children and adults from 40 families ranging in age from five years to 40.

In late 2014, we received a grant from the Greenbank RSL for the purchase of a Springfree trampoline for the house. This trampoline is now up and in constant use by clients.

It has been a great addition and staff are now researching for more suitable play equipment to complement it. Disability Services also runs a regular Computer Club and Adult Recreation Group.

The young people who participate in 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 success of the Adult Recreation Group also continued in 2014.

This 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 together, go to the movies and the markets,

listen to bands and attend other events. Patronage once again grew throughout the year and it continued to be a very positive experience for all those who participated.

Recurrent funding secured by Autism Queensland in 2011 enabled us to offer our very popular school holiday programs at the Brighton and Sunnybank School campuses during the June and Christmas school holidays.

In 2014, children from 60 families accessed this service across both sites, with the students who took part enjoying a range of activities and entertainment that were both centre-based and in the community.

Individuals we support in our Adult Accommodation Services enjoyed holidays this year on the Gold and Sunshine Coasts, and for one young man, his dream of a road trip from Brisbane to Cairns in a motorhome came to fruition.

Another two individuals have become established members of their local soccer teams and they play each Saturday in the local competition.

Autism Queensland is a registered Host Provider for Your Life Your Choice, and provides support for families wishing to self-direct funding provided to them by the Department of Communities, Child Safety and Disability Services.

Self-directed support is a funding approach that enables people with disability and their families to have greater choice and control over the disability services they receive. It is also a key part of preparing Queenslanders for the National Disability Insurance Scheme (NDIS).

In 2014, Disability Services underwent its annual quality audit by the Department of Communities during which our services are audited against the HSQF 6 standards. As our regional centres also receive funding from the Department they are included in the audit. Auditors also interview families, stakeholders and staff. Disability Services achieved a pleasing result with no non-conformities.

The Human Services Quality Framework (HSQF) is the approved certification framework for disability service providers. The HSQF contains a set of common standards known as the Human Services Quality Framework which replace the Queensland Disability Service Standards (QDSS) and Queensland Disability Advocacy Standards (QDAS).



# Early Days

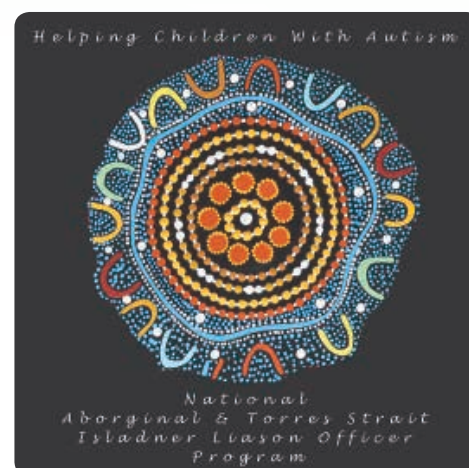
Early Days is a national program of free online and face-to-face workshops for parents and families of young children with ASD or undergoing diagnosis. They are funded under the Helping Children with Autism package provided by the Federal Government.

**Early Days workshops aim to provide families with current information and knowledge about their child's ASD that will help them to support their child's development, learning and early intervention. A suite of foundation and skills specific workshops are available to families and are 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'. Specialised workshops are available for Aboriginal and Torres Strait Islander and culturally and linguistically diverse families. Workshop support is also available for early childhood settings supporting Aboriginal and Torres Strait Islander children with or suspected of having ASD.

A full list of workshop topics and dates can be accessed on the web pages of each state and territory autism association.

Over the course of the 2014 calendar year, Early Days facilitators across the nation provided workshops support to 3480 participants.



## Aboriginal Liaison Officer (ALO) Program

The ALO Program was developed in 2013 in response to an independent evaluation of the HCWA package that found the Aboriginal and Torres Strait Island community had very limited access to diagnosis and early intervention services.

It provides access to early intervention services and support for children with disability within this community, education and support for their parents, carers and families, and information about autism specific early learning programs and specific support of children with ASD in long-day care settings.

The program employs two Aboriginal Liaison Officers who are based at Autism Queensland but are responsible for the program nationally, providing information about, and assistance related to, providing quality support services relevant to the needs of Aboriginal and Torres Strait Islander children with or suspected to have a diagnosis on the autism spectrum disorder.

Working in close consultation with the Aboriginal and Torres Strait Islander communities across Australia, the ALOs maintain strong relationships with the Early Days program and support services in all of the states and territories including the state and territory autism associations, service providers, child care and other early childhood services.

The program is currently funded to run until June 2016.



Based on original artwork by Yvonne O'Neill.

# 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.

In 2014, the team delivered customised training for staff working for NGOs, schools and respite services across the state. A total of 73 workshops tailored to meet the specific needs of the organisation and audience were delivered by two part time facilitators.

The team also delivered 24 scheduled workshops throughout the year to 265 participants in locations including Brisbane, Caboolture, Townsville, Mackay, the Gold Coast and Cairns.

Highly subscribed topics included "Clues to Managing Behaviour", "Motivating and Engaging Individuals with ASD" and "Managing Stress in Individuals with ASD". Many participants also went on to book customised training for their staff or access other Autism Queensland services as a result of their attendance at these workshops.

The team was also instrumental in the facilitation of 24 workshops as part of the HCWA Early Days workshop program to 594 participants throughout regional and metropolitan areas of Queensland. In addition to these general workshops, an additional 32 were delivered to Aboriginal or Torres Strait Islander families or communities and a further 36 to culturally and/or linguistically diverse participants.

Autism Queensland continued to be involved with the delivery of the HCWA-funded Positive Partnerships Program in Queensland during 2014, assisting with the facilitation of six workshops throughout regional and metropolitan areas of Queensland.

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.

The Professional Learning and Development Team, in collaboration with managers, developed and delivered 10 workshops specifically for Autism Queensland staff across the year.

In addition to their training commitments, the facilitators liaised 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 2014 provided services to new and continuing students.

Students enrolling in the courses continue to provide positive feedback about learning content and standard of service delivery of the courses.

During the year the RTO changed its scope, adding the new version of the *Certificate III in Education Support* and the standalone unit of competency *CHCEDS4341 Provide support to students with autism spectrum disorder* that replaced the superseded CHCEDS434A. It also continued to deliver its second standalone unit of competency, *CHCCS413B Support Individuals with autism spectrum disorder*.

In order to provide further opportunities for students, the RTO also added the *Certificate IV in Education Support* and the *Certificate III and Certificate IV in Disability* to its scope.

# Research & Development

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

**Dr Jill Ashburner** | MANAGER

## Supporting and conducting research on Autism Spectrum Disorder

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

Autism Queensland played a key role in the development of a bid for a Cooperative Research Centre for Living with Autism Spectrum Disorders (Autism CRC) and is an essential participant in the CRC.

**Dr Jill Ashburner, Manager Research and Development, is currently leading the following projects which have been funded by the Autism CRC:**

#### **Overcoming the difficulties of students with ASD in written expression through the use of assistive technology and writing strategy instruction.**

Students with ASD frequently have difficulties with handwriting and the conceptual aspects of written composition, both of which can impact negatively on their academic success. In this project, the use of assistive technology in combination with explicit writing strategy instruction in mainstream classrooms will be evaluated. Researchers from QUT, Autism Queensland and Aspect are working collaboratively on the project.

#### **Helping students with ASD stay on-task and transition between tasks.**

Students with ASD often have difficulty attending to tasks, and transitioning from one educational task to another, which can lead to behavioural challenges in the classroom. Structured teaching approaches such as the use of visual schedules and explicit cues to prepare students for transitions have been used extensively in special school classrooms, but have not been effectively researched in mainstream schools, where the majority of students with ASD are educated. The application of structured teaching approaches to mainstream classrooms will be evaluated. Researchers from Griffith University, Aspect and Autism Queensland are contributing to the project.

#### **Enhancing social confidence and pre-vocational skills through the Studio G Multimedia Program for young adults with ASD.**

Autism Queensland is currently running the Studio G Program which aims to support young people in their transition to post-secondary school education and/or vocational opportunities. Young people with ASD are paired with skilled mentors with industry experience in multi-media, with the aim of enhancing their technical skills and social engagement. The evaluation of the program is being conducted in collaboration with researchers from the University of Queensland.

#### **Impact of improved classroom acoustics on the educational outcomes of students with ASD.**

Students with ASD have consistently been found to have difficulties in processing of speech in noisy environments, which impacts on their capacity to follow their teacher's instructions in the classroom. Sound Field Amplification systems (SFAs) have been shown to improve the capacity of typically developing students to understand instruction, attend and perform academically. The effectiveness of SFAs with students with ASD will be evaluated in collaboration with researchers from the University of Queensland.





**The Research and Development Department also is also contributing to several other Autism CRC projects including:**

- **ASD Educational Needs Analysis:** A nationwide online survey on the educational needs of students with ASD that was conducted in 2014, and will be followed up with focus groups and/or interviews with parents, teachers and students in 2015.
- **Early Years Behaviour Support Project:** This study will evaluate the application of tele-classroom consulting practices to support classroom teachers to meet the challenging and complex needs of students with ASD aged 5 – 8 years.
- **Transition Models of Practice in Primary School and Secondary School:** Models of practice and related multimedia resource packages to support students with ASD in transitioning into primary school and secondary schools will be evaluated.

## Ongoing research projects

A project on: The Sensory Experiences of People with ASD: Exploring the use of a semi-structured interview augmented by visual cues is continuing to progress. This project involves the development of a tool with picture cues to assist young people with ASD to describe the sensory challenges they experience in everyday life. The tool is currently being trialed by occupational therapists from around Australia.

Publications arising from other completed research projects are currently being finalised including 'Bullying experiences of young People with Autism Spectrum Disorders and their parent', 'The use of remote technologies to extend early intervention services for children with ASD in rural locations', and 'Auditory processing and classroom educational, behavioural and emotional outcomes in children with autism spectrum disorder'.

## Supporting local Autism 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. People with ASD or their families interested in participating in research should consult the Autism Queensland website for details.

## Sharing research findings through publications and conference presentations

During 2014, two papers co-authored by Dr Ashburner were accepted for publication and one is currently under review. Research and Development Department staff also disseminated research findings by presenting conference papers.

Dr Ashburner also presented papers at the Aspect Autism in Education Conference, the Department of Education Training and Employment Therapy, Nursing and Teaching Conference, the Early Childhood Intervention Australia conference, and the Australasian Society for Autism Research conference.

Following the 2013 Autism Queensland research project evaluating The Family Goal Setting Tool: ASD Version, 2014 saw the publication and sale of both this tool, and The Family Goal Setting Tool. Both were developed by the Senior Occupational Therapist, Judy Jones.

Sales of these tools across Australia have been promising with a small number of international sales also occurring. Judy has co-authored a paper currently under review in a peer reviewed journal and contributed a chapter to a paediatric goal setting text to be released in mid-2015.

### Supporting undergraduate and post-graduate education

Autism Queensland continues to maintain strong links with local universities. Three occupational therapy students completed their clinical placements at Autism Queensland this year in a range of settings including the AQ schools, the Outreach Team and at the Cairns Centre of Excellence.

The Senior Speech Pathologist delivered lectures to students at the University of Queensland undergraduate program and the Griffith University Autism Centre of Excellence Master of Autism Studies Program.

Dr Ashburner is currently co-supervising PhD students at QUT and the University of Queensland. Another of her students from the University of Queensland successfully completed a PhD in 2014.

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

On behalf of Autism Queensland and the Australian Autism Advisory Board for Autism Spectrum Disorders, Dr Ashburner provided ASD-specific feedback on policy documents and contributed to forums on issues for people with disabilities.

Feedback was provided the Productivity Commission Report on Childcare and Childhood Early Learning and the Senate Community Affairs Reference Committee Enquiry into the Prevalence of Different Types of Speech, Language and Communication Disorders and Speech Pathology Services in Australia.

Dr Ashburner and the Senior Speech Pathologist, Rachel Lavercombe, also presented at the Senate enquiry hearing into the prevalence of different types of speech, language and communication disorders and speech pathology services.

Additionally Dr Ashburner prepared a submission and presented as an expert witness at a National Disability

Insurance Agency Administrative Appeals Tribunal in regards to an appeal of a decision on provision for a child with ASD.

ASD-specific information was also provided to assist with the development of a short film on people with ASD being prepared for the indigenous community.

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

- During 2014, Research and Development staff conducted literature searches on more than 169 different topics to support Autism Queensland programs and six new detailed research updates were added to the Autism Queensland SharePoint site where they can be accessed by all staff. The Department also provided information on current research to assist Children's Services staff in updating information papers for families.
- Our Senior Occupational Therapist and Senior Speech Pathologist continued to engage in regular individual professional supervision sessions with all Autism Queensland therapists, providing an opportunity to reflect on practice and explore relevant intervention options.
- Therapists new to Autism Queensland are provided with increased frequency of support to assist with orientation and to ensure foundational understanding of the key concepts underpinning practice. Therapists offering student placements are typically also offered increased contact from their senior.
- Senior therapists have also continued to facilitate discipline-specific mentoring meetings, and regional therapy meetings to encourage communication and information sharing between therapists who may feel somewhat isolated due to distance. They have also worked with HR to provide the discipline-specific expertise required for recruitment panels for therapy positions and been active in organising and delivering content in the organisation's professional development activities.



# Organisation Chart

BOARD OF DIRECTORS

CHIEF EXECUTIVE OFFICER

GENERAL  
MANAGER  
CORPORATE  
SERVICES

FINANCIAL  
SERVICES

INFORMATION &  
COMMUNICATION  
TECHNOLOGY

REGULATION  
& COMPLIANCE

PROPERTY

GENERAL  
MANAGER  
PEOPLE  
SERVICES

HUMAN  
RESOURCES

EMPLOYEE  
RELATIONS

WORKPLACE  
HEALTH & SAFETY

ORGANISATION  
DEVELOPMENT

GENERAL  
MANAGER  
ADULT SERVICES  
& FACILITIES

ADULT  
ACCOMMODATION

RESPIRE &  
FAMILY SUPPORT

FACILITIES

GENERAL  
MANAGER  
TRAINING  
SERVICES

REGISTERED  
TRAINING  
ORGANISATION

PROFESSIONAL  
LEARNING &  
DEVELOPMENT

GENERAL  
MANAGER  
CHILDREN'S  
SERVICES

SCHOOLS

REGIONAL  
CENTRES & EI  
METROPOLITAN

OUTREACH &  
FAMILY SUPPORT

AUTISM ADVISOR  
PROGRAM

EARLY DAYS  
NATIONAL  
COORDINATION  
& TRAINING

ABORIGINAL  
LIAISON OFFICER  
PROGRAM

MANAGER  
RESEARCH &  
DEVELOPMENT

RESEARCH

CRC RESEARCH  
PROJECTS

PROFESSIONAL  
PRACTICE

MANAGER  
MARKETING  
COMMUNICATIONS

MARKETING

COMMUNITY  
RELATIONS

FUNDRAISING

APACIS

MANAGER  
POST-SCHOOL  
SERVICES

NEW STEPS

EMERGING  
PROGRAMS



**Autism**  
QUEENSLAND



# Community Support



2014 saw Autism Queensland again receive vital financial and in-kind support from many and varied sectors of the community.

**This support takes many forms ranging from grants, bequests, donations to annual appeals, from past and present families, and of goods and services representing thousands of dollars.**

As well as funds raised through the 2014 Go Blue for Autism campaign, Autism Queensland was also the beneficiary of fundraising activities that included Christmas light displays, workplace collections, community events and festivals. We were also fortunate to again be chosen as the charity of choice by many individuals as part of their entry in several major running and triathlon events.

An increasing number of organisations chose to show their support by providing volunteer manpower at our centres throughout Queensland, with the larger and older Sunnybank Hills site enjoying the largest component of this attention. Rain caused a few delays, and despite some dry, but very hot days, these energetic groups showed great energy and dedication to carry out the many and varied tasks that were presented to them.

Thank you again to everyone for their support in 2014. Your backing comes in so many 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 2014 included:

- A & J Pavlou
- A.D.F.A.S. Brisbane River Inc
- ANZ Volunteer Committee
- ATO Chermside Social Club
- Aurizon Community Giving Fund
- Australian Government – Department of Social Services
- Biloela Community Resource Centre
- Barker Family
- Cairns Masonic Lodge
- Colin & Margaret Calvert
- Communities 4 Children Gladstone
- Finn Air
- Footprint Books
- Fund-A-Dream
- GE Capital
- George & Ann Stevens
- govia Network
- Greenbank RSL
- JJ Richards & Sons Pty Ltd
- Johnson Controls
- Martin Edge
- Master Engraving
- Maxa Constructions
- Mefoto



- › Ormeau Rural Fire Brigade
- › Non School Organisations
- › Queensland Government
- › Queensland Rail
- › Sents
- › Telstra
- › The Edge, State Library of Queensland
- › The Barker Family
- › Toby Gangalu
- › Perception
- › Reef Hotel Casino Community Benefit Fund
- › Rio Tinto – Here for Childcare
- › Roma Street Parkland
- › Rockhampton Lions Club
- › Rotary Club of Rockhampton
- › Rotary Club of Rockhampton North
- › Rotary Club of Salisbury
- › Rotary Club of Sunnybank Hills
- › Rotary Club of Wishart
- › San Pantaleone Festival
- › Save the Date Wedding Expo
- › Savills Australia
- › Sci-Fleet Toyota
- › Stamford Plaza Brisbane
- › Stockland Gladstone
- › Stockland Rockhampton
- › Suncorp Group Brighter Futures Community Giving Program
- › Sunnybank Community and Sports Club
- › The John Villiers Trust
- › UPS
- › 96.5 Family Radio
- › 501st Legion & Redback Garrison

**2014 also brought with it some exciting partnerships that will have long term benefits for the families who access our services, and the wider community of people living with ASD.**

We were privileged to work with the Queensland Museum and Sciencentre on a series of Sciensensory afternoons. In a world-first, the Sciencentre closed its doors on a weekday afternoon to the general public, and in consultation with occupational therapists from Autism Queensland, adjusted some of their exhibits to ensure those attending received maximum enjoyment. The afternoons proved very successful for both the children who attended, and their parents who were able to share the experience with them.

Similarly, Autism Queensland partnered with the Queensland Performing Arts Centre and the producers of the annual Out of the Box Festival for Unders 8s to assist in the delivery of a sensory friendly performance during the Festival. The session was open to the general public, with an area set aside for those with sensory issues which included spacious seating, easy access to the exit doors and a chill out area.

Go Blue for Autism returned for its third and most successful year in 2014. There are now a number of regular supporters who participate in the campaign each year. These include schools and business, city councils and community organisations. In 2014, more than 125 registered Go Blue events took place.

We also welcomed Queensland Rail as an official supporter of the campaign. As well as providing Autism Queensland with the opportunity to collect donations and sell merchandise at Roma Street and Central Stations on April 2 (World Autism Awareness Day), QR also invited our learning facilitators to present about ASD to staff at two morning teas in their Brisbane CBD office. These sessions were very well attended and included presentations from QR staff with a lived experience of ASD.

Through this partnership, children and staff from both Autism Queensland schools were special guests on an historic steam train ride in October.

Radio 96.5FM also returned as the official radio partner for the campaign, and further extended this support by promoting and providing an MC, and a visit from Romeo the Radio Dog at the inaugural Go Blue for Autism Twilight Walk in the Roma Street Parkland in May. More than 300 families attended the event which is now an annual fixture on the Autism Queensland calendar.

# Directors' Report

**31 DECEMBER 2014**

The directors present their report, together with the financial statements, on the company for the year ended 31 December 2014.

## 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:

- |                |                 |   |
|----------------|-----------------|---|
| › Michael Klug | › Barry Dennien | › Roslyn Dick                               |
| › Jim Hunter   | › Annie Kenny   | › Helen Steinhardt (Retired: 24 March 2014) |
| › Paul Stokes  |                 |   |

## Objectives

### Vision

Autism Queensland will partner with children, adults and families impacted by Autism Spectrum Disorder (ASD) 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 ASD.

### Strategic Direction

Autism Queensland is financially sustainable and delivers the highest quality services and supports to people living with ASD.

### Strategic Goals

- › Autism Queensland is NDIS ready by June 2016.
- › Autism Queensland is financially sustainable.
- › Autism Queensland has the systems and resources in place to support the delivery of high quality services.
- › Autism Queensland delivers services and supports that are responsive, flexible, evidence based and of the highest quality.
- › Autism Queensland is branded, structured and resourced to compete for market share under the NDIS.
- › Autism Queensland to achieve economies of scale to enable it to optimise the above goals.

### Principal Activities

- › Autism specific education through two independent schools for children with ASD delivered by an expert team of teachers, therapists, social workers and psychologists.
- › Early Intervention Programs covering the state of Queensland from Brisbane, Gladstone, Mackay, Rockhampton and Cairns.
- › Outreach Programs delivered by multi-disciplinary teams with expertise in the education of children with ASD across state, Catholic and independent schools in Queensland.



## Directors' Report (continued)

- › Respite services, holiday programs.
- › Autism Queensland hosts the Autism Advisor Program for parents of children newly diagnosed with ASD across the State.
- › Autism Queensland hosts the Early Days Programs for parents of children newly diagnosed with ASD across the State.
- › Autism Queensland hosts the Aboriginal Liaison Program for people working with Aboriginal children in their communities.
- › Accommodation for adults with ASD and complex needs by way of full support 24/7 52 weeks a year.
- › Respite for children and adults with ASD.
- › Post School programs: New Steps Studio G; Computer Club; Recreation Group.
- › Autism Queensland is registered as a Host Provider to assist families to administer Queensland Government funding received.
- › ASD Support Groups across Queensland, supported by Autism Queensland.
- › Registered Training Organisation – Autism Queensland trading as Autism Australia.
- › Non-accredited Training – Professional Learning and Development Services.
- › Autism Queensland is an Essential Participant in the Autism CRC and R & D at Autism Queensland is led by Dr Jill Ashburner.

## Performance measures

Autism Queensland receives significant State and Federal Government funding in addition to other sources.

Autism Queensland has a range of Service Agreements with the State and Federal Governments which require reporting against milestones at an operational and financial level.

### Information on directors in office as at 31 December 2014

NAME:	TITLE:	QUALIFICATIONS:
Michael Klug	Non-Executive Chair	AM LL.B FAICD
<b>EXPERIENCE AND EXPERTISE:</b>	Michael has been a practicing solicitor since February 1973. He served continuously as a partner in the law firm currently known as Clayton Utz from 1976-2014, and was in management roles for 27 of his 38 years with the firm, including three terms as Managing Partner of Clayton Utz Brisbane, where he is now a consultant. Michael is also the current Chairman of Queensland Rail and Vice President of the Brisbane Club.	
<b>SPECIAL RESPONSIBILITIES:</b>	Ex officio member of the Audit and Risk Committee Ex officio member of the People and Safety 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 and is the Managing Director of businesses in the tourism and accommodation sector. In addition, Barry and his family have for more than 20 years opened their home as foster carers to less fortunate children.	
<b>SPECIAL RESPONSIBILITIES:</b>	Chair People and Safety Committee	

NAME:	TITLE:	QUALIFICATIONS:
Roslyn Dick	Non-Executive Director	BDS
<b>EXPERIENCE AND EXPERTISE:</b>	Roslyn is a Principal Dentist in a group private practice. She has 10 years' experience on the Board of Management of Autism Queensland. Roslyn also has over 20 years' lived experience with ASD.	
<b>SPECIAL RESPONSIBILITIES:</b>	Member People and Safety Committee	

NAME:	TITLE:	QUALIFICATIONS:
Jim Hunter	Non-Executive Director	BCom AGIA CA
<b>EXPERIENCE AND EXPERTISE:</b>	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>	Chair Audit & Risk Committee	

## Directors' Report (continued)

NAME:	TITLE:	QUALIFICATIONS:
Annie Kenny	Non-Executive Director	Dip Teach (Early Childhood) MAICD LEADR – Practitioner Member
<b>EXPERIENCE AND EXPERTISE:</b>	Annie is a pre-school teacher who has worked in both Queensland and New South Wales. She has 26 years' experience as HR Manager in her family's law practice as well as 12 years' experience as HR Consultant to CMS (Queensland & Northern NSW). In addition, Annie has a lived experience with ASD of approximately 16 years.	
<b>SPECIAL RESPONSIBILITIES:</b>	None	

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

	Full Board		Audit & Risk Committee		People & Safety Committee	
	ATTENDED	HELD	ATTENDED	HELD	ATTENDED	HELD
Michael Klug	9	9	2	4	-	4
Barry Dennien	9	9			4	4
Roslyn Dick	6	9			4	4
Jim Hunter	5	9	4	4		
Annie Kenny	8	9				
Helen Steinhardt	1	1				
Paul Stokes	9	9	4	4		

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 \$148, based on 148 current members.

### Auditor's independence declaration

A copy of the auditor's independence declaration as required by the Professional Accounting Bodies is set out on page 42.

On behalf of the directors.



#### Michael Klug

Chairman – Director

26 March 2015 | Brisbane, Qld.



# Financial Statements

## Autism Queensland Limited Directors' Declaration

### The Directors declare that in the Directors opinion:

1. The financial statements, comprising the statement of comprehensive income, statement of financial position, statement of cash flows, statement of changes in equity, and accompanying notes, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
  - a. Comply with Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Regulation 2013 (ACNC Regulation 2013); and
  - b. Give a true and fair view of the entity's financial position as at 31 December 2014 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that the entity will be able to pay all of its debts, as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the ACNC Regulation 2013 on behalf of the directors by:

**Michael Klug**

Chairman – Director

26 March 2015 | Brisbane, Qld.

### General information

The RDR General Purpose financial report covers Autism Queensland Limited, a company 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 directors' report, financial statements, notes to the financial statements and the directors' declaration.

The financial report was authorised for issue on 26 March 2015.



# Statement of Comprehensive Income

## FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	2014 \$	2013 \$
<b>INCOME</b>			
Subsidies received		13,647,036	12,840,004
Donations & subsidies - capital items		1,410,449	–
Program fees		1,107,680	860,430
Interest received		64,986	76,666
Dividends received		2,668	2,824
Fundraising activities		204,019	237,825
Membership fees		12,332	37,504
Levies		572,620	653,442
Professional workshops		196,206	109,400
Sundry income		125,696	120,332
		<b>17,343,692</b>	<b>14,938,427</b>
<b>EXPENDITURE</b>			
Adult services		2,816,758	2,564,621
Children's services		7,767,170	7,323,861
Fundraising - general		117,364	152,053
Membership		24,486	39,543
Outreach services		1,632,265	1,759,565
Administration		2,629,666	2,256,927
Training		478,534	421,509
Depreciation and amortisation	3	513,025	553,719
Loss/(gain) on disposal of fixed assets		382,579	(7,458)
Finance costs		57,672	67,867
	3	<b>16,419,519</b>	<b>15,132,207</b>
Surplus before income tax expense		924,173	(193,780)
Income tax benefit/(expense)	1	–	–
<b>Surplus after income tax expense</b>		<b>924,173</b>	<b>(193,780)</b>
<b>OTHER COMPREHENSIVE INCOME</b>			
<b>Items that may be reclassified to profit and loss</b>		–	–
<b>Items that will not be reclassified to profit and loss</b>			
Net gain/(loss) on revaluation of land and buildings	7	526,726	(1,524,249)
Net (loss) on revaluation of financial assets		(7,728)	(12,508)
<b>Other comprehensive income for the year, net of tax</b>		<b>518,998</b>	<b>(1,536,757)</b>
<b>Total comprehensive income for the year attributable to members of Autism Queensland Limited</b>		<b>1,443,171</b>	<b>(1,730,537)</b>

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

# Statement of Financial Position

## AS AT 31 DECEMBER 2014

	Notes	2014 \$	2013 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	2,474,703	1,542,555
Trade and other receivables	5	53,799	168,156
Other assets and prepayments		156,723	145,305
Inventory	6	–	8,924
<b>Total Current Assets</b>		<b>2,685,225</b>	<b>1,864,940</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	7	10,243,408	10,191,083
Financial assets	8	104,293	98,142
<b>Total Non-Current Assets</b>		<b>10,347,701</b>	<b>10,289,225</b>
<b>Total Assets</b>		<b>13,032,926</b>	<b>12,154,165</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	9	1,741,712	2,218,956
Financial liabilities	10	144,568	179,971
Provisions	11	1,247,380	1,202,057
<b>Total Current Liabilities</b>		<b>3,133,660</b>	<b>3,600,984</b>
<b>NON-CURRENT LIABILITIES</b>			
Financial liabilities	10	1,043,430	1,187,343
Provisions	11	225,456	178,629
<b>Total Non-Current Liabilities</b>		<b>1,268,886</b>	<b>1,365,972</b>
<b>Total Liabilities</b>		<b>4,402,546</b>	<b>4,966,956</b>
<b>NET ASSETS</b>		<b>8,630,380</b>	<b>7,187,209</b>
<b>EQUITY</b>			
Accumulated funds	12	4,631,730	3,707,557
Revaluation Reserves	12	3,998,650	3,479,652
<b>TOTAL EQUITY</b>		<b>8,630,380</b>	<b>7,187,209</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 2014

	Accumulated Funds \$	Revaluation Reserves \$	Total \$
<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>
<b>Balance at 1 January 2014</b>	3,707,557	3,479,652	7,187,209
Surplus after income tax expense for the year	924,173	–	924,173
Other comprehensive income for the year, net of tax	–	518,998	518,998
<b>Total comprehensive income for the year</b>	<b>924,173</b>	<b>518,998</b>	<b>1,443,171</b>
<b>Balance at 31 December 2014</b>	<b>4,631,730</b>	<b>3,998,650</b>	<b>8,630,380</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 2014

	Notes	2014 \$	2013 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Subsidies received		16,210,472	14,819,866
Payments to suppliers and employees		(15,135,436)	(15,318,888)
Interest received		64,986	76,666
Dividends received		2,668	1,506
Interest paid		(57,672)	(67,867)
<b>Net cash provided by/(used in) operating activities</b>		<b>1,085,018</b>	<b>(488,717)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Proceeds from capital grants for purchase of fixed assets		447,650	1,183,621
Payments for fixed assets		(486,437)	(1,228,007)
Proceeds from sale of fixed assets		527,243	15,500
Repayments of capital grants from sale of fixed assets		(462,010)	–
<b>Net cash provided by/(used in) investing activities</b>		<b>26,446</b>	<b>(28,886)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Proceeds/(repayments) of borrowings		(179,316)	(37,357)
<b>Net cash provided by/(used in) financing activities</b>		<b>(179,316)</b>	<b>(37,357)</b>
<b>Net increase/(decrease) in cash held</b>		<b>932,148</b>	<b>(554,960)</b>
<b>Cash at the beginning of the financial year</b>		<b>1,542,555</b>	<b>2,097,515</b>
<b>CASH AT THE END OF THE FINANCIAL YEAR</b>	<b>17</b>	<b>2,474,703</b>	<b>1,542,555</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 2014

### NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### Significant accounting policies

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.

Any new, revised or amending Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Any significant impact on the accounting policies of the company from the adoption of these Accounting Standards and Interpretations are disclosed below. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the company.

The following Accounting Standards and Interpretations are most relevant to the company:

#### AASB 1053 Application of Tiers of Australian Accounting Standards

The company has applied AASB 1053 from 1 January 2014. This standard establishes a differential financial reporting framework consisting of two Tiers of reporting requirements for preparing general purpose financial statements, being Tier 1 Australian Accounting Standards and Tier 2 Australian Accounting Standards - Reduced Disclosure Requirements. The company being classed as Tier 2 continues to apply the full recognition and measurements requirements of Australian Accounting Standards with substantially reduced disclosure in accordance with AASB 2010-2 and later amending Standards, as relevant.

#### AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements

The company has applied AASB 2010-2 from 1 January 2014. These amendments make numerous modifications to a range of Australian Accounting Standards and Interpretations, to introduce reduced disclosure requirements to the pronouncements for application by certain types of entities in preparing general purpose financial statements. The adoption of these amendments has significantly reduced the company's disclosure requirements.

#### AASB 2011-2 Amendments to Australian Accounting Standards arising from the Trans-Tasman Convergence Project - Reduced Disclosure Requirements, AASB 2012-7 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements and AASB 2012-11 Amendments to Australian Accounting Standards - Reduced Disclosure Requirements and Other Amendments

The company has applied AASB 2011-2, AASB 2012-7 and 2012-11 amendments from 1 January 2014, to the extent that they related to other standards already adopted by the company. These amendments make numerous modifications to a range of Australian Accounting Standards and Interpretations to significantly reduce the company's disclosure requirements.

#### AASB 2013-3 Amendments to AASB 136 - Recoverable Amount Disclosures for Non-Financial Assets

The company has applied AASB 2013-3 from 1 January 2014. The disclosure requirements of AASB 136 'Impairment of Assets' have been enhanced to require additional information about the fair value measurement when the recoverable amount of impaired assets is based on fair value less costs of disposals. Additionally, if measured using a present value technique, the discount rate is required to be disclosed.

#### Basis of preparation

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements, other authoritative pronouncements of the Australian Accounting Standards Board and the Australian Charities and Not for profits Commission Act 2012 (ACNC Act 2012). The company is a not-for-profit entity for the purpose of preparing these financial statements.

#### 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 and rounding of amounts

The financial statements are presented in Australian dollars, which is the company's functional and presentation currency. All values are rounded to the nearest dollar unless otherwise stated.

# Notes to the Financial Statements

## FOR THE YEAR ENDED 31 DECEMBER 2014

### NOTE 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### Basis of preparation (continued)

##### 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.

#### Revenue recognition

Revenue is recognised when it is probable that the economic benefit will flow to the company and the revenue can be reliably measured. Revenue is measured at the fair value of the consideration received or receivable.

##### Fees, levies and grants

Tuition fees, building fund levies and government grants are recognised in the accounting period to which they relate.

##### Donations

Donations are recognised at the time the pledge is made.

##### Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

#### 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. During the year, selected land and buildings of the company were independently valued by Herron Todd White. 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

#### 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.

# Notes to the Financial Statements

## FOR THE YEAR ENDED 31 DECEMBER 2014

### NOTE 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### Finance Leases (continued)

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 (i.e. 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

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interest. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

#### 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.



# Notes to the Financial Statements

## FOR THE YEAR ENDED 31 DECEMBER 2014

### NOTE 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### 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 2014 the company had a net current asset deficiency of \$448,435 (2013: deficit \$1,736,044). 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 2014. The Board of Directors believe these factors will provide sufficient cash flow 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, which 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. The company has assessed the carrying value of its properties in the light of current economic and associated conditions and is satisfied that the carrying values are still appropriate.

## Notes to the Financial Statements

### FOR THE YEAR ENDED 31 DECEMBER 2014

	2014 \$	2013 \$
<b>3. OPERATING SURPLUS/(DEFICIT)</b>		
<b>DEPRECIATION OF NON-CURRENT ASSETS</b>		
Buildings	111,496	129,543
Property Improvements	3,497	10,423
Furniture and equipment	191,014	216,519
Motor vehicles	207,018	197,234
	<b>513,025</b>	<b>553,719</b>
<b>EMPLOYEE BENEFITS EXPENSE</b>		
Wages and salaries	9,273,562	8,727,623
Superannuation costs	968,499	902,846
	<b>10,242,061</b>	<b>9,630,469</b>
<b>IMPAIRMENT OF ASSETS</b>		
Bad and doubtful debts expense	20,522	29,397
	<b>20,522</b>	<b>29,397</b>
<b>4. CASH AND CASH EQUIVALENTS</b>		
Cash on hand	5,100	5,288
Cash at bank	1,204,801	124,241
Cash on deposit	1,264,802	1,413,026
	<b>2,474,703</b>	<b>1,542,555</b>
<b>5. TRADE AND OTHER RECEIVABLES</b>		
<b>CURRENT</b>		
Trade accounts receivable	66,163	175,065
Provision for doubtful debts	(12,364)	(6,909)
	<b>53,799</b>	<b>168,156</b>
<b>6. INVENTORY</b>		
Merchandising stock	—	39,963
Provision for stock obsolescence	—	(31,039)
	<b>—</b>	<b>8,924</b>

# Notes to the Financial Statements

## FOR THE YEAR ENDED 31 DECEMBER 2014

	2014 \$	2013 \$
<b>7. PROPERTY, PLANT AND EQUIPMENT</b>		
<b>Land at fair value</b>	<b>4,135,035</b>	<b>4,036,500</b>
<b>Buildings at fair value</b>	5,439,914	4,082,762
Less: Accumulated depreciation	(87,453)	(97,444)
<b>Total written down value of buildings</b>	<b>5,352,461</b>	<b>3,985,318</b>
<b>Property improvements at fair value</b>	–	139,973
Less: Accumulated depreciation	–	(6,549)
<b>Total written down value of property improvements</b>	<b>–</b>	<b>133,424</b>
<b>Motor vehicles at cost</b>	946,921	946,918
Less: Accumulated depreciation	(561,473)	(354,452)
<b>Total written down value of motor vehicles</b>	<b>385,448</b>	<b>592,466</b>
<b>Furniture and equipment at cost</b>	2,146,621	2,235,343
Less: Accumulated depreciation	(1,776,157)	(1,731,065)
<b>Total written down value of furniture and equipment</b>	<b>370,464</b>	<b>504,278</b>
<b>Capital funding project at cost</b>	–	939,097
Less: Accumulated depreciation	–	–
<b>Total written down value of capital funding project</b>	<b>–</b>	<b>939,097</b>
<b>TOTAL PROPERTY, PLANT AND EQUIPMENT</b>	<b>10,243,408</b>	<b>10,191,083</b>

### Reconciliations

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

	Land	Buildings	Property Improvements	Motor Vehicles	Furniture and Equipment	Capital Funding Project At Cost	Total
Balance at 1 January 2014	4,036,500	3,985,318	133,424	592,466	504,278	939,097	10,191,083
Additions	–	–	–	–	57,200	429,237	486,437
Disposals	(400,000)	(47,813)	–	–	–	–	(447,813)
Revaluation	498,535	28,191	–	–	–	–	526,726
Depreciation	–	(111,496)	(3,497)	(207,018)	(191,014)	–	(513,025)
Transfers	–	1,498,261	(129,927)	–	–	(1,368,334)	–
<b>Balance at 31 December 2014</b>	<b>4,135,035</b>	<b>5,352,461</b>	<b>–</b>	<b>385,448</b>	<b>370,464</b>	<b>–</b>	<b>10,243,408</b>

### 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 revaluation increment was credited to the revaluation reserve in accumulated funds (Note 12).

## Notes to the Financial Statements

### FOR THE YEAR ENDED 31 DECEMBER 2014

	2014 \$	2013 \$
<b>8. FINANCIAL ASSETS</b>		
<b>NON-CURRENT</b>		
Available-for-sale financial assets – equity securities	104,283	98,132
Investment in subsidiary company	10	10
	<b>104,293</b>	<b>98,142</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.

### 9. TRADE AND OTHER PAYABLES

<b>CURRENT</b>		
Trade Creditors	187,150	214,284
Other creditors and accruals	867,970	597,225
Subsidies in advance and unexpended funds	686,592	1,407,447
	<b>1,741,712</b>	<b>2,218,956</b>

### 10. FINANCIAL LIABILITIES

<b>CURRENT</b>		
Bank Loans – Westpac	74,279	89,012
Hire purchase liability	70,289	90,959
	<b>144,568</b>	<b>179,971</b>
<b>NON-CURRENT</b>		
Bank Loans – Westpac	692,948	754,163
Hire purchase liability	350,482	433,180
	<b>1,043,430</b>	<b>1,187,343</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

### 11. PROVISIONS

<b>CURRENT</b>		
Employee entitlements	1,247,380	1,202,057
<b>NON-CURRENT</b>		
Employee Entitlements	225,456	178,629



# Notes to the Financial Statements

## FOR THE YEAR ENDED 31 DECEMBER 2014

	2014 \$	2013 \$
<b>12. ACCUMULATED FUNDS AND RESERVES</b>		
<b>ACCUMULATED FUNDS</b>		
Bought forward at beginning of year	3,707,557	3,901,337
Surplus for year	924,173	(193,780)
<b>Carried forward at end of the year</b>	<b>4,631,730</b>	<b>3,707,557</b>
<b>ASSET REVALUATION RESERVE</b>		
Bought forward at beginning of year	3,483,714	5,007,963
Revaluation (decrements)/increments	526,726	(1,524,249)
<b>Carried forward at end of the year</b>	<b>4,010,440</b>	<b>3,483,714</b>
<b>AVAILABLE-FOR SALE-REVALUATION RESERVE</b>		
Bought forward at beginning of year	(4,062)	8,446
Revaluation (decrements)	(7,728)	(12,508)
<b>Carried forward at end of the year</b>	<b>(11,790)</b>	<b>(4,062)</b>
<b>TOTAL REVALUATION RESERVE</b>	<b>3,998,650</b>	<b>3,479,652</b>

## 13. KEY MANAGEMENT PERSONNEL DISCLOSURES

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

<b>Key management personnel compensation:</b>	<b>425,025</b>	<b>438,751</b>
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## 14. CONTINGENT LIABILITIES

### CONTINGENT LIABILITY – RESIDUAL FINANCIAL INTEREST OF THE COMMONWEALTH AND STATE

#### Commonwealth

Commonwealth of Australia has made grants to fund a number of the 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>930,276</b>	<b>1,222,745</b>
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#### State

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>1,222,955</b>	<b>892,328</b>
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# Notes to the Financial Statements

## FOR THE YEAR ENDED 31 DECEMBER 2014

	2014 \$	2013 \$
<b>15. COMMITMENTS</b>		
<b>Non-cancellable operating leases</b>		
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.		
<b>Operating lease commitments are payable:</b>		
Within one year	306,237	270,805
Later than one year but not later than five years	249,101	401,570
	<b>555,338</b>	<b>672,375</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)	2,474,703	1,542,555
	<b>2,474,703</b>	<b>1,542,555</b>

## 18. 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)	11,099	9,361
	<b>1,011,099</b>	<b>1,009,361</b>

## 19. SUBSEQUENT EVENTS

No matter or circumstance has arisen since 31 December 2014 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.

## 20. ECONOMIC DEPENDENCE

Autism Queensland Limited is dependent on the continued receipt of government grants for a significant proportion of the revenue used to operate its business. At the date of this report, the company has no reason to believe the income from grants will not continue.



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## 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 2014, 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 entity 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 *Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act)*. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a 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 have 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 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 directors' 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 entity'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 *Australian Charities and Not-for-Profits Commission Act 2012*. We confirm that the independence declaration 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 has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 31 December 2014 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards - Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

**BDO Audit Pty Ltd**

BDO  


**C J Skelton**  
Director

Brisbane, 26 March 2015

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# **DECLARATION OF INDEPENDENCE BY C J SKELTON TO THE DIRECTORS OF AUTISM QUEENSLAND LIMITED**

As lead auditor of Autism Queensland Limited for the year ended 31 December 2014, I declare that to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.

**CJ Skelton**  
Director

**BOO Audit Pty Ltd**

Brisbane, 26 March 2015





**Autism**  
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