



AUTISM QUEENSLAND LIMITED

ANNUAL REPORT 2018



Autism
QUEENSLAND

Queensland's leading provider of specialised services and supports for individuals on the autism spectrum.

Our Strategic Direction

Deliver quality services and supports for people living with Autism Spectrum Disorder through financial sustainability, growth and supportive infrastructure.

Key Drivers



Our Vision

A life of participation, opportunity and choice for people with Autism Spectrum Disorder

Our Mission

To support people living with Autism Spectrum Disorder through responsive, evidence-informed practice and advocacy

Our Values

- Excellence
- Innovation
- Equity
- Person-centred
- Consumer-driven

Contents

Chairman's Message	2
CEO's Reflection	3
Services Overview	4
Organisation Chart	6
Autism Queensland School	7
Education Support & Therapy Services	9
Regional Services	13
Community Services	15
Hosted Programs	18
Client Services & Support	20
Research & Development	21
Professional Learning & Development	24
Community Engagement	26
Directors' Report	28
Auditor's Declaration of Independence	33
Financial Statements	34
Notes to the Financial Statements	38
Directors' Declaration	49
Independent Auditor's Report	50

Patron	Directors	Company Secretary	Auditor
His Excellency the Honourable Paul de Jersey AC, Governor of Queensland	Danielle Butcher	Sudha Manian	BDO Audit Pty Ltd
Chairman	Garry Butler	Life Members	Solicitor
Ian Langdon	Karen Hauff	Ian Anderson	McCullough Robertson
	Neil Makepeace	Prof Robert van Barneveld	Paxton-Hall Lawyers
	Joanne Peulen	Paul Burton	
	Chief Executive Officer	Bruce Fay AM	
	Pam Macrossan	John Lee	
		Helen McBride	
		Margaret Outridge	

Chairman's Message

The rollout of the National Disability Insurance Scheme has been at the forefront of all systems and planning for Autism Queensland in the past few years, and as can be expected with any large-scale reform process, the implementation of the scheme has brought both challenges and new opportunities.

Against this backdrop of change, the organisation has continued to follow and achieve a strategic direction that encompasses the delivery of 'quality services and supports for people living with autism spectrum disorder through financial sustainability, growth and supportive infrastructure'.

With all our centres located in local government areas that have transitioned to the NDIS, and the final rollouts scheduled for June 2019, it will certainly be easier to operate under one system, and will provide smoother access for those participants with individual plans who choose to utilise our services.

This is Autism Queensland's fourth year of operation under the current strategic plan, and so with greater knowledge of what lies ahead, and a number of plans for expanded services and programs, the Board and Executive will meet shortly to review the plan and develop the organisation's strategic direction and goals for the next five year cycle.

Since taking over this role last year from outgoing Chairman, Barry Dennien, I have travelled a most enlightening journey. As the grandfather of a young man on the autism spectrum, my decision to head up the board came from both a personal and professional level.

We refer to longevity in terms of 'oldness', but I feel that Autism Queensland should refer to itself as 52 years young.



The next few years look set to be some of the most dynamic the organisation has experienced. We have already had a taste of this with the School's Sunnybank Hills campus redevelopment and expansion into north Queensland, the growth in adolescent and adult programs and enquiries and take up for therapy and assessment services, and supporting all of this, increased staff numbers.

In December I had the privilege to attend my first Creative Futures Recognition Awards event as Autism Queensland Chair. This event, hosted by Autism Queensland patron, His Excellency the Honourable Paul de Jersey AC, Governor of Queensland, and Mrs Kaye de Jersey, at Government House in Brisbane, is an annual highlight. I had the honour of announcing the winners and finalists who were presented their trophies and certificates by His Excellency.

Other Board changes in 2018 included the resignations of Wendy McTainsh and Vera Pennisi, and the appointment of Garry Butler.

I would like to again thank Barry, Wendy and Vera for the time and energy they invested in Autism Queensland, and to acknowledge our current directors and the skills and knowledge they bring to the Board.

Congratulations also to the Autism Queensland Executive and their teams for their contribution to the organisation. They continue to strive to achieve despite a particularly challenging financial environment and demanding service delivery space.

I also acknowledge the many individuals, families, businesses and organisations who continue to support Autism Queensland. Thank you!

Ian Langdon
Chairman

CEO's Reflection

It was with great pleasure I accepted the role of CEO earlier this year, following Rod Cameron's retirement. As Chief Operating Officer, I had worked closely with Rod in his three years with the organisation and together we ensured the transfer of our roles was as seamless as possible.

As with the previous year, a priority for Autism Queensland in 2018 was ensuring we continued to meet the needs of individuals accessing our services while the rollout of the National Disability Insurance Scheme (NDIS) continued across the state.

While the NDIS does bring with it greatly improved access to funding for many people on the autism spectrum, it also continues to present considerable challenges for both participants and providers.

From our side, these challenges include transitioning to different fees and billing options of fee-for-service activities under existing and new systems until the rollout is completed. Unfortunately for NDIS participants there were often lengthy delays in the approval of plans which made it challenging for them to access the services they needed. We are hopeful the completion of the rollout will result in a much easier process for all concerned.

A huge body of work for Autism Queensland in 2018 involved the identification, development and implementation of a new Client Management System that would meet NDIS billing and reporting requirements as well as the organisation's internal needs. This project was not without its challenges and refinement will take some time.

Autism Queensland is currently in one of the most rapid growth phases in its 50 plus years of existence both in terms of service delivery and infrastructure. Staff numbers are steadily growing to meet demand for our services and there is a strong focus on training to enable more staff to deliver assessments, therapeutic interventions and other specialisations.

We have also seen a marked increase in requests for therapy, assessments and group programs from adults who were previously unable to access funding. This



growing customer base has also given rise to many new programs, developed and delivered by our skilled allied health, teaching and support staff.

In May, Autism Queensland was awarded funding for three NDIS grants in the second round of the National and Jurisdictional Information Linkages and Capacity Building (ILC) grants: A National Readiness Grant for \$1.68 million to establish a pilot program supporting young Aboriginal and Torres Strait Islanders with autism living in Queensland and the Northern Territory; and two NSW ILC Jurisdictional Based Grants: one for a parent-child group program supporting families living in the New England area, and the other to increase awareness of autism and autism-related disabilities in Aboriginal and Torres Strait Islander Communities in north and north-western New South Wales. All three programs run over two years.

In December, we were successful in securing \$1.3 million in funding from the Independent Schools Queensland (ISQ) Block Grant Authority, as part of their State Capital Assistance Scheme, for a major refurbishment of the Prep and Junior School areas of the school campus at Sunnybank Hills. Work commenced on the first stage of the

project, refurbishment and conversion of existing amenities to a Prep general learning area, in December. The next stage is scheduled to commence later in 2019, and the third project in 2020. In the meantime we are seeking to raise the additional funds required to complete these projects.

At the same time as we were preparing for the school upgrade, work was also underway to explore the possibility of opening another school campus in Cairns. As the Edmonton site is a registered Education Queensland site, the new programs could run alongside the service already in place. Public consultation confirmed the need, and with resounding support from local and state government, ISQ and State, Catholic and Independent school regional administrators, we proceeded with plans for our first intake of two Prep-Year 3 groups at the start of the 2019 school year. At the time of writing, we have eight students attending in Cairns, the latter proving a promising pilot for further regional expansion in future years.

In closing I would like to acknowledge Rod Cameron's hard work and contribution in his time at Autism Queensland and his success in leading the organisation into this new and exciting era. Thank you also to the Board of Directors, particularly our Chair Ian Langdon who has provided invaluable support and mentoring as I transitioned into my new role as CEO, fellow Executives and all staff for their continued dedication in providing the best possible outcomes for our clients.

Pam Macrossan
Chief Executive Officer

Services Overview

Autism Queensland is a registered provider of NDIS supports and has been providing specialised services for individuals on the autism spectrum and their families for over 50 years.

Our highly skilled professionals with expertise in autism deliver services statewide from centres in Brisbane, Gladstone, Rockhampton, Mackay and Cairns.

Accredited, Independent School

The Autism Queensland School is an accredited, independent school providing specialist education and therapy programs for students with a verification of Autism Spectrum Disorder (ASD) aged five years (Prep) to 18 years. The school currently comprises three Education and Therapy Centres located in Brisbane at Brighton and Sunnybank Hills and in Cairns at Edmonton. Our team of teachers, teacher aides, speech pathologists and occupational therapists support the students with an individualised program, effective interdisciplinary team, and collaboration with their families and other school setting to help them develop skills that will enable them to participate to their fullest extent in their home, school and local community.

Autism Advisor Program

Autism advisors assess eligibility for the Helping Children with Autism (HCWA) early intervention funding package and provide advice and information about early intervention services and other related community and support services for young children on the spectrum and their families. This program is funded by the Department of Social Services.

Community Support Services

Autism Queensland provides support for people on the spectrum to live in the community across the Brisbane region. We also offer in-home support and community access programs tailored to suit individual needs and interests.

Customised Services

We offer a range of services and supports that are individually designed to meet a diverse range of client needs. These services are available for individuals on the autism spectrum and their families, as well as to community organisations, schools and early childhood services. They may involve therapy and support delivered in a client's home, work place or community, as well as training of staff to support the inclusion of the individual in these settings.

Allied Health and Diagnostic Assessments

Autism Queensland provides comprehensive specialist and diagnostic assessments to support the process of a diagnosis of ASD in children, adolescents and adults. These assessments are conducted by our team of psychologists, speech pathologists and occupational therapists at the Sunnybank Hills and Brighton centres. A range of assessments for individuals who may already have a diagnosis are also available.

Early Childhood Intervention

Autism Queensland delivers a range of flexible and individualised, family-centred Early Childhood Intervention (ECI) services for very young children on the spectrum. These programs are developed and delivered by our therapy and education professionals and focus on the key features of ASD including behaviour, communication and social skills. ECI services are delivered from all Autism Queensland centres. We are also the only autism service provider in Queensland with therapists certified to deliver the Early Start Denver Model (ESDM) intervention.



Early Intervention Indigenous Liaison Officer Program

This national project, hosted by Autism Queensland, aims to raise awareness of autism and other disabilities in indigenous communities. It is funded by the Department of Social Services.

Group Therapy Programs

These programs focus on elements such as behaviour, development, social skills, communication, anxiety, eating and other challenges that are faced by individuals on the spectrum. A range of programs are available for different age groups and run throughout the year including during school holidays.

Holiday Programs

School holiday care programs are offered twice a year in the June/July and December school holiday periods at Sunnybank Hills and Brighton for students on the spectrum.



Individual Therapy

Autism Queensland provides individual therapy sessions for people of all ages. These are administered by our qualified allied health professionals and include speech and language pathology, occupational therapy and psychology.

Professional Learning and Development

Our professional learning facilitators have many years' experience working with individuals on the spectrum. They deliver a selection of scheduled workshops across Queensland to a range of audiences including educators, allied health professionals and parents; develop customised workshops with individualised content for schools, community organisations, employers and others; and deliver the HCWA-funded Early Days workshops to parents of young children on the autism spectrum in Queensland.

Research and Development

Autism Queensland is committed to evidence-informed practice. Our Research and Development team works collaboratively with researchers across Australia to develop and support ASD research programs. It is also responsible for the collation, critical review and dissemination of research evidence to inform current and new services. Autism Queensland is an essential participant in the Cooperative Research Centre for Living with Autism (Autism CRC).

School Advisory Visits

Autism Queensland's specialist teachers and therapists visit schools throughout Queensland to provide information, advice, support, and individualised strategies, staff, other key professionals and parents. This service is supported by the Queensland Government through the Department of Education Specialist Disability Support in Schools (SDSS) Program.

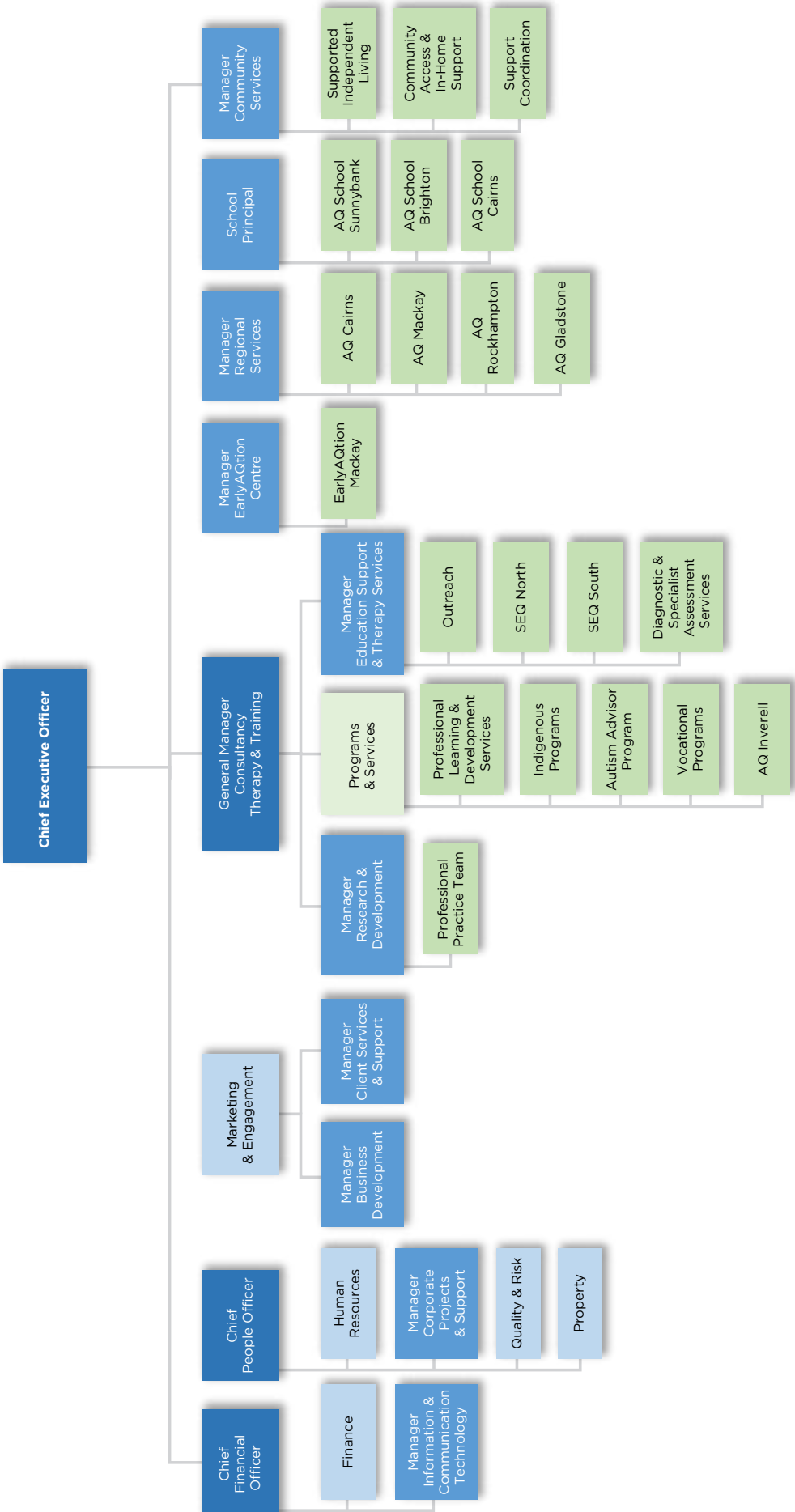
Supported Independent Living

Autism Queensland supports adults on the autism spectrum aged 18-65 years to live in their own home across South East Queensland. These individuals receive 24-hour support by lifestyle support workers who are skilled in developing individual capacity whilst managing support needs including behaviour support.

Vocational and Life Skills Programs

Autism Queensland develops and delivers a range of group programs aimed at supporting young people and adults on the spectrum in the development of social, job and life skills.

Organisation Chart



February 2019

Autism Queensland School

Autism Queensland runs two Education and Therapy Centres in Brisbane at Brighton and Sunnybank Hills that operate as an accredited Independent Special School. The School provides a range of group-based programs for children diagnosed with ASD from Prep to Year 12.

During 2018 the School catered for 144 students (equivalent to 78 full-time enrolments), with a teaching, therapy, transport and administrative staff of 54.7 FTE including a principal and two campus team leaders.

Autism Queensland's Education Service Agreement with the Department of Education, under the Non-State Special Needs Organisations Program, was renewed in 2018 for another three years. This enables continued shared placement of students with a verification of ASD in a part-time school-based program at Autism Queensland with enrolment at their base or "home" mainstream school.

This partnership promotes an inclusive program for students specifically designed to:

- Enable students to maintain connection with their peer group and local school curriculum
- Enable students to practice identified skills for generalisation to a mainstream setting
- Continue social connection with their local community
- Provide opportunities for observation, data collection and sharing of expertise among key stakeholders.

Students attending the school are grouped according to age, ability and needs, with a maximum of six students per group. Each group is staffed by a teacher and teacher aide, with additional support provided by speech pathologists, occupational therapists and psychologists. Our inclusive approach is underpinned by regular collaboration and communication with parents, local school staff, and other related professionals.



2018 highlights for the Autism Queensland School included:

• Extension of full-time school program

In addition to existing part-time classes, a full-time program was extended at both Sunnybank and Brighton campuses. This included one full-time class at Brighton and two at Sunnybank Hills for students identified as benefitting from intensive early intervention in Years Prep-2. Its aim is to increase the potential for successful transition to a mainstream setting and address a growing demand by families for the provision of specialist services to young children on the autism spectrum at school. Baseline observations and informal assessments were administered to determine priorities for planning with student progress and parent feedback used as criteria for the program's success and basis for expansion.

• New Brighton Team Leader

Bronwyn Masterman was welcomed as new team leader at the Brighton campus in February 2018. Bronwyn is passionate about her role at Autism

Queensland and effectively promoted leadership opportunities at various school events for our senior students throughout the year. Her wealth of experience in curriculum and secondary transitions are a huge asset for the school.

• School Cyclical Review

The Autism Queensland School Cyclical Review continued from 2017 to demonstrate compliance with accreditation criteria and opportunities for further school improvement in the following areas:

- governance and administration
- financial viability
- educational program and student welfare
- resources and facilities
- school improvement.

Consideration of the introduction of the Education (Accreditation of Non-State Schools) Act 2017 taking effect from January 2018 was given but did not impact Autism Queensland's review plan established in 2017.

Autism Queensland School



Three recommendations were identified:

1. *That a formalised, systematic approach is introduced which explicitly links teaching and learning goals within the strategic plan, to be communicated to partner schools and families on an annual basis.*

A new school leadership position of Teaching and Learning Coordinator was created and Corinne Norris was appointed to the role in August 2018. Corinne has a strong foundation and depth of understanding in behaviour support, adjusted curriculum to assist students with disability and disengaged students, and works closely with teachers and therapists across campuses to improve teaching and learning goals and student outcomes, in partnership with families and mainstream schools. She has been an invaluable addition to the school leadership team.

2. *That infrastructure investment is prioritised to ensure Autism Queensland School has modern, evidence-informed, autism-specific teaching and learning resources to support the School's educational program and curriculum offerings.*

A Block Grant Authority (BGA) grant application was lodged and funding received to assist with significant school building refurbishments at the Sunnybank Hills site. Construction on the first stage began in December 2018. All plans have a strong autism research base and the new facilities provide an opportunity to gather evidence of the impact of physical environmental adjustments on student learning outcomes.

3. *That stakeholders representing diversity across the autism spectrum, including past students, are engaged to inform the School's performance against its strategic plan.*

- Ongoing participation in Independent Schools Queensland programs**

The school continued to participate in a number of Independent Schools Queensland (ISQ) programs and activities during 2018, including the Self-Improving Schools Program, a program it has been involved in for five years. The ISQ programs provided opportunities to foster relationships with other independent schools, enhance professional learning communities and evidence-informed practice, and moderate student outcomes with like-minded professionals outside Autism Queensland.

Above left: (l-r) School Principal Cae Ashton and CEO Pam Macrossan turning the sod for the first stage of the Sunnybank Hills School Campus redevelopment.

Education Support & Therapy Services

Autism Queensland's Brisbane-based Education Support and Therapy Services team of speech pathologists, occupational therapists, psychologists and teachers deliver a range of funded and non-funded services to children and adults living in South East Queensland and other areas of the State that do not fall in the service catchments of Autism Queensland's centres in Gladstone, Rockhampton, Mackay and Cairns.

The team is divided into three service delivery areas – South East Queensland (SEQ) South - including South Brisbane, Bayside, Logan, West Brisbane, Scenic Rim, Ipswich, Toowoomba and Gold Coast, SEQ North - including North Brisbane, Caboolture, Pine Rivers and Sunshine Coast, and Regional Outreach.

The SEQ South and Regional Outreach teams are based at Sunnybank Hills, and SEQ North at Brighton. They deliver the Early Childhood Intervention (ECI) centre-based group programs, short term and school holiday group therapy programs, individual centre-based and off-site programs, Autism Consultant services, assessment services and school advisory visits.

In addition to a comprehensive internal professional development and compliance training schedule, staff participated in a range of external professional development opportunities including Functional Behaviour Assessment and Positive Behaviour Support, Picture Exchange Communication System (PECS) training, Early Start Denver Model (ESDM) Introductory and Advanced Training, The SOS Approach to Feeding, Mind Brain Education Conference, Secret Agent Society Facilitator training, Autism Diagnostic Observation Schedule (ADOS-2) training, Zones of Regulation, Helping Behaviorally Challenged Students to Do Well, Developmental Coordination Disorder/Dyspraxia workshop, Inclusion and the Australian Curriculum, Fundamentals of Cognitive Behaviour Therapy, Circle of Security - Parenting - Facilitator training. Representatives from the team also attended and presented at the 2018 Autism in Education Conference in Brisbane.

Early Childhood Intervention Group Programs

ECI programs are flexible and individualised for children under the age of six years. Developed and delivered by Autism Queensland's ESTS professionals, they focus on the key features of ASD including behaviour, communication and social skills.

In 2018, six centre-based programs supporting 36 children were delivered in Brisbane by the ESTS team – four at Sunnybank Hills and two at Brighton. As a number of therapists and teachers had completed ESDM Advanced training, the groups for younger children at the Sunnybank Hills site were selected to pilot a Group ESDM model. Program assistants supporting the groups participated in the *One of the Kids* training which equipped them with the skills to utilise many aspects of the ESDM model in their interactions with the children in the groups.



School Advisory Visits

In 2018 Non School Organisations (NSO), Department of Education, continued to fund a School Advisory Service that supports students with a verification of ASD attending State, Independent and Catholic schools. Across the year, Autism Queensland staff visited 1350 students in over 500 schools across the state through this service. With additional funding received, the service was able to provide multiple visits for a larger number of students bringing the total number of visits for the year to 1600.

The service continued to be delivered to a very high standard and was well received by the schools visited. Annual feedback indicated that 87.5% of schools regarded the advisory visits as effective or highly effective in supporting students to access the curriculum/education program, with schools frequently commenting that they valued the expertise and professionalism of Autism Queensland staff and the strategies, feedback, resources and support provided. Less than 0.5% of respondents rated the service as not effective. In addition, 93.5% of school staff found collaboration with Autism Queensland staff to be effective or highly effective, with schools noting the skill of Autism Queensland staff in facilitating open and positive discussions with school staff and family members. They also reported that they valued the opportunity for stakeholders, including families, to meet together to discuss the individualised needs of a student.

Visits to schools in the SEQ region (including the Gold Coast, Sunshine Coast, Toowoomba, Gympie and Kingaroy), as well as Mackay, Rockhampton and Cairns occurred on an ongoing basis throughout the school year, while schools within the Gladstone region continued to be supported

Education Support & Therapy Services (continued)



from Brisbane due to the smaller staff numbers at the centre. Delivery of the service by the Autism Queensland teams based in Rockhampton, Mackay and Cairns provided increased opportunities for schools to link with their local centres to support students on the autism spectrum.

Schools in areas where a local Autism Queensland centre does not exist are still supported through a program of scheduled outreach trips, details of which are released early each year to enable schools to plan for, and book into, that visit by the advisory team.

In 2018 regions visited included Maryborough/Hervey Bay (4 visits), Bundaberg, Gladstone, Charleville and Townsville (3 visits), Warwick/Stanthorpe, Mount Isa, Chinchilla/Tara/Dalby, Goondiwindi and Roma/St George (2 visits), Longreach (1 visit). Five visits were made to the Gympie/Kingaroy region. Visits were also made to the schools in Birdsville, Burketown, Weipa and the Torres Strait Islands. The team also visited Palm Island during one of the Townsville trips.

In September 2018 an application was submitted for Specialist Disability Support in Schools (SDSS), formerly

NSO, funding to continue to deliver support to students on the spectrum in their education settings for 2019-2021. Continued funding was granted in December 2018.

Individual Therapy, Education and Mentoring Support

The ESTS team provide on and offsite services to individual children of all ages and adults including speech pathology, occupational therapy, psychology, mentoring and life coaching, and ESDM. These services are delivered at Autism Queensland's Brighton and Sunnybank Centres, in homes, schools and other community settings.

With the roll-out of the National Disability Insurance Scheme (NDIS) in Brisbane from July 2018, the demand for individual therapy sessions began steadily increasing.

Autism Consultant Service

The Autism Queensland Autism Consultants provide a highly flexible and individualised service to schools and their students, through provision of individual therapy or education support,

professional development, teacher coaching and mentoring, parent liaison support and/or case management. The consultant works as an integral part of the school across the year, ensuring ASD expertise is embedded within the school. Schools opt for an Autism Queensland teacher, speech pathologist or occupational therapist depending on their specific needs.

During 2018 Autism Consultants worked at 11 schools in the Brisbane area, and in all instances the feedback was overwhelmingly positive regarding the quality of the Autism Queensland staff and the effectiveness of the model in supporting students, school staff and families.

Group Programs

The ESTS team offered a range of holiday and short-term programs during 2018.

The *Cool Conversations* program to help children aged 8-12 years build conversation skills, continued to grow in popularity across the year and was adapted to cater for the 13-16 years age group. *PREParation Station*, a new program to support children and their families in preparing to



transition to Prep was successfully introduced, along with *DISSCO Dance* (Developing Independence, Social Success & Communication for Children & Adolescents) for 8-14-year-olds which was very popular over the end of year break. Another new offering was the *Food School* group for 4-6-year-olds and several groups ran throughout the year.

The *Fun, Friends and Feelings* social skills program for children aged 5-7 years and their parents continued to be well attended, and the *Secret Agent Society* program to develop social/emotional skills for children aged 8-12 years also continued to be popular.

Information Service

Autism Queensland has for many years provided a telephone and email information service. Phones are manned, and emails responded to, from 8.30am-4pm, Monday to Friday. This unfunded service is a vital means of accessing support and links for parents and carers, educators, other professionals and members of the wider community. The team respond to telephone and email requests for information and support, while

also providing ongoing contact with families and schools regarding school visits and programs. There continued to be a significant increase in the number of enquiries relating to the NDIS and adults with autism.

Assessment Service

The Assessment and Diagnostic service is delivered by a specialist multidisciplinary team including speech pathology, psychology and occupational therapy. The demand for comprehensive assessments, functional assessments and diagnostic assessments for children and adults increased throughout the year.

Studio G

Studio G is a 10-week term-based interactive workshop that supports young people on the autism spectrum in the transition to employment, training or further education. In 2018 the program ran twice weekly in Brisbane, Mackay and Cairns.

A highlight of the year was when participant Josh Lauchland, a member of our music program, spoke at the Aspect Autism in Education

conference about his experiences in the Studio G music program and the opportunities this experience has provided. Josh is an aspiring young musician heavily influenced by the best of 80s synth pop and new romantic bands, who hopes to break into the Brisbane music scene.

Josh spoke about the facilities at Studio G, the relationship between the mentors and the students, and the way Studio G provided a place for like-minded people on the autism spectrum to meet up, collaborate and come make music. He was particularly impressed by the resources available at The Edge, a digital media space in Southbank that provides our participants access to cutting edge technology including laser cutters, 3D printers, digital media lab and sound recording studio.

Past Studio G participant David Smith shared in the recognition at the Australasian Society for Autism Research Conference that was held on the Gold Coast. David was the chief illustrator on the Adult/Adolescent Goal Setting Tool project that received the 2018 Autism CRC award for Best Inclusive Research Practice.

Education Support and Therapy Services (continued)



Through Studio G David has been given the opportunity to complete professional work as an animator and illustrator for the NDIS and Griffith University. Working on projects that are used to support people on the spectrum and ensuring that the voices of people on the spectrum are included in the design of training and assistive technology resources. David provided the illustrations for up to 80 flash cards containing imagery that expresses the lived experience of young people on the spectrum. This paid work improves our participants' professional opportunities, increases their skill set and provides useful contacts within the university, government and private sector.

Studio G participants and mentors also continued their work on the Story Time Project, promoting better literacy outcomes for young children on the autism spectrum through developing digital media resources to support councils in creating more autism-friendly spaces in council libraries.

Participants were also involved in the creation of training videos for the Autism CRC, promoting inclusive teaching practices in mainstream classrooms. The videos focused on structured teaching approaches which incorporated visual schedules and work systems.

Studio G in Brisbane continues to be a well-subscribed program with a significant waiting list. The program is fully funded under NDIS and most of our participants have been approved for funding and have chosen to include Studio G as part of a part of their package.

Teen Tech Shed

Teen Tech Shed, which began in 2017 and runs from the Autism Hub in Woolloongabba, moved to full enrolment in 2018 and is now also building up a strong waiting list.

For participants aged 12-15 years, the program is a social group for young people on the autism spectrum that encourages appropriate socialising

around technology while assisting them to extend their knowledge of programming, coding and digital media.

Teen Tech Shed mentors are current students or recent graduates in Creative Industries programs which have a strong IT focus such as Game Design, Coding, Illustration, Animation and Film and Television. The mentors work with the participants to promote social skills and create opportunities for the students to learn more about technology.

Inverell

Autism Queensland is trading as Autism Australia in Inverell, northern New South Wales, delivering a range of therapy and intervention services.

Speech pathologist Natalie Jones leads the service and has established a consistent caseload, supporting clients across a range of age groups. Services are delivered in the clinic and in schools, at home and in community spaces as required.

Most clients have contacted Autism Australia for intervention following receipt of an NDIS plan.

In 2018 the service secured an NDIS Information Linkages and Capacity Building (ILC) grant to offer autism-specific consultancy and intervention groups in Inverell and other towns within the New England region one day a week on a term by term basis. The grant also funded a second program facilitator to work alongside Natalie for the delivery of these groups. The program has been well-received and will continue in the 2019-2020 financial year.

Regional Services

Autism Queensland's regional team of speech pathologists, occupational therapists, psychologists and teachers provide a comprehensive range of services for children and adults on the autism spectrum living in and around Gladstone, Rockhampton, Mackay and Cairns.

In 2018 Autism Queensland's regional centres delivered services to approximately 400 individuals from the age of two through to adults.

It was a year of contrasts for the centres: contrasts between profit and loss, too many and not enough clients, increased workload for all staff and decreased funding to support this, bushfires and flooding rains.

Cairns remained the only centre to receive Disability Services funding for early intervention supports due to the transition into NDIS, and this will cease altogether in July 2019.

The contrasts continued for our clients: more or less funding than expected in NDIS plans, not enough service providers for the number of NDIS clients, not enough Autism Queensland professionals to support increasing demand and growing waiting lists, increased experience for professional staff and successful outcomes for clients as the 'face' of our clients now includes more older children, adolescents and adults, and many with complex needs.

Demand for after school services were particularly popular in 2018, with a focus on small group programs targeting social skills and emotional regulation. All centres experienced an increase in requests for diagnostic assessments for older clients.

To cater for this expanded market and the diversity of individual support needs, the teams also increased their knowledge base around evidence-based practice to support the broader clientele through more professional development.

In 2018 therapists in the regional centres accessed training in The SOS Approach to Feeding, Secret Agent Society, and diagnostic assessments, attended workshops in communications such as Picture Exchange Communication System



(PECS) and Pragmatic Organisation Dynamic Display (PODD). They also attended the Autism Spectrum Australia (ASPECT) conference in NSW, and continued efforts towards certification in the Early Start Denver Model (ESDM).

Increased demand for services also created a need for more professional staff across all four centres, however the challenge of employing allied health professionals in regional areas remained. We were most fortunate in employing a number of new graduates who proved themselves to be dedicated, hard-working and resourceful young men and women who receive positive feedback from clients and the communities in which they work. Retaining valuable staff in the regions is something Autism Queensland continues to address.

While the rollout of the NDIS has brought with it greater access to support for individuals on the spectrum, and greater opportunities to Autism Queensland to provide

this support, a challenge in 2018 was putting a system in place to manage appointment cancellations under the new system. A number of strategies were trialed in this area and much work undertaken on the Autism Queensland Client Cancellation Policy. The NDIA themselves acknowledged that cancellations were not conducive for the service providers' bottom line and in the July 2018 version of the NDIS price guide, some revisions were made to address this issue. While the new process served in some way to support existing budgets, the regional centres continued to trial and put into place processes to ensure the appointment schedule was booked to capacity.

School Advisory Visits continued to be delivered by the teams in Rockhampton, Mackay and Cairns. The Gladstone service was managed from Brisbane.

In Mackay and Cairns, a dedicated team member was allocated to work locally as well as with the travelling

Regional Services (continued)



Brisbane teams, visiting such diverse places as Weipa, Woorabinda, the Torres Strait and Karumba.

All staff involved in school visits reported they thoroughly enjoyed this aspect of their role, working with schools and families and providing supports that were received well by both. The local delivery of the service has also increased awareness of the regional teams and the supports they can offer, resulting in further demand for services in most centres.

Networking and community involvement across the regions in 2018 involved team leaders and members supporting a variety of activities such as the Beach Day Out, Under 8's Week Romp in the Park, Disability Action Week, play dates with Play School's Jay Laga'aia, service providers' forums, attendance at NDIS workshops, as well as presenting to, and encouraging, allied health and education students at university campuses.

2018 also saw all staff learning to navigate the new Autism Queensland client management system. As with many new processes, ideas, and 'first in Queensland' programs, the teams in the regions embraced the new system, attending lunch time and other scheduled training sessions via remote technology for many months in the lead up to the launch date to prepare themselves and their current systems for the changeover in late 2018 and early 2019. Resilience and the ability to cope with continual change are the hallmark of an Autism Queensland regional team member.

In September, work began on plans to open a campus of the Autism Queensland School to run alongside existing services at the centre in Edmonton.

Community consultation, a marketing campaign, networking with council, government, public and private schools was undertaken, and with overwhelming support from families and the community in general, the plan moved forward. Staff recruitment and training followed, along with renovations and resource purchases in preparation for a January 2019 opening.

In November we also welcomed a new team leader to the Rockhampton team, Clancy Conlon, when Mary Wilson went on maternity leave.

Planning is underway in Mackay to achieve registration of the region's first autism-specific long day care. We are also finalising the design of a new playground. The planning, networking, consultation, registration and renovation processes are well underway with an expected start date for the activity of mid 2019.

The school campus in Cairns and long day care project in Mackay are both pilots the organisation plans to replicate across its other centres in future years.

Community Services

Autism Queensland provides accommodation and social support services to young people and adults on the autism spectrum in the Brisbane, Ipswich and Redlands area.

In 2018 we provided these services to over 150 clients and as interest continued to increase as a result of the NDIS, we expanded our staffing to respond to this demand.

All Community Services Lifestyle Support Workers underwent significant professional development to ensure they were fully skilled with current best practice approaches to provide active support to all individuals accessing our services.

Autism Queensland partnered with Akadia Training to deliver:

- Epilepsy & Midazolam Training
- Medication Management
- Infection Control & Food Safety Training
- Bowel Management Training
- Peg Feeding Training
- Diabetes Management Training

- Autism Awareness Training
- Restrictive Practices Training
- Team Teach Training
- First Aid / CPR
- Documentation and Record Keeping Training
- Incident Reporting Training
- Incident Responses in 24/7 services
- Conflict resolution.

In 2019, all staff will attend refresher training.

The team were also the first in the organisation to operate under the new organisation's new client management system. Due to the complex nature of this environment, they tested the system for organisational requirements prior to its rollout to other areas of the business. This process was another significant investment in our staff and also provided the opportunity to provide feedback and training to the management team on how best to utilise the system for the benefit of the organisation.

Short Term Accommodation

In 2018 overnight and weekend short term accommodation services were provided at Sunnybank Hills for children aged under 18 years of age and at Greenbank for ages 5 years to 65.

These services provided individuals with the opportunity to experience life away from home in a nurturing environment with experienced staff and with facilities that cater for their needs.

Short term accommodation assists individuals to build their skills and capacity, which in turn reduces the lifetime costs associated with their care and support. Individuals accessing these services have the opportunity to expand on a variety of skills, including but not limited to:

- coping in social environments
- coping with change
- personal care skills
- expressing and developing self-determination.

The Community Services team also provided short term accommodation for 80 families. This support was made possible through ongoing partnerships with a number of organisations and government departments including the Department of Communities, Disability Services and Seniors.

The implementation of the NDIS created problems for this service as the number of clients receiving funding for short term accommodation in their packages was significantly reduced. As such the difficult decision



Community Services (continued)

was made to transition our two short term accommodation homes into Supported Independent Living (SIL) homes offering permanent accommodation for up to five clients on the spectrum.

We wish to thank the many families who had trusted our staff to care for their children over the past 15 years. We plan to review options for future short term accommodation once the NDIS marketplace is stabilised. Acknowledgement must also go to the team of lifestyle support workers who were so passionate about giving our families a well-deserved break.

Supported Independent Living

Autism Queensland supports adults aged 18 to 65 years in several locations across South East Queensland to live in their own home. These individuals receive 24-hour support by lifestyle support workers who are skilled in developing individual capacity whilst managing support needs, including behaviour support.

These people receive assistance to complete all aspects of daily living, maximising choice and control and the development of independence including:

- Personal care
- Health Management
- Financial management of personal expenses
- Behaviour management
- Social inclusion and community access
- Transportation.

In 2018, the Autism Queensland Community Services team supported 18 adults living in seven accommodation houses located throughout Brisbane. Trained lifestyle support workers provided 24-hour support to these individuals.

Most of Autism Queensland's long term accommodation services transitioned to, and are now delivering, services under the NDIS. This has significantly improved the support offered in services to allow for increased

supports in our services, improving the lives of the clients who reside in the SIL arrangements. Much work is being undertaken to get the current vacancies at all services filled with compatible clients who can enjoy living independently in a shared living arrangement.

In-home Support

Autism Queensland also provides support to individuals within their family home. Staff work collaboratively with the person and their family to build skills, achieve goals, facilitate individual choice and control and optimise independence in key aspects of daily living, including but not limited to:

- Personal Care
- Cooking
- Behaviour management
- Transportation.

Host Provider Service

Autism Queensland was a registered Host Provider for Your Life Your Choice and provided assistance to families who wished to self-direct funding provided to them by the Department of Communities, Disability Services and Seniors. This service, which ended in 2018 as clients transitioned to NDIS, was a fantastic program. We wish the families who we have supported through this program well.

Community Access

Autism Queensland provides community access services for individuals aged five to 65 years who wish to independently engage in community, social and recreational activities, and in 2018 we experienced a significant increase in requests for support from our Lifestyle Support Workers as a result of the implementation of the NDIS.

In 2018, the Community Services team assisted 25 clients to access and participate in their local community in a variety of ways including providing assistance to access employment opportunities including work experience, supported employment,

school, TAFE and university. Other activities included shopping, day trips, visits to the cinema, library, theme and water parks, medical appointments, social events, gyms, travel on public transport and much more.

The team also continued to offer two regular social groups for adults and adolescents on the spectrum.

The Adult Recreation Group meets every second Friday evening in the Brisbane CBD to go to dinner, the movies and the markets, listen to bands and attend other events. This group is open to people aged 18 years and over who are independent, and continued as always to be a positive experience for all those who participated.

The young people who are part of the Computer Club meet each week to enjoy movie and bowling nights along with internet café time. This club provides these adolescents and adults with the opportunity to practice their social, communication and independent living skills as inclusive members of the community. In 2019 we will see the club change names to reflect it being a social skills development program and it will fall in line with the Recreation Group.

School Holiday Programs

Recurrent funding secured by Autism Queensland back in 2011 continued to enable the delivery of twice-yearly school holiday programs at the Brighton and Sunnybank School campuses during the 2018 June and Christmas school holidays. This program will continue under the NDIS and will be delivered again in 2019.



Hosted Programs

In 2018 Autism Queensland continued to host several programs funded by the Australian Government, Department of Social Services.

Autism Advisor Program

The Autism Advisor Program (AAP) is a component of the Helping Children with Autism (HCWA) package funded by the Australian Government, Department of Social Services. In 2018, the program was delivered by a team of three full-time advisors, one part-time advisor, and a team leader, based across the state at Autism Queensland's centres in Cairns, Rockhampton, Brighton and Sunnybank Hills.

The role of the advisor is to provide families who have a child diagnosed with ASD under the age of seven years to access the HCWA Early Intervention package in a timely manner and provide them with information about ASD, workshops and local support services.

The advisors also meet with community support services and medical and health professionals throughout Queensland to promote the HCWA package whilst raising awareness of ASD and the importance of timely access to early intervention.

A focus for the AAP during 2018 was the rollout of the National Disability Insurance Scheme (NDIS) in the Brisbane, Cairns, Maryborough,

Rockhampton and Beenleigh Local Government Areas. The advisors worked closely with families, paediatricians, psychiatrists, allied health professionals and community services to ensure eligible families were able to access the HCWA Early Intervention funding for their child whilst it was open in their area.

Over 1500 families attended initial consultations with the program during 2018 after their child was registered for funding. A further 227 families who live in an NDIS area were provided with information after their child was diagnosed so they could learn more about the diagnosis, community services, Medicare, and funding options including the NDIS and how to apply.

During the year, the advisors developed relationships with Early Childhood Early Intervention (ECEI) Partners throughout Queensland and attended NDIS workshops and network meetings to ensure they were better positioned to help families connect to the ECEI services and could answer the increasing number of questions posed by families, paediatricians and community agencies about the NDIS.

The team managed a small caseload of support coordination work, helping

NDIS participants and their families understand and implement their NDIS Plan and connect to relevant services. They also developed relationships with service providers, NDIS Planners, ECEI Facilitators and Local Area Coordinators to further support the participants.

Feedback provided to the team included that received from an NDIS Planner who informed that the advisor they had worked with had provided a full handover of the NDIS Plan, effectively supporting the participant and planner through to the participant's next NDIS Plan.

The advisors participated in national teleconferences with the Department of Social Services and providers of the AAP in other states to share information, clarify any policy and operational issues impacting on the implementation of the HCWA package, and receive updated information about the NDIS and its impact on the HCWA package.

The AAP continued to work closely with the Early Intervention Indigenous Liaison Officers and the PLDS team who were delivering the Early Days Workshops to ensure programs worked together to meet the needs of newly identified families. The team



2018 Early Days Facilitator Forum participants.



These girls speak four languages but drum in one.

also began writing four modules to guide facilitated group discussions for families of children under seven years who have ASD or signs of autism in preparation for further development of the AAP under the NDIS environment.

Early Days National Coordination

Early Days is a national program that provides a series of free workshops for parents, grandparents, carers and families of young children (0-6 years) on the autism spectrum or who are going through the assessment and diagnostic process.

The goal of the workshops is to assist families to understand more about autism and at the same to develop the skills and confidence to support the development of their child's learning at home and in the community. The workshops also provide opportunities for families to connect with others raising a child and to increase understanding of how to work with support services to achieve the best possible outcomes.

The eight workshops in the Early Days suite are delivered nationally and can be tailored to suit the needs of Aboriginal Torres Strait Islander, and Culturally and Linguistically Diverse families.

Autism Queensland hosts the Early Days National Coordinator who oversees the development, review and evaluation of the workshop program. The role includes supervision and guidance of facilitators to ensure sufficient workshops are provided to participants to acquit target requirements.

Since the commencement of the program in July 2011, over 3000 workshops have been delivered across Australia to thousands of families. Early Days workshops are funded by the Department of Social Services under the HCWA initiative.

Early Intervention Indigenous Liaison Officer Program

The Early Intervention Indigenous Liaison Officer (EI ILO) program provides workshop delivery to families, carers and service providers throughout Australia. Its primary aim is to raise awareness of childhood disability within Aboriginal and Torres Strait Islander communities and build relationships between communities, service providers, and disability organisations.

A team of liaison officers who are based at Autism Queensland are responsible for the national delivery of

the program. They provide information and assistance relevant to the needs of childhood disability in Aboriginal and Torres Strait Islander communities such as:

- Recognition of developmental red flags
- Pathways toward diagnosis
- Information about disability
- Funding options
- Connecting with service providers.

Working in close consultation with these communities, the liaisons maintain strong relationships with facilitators of the Early Days program, and support state and territory autism associations, Carers Australia, disability service providers, Aboriginal health and medical services, child care and other early childhood services.

Throughout the year, the liaisons delivered 34 workshops to 321 participants, 29 of which were delivered in remote locations across Australia.

The program also secured funding for two projects in the NDIS Information, Linkages and Capacity Building grant stream.

Steppin' Up, Steppin' Out (SUSO) raises awareness of autism, provides direct goal setting services and facilitates communication within remote communities in Queensland and the Northern Territory about the needs of young Aboriginal and/or Torres Strait Islander people on the autism spectrum and their families.

Yarning Autism raises awareness of autism and increases participation in community-based activities in Aboriginal and/or Torres Strait Islander communities in north west New South Wales through community forums, information sessions and information workshops.

Client Services & Support

Client Services and Support (CSS) continued its role of streamlining the provision of information, services and support to individuals accessing, or intending to access, Autism Queensland's services.

It celebrated its second year by becoming a team of two following the addition of a CSS Officer role. Amy Kadwell, previously Manager Community Services, moved into this role, bringing with her an extensive understanding and experience around the needs of adults on the autism spectrum and the systems currently in place to support them. She also has in-depth knowledge relating to the psychological challenges faced by adolescents and adults on the spectrum, and carers.

Due to her specialised experience, Amy had particular responsibility for providing training for Community Services staff including restrictive practice, autism spectrum disorder, positive behaviour support, Team Teach, appropriate documentation and more. She also took on the role of preparing the quotes for Supported Independent Living (SIL) clients transitioning across to the NDIS, an immensely complicated and time-consuming process.

Valerie Preston continued as Manager, and also took on the role of Autism Queensland's Client Protection Officer and overseeing most aspects of the organisation's funding from the state government's Disability Services department, in particular the required quarterly reporting. While this funding decreased during 2018 as NDIS took over, the amount of information expected required increased significantly.

Across the year the service experienced a steady increase in contacts from external stakeholders (parents, carers, other family members, service providers and more), with a particularly significant increase from August onwards.

From January to July, the contacts increased from an average 200 per month to over 350. August saw that number rise to nearly 500, and by November over 800 calls or emails were received and responded to by the CSS team.

The kinds of information required were as varied as the individuals who made the requests, but in general concerned the NDIS, Autism Queensland's services, and information about diagnosis.

In particular, there was a marked increase in the number of queries about assessment and diagnosis for adults. For some, the need was for updated information for a person who had been diagnosed a long time ago, while for others it was to find out how to obtain a diagnosis, either because of the NDIS or simply because they wanted to better understand themselves.

As in 2017, an enormous amount of CSS time was devoted to providing support to clients and staff about the NDIS as the transition moved through Queensland. This led to different methods of delivering this information and support to registered clients and/or their families.

The sheer number of clients transitioning made individual pre-planning sessions impossible; this support was therefore provided in small group formats, in sessions called *Preparing for your NDIS Planning Meeting*. Other information sessions for people at the beginning of their NDIS journey, and called *Accessing the NDIS*, were also conducted throughout 2018.

Overall, 43 *Accessing the NDIS* sessions were delivered across the year. The majority were conducted at Autism Queensland Sunnybank Hills and Brighton centres, but following requests, some were provided at several schools and organised the Gold Coast, Maryborough and Hervey Bay. However, an increasing number of enquiries meant it became necessary to restrict the delivery of these sessions to the organisation's South East Queensland sites as the travel time to conduct them elsewhere was impractical. Numbers attending these sessions fluctuated, but on average were attended by around 15 people.

A total of 70 *Preparing for your NDIS Planning Meeting* information sessions were held, again primarily at Autism Queensland Brighton and Sunnybank Hills. These sessions were limited to six families at each, allowing CSS staff to provide individualised support to attendees.

Additionally, NDIS information sessions were organised for specific groups of Autism Queensland clients including parents of children attending, or intending to attend, the Autism Queensland Early Childhood Intervention groups and carers of individuals receiving support through Autism Queensland's Community Services department.

Throughout the year a number of systems were introduced or upgraded to respond to the changing environment evolving as a result of the rollout of the NDIS. This included adjustments to forms on the Autism Queensland website to capture more pertinent information, and the setup of new internal shared inboxes so communications could be filtered and fast-tracked.

The CSS team also took on a role in the preparation of Service Agreements for NDIS participants accessing services from the organisation. This process underwent a number of modifications as demand increased. It remains in a state of continuous improvement.

Research & Development

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

Supporting and undertaking research on Autism Spectrum Disorder

Autism Queensland research

- Have Your Say Survey:** This Autism Queensland project involved sending out five surveys for parents of children yet to start school, parents of primary school-aged children, parents of secondary school-aged children, and parents of adults on the spectrum, in addition to a self-report survey for adults on the spectrum.

- The surveys included a range of open and closed questions on a wide range of issues, including (a) experiences with autism diagnostic services, (b) support needs of the person on the spectrum, (c) support needs of the family, (d) education support needs and schooling preferences, (e) employment, tertiary education or other day-time activities of adults, and (f) levels of independence.

- The report on the Have your Say survey of Autism Queensland clients was finalised and submitted to the Executive Leadership Team in November 2018.

- This data has been used in preparing presentations and abstracts of papers to be presented in 2019.

- My Sensory Experiences:** My Sensory Experiences is a tool developed by the research team that utilises photographic representations of sensory experiences in everyday contexts (e.g., classrooms, supermarkets), combined with open-ended questions to assist young people to describe their sensory experiences. Further work has been completed to source photographs that can be used without breaching copyright (either photographs taken by staff or purchased photographs). The prototype of



the digitised version was trialled with two students in the Autism Queensland School.

Involvement in the Cooperative Research Centre for Living with Autism (Autism CRC)

Autism Queensland is an essential participant in the Autism CRC. Dr Jill Ashburner, Manager Research and Development is currently the project leader for the following projects funded through the Autism CRC:

- The development and evaluation of the Adolescent/Adult Goal Setting Tool (AAGST):** This tool aims to assist people to develop and prioritise their goals so that they can actively engage in the planning processes of organisations such as the National Disability Insurance Agency, disability services providers or schools. This picture-based, card-sort tool covers a broad range of areas, including independent living, and social, community, educational and employment participation. In 2017 we gathered feedback from 33 people on the spectrum and 25 family members with the aim of identifying gaps in the AAGST cards, potential areas of confusion,

and to eliminate any items that seemed unnecessary. In 2018 more in-depth feedback was gathered from seven people on the spectrum, three family members, and eight professional staff members about the capacity of the tool to assist with the identification, prioritisation and communication of goals. This project was awarded the 2018 Autism CRC Award for Best Inclusive



Manager Research & Development Dr Jill Ashburner with the Autism CRC Award for Best Inclusive Research for the AAGST.

Research & Development (continued)

Research and plans to publish and commercialise the tool are underway.

- The Development of an eLearning Package for Teachers to Help Students Stay on Task and Transition between Tasks:**

As this project has now been finalised, final reports were submitted to the Autism CRC. Resources including short animated videos, templates of visual schedules and work systems, PowerPoints, quick reference guides, and video-models of a teacher and a student using visual schedules and work systems were produced at Autism Queensland by the Research & Development team and Studio G. These resources are now publicly available online on the Autism CRC Knowledge Centre.

- Power Writer: Harnessing the Writing Potential of Children on the spectrum (co-lead with Professor Peta Wyeth, Queensland University of Technology):**

This project built on a previous research program that involved the development of digital resources that aimed to improve the quality and length of written expression of primary school-aged students on the spectrum. The aim was to further develop the software so that it is ready for commercial release and to conduct an in-situ evaluation to assess the effectiveness of the application during classroom use. The project was conducted in the Brighton and Sunnybank campuses of the Autism Queensland School in Term 4, 2018. The data will be analysed in 2019.

The Research & Development Department is also contributing to other Autism CRC projects including:

- Impact of improved classroom acoustics on the educational outcomes of students with ASD:**

The findings with respect to the effect of sound field amplification systems on classroom attention, processing of instructions, and academic performance are currently being analysed. A paper on the impact of improved classroom acoustics was published and a second paper on the impact of sound-field amplification for primary school children on the spectrum is being developed.



- ASD Educational Needs Analysis:**

This project led by QUT researcher, Dr Beth Saggars, involved a nationwide online survey on the educational needs of students with ASD, which was completed by 248 educators, 179 specialists, 107 students on the spectrum and 934 parents. The Autism Queensland Research & Development team continue to analyse the data pertaining to the sensory issues of students on the spectrum.

- Middle Years Behaviour Support Program:**

Initial discussions have been held on this project which will involve an Autism Queensland multi-disciplinary team supporting students with high intensity needs in rural, remote, Indigenous and isolated communities.

Supporting local Autism researchers

The Research and Development team has continued to support research that promises to enhance the outcomes of individuals on the autism spectrum by advertising projects to potential participants. In 2018, Autism Queensland assisted with recruitment of participants for 23 external research projects. People on the spectrum or their families interested in participating

in research should consult the AQ website for details.

Sharing research findings through publications

Dr Ashburner, a team of QUT researchers, and the Autism Queensland research officer, Natasha Bobir, co-authored an article on *How are students on the autism spectrum affected by bullying? Perspectives of students and parents*. Jill also co-authored a chapter with Dr Saggars on: *Creating Learning Spaces that Promote Wellbeing, Participation and Engagement: Implications for Students on the Autism Spectrum*.

Sharing research findings through conference and workshop presentations

In 2018 the Research and Development Department contributed to the organisation and presentation of two Research to Practice Seminars. The

Above: Tasty results from the Make A Meal of It program.

first, *Sensory processing issues of people with ASD: What we can do to help* was held on the Gold Coast and featured Autism Queensland speakers. *Building Language and Literacy to improve Educational outcomes for Students on the Spectrum* was held in Brisbane and presented by Dr Marleen Westerveld and Jessica Paynter from Griffith University.

Jill attended the International Society for Autism Research Conference in Rotterdam, Netherlands to present two posters: *My Sensory Experiences: Everyday Sensory Preferences and Challenges Revealed by Young People on the Spectrum Using a Picture-Based Interview Tool* and *Putting People on the Spectrum in the Driver's Seat of Their Own Lives: The Clinical Utility of a Goal-Setting Tool That Enables Genuine Self-Determination*.

At the Autism in Education Conference in Brisbane in August Jill presented a Symposium session at *Too Noisy, too crowded, too bright, too much!!* Sensory Challenges of students on the spectrum. She also co-presented an oral paper: *Visual Schedules and Work Systems to the Rescue! eLearning Resources for Mainstream Primary Teachers to Help Students Stay on Task and Transition Between Tasks*.

At the Australasian Society for Autism Research Conference on the Gold Coast in December, Jill presented two papers on: *How often and why do schools fail to meet the needs of students on the spectrum?* and *Mainstream or special education or somewhere in-between? What do parents want and why?*

Supporting undergraduate and post-graduate education

Autism Queensland continues to support the education of undergraduate and post-graduate students.

Senior therapists Karly Green and Rachel Lavercombe developed and delivered a lecture on early language development and autism diagnostics to University of Queensland speech pathology students in May, and Jill is currently co-supervising a PhD student from QUT. Student placements are

also regularly considered and accepted when possible.

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

During 2018 Research and Development staff conducted literature searches on 100 different topics to support Autism Queensland.

Our Lead Speech Pathologist and Occupational Therapist, Karly Green and Dr Caitlin Taggart, continued to make important contributions to high-quality evidence informed practice at Autism Queensland in the two days per week dedicated to the senior therapy role. In September, two more senior therapists, Kate Partridge (Occupational Therapist - Clinical Supervisor) and Rachel Lavercombe (Speech Pathologist - Clinical Supervisor) were appointed to cover the additional workload related to the substantial increase in numbers of therapists employed at Autism Queensland.

The senior therapists have contributed in the following ways:

- Providing regular professional supervision to all therapy staff (up to 30 speech pathologists and 25 occupational therapists) with the frequency of contact depending on the level of support required. We have a high number of newly qualified therapists who require weekly supervision, as per professional body guidelines.
- Work-shadowing the therapists to provide on-the-job advice on clinical issues.
- Visiting Autism Queensland's regional centres to provide supervision and work-shadowing of therapists based at these centres, and to provide discipline-specific consultation to the programs.
- Organising and facilitating Transdisciplinary Team Meetings attended by staff across the organization.
- Developing a video on the effective use of the Autism Queensland's *Family Goal Setting Tool*.

- Expanding adolescent and adult services offered at Autism Queensland including programs the *Make a Meal of It* which aims to develop independence and daily living skills through activities including cooking, budgeting, shopping, using public transport and social participation.
- Developing information papers for adult services.
- Developing an Autism Queensland policy on food handling.
- A small project group to develop resources on oral health.
- Presentation to Autism Queensland staff about Adolescent and Adult Assessment Practices.
- Facilitation of a speech pathology spotlight session on mealtime management.
- Hosted an "Australian Group on Severe Communication Impairment" event focusing on speech-generating devices.
- Collaborated with Autism Queensland's Professional Learning and Development Service (PLDS) to develop a comprehensive internal professional development on autism theory and practice.
- In collaboration with the PLDS team, developed and presented a webinar to OT Australia on *Driving and Autism*.
- Provided support to the therapists at the Autism Queensland School to transition to a new service delivery model. This included provision of training around the new model and support during the schools' professional development days/weeks to introduce and roll out the model.
- Provided support to Autism Queensland's regional centres for commencement of diagnostic assessments and comprehensive assessments for the NDIS, particularly around the use of standardised diagnostic assessment tools.

Professional Learning & Development

The Professional Learning and Development Services (PLDS) team provide a range of learning opportunities for parents and family members, professionals and others working with or supporting people on the autism spectrum.

Autism Queensland's Professional Learning Facilitators have extensive experience in working with people on the autism spectrum and in the facilitation of effective professional development and parent education. The multi-disciplinary team comprises teachers, speech and language pathologists and occupational therapists.

The PLDS team 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 are delivered at schools, childcare centres, disability services, employment agencies and other venues as required.

All workshops are based on a thorough knowledge base and aim to be practical and easy to understand.

In 2018 the team delivered 48 customised workshops across Queensland to disability organisations, State, Catholic and Independent sector schools, Disability Employment Agencies, employers of people on the spectrum, Government disability and family support providers, Child Care and Outside School Hours Care providers and juvenile detention centres.

They also delivered 37 scheduled workshops on a selection of topics throughout the year in locations including Brisbane, Caboolture, Toowoomba, Roma, Longreach, Townsville, Hervey Bay, Cairns, Rockhampton, Mackay and Mount Isa.

Popular sessions included: *Understanding ASD, Clues to Behaviour Success, Behaviour Success with Young Children, Developing Inclusive Strategies for Students, Core Strategies for Out of Hours School Care Success, and Understanding and Managing Stress in Individuals with ASD.*

Participant feedback included satisfaction with the level of detail provided in the workshops, as well as the level of interaction and active participation that was encouraged. Similarly, comments demonstrated appreciation for the use of multiple modes of information delivery (use of videos, images etc.) and the practical application of the strategies suggested.

Feedback also highlighted that the presenters were knowledgeable and engaging.

"It was fantastic. I don't say that often. Nothing to improve."

"Thank you - this was so helpful, engaging and appreciated - you are an incredible trainer!"

"Thank you for increasing my understanding of autism and how I am able to work more effectively to support my clients."

"I think that everybody would benefit from this session."

"I think that the presentation was very good. The information will be very useful in my new role."

"I will be putting my new skills into practice."

Research to Practice

A Research to Practice Series, developed in conjunction with the Autism Queensland Research and Development team and featuring presentations from researchers from Griffith University, Autism Queensland and the Autism CRC, was introduced in 2017.

The series of seminars continued in 2018 and were presented in April at Robina and November at the Autism Hub, Woolloongabba. The focus of the first seminar was on *Sensory Processing Issues of students with ASD; What can we do to help?* The



second was *Building Language and Literacy to improve Educational Outcomes for children on the spectrum*. Of those who attended, 78 percent said they would recommend the series colleagues.

Some comments included:

"Format was excellent with the combo of two presenters. Excellent and interesting. Helpful and pragmatic information and knowledgeable speakers."

"Great day - good content, interesting and good practical info and help. Thanks."

"Organisation of the presentations: background-research-practice was meaningful and comprehensive. Thank you."

Team members worked with the ESTS team on the Autism CRC Early Years Behaviour Support Project in term one, attending schools, conducting face to face visits, phone calls and skype

meetings. They also developed an Individual Learning Plan for students and advised on data collection to analyse behaviour.

PLDS facilitators submitted abstracts and presented at the Australian Association of Special Education in July and the Autism in Education Conference in August in Brisbane.

The PLDS team also deliver training to the Autism Queensland regional teams as well as the ESTS team in Brisbane. In 2018 this training focused on two days of Developing Positive Behaviour Support Plans and a half day of supporting staff on school visits.

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 on the spectrum and to share information about other Autism Queensland services.

Early Days Workshops

The PLDS team are responsible for delivering the Early Days workshops in Queensland. In 2018 they facilitated 67 group and individual workshops in regional and metropolitan centres. They also attended and presented at the Early Days Facilitator Forum.

Positive Partnerships

Autism Queensland continued its involvement with Positive Partnerships, a program that provides information and education for parents and carers of school aged children with a verification of ASD and a professional

development program for teachers and other school staff involved in supporting students on the spectrum. The PLDS facilitators participated in the delivery of a number of these workshops together with facilitators from the education sector and Autism Spectrum Australia (Aspect).

Below: Autism Queensland ESTS staff training day.



Community Engagement

The Autism Queensland community continues to grow every year. It encompasses our staff, registered clients and their families, the teachers, therapists and parents who attend our workshops, the schools and community organisations we work with, volunteers, the allied health students who come to us for work experience, social media followers and newsletter subscribers.

We are also fortunate to include in that list, grant providers, corporate supporters and donors, large and small.

Across the year our teams present at conferences, attend community events and expos, partner in special projects, participate in community forums and deliver information sessions.

Fundraising

Fundraising is a growing priority for Autism Queensland, and in 2018 the organisation was again fortunate to be the beneficiary of donations received from corporate supporters and individuals, as well as through annual appeals, workplace giving, community events and other activities. A list of our major supporters appears on the next page, but we would like to also take this opportunity to acknowledge everyone who contributed financially or in kind to Autism Queensland in 2018. Thank you!

The Go Blue for Autism campaign that runs each April continues to be Autism Queensland's major annual fundraising and autism awareness activity. In 2018 the campaign was again embraced by supporters who held morning teas, blue dress days and other colourful activities. Merchandise sales were also strong. They included schools and after school care programs, kindergartens, early learning and childcare centres, banks, hospitals, boutiques, government departments, pharmacies, hairdressers, coffee shops, students and others. Together they raised over \$35,000. Warner Bros. Movie World also hosted their second early opening event for individual on the spectrum and their families with over 1200 people attending. Thank you again to everyone who so enthusiastically embraces the campaign each year.



Volunteers

Corporate volunteer groups are a growing supporter base for Autism Queensland. The Sunnybank Hills site, with its capacity to host larger groups, was the beneficiary of a number of working bees throughout the year, while smaller numbers assisted when and where possible at the other sites.

In Brisbane, Credit Union Australia provided much appreciated regular assistance in the office, with one or two staff attending each week to assist with administrative activities. Larger teams also visited Sunnybank Hills several times across the year for full day working bees helping with gardening, painting, paving and other maintenance work.

We were also selected again for the Deloitte's Impact Day. This activity takes place each November as approximately 4000 Deloitte staff gather at over 400 locations across Australia, Papua New Guinea and Solomon Islands to help out. Over the year we also welcomed teams from Suncorp, Johnson & Johnson and Origin Energy.

Creative Futures Recognition Awards

Autism Queensland Patron, His Excellency the Honourable Paul de Jersey AC, Governor of Queensland, and Mrs Kaye de Jersey generously hosted Autism Queensland's annual Creative Futures Recognition Awards event at beautiful Fernberg (Government House) on Tuesday 4 December. His Excellency presented awards to winners and special commendation recipients in five categories including Individual Achievement, Parent/Carer, Professional Achievement, School/Community and Patronage. The awards recognise the contributions of individuals living with autism, as well as the parents, carers, schools and businesses who support them.

Above: 2018 Creative Futures Recognition Awards winners and special commendees with His Excellency the Honourable Paul de Jersey AC, Governor of Queensland (centre) and Autism Queensland Chair Ian Langdon (centre left).



Forest Oak Drive Christmas Lights fundraisers.



CUA volunteers taking some time out for a group photo during a working bee.

Major Supporters in 2018

- Ashmore State School
- Autism Hub and Reading Centre
- Autism CRC
- Blackwater Basilisks
- BHP Bridge to Brisbane Team
- GJ Bird
- Bracken Ridge Lions Club
- Cairns Regional Council
- Cairns Libraries
- Credit Union Australia
- Cooktown Crusaders
- Coles Sports for Schools
- CommBank Foundation
- CQUni Mackay
- Deloitte Australia
- Denmans Cellars
- Department of Social Services, Australian Government
- Edmonton Men's Shed
- Martin Edge
- Education Queensland
- Envy Jewellery Mega Jewelz Team
- First National Nelson
- Footprint Books
- Forest Oak Drive Christmas Lights Fundraiser
- Gambling Community Benefit Fund
- GG-SWF Foundation
- Independent Schools Queensland Block Grant Authority
- A&B Jennings
- Johnson & Johnson
- Linemarking Professionals
- Local Matters Grill'd
- Lucky Star Tavern
- C McCaul
- Master Engraving
- Nextra Nerang Mall News
- National Disability Insurance Agency
- Origin Energy
- Piccones Supa IGA
- Pyramid Race
- JJ Richards & Sons Pty Ltd
- Sandgate & District Men's Shed Inc
- Southsiders 4x4
- Specialist Disability Support in Schools Program, Department of Education
- Suncorp
- Sundata
- Sunnybank District Community Men's Shed Inc
- Telstra Kids
- The Australian Decorative and Fine Arts Society (Brisbane River)
- The John Villiers Trust
- The Cory Charitable Foundation
- The Edge, State Library of Queensland
- The Hart Family Perpetual Trust
- The Honda Foundation
- The Mareeba Calabrian Club & Fagnano Castello Ass. Inc
- The Workshops Rail Museum
- Warner Bros. Movie World
- Western Cape College Weipa
- Woolworths Earn & Learn
- Vuly Play

Directors' Report

For the year ended 31 December 2018

The directors present their report, together with the financial statements, on Autism Queensland Limited for the year ended 31 December 2018.

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:

- Barry Dennien (Resigned 29 May 2018)
- Danielle Butcher (Appointed to casual vacancy 25 September 2017, elected at AGM 28 May 2018)
- Garry Butler (Appointed to casual vacancy 2 May 2018, elected at AGM 28 May 2018)
- Ian Langdon (Appointed to casual vacancy 2 May 2018, elected at AGM 28 May 2018)
- Joanne Peulen (Appointed to casual vacancy 25 September 2017, elected at AGM 28 May 2018)
- Karen Hauff (Appointed to casual vacancy 25 September 2017, elected at AGM 28 May 2018)
- Neil Makepeace (Appointed to casual vacancy 25 September 2017, elected at AGM 28 May 2018)
- Wendy McTainsh (Resigned 29 May 2018)
- Dr. Venerina Pennisi (Resigned 4 December 2018)

Review of Operations

The operating result for 2018 was a deficit of \$440,705 (2017: surplus of \$1,123,692).

Government subsidies continued to provide the major operational income for Autism Queensland Limited. Income from fee for service activities has shown steady growth. The results for the year reflected a slower than anticipated transition to NDIS in the Gladstone and Rockhampton regions together with several vacancies in accommodation services; 2017 included a one-off capital donation of \$220,852.

The roll-out of the NDIS in Queensland continued throughout 2018 with transition complete in the Mackay region and underway in all but four local government areas. Autism Queensland's traditional Department of Communities funding was reduced in line with the transition and fee for service revenue increased accordingly. The remaining local government areas commenced their transition to NDIS on 1 January 2019.

The operating result of Autism Queensland Limited is significantly influenced by the recognition of the revenue under the current accounting standard and the terms and conditions of the grants under which the revenue is received. As noted in Note 1 to the financial statements, non-reciprocal grants are recognised when the cash has been received, although it is the intention of Autism Queensland Limited to apply the funds over multiple periods. Due to this, accounting revenue in any one period may not be fully utilised in the period it has been recorded resulting in fluctuating surpluses and deficits from year to year.

Objectives

VISION

The vision of Autism Queensland Limited is for a life of participation, opportunity and choice for people with Autism Spectrum Disorder.

MISSION

Our mission is to support people living with Autism Spectrum Disorder through responsive, evidence-informed practice and advocacy.

VALUES

The underpinning values of Autism Queensland Limited are excellence, innovation and equity achieved through person-centred and consumer-driven activities.

STRATEGIC DIRECTION

Our strategy is to deliver quality services and supports for people living with Autism Spectrum Disorder through financial sustainability, growth and supportive infrastructure.

Directors' Report (continued)

For the year ended 31 December 2018

GOALS AND STRATEGIES

Goals:	<ul style="list-style-type: none"> Quality Sustainability Growth Infrastructure
Strategies:	<ul style="list-style-type: none"> Consumer focus Quality focus Economies of scale Cost focus Partnership and collaboration Organisation development IT infrastructure Leverage applications

Principal Activities

- Autism specific education through an accredited independent school, comprising two Education and Therapy centres, for children with Autism Spectrum Disorder (ASD) delivered by an expert team of teachers, therapists and psychologists
- Early childhood intervention and programs for older children and adolescents delivered through our centres in Brisbane, Gladstone, Rockhampton, Mackay and Cairns
- Autism Queensland's allied health and education professionals deliver a range of services and supports, including individual therapy and assessments, for people of all ages and individually designed to meet a diverse range of client needs
- Education support services delivered by multi-disciplinary teams with expertise in the education of children with ASD across State, Catholic and Independent schools in Queensland
- Holiday, after school and community access programs
- Autism Queensland Limited hosts the Autism Advisor Program for parents of children under the age of 7 recently diagnosed with ASD in Queensland
- Autism Queensland Limited hosts the National Co-ordinator of the Early Days Workshops program for parents of children under the age of 7 newly diagnosed with ASD or undergoing assessment. We also deliver the Early Days workshops in Queensland
- Autism Queensland Limited hosts the Early Intervention Indigenous Liaison Program that aims to raise awareness of childhood disability within Aboriginal and Torres Strait Islander communities and build relationships between these communities, service providers and disability organisations
- 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
- Studio G facilitated group program for 16-24 year olds delivered in Brisbane and Mackay
- Autism Queensland Limited is registered as a Host Provider to assist families to administer Queensland Government funding received
- Non-accredited training - Professional Learning and Development Services
- Autism Queensland Limited is registered with the National Disability Insurance Scheme to provide services to people with ASD
- Autism Queensland Limited is an Essential Participant in the Autism CRC. Research and development at Autism Queensland Limited is led by Dr. Jill Ashburner

Directors' Report (continued)

For the year ended 31 December 2018

Performance measures

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

Autism Queensland Limited 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 2018

Name	Title:	Qualifications:
Danielle Butcher	Non-Executive Director	GCert, BA, BAppSc(Biology)
Experience and expertise:	Danielle has over 20 years' experience leading successful teams, programs and specialised projects. She identifies opportunities to obtain efficiencies and drive reform and has a strong understanding of the not-for-profit sector, government, policy, governance, asset and facilities management, education and awareness, indigenous issues, disabilities, tenancy issues, hardship and concession programs, customer management, complaints management and standards.	
Special responsibilities:	Member People and Safety Committee	

Name	Title:	Qualifications:
Garry Butler	Non-Executive Director	MA(Economics)
Experience and expertise:	Garry is a highly experienced senior executive with over 30 years' consulting experience to community service (not-for-profit sector), resource and infrastructure, professional services, government and research and development clients. He has strong commercial and business development capabilities supported by post graduate qualifications in Economics. He has a keen interest in driving the success of social enterprises and has lived experience with autism.	
Special responsibilities:	Member Audit and Risk Committee	

Name	Title:	Qualifications:
Ian Langdon	Non-Executive Chair	MBA, BCom, DipEd, FCPA, FAICD
Experience and expertise:	Ian has extensive Board and Chair experience with past roles at Dairy Farmers, Rabobank, Delta Electricity, Pivot Fertilisers and the Peanut Company of Australia, and is currently Board Chair of Gold Coast Hospital and Health Service. He has held a number of academic positions including Associate Professor and Dean of Business at Griffith University (Gold Coast); and has lived experience as the grandfather of a teenager with autism.	
Special responsibilities:	Ex officio member Audit and Risk Committee Ex officio member People and Safety Committee	

Directors' Report (continued)

For the year ended 31 December 2018

Information on directors in office as at 31 December 2018 (continued)

Name:	Title:	Qualifications:
Joanne Peulen	Non-Executive Director	BA(Hons), MAppFinInv, AdvDipFinServ, GAICD, JP(Qual)
Experience and expertise:	Joanne has extensive experience in senior management roles in the energy industry and is an independent consultant specializing in strategic financial and business risk management. She brings to Autism Queensland her own personal experience of living with disability and a firm belief in the link between culture, performance and resilience.	
Special responsibilities:	Chair Audit and Risk Committee	

Name:	Title:	Qualifications:
Karen Hauff	Non-Executive Director	BCom, LLB, GDLP, FGIA, FCIS
Experience and expertise:	Karen is an experienced senior executive and qualified lawyer with more than 17 years' experience in legal practice, including in the areas of risk management, compliance and corporate governance. She has held the positions of General Counsel and Company Secretary at publicly listed corporations in the resources sector, following eight years in private practice, including as a Senior Associate at global legal firm, Norton Rose Fulbright. In addition to her legal qualifications, Karen holds a Bachelor of Commerce (Accounting) and has acted in an interim capacity as CEO of Speech & Language Development Australia (SALDA), having previously served for 4 years on the SALDA Board as Deputy Chairman and Secretary.	
Special responsibilities:	Member People and Safety Committee	

Name:	Title:	Qualifications:
Neil Makepeace	Non-Executive Director	BSc(Hons), MSc, GAICD
Experience and expertise:	Neil is an experienced leader and director with 30 years' experience solving complex problems in Queensland, around Australia and worldwide. He has a strong track record in governance, executive leadership, management consulting, strategic planning, systems development and operations. His passions include driving business growth and creating public value. Neil is a recognised leader in the field of open data.	
Special responsibilities:	Member Audit and Risk Committee	

Directors' Report (continued)

For the year ended 31 December 2018

Directors' Meetings

The number of Directors' meetings (including meetings of committees of Directors) and the number of meetings attended by each of the Directors during the year are:

	Full Board		Audit & Risk Committee		People & Safety Committee	
	Attended	Held	Attended	Held	Attended	Held
Barry Dennien	4	4	1	1	1	1
Danielle Butcher	10	10	-	-	4	4
Garry Butler	7	7	3	4	-	-
Ian Langdon	7	7	4	4	-	-
Joanne Peulen	10	10	5	5	-	-
Karen Hauff	8	10	-	-	2	4
Neil Makepeace	10	10	5	5	-	-
Wendy McTainsh	3	4	1	1	-	-
Dr Venerina Pennisi	10	10	-	-	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 \$72 based on 72 current members.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under s.60-40 of the Australian Charities and Not-for-profits Commission Act 2012 is set out on the following page.

On behalf of the directors,

Ian Langdon

Chairman – Director
Brisbane, 29 April 2019



Tel: +61 7 3237 5999
Fax: +61 7 3221 9227
www.bdo.com.au

Level 10, 12 Creek St
Brisbane QLD 4000
GPO Box 457 Brisbane QLD 4001
Australia

DECLARATION OF INDEPENDENCE BY M CUTRI TO THE DIRECTORS OF AUTISM QUEENSLAND LIMITED

As lead auditor of Autism Queensland Limited for the year ended 31 December 2018, I declare that, to the best of my knowledge and belief, there have been:

- (i) No contraventions of the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) No contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to read 'M Cutri', is written above the printed name.

M Cutri
Director
BDO Audit Pty Ltd

Brisbane, 29 April 2019

Statement of Financial Position

As at 31 December 2018

	Notes	2018 \$	2017 \$
Assets			
Current Assets			
Cash and cash equivalents	4	4,846,916	4,528,056
Trade and other receivables	5	504,923	173,941
Other assets and prepayments		194,042	139,738
Assets classified as held for sale	6	480,584	-
Total Current Assets		6,026,465	4,841,735
Non-Current Assets			
Property, plant and equipment	7	15,312,160	9,450,992
Intangible assets	8	536,379	292,334
Financial assets	9	21,357	10
Total Non-Current Assets		15,869,896	9,743,336
Total Assets		21,896,361	14,585,071
Liabilities			
Current Liabilities			
Trade and other payables	10	3,463,008	1,834,876
Financial liabilities	11	68,504	110,195
Provisions	12	1,719,057	1,416,954
Total Current Liabilities		5,250,569	3,362,025
Non-Current Liabilities			
Financial liabilities	11	904,742	228,008
Provisions	12	344,123	303,895
Total Non-Current Liabilities		1,248,865	531,903
Total Liabilities		6,499,434	3,893,928
Net Assets		15,396,927	10,691,143
Equity			
Revaluation reserves		9,148,484	4,001,995
Accumulated funds		6,248,443	6,689,148
Total Equity	13	15,396,927	10,691,143

The Statement of Financial Position should be read in conjunction with the Notes to the Financial Statements

Statement of Comprehensive Income

For the year ended 31 December 2018

	Notes	2018 \$	2017 \$
Income			
Government subsidies		14,069,400	15,388,754
Revenue from rendering of services		6,974,316	4,048,455
Fundraising activities		284,581	453,694
Capital grants		119,366	-
Interest income		27,646	29,429
Sundry income		61,110	114,461
Total Income		21,536,419	20,034,793
Expenditure			
Employee expenses		18,885,000	16,098,621
Facilities expenses		1,994,768	1,854,259
Marketing expenses		106,439	123,752
Depreciation and amortisation expenses		341,311	359,795
Interest expenses		33,603	24,341
Other expenses		616,003	450,333
Total Expenditure		21,977,124	18,911,101
Net (Deficit)/Surplus for the year	2	(440,705)	1,123,692
Other Comprehensive Income			
<i>Items that will not be reclassified to profit and loss</i>			
Net gain on revaluation of land and buildings		5,146,489	-
Other Comprehensive Income for the year		5,146,489	-
Total Comprehensive Income for the year		4,705,784	1,123,692

The Statement of Comprehensive Income should be read in conjunction with the Notes to the Financial Statements

Statement of Changes in Equity

For the year ended 31 December 2018

	Revaluation Reserves \$	Accumulated Funds \$	Total \$
Balance at 31 December 2016	4,001,995	5,565,456	9,567,451
Net Surplus for the year	-	1,123,692	1,123,692
Other Comprehensive Income for the year	-	-	-
Balance at 31 December 2017	4,001,995	6,689,148	10,691,143
Net Deficit for the year	-	(440,705)	(440,705)
Other Comprehensive Income for the year	5,146,489	-	5,146,489
Balance at 31 December 2018	9,148,484	6,248,443	15,396,927

The Statement of Changes in Equity should be read in conjunction with the Notes to the Financial Statements

Statement of Cash Flows

For the year ended 31 December 2018

	Notes	2018 \$	2017 \$
Cash flows from operating activities			
Receipts in the course of operations		24,532,063	21,567,312
Payments to suppliers and employees		(23,040,323)	(19,822,037)
Interest received		27,646	29,429
Interest paid		(38,231)	(23,766)
Net cash provided by operating activities		1,481,155	1,750,938
Cash flows from investing activities			
Proceeds from disposal of property, plant and equipment		-	1,564
Purchase of property, plant and equipment		(1,505,679)	(199,312)
Purchase of intangible assets		(274,940)	(199,648)
Security deposits		(21,347)	-
Net cash used in investing activities		(1,801,966)	(397,396)
Cash flows from financing activities			
Proceeds from finance leases		120,177	-
Finance lease payments		(15,792)	(42,947)
Proceeds from bank loans		637,265	-
Repayments of bank loans		(101,979)	(103,531)
Net cash provided by / (used in) financing activities		639,671	(146,478)
Net increase in cash held		318,860	1,207,064
Cash and cash equivalents at the beginning of the financial year		4,528,056	3,320,992
Cash and cash equivalents at the end of the financial year	4	4,846,916	4,528,056

The Statement of Cash Flows should be read in conjunction with the Notes to the Financial Statements

Notes to the Financial Statements

For the year ended 31 December 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Reporting entity

Autism Queensland Limited ("the Company") is a not-for-profit organisation, incorporated as a Public Company limited by guarantee and domiciled in Australia. The address of its registered office and its principal place of business is 437 Hellawell Road, Sunnybank Hills Qld 4109.

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. The Company is a not-for-profit entity for the purpose of preparing these financial statements.

The financial statements have been prepared on an accruals basis and are based on historical costs, except for:

- certain classes of property, plant and equipment which are measured at fair value; and
- revenue is recognised on an accruals basis except for non-reciprocal subsidies and grants; donations; third party fundraising; and bequests which are accounted for on a cash basis.

Accounting Standards issued not yet effective

Australian Accounting Standards which have been issued or amended and which are applicable to the Company but not yet effective have not been adopted at the reporting date.

Revenue from Contracts with Customers

AASB 15 Revenue from Contracts with Customers replaces AASB 118 Revenue and is mandatorily applicable to annual reporting periods beginning 1 January 2019. It has been determined by management that the adoption of the new accounting policy will not have any material impact on the financial statements.

Income of Not-for-Profit Entities

AASB 1058 Income of Not-for-Profit Entities replaces AASB 1004 Contributions and is mandatorily applicable to annual reporting periods beginning 1 January 2019. It has been determined by management that the adoption of the new accounting policy will not have any material impact on the financial statements.

Leases

AASB 16 Leases replaces AASB 117 Leases and is mandatorily applicable to annual reporting periods beginning 1 January 2019. AASB 16 requires operating leases to be recognised on the Company's balance sheet by recording a right to use asset and the present value of the lease liability on inception of the lease. During the lease term depreciation and interest are charged to the profit & loss account instead of the lease expense that was recorded under AASB 117. There is no practical change to the treatment of finance leases. There are exemptions for short-term leases with a duration of less than 12 months and transitional relief on first-time adoption of AASB 16. The Company has a number of operating leases for properties that are affected by this change in accounting policy. The company has elected to apply the transitional relief to those leases. Accordingly, as at 1 January 2019 the Company will have 3 short-term leases and 2 operating leases which will give rise to a right to use asset and a lease liability. Assets and liabilities will increase by \$599,000 to reflect these changes. Depreciation and interest on these leases in 2019 will be \$146,000 an increase of \$17,000 from the charge that would apply under AASB 117.

New and Amended Accounting Policies Adopted by the Company

Financial Instruments

AASB 9 Financial Instruments replaces AASB 139 Financial Instruments: Recognition and Measurement and is mandatorily applicable to annual reporting periods beginning 1 January 2018. It makes major changes to the previous guidance on the classification and measurement of financial assets and introduces an 'expected credit loss' model for impairment of financial assets.

When adopting AASB 9, the Company has applied transitional relief and opted not to restate the prior period. As the differences in prior year adjustments are immaterial, no adjustments arising from the adoption of AASB 9 in relation to classification, measurement and impairment have been recognised in opening retained earnings as at 1 January 2018.

Under AASB 9, changes affecting the classification and measurement of financial assets has been assessed and no material adjustments have been made.

Notes to the Financial Statements

For the year ended 31 December 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Financial Instruments (continued)

As the accounting for financial liabilities remains largely unchanged from AASB 139, the Company's financial liabilities were not impacted by the adoption of AASB 9. The Company's financial liabilities include borrowings and trade and other payables.

Critical accounting estimates and judgements

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Management evaluate these based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

In particular, information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements are described in the following notes:

- Note 7 - Property, plant and equipment
- Note 12 - Provisions - long service leave provision.

Significant accounting policies

The following is a summary of the significant accounting policies adopted by the Company in the preparation of the financial statements. The accounting policies have been applied consistently to all periods presented in the financial statements, except where otherwise indicated.

(a) Revenue recognition

Revenue is recognised on an accruals basis except for non-reciprocal subsidies and grants; donations; third party fundraising; and bequests which are accounted for on a cash basis.

Revenue from rendering of services

Revenue from rendering of services is measured at the fair value of the consideration received and is recognised in the accounting period in which the service is rendered.

Subsidies received

Income from non-reciprocal subsidies and grants is recognised when the Company obtains control of the grant or the right to receive the grant; it is probable that the economic benefits comprising the grant will flow to the Company; and the grant amount can be measured reliably. Income from such grants is therefore recognised on receipt as the revenue criteria are met when the grants are received.

Donations, fundraising and bequests

Donations, third party fundraising and bequests are recognised when received.

Interest revenue

Interest revenue is recognised as it accrues, using the effective interest rate method.

(b) Goods and services tax

Revenues, expenses and fixed assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). 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.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the Statement of Financial Position.

Receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of Cash Flows on a gross basis. The GST components of cash flows arising from investing and financial activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

Notes to the Financial Statements

For the year ended 31 December 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(c) Income tax

The Company is a registered charitable institution exempt from income tax under section 50-5 of the Income Tax Assessment Act 1997.

(d) Financial instruments

Recognition, initial measurement and derecognition

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the financial instrument.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

Classification and subsequent measurement of financial assets

Financial assets are classified as subsequently measured at amortised cost, fair value through other comprehensive income (FVOCI) or fair value through profit or loss (FVPL) on the basis of both:

- The Company's business model for managing the financial asset;
- The contractual cash flow characteristics of the financial asset.

A financial asset is classified as subsequently measured at amortised cost if the asset meets the following conditions (and is not designated as FVPL):

- It is held within a business model whose objective is to hold the financial asset and collect its contractual cash flows;
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The Company's cash and cash equivalents, trade and most other receivables fall into this classification of financial asset.

After initial recognition, these financial assets are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial.

All income and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs, finance income or other financial items, except for impairment of trade receivables which is presented within other expenses.

Impairment of financial assets

AASB 9's impairment requirements use more forward-looking information to recognise expected credit losses. Instruments within the scope of the new requirements included trade receivables and loan commitments that are not measured at fair value through profit or loss.

The Company considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument.

Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument. The Company used the simplified approach applicable under AASB 9 which does not require tracking of changes in credit risk in every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

Classification and subsequent measurement of financial liabilities

The Company's financial liabilities include borrowings, trade and other payables. Financial liabilities are classified as subsequently measured at amortised cost. After initial recognition, financial liabilities are measured at amortised cost using the effective interest method.

Notes to the Financial Statements

For the year ended 31 December 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(e) Fair value

When an asset or liability is measured at fair value for recognition or disclosure purposes, the fair value is 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. It 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.

(f) Impairment of assets

At the end of each reporting period, the Company assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. For non-cash generating specialised assets measured using the cost basis, the recoverable amount is determined using current replacement cost in AASB 13 Fair Value Measurement. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 116 Property, Plant and Equipment). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

(g) Comparative figures

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

	2018 \$	2017 \$
2. OPERATING (DEFICIT)/SURPLUS		
The operating (deficit)/surplus for the year has been arrived at after charging the following items:		
Operating lease expense – property rentals	83,708	41,250
Operating lease expense – equipment rentals	39,204	53,235
Bad and doubtful debts expense	9,926	6,783
Interest paid on loans	29,305	23,765
Interest paid on finance leases	4,298	576
3. AUDITOR'S REMUNERATION		
Audit services	37,250	32,500
4. CASH AND CASH EQUIVALENTS		
Cash on hand	7,744	5,500
Cash at bank	728,636	531,810
Cash on deposit	4,110,536	3,990,746
	4,846,916	4,528,056

Cash and cash equivalents in the Statement of Financial Position comprise cash at banks and on hand and short-term deposits with a maturity of three months or less, which are subject to an insignificant risk of changes in value.

For the purposes of the Statement of Cash Flows, cash includes cash at banks and on hand and investment 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 above.

Notes to the Financial Statements

For the year ended 31 December 2018

	2018 \$	2017 \$
5. TRADE AND OTHER RECEIVABLES		
<i>Current</i>		
Trade accounts receivable	512,423	181,441
Provision for doubtful debts	(7,500)	(7,500)
	504,923	173,941
6. ASSETS CLASSIFIED AS HELD FOR SALE		
Land and buildings	480,584	-
The land and buildings that are classified as held for sale comprise a property that no longer meets the current functional requirement of the Company's activities and which is expected to be disposed of within 12 months of the reporting date.		
7. PROPERTY, PLANT AND EQUIPMENT		
Land at fair value	8,160,000	4,135,035
<i>Buildings</i>		
Buildings at fair value	5,395,063	4,259,465
Less: Accumulated depreciation	(1,202)	(512,141)
	5,393,861	3,747,324
Property improvements at cost	4,278	359,806
Less: Accumulated depreciation	(57)	(7,660)
	4,221	352,146
Leasehold improvements at cost	1,180,448	1,180,448
Less: Accumulated depreciation	(181,650)	(139,731)
	998,798	1,040,717
Total written down value of buildings	6,396,880	5,140,187
Motor vehicles at cost	993,997	875,827
Less: Accumulated depreciation	(889,821)	(856,703)
Total written down value of motor vehicles	104,176	19,124
Furniture and equipment at cost	2,452,942	2,179,110
Less: Accumulated depreciation	(2,096,888)	(2,022,464)
Total written down value of furniture and equipment	356,054	156,646
Work in progress at cost	295,050	-
Total Property, plant and equipment	15,312,160	9,450,992

Notes to the Financial Statements

For the year ended 31 December 2018

7. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Reconciliations

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

	Land	Buildings	Motor Vehicles	Furniture and Equipment	Work in progress	Total
Balance at 1 January 2018	4,135,035	5,140,187	19,124	156,646	-	9,450,992
Additions	535,000	283,627	118,170	273,832	295,050	1,505,679
Depreciation	-	(202,874)	(33,118)	(74,424)	-	(310,416)
Revaluation	3,809,965	1,336,524	-	-	-	5,146,489
Held for sale	(320,000)	(160,584)	-	-	-	(480,584)
Balance at 31 December 2018	8,160,000	6,396,880	104,176	356,054	295,050	15,312,160

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 revalued to reflect its fair value. Any surplus on revaluation is credited directly to the asset revaluation reserve. All other items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

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. Valuations were carried out by Herron Todd White as at 31 December 2018 resulting in a net valuation increase of \$5,146,489.

Assets held by the Company under leases which transfer substantially all the risks and rewards of ownership are classified as finance leases. On initial recognition, the leased asset is measured at an amount equal to the lower of its fair value and the present value of the minimum lease payments. Subsequent to initial recognition, the asset is accounted for in accordance with the accounting policy applicable to that asset.

Assets held under other leases are classified as operating leases and are not recognised in the Company's Statement of Financial Position.

The depreciable amount of all fixed assets is 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:

- Buildings 40 years
- Motor vehicles 4 years
- Furniture and equipment 3-10 years
- Leasehold improvements Shorter of the lease term or useful life

Notes to the Financial Statements

For the year ended 31 December 2018

	2018 \$	2017 \$
8. INTANGIBLE ASSETS		
SOFTWARE		
<i>Gross carrying amount</i>		
Balance at 1 January	354,126	154,478
Additions	274,940	199,648
Balance at 31 December	629,066	354,126
<i>Amortisation and impairment</i>		
Balance at 1 January	61,792	30,896
Amortisation	30,895	30,896
Balance at 31 December	92,687	61,792
Carrying amount at 31 December	536,379	292,334

Computer software is measured as the costs incurred to acquire and install the specific software less accumulated amortisation and impairment losses. Software is amortised over its useful life of 3 to 5 years.

9. FINANCIAL ASSETS

<i>Non-Current</i>		
Security deposit	21,347	-
Investment in subsidiary companies	10	10
	21,357	10

The security deposit is a term deposit that provides security for a bank guarantee issued by Westpac Banking Corporation to The Trust Company in respect of Autism Queensland Limited's obligations under the lease of 55-67 Bellrick Street, Acacia Ridge. No withdrawal from the term deposit is permitted until the earlier of 31 January 2022, being the expiry date of the guarantee, or payment of the guaranteed amount.

Autism Queensland Limited controls 100% of the share capital of AQCOM Pty Ltd and Autism Australia Pty Ltd, which are incorporated in Australia. These companies did not trade during the year and have not been consolidated into the Autism Queensland Limited accounts due to the immaterial nature of their transactions.

10. TRADE AND OTHER PAYABLES

<i>Current</i>		
Trade creditors	172,501	316,384
Other creditors and accruals	1,067,103	1,129,168
Subsidies in advance and unexpended funds	2,223,404	389,324
	3,463,008	1,834,876

Notes to the Financial Statements

For the year ended 31 December 2018

	2018 \$	2017 \$
11. FINANCIAL LIABILITIES		
<i>Current</i>		
Bank Loans	42,911	110,195
Finance leases	25,593	-
	68,504	110,195
<i>Non-Current</i>		
Bank Loans	830,578	228,008
Finance leases	74,164	-
	904,742	228,008

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

- 1st Mortgage 121 Jackson Road, Sunnybank Hills
- 1st Mortgage 331 Jackson Road, Sunnybank Hills
- 1st Mortgage 136 North Road, Brighton
- 2nd Mortgage 437 Hellawell Road, Sunnybank Hills

12. PROVISIONS

<i>Current</i>		
Employee entitlements	1,719,057	1,416,954
<i>Non-Current</i>		
Employee Entitlements	344,123	303,895

Liabilities for employee benefits for salaries, wages and annual leave expected to be settled within 12 months of the year end are recognised, and are measured, as the amount unpaid at the reporting date in respect of employees' services up to that date calculated at their nominal amounts based on remuneration salary and wage rates that the Company expects to pay, including related on-costs.

A liability for long service leave is recognised, and is measured, as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future salary and wage levels and related on-costs, experience of employee departures, periods of service and employment policies. Expected future payments are discounted using national corporate bond rates, as at the reporting date, with terms to maturity that match, as closely as possible, the estimated future cash outflows. The unwinding of the discount is treated as long service leave expense.

Notes to the Financial Statements

For the year ended 31 December 2018

	2018 \$	2017 \$
13. TOTAL EQUITY		
Reconciliation of movement in total equity:		
<i>Revaluation reserves</i>		
<i>Asset revaluation reserve</i>		
Bought forward at beginning of year	4,001,995	4,001,995
Revaluation increments	5,146,489	-
Carried forward at end of the year	9,148,484	4,001,995
<i>Accumulated funds</i>		
Brought forward at beginning of year	6,689,148	5,565,456
(Deficit) / surplus for year	(440,705)	1,123,692
Carried forward at end of the year	6,248,443	6,689,148
Total equity	15,396,927	10,691,143

14. 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.

The Company's key management personnel comprise the directors and a team of four (2017 - three) executive managers, comprising the Chief Executive Officer and three executives.

All directors perform their duties in a voluntary capacity, and as such, no remuneration was payable nor was any paid to them.

Other key management personnel compensation comprises:

Total key management personnel compensation	612,766	664,956
--	----------------	----------------

15. CONTINGENT LIABILITIES

In accordance with various funding agreements, the State and Commonwealth Governments may continue to have interests in particular land, buildings and equipment held by the Company for which they have made capital grants to assist in their acquisition. If the facilities are not used solely for the purpose set out in the various agreements for a minimum period, repayment of some of the grants may be required. There are no plans to cease using the facilities for their designated purposes. The directors do not foresee any time or circumstances which may result in the repayment of any capital grants.

Contingent liabilities may exist to restore presently leased land and/or premises to their original condition. The directors are of the opinion that no provision is currently required.

Notes to the Financial Statements

For the year ended 31 December 2018

16. COMMITMENTS

Operating lease commitments

The Company has entered into operating leases on certain properties and equipment with varying lease terms. The Company has the option, under some of its leases, to lease the assets for additional terms.

	2018 \$	2017 \$
Future minimum rentals payable under non-cancellable operating leases as at 31 December are:		
Within one year	86,496	48,118
After one year but not more than five years	339,082	3,913
After five years	339,392	-
	764,970	52,031

Payments made under operating leases are recognised in the Statement of Comprehensive Income on a straight-line basis over the term of the lease. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

Finance lease commitments

The Company has finance leases for various motor vehicles. The Company's obligations under finance leases are secured by the lessor's title to the leased assets.

Future minimum lease payments under finance leases as at 31 December are:

Within one year	29,662	-
After one year but not more than five years	74,723	-
	104,385	-

Minimum lease payments made under finance leases are allocated between the finance expense and the principal component of the lease liability. The finance expense is allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Capital commitments

Capital commitments relate to property improvements where funds have been committed but the work has not been completed.

Property, plant and equipment	1,008,406	-
--------------------------------------	------------------	----------

17. RELATED PARTY TRANSACTIONS

There were no transactions with key management personnel other than as disclosed in Note 14.

No related party has entered into a material contact with the Company since the end of the previous financial year and there were no material contracts involving Directors' interests subsisting at year end. Directors may have family members or relatives that access the services that Autism Queensland Limited provides. Such transactions are conducted at arm's length.

Notes to the Financial Statements

For the year ended 31 December 2018

18. FINANCIAL RISK MANAGEMENT

Interest rate risk

Interest rate risk arises from the use of interest-bearing financial instruments. It is the risk that future cash flows of a financial instrument will fluctuate because of changes in interest rates. At reporting date, the Company has access to the following undrawn borrowing facilities that charge interest at a floating rate:

	2018 \$	2017 \$
Expiring within one year (bank overdraft and bill facility)	1,000,000	1,000,000
Expiring beyond one year (bank loans)	7,285	11,974
	1,007,285	1,011,974

19. SUBSEQUENT EVENTS

With the roll-out of the NDIS to the Brisbane region during 2019 a decision was made to cease the provision of respite services with effect from 31 December 2018. The properties currently used for respite services will be transitioned to accommodation services. This change is expected to improve the Company's results.

On 4th January 2019 a contract for the sale of 121 Jackson Road became unconditional. The proceeds from the sale of this property will be reinvested into redevelopments at 437 Hellowell Road.

20. ECONOMIC DEPENDENCE

The Company is dependent on the continued receipt of government grants for a significant proportion of the revenue used to operate its business. The Australia wide roll-out of the National Disability Insurance Scheme (NDIS) scheduled for completion by 30 June 2019 will result in a significant decrease in the level of government grants received for disability services. This grant income will be replaced by revenue from fee for service activities provided under the NDIS arrangements. At the date of this report, the Company has no reason to believe the income from grants or substituted revenue under NDIS will not continue.

Directors' Declaration

For the year ended 31 December 2018

The Directors declare that in the Directors' opinion:

1. The financial statements, comprising the Statement of Financial Position, Statement of Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows, 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 Company's financial position as at 31 December 2018 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that the Company will be able to pay all of its debts, as and when they become due and payable.

Signed in accordance with a resolution of the directors by:



Ian Langdon

Chairman – Director
Brisbane, 29 April 2019



Tel: +61 7 3237 5999
Fax: +61 7 3221 9227
www.bdo.com.au

Level 10, 12 Creek St
Brisbane QLD 4000
GPO Box 457 Brisbane QLD 4001
Australia

INDEPENDENT AUDITOR'S REPORT

To the members of Autism Queensland Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Autism Queensland Limited (the company), which comprises the statement of financial position as at 31 December 2018, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including a summary of significant accounting policies, and the directors' declaration.

In our opinion the accompanying financial report of Autism Queensland Limited, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) Giving a true and fair view of Autism Queensland Limited's financial position as at 31 December 2018 and of its financial performance for the year then ended; and
- (i) Complying with Australian Accounting Standards - Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the company in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of directors for the Financial Report

The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the ACNC Act, and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for overseeing the company's financial reporting process.



Tel: +61 7 3237 5999
Fax: +61 7 3221 9227
www.bdo.com.au

Level 10, 12 Creek St
Brisbane QLD 4000
GPO Box 457 Brisbane QLD 4001
Australia

Auditor's responsibilities for the audit of the Financial Report

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

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at:

http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of our auditor's report.

BDO Audit Pty Ltd

A handwritten signature in black ink, appearing to read 'M Cutri', is written over a light blue horizontal line.

M Cutri
Director
Brisbane, 29 April 2019



Autism
QUEENSLAND

437 Hellawell Road
Sunnybank Hills QLD 4109

PO Box 354
Sunnybank QLD 4109

P: 07 3273 0000

E: admin@autismqld.com.au

www.autismqld.com.au