



Autism
QUEENSLAND Inc.



46th Annual Report

OF THE BOARD OF MANAGEMENT AND FINANCIAL STATEMENTS FOR 2010

46th annual report

Patron:	Her Excellency Ms Penelope Wensley AO Governor of Queensland
President:	Dr Robert van Barneveld
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Life Member:	Mr Paul Burton
Auditors:	Lawler Hacketts Chartered Accountants
Solicitors:	Clayton Utz

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

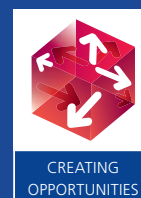
Vision

A life of choice and opportunity for people living with Autism

Mission

To be a highly effective facilitator of quality outcomes that significantly enhance the lives of people with Autism

Key Drivers



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President's message

Dr Robert van Barneveld
President, Board of Management



It is not news that the Global Financial Crisis has increased pressure on charitable organisations as donations and contributions diminish. Autism Queensland has not been immune from this and I expect the many additional pressures placed on volunteers and the citizens of Queensland during the floods and cyclones in January and February is not going to make life any easier in 2011. Regardless, our CEO, Penny Beeston, and her team have managed to work to budget in 2010 and Autism Queensland continues to grow. In 2010 this growth was assisted by the fact that Autism Queensland was the named recipient of proceeds from the Suncorp Bridge to Brisbane fun run. Additionally the Federal Government "Building the Education Revolution" initiative provided new classrooms for our Sunnybank and Brighton Schools. In Cairns, thanks to the Maxa family, the local construction industry and the community, an additional early intervention building was constructed next to our existing facility in Edmonton, contributions for which the organisation is extremely grateful.

For the past three years, the Autism Queensland Board of Management has focussed on a break-even budget and you will note in this year's financial reports that we have posted a significant profit. It is important to recognise, however, that only a small operating profit has been realised, and that the bulk is attributable to capitalisation of BER funding and existing asset revaluations. Furthermore, the Board of Management is currently approving a 2011 budget and strategy that will focus on delivery of a cash surplus to the organisation in 2011. This is necessitated by the fact that our recent growth and current annual budget approaching \$13 million places significant pressure on our cash flow. The organisation needs to build its cash reserves to ensure we are operating as efficiently as possible and can continue to be innovative with the limited discretionary funds we do have. Our profit on paper reflects the significant growth in the ASD sector and the ongoing demand for services combined with organic growth in our asset base. What it doesn't reflect is that operating cash is stretched to the limit and we are more reliant than ever on fundraising and operational efficiency to keep the organisation viable.

Looking forward, 2011 will see Autism Queensland and the University of Queensland lead a submission to the Federal Government for the establishment of a Cooperative Research Centre into Autism Spectrum Disorders. This is a highly competitive process, but if successful, it could mean more than \$100 million in cash and in-kind contributions over the next 10 years into research into the diagnosis and management of ASD. To date, the bid has already attracted involvement from the Queensland University of Technology, Curtin University, the University of Western Australia, La Trobe University and the University of New South Wales with additional partners becoming involved as the research program develops. The fundamental reasons for pursuing this bid and the core elements of the research program are summarised below:

*Autism Spectrum Disorder (ASD) is a lifelong condition affecting at least **1 in 100¹ children with an estimated annual cost to Australia of \$4.5-7.2 billion.** With an unexplained 25-fold increase in diagnosis in the past 30 years, there are now **more children with ASD than the combined number of children with cerebral palsy, diabetes, deafness, blindness and leukemia.** Currently, diagnosis of autism is imprecise, time-consuming and expensive. While there is a diverse range of early intervention programs, further evidence of outcomes for these programs is still required. Schools struggle to provide for children with ASD who frequently under-achieve academically, drop out, or are excluded for behavioural reasons. In adulthood, the majority experience dependence and unemployment, while around one third experience psychiatric illness.*

Many of the ongoing demands for disability support, which all governments are struggling to meet, will be alleviated through more accurate, cost- and time-efficient diagnostic procedures, innovative technological applications, evidence-informed early intervention, appropriate curriculum and creatively supported education, responsive mental health services, and independent-living and workplace participation programs. Only through the establishment of a collaborative, inter-disciplinary research team of experts will we be able to improve the prospects of **more than a million Australians** directly or indirectly affected by ASD². Such a team would be made up of experts in medicine (paediatrics, psychiatry, genetics, epidemiology), pharmacology, neuroscience, psychology, education, speech pathology and occupational therapy working closely with individuals with ASD and their families, schools and support service providers. An Autism CRC would also build the **capacity of the current and future workforce** to deliver evidence-informed programs to people with autism and their families, and enhance the capacity of autism research in Australia.

¹ Range of prevalence rates: **1 in 64 or 1.57** (Baron-Cohen, S., Scott, F. J., Allison, C., Williams, J., Bolton, P. & Matthews, F. (2009) Prevalence of autism-spectrum conditions: UK school-based population study. *The British Journal of Psychiatry* (2009) 194, 500–509. doi: 10.1192/bjp.bp.108.059345) to **1 in 110 children or .9%** (Autism and Developmental Disabilities Monitoring Network Surveillance Year 2006 Principal Investigators (2009). Prevalence of autism spectrum disorders – Autism and Developmental Disabilities Monitoring Network, MMWR Surveillance Summary, Vol. 58, 1-29. 14 sites, United States, 2006: Centers for Disease Control and Prevention)

² Estimate based on a prevalence rate of 1 in 100 and people affected (parents, siblings, grandparent, individuals x 20 years.

I am sure you will agree an initiative of this nature is long overdue. If you would like more information on the Federal Government's CRC program you can visit www.crc.gov.au. If you are interested in becoming involved in this CRC you can contact myself (rob@barneveld.com.au), Professor Sylvia Rodger from the University of Queensland (s.rodger@uq.edu.au) or Dr Jill Ashburner from Autism Queensland (jill.ashburner@autismqld.com.au). I wish the bid team every success with this endeavour.

This year will be my eighth year as President of Autism Queensland and I have been nominated for a further two year term at this year's AGM. While I still enjoy my on-going involvement with the organisation, I am conscious of the need to ensure Autism Queensland has access to new ideas and a fresh approach to everyday challenges. To this end, I hope to develop a viable succession plan for the position of President of Autism Queensland Board of Management over the next two years.

I would like to close by thanking my fellow members of the Board of Management for their inputs and efforts over the past 12 months, particularly Gordon Dickson, our Treasurer, who has contributed significantly following restructure of the financial services department. I also congratulate Penny Beeston and her team for an outstanding effort in 2010, and know they are again up to the challenge in 2011.



Dr Robert van Barneveld
President, Board of Management



Chief Executive Officer's report

Penny Beeston
Chief Executive Officer



CEO's Reflection – 2010

2010 presented many challenges to not-for-profit organisations as the global financial crisis further impacted on the capacity of individuals, business and corporate entities to donate at their previous levels.

As reported in the 2009 Annual Report, Autism Queensland had already experienced the pressures of the GFC in the previous year: as a result, with the impact of the GFC still impacting, 2010 was a year of consolidation, review and continuous improvement across our systems.

Detailed Operational Reports for 2010 are contained within this document so I have taken the opportunity this year to reflect on how Autism Queensland navigates through the impact of global financial and environmental crises that continue to colour the global and local environment in which we function.

What I observe is that we have evolved into a dynamic, responsive and reputable Ecosystem that continues, in the face of change and challenge, to respond to the needs of people living with Autism.

Autism Queensland's Ecosystem – the Autism Queensland Circle

Autism Queensland is all about people. We are a social Ecosystem of support for children and adults with Autism and their families, with these individuals and families comprising the Inner Circle of our system.

Surrounding the Inner Circle is our Support and Response Circle where our talented, experienced and committed teams of board, management and staff ensure quality, evidence based, innovative best practice programs are underpinned by good governance and management and delivered within a comprehensive and caring support system.

The Sustaining Circle is the outer layer of the Ecosystem and is comprised of our stakeholders – those individuals, communities, businesses, government and non-government agencies that help us to support the lives of those in the Inner Circle.

Such an Ecosystem is complex with multiple streams of engagement across the system delivering positive change in the lives of those in the Inner Circle.

Engagement across the Autism Queensland Circle

At a Board and Senior Management level our engagement with decision makers in corporate, government and community sectors is crucial for obtaining necessary support to deliver services.

Professionals working within the Support and Response Circle provide quality services including early intervention, education, therapy services, family support, respite, accommodation support, learning, research, information and outreach support. These teams work closely with families to ensure services are flexible and responsive to families' needs.

These teams have multi-streams of communication which incorporate formal and informal modes of professional learning and development activities supported by Autism Queensland's professional practice panel and a cycle of continuous learning and development.

Where do you fit in Autism Queensland's Ecosystem?

The fact that you are reading this annual report makes you a part of the Autism Queensland Circle.

If you are from the Inner Circle, I welcome you, acknowledge your personal journey, and trust that Autism Queensland is making a tangible difference in your life. I encourage you to become even more involved in the Autism Queensland Circle. There are areas that Autism Queensland has previously not provided services but where we are aware of a growing need and we are engaging with government around these unmet needs, particularly in post school programs.

If you are from the Support and Response Circle, I am grateful to have your passion, commitment and expertise, wherever you are located in our organisation. Your layer of the Circle is very much at the "empathy, plan, respond and deliver" level – where your daily contribution is the active response to the need that lives at the heart of the Autism Queensland Ecosystem. Without your contribution and dedication, the system would fail to support the lives of people in our Inner Circle.

If you are part of our Sustaining Circle, you make a difference by taking an interest, recognising the need, and responding in a unique and vital way that reflects your individual, business, government or non-government capacity and influence.

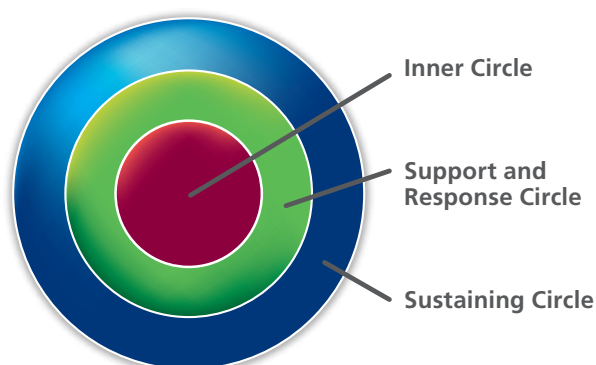
I take this opportunity to recognise and thank you for your trust, support, contributions, donations and funding which wrap around the Support and Response Circle. Your support provides the lifeblood that enables the Autism Queensland Ecosystem to function and to ensure those in the support level can deliver a tangible difference in the lives of people living with Autism.

I take this opportunity to thank our volunteer board of management, management team, staff, volunteers, donors and stakeholders for their support, dedication and contributions in 2010.

Penny Beeston
Chief Executive Officer

Autism Queensland's Ecosystem

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



Autism Queensland's Drivers



CHANGING PERCEPTIONS



ENHANCING CHOICE



CREATING OPPORTUNITY

Services overview

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

Services currently provided by Autism Queensland include:

Family Support Services

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

Outreach Services

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

Accredited, Independent Autism Specific Schools

Autism Queensland's schools provide a range of group placement options for school age children. Our students are grouped according to age, ability and needs with a maximum of six students per group. Students are supported throughout their placement utilising a multi-disciplinary team including teachers, teacher aides, social workers, psychologists, speech pathologists and occupational therapists. Attendance is part-time, for up to two years. Currently our schools have options for one, two and three days per week placements. These placements cater for students between the ages of Prep and 16 years.

Our schools are located at Brighton, on Brisbane's northside, and at Sunnybank Hills on the southside.

HomeAQtion Programs

This is a short term program offered by Autism Queensland to assist families with issues at home which impact participation at school. Programs are facilitated by a teacher from one of our schools. These programs are individually tailored to suit each family's needs and may occur either in the home or in one of our Centres.

EarlyAQtion Early Intervention Services – Brisbane, Rockhampton, Cairns and State-wide Outreach

Autism Queensland delivers a range of flexible and individualised early intervention services including intensive centre-based programs, short-term centre-based programs and outreach programs. Centre-based programs currently operate out of centres on the north and south side of Brisbane, Cairns and Rockhampton, and will shortly also operate out of Mackay. Outreach programs are delivered by teams at each of the centres to locations throughout Queensland including rural and remote communities. The Department of Communities' Autism Early Intervention Initiative funds the EarlyAQtion Programs operating out of Cairns, Rockhampton and Mackay.

Autism Advisor Program

Autism Advisors assess the eligibility for the Helping Children with Autism (HCWA) Early Intervention Funding Package. They provide advice and information to families about Early Intervention services and other related community and support services for young children with Autism and their families.

Respite Services

Autism Queensland provides two Centre based respite services for overnight and weekend respite. Autism Queensland also provides school holiday programs on both the north and south sides of Brisbane. These school holiday programs are offered during the Christmas holidays and one other holiday period throughout the year.

Support Groups

Autism Queensland facilitates 25 support groups in the local community across the state. These groups provide vital support for parents and families with individuals with Autism. These groups meet on a monthly basis and are a great source of local information for families. These groups provide a vital link to Autism Queensland and the services that are offered.

Accommodation Services

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

Professional Learning and Development Services

The Professional Learning and Development Team provides a range of seminars, practical workshops and courses across Queensland. Autism Queensland is also able to offer fully customised workshops and seminars to suit your specific needs as well as extended consultation sessions and individualised programs if requested.

Registered Training Organisation

Autism Queensland is a Registered Training Organisation (RTO) through the Queensland Department of Education and Training.

Research and Development

Autism Queensland has established a number of research programs in collaboration with local universities investigating a range of issues pertaining to therapy and education programs for children and youth with Autism. The Research and Development Team is also responsible for the collation and critical review of the evidence that underpins our service delivery and assists with the supervision of Autism research projects of PhD and Masters Students from local universities.

Fundraising

Autism Queensland is a not-for-profit organisation. Autism Queensland relies on donations to assist in the delivery of services and support to people with Autism and their families. Financial support from the community makes a vital contribution to the cost of specialist staff and equipment and the provision of services to people with Autism.

Information and Help Line

Autism Queensland operates a telephone (and e-mail) information and help line. We receive calls from families, people on the spectrum, carers, professionals and other supporting people with Autism from throughout the state. During 2010 the Information and Help Line responded to over 2600 calls and e-mails.



Brighton & Sunnybank school reports

Brighton School – Principal: Amra Bazdar
Sunnybank School – Principal: Jandee Laidlaw

Early Intervention Programs – Centre Based



Changing Perceptions

The completion of new special needs classrooms, funded by the Building the Education Revolution, was an exceptional highlight for both Schools. At Sunnybank this created the capacity for junior, middle and senior school areas and at Brighton this reduced the challenges associated with groups sharing classrooms.

Autism Queensland's appointment of a Senior Occupational Therapist and Speech Pathologist for ongoing professional support has further complimented the Schools' commitment to engagement with wider Autism Queensland colleagues for professional sharing and internal research. Both new and ongoing therapists are enjoying the capacity for professional extension and challenge.

Autism Queensland students participated in Professor Candida Peterson's, School of Psychology, University of Queensland research project "Children's Communication and Social Understanding". This is an international collaborative research project on children's social cognition and social understanding that is currently being funded by the Australian Research Council.

Advocacy continued to be a priority and area of strength for teachers and group therapists, with results from data collected by staff indicating that at least 80% of hours dedicated to outreach support from the Schools being centred on the provision of expert advice on the Autism related needs and issues affecting students, their families and mainstream Teachers. The School based psychologist and social worker further develop this area of expertise to improve case management for students and/or families where needed.

Throughout 2010, the Schools once again hosted QUT Service Learning Program students; UQ Occupational Therapy and

Speech Pathology 4th year students; Mater Medical students, TAFE students and volunteers through SANDBAG Sandgate & Bracken Ridge Action Group Inc.

Brighton School was successfully awarded funding for a sensory playground for its early intervention program through the Brisbane City Council Community Grants Program. The funds have given an opportunity to create an environment that encourages imaginative play and opportunity for social interaction.

Some highlights on the Schools' professional development calendar included: Positive Behaviour Support seminars by Dr Gary LaVigna Ph.D.; internal training session by Ben Furman, Speech Pathology Australia National Conference in Sydney; School Function Assessment training; Autism Queensland's Cooperate Collaborate & Create Symposium; A guide to using "Clinical Observations"; Autism and AAC – Research to Practice; Understanding and Helping Teenagers with Asperger's Syndrome by Minds & Hearts.

Being part of the Brighton and Sunnybank School teams comes with many rewards; however it can also be demanding. Autism Queensland acknowledges this and throughout 2010 staff were able to attend a 'wellness program' delivered through after hours group training sessions.



Enhancing Choice

2010 was a period of change to the Schools' model for 'group therapy'. Changes focused on offering increased opportunity for individualised and small group therapy sessions. Whilst this modification to the well established group therapy model required significant planning and coordination by the Schools' Therapy Team, feedback so far has been extremely positive from all – students, parents, group teachers and the therapy team!

Across the course of 2010, School staff worked on a review and rewrite of the Autism Queensland School Curriculum to bring it into alignment with the Queensland Studies Authority



(QSA) Key Learning Areas (KLAs). This document has brought together the specialised learning needs for students with Autism and the QSA areas of Language Learning and Communication – English, Early Numeracy – Mathematics, Health and Physical Education (HPE), Studies of Society and Environment (SOSE), Information and Communication Technologies (ICT). The future, of course, holds the new challenge of moving across to the Australian National Curriculum.

The Federal Funding through the Helping Children with Autism (HCWA) initiative has seen the increase of families being able to access both early intervention (centre based) placements and early school aged group placement.

The Family Support Team provided a number of programs and activities for families of students enrolled in the Schools. Of particular note as: the re-establishment of South/North side support groups through expressions of interest, consultation with parents and the development of partnerships with other interested service providers/agencies in the area which resulted in new venues and facilitators central to their communities; a Dad's outing barbeque and bush walk at Manly West; Care For Caring Parents Program across both Schools; Junior Siblings Groups and preparations for an overnight siblings camp for early 2011.



Creating Opportunities

The Digital Education Revolution is an initiative by the Australian Government aiming to bring substantial and meaningful change to teaching and learning in Australian schools. It is designed to prepare students for further education and training, jobs of the future and to live and work in a digital world. Sunnybank and Brighton Schools are also recipients of this funding and throughout 2010 the Schools were able to secure a laptop for each classroom, as well as equip each School's multimedia room with 6 Apple Mac Computers and server, providing opportunities for the two Schools to work collaboratively and utilise shared resources. In addition, both Schools facilitate active annual fundraising calendars that not only raise funds for necessary resources, but especially bring the School communities together for fun activities.

The Schools continue close collaboration with student's other educational placements, known as 'home schools'. Annual feedback surveys are provided to all 'home schools' and parents for the cohort of students enrolled and encourage honest anonymous feedback. Every year these results provide an invaluable source of information and ideas for further improvements, strengthening of relationships, and opportunities to provide more effective and targeted services.

Children's services

INCLUDING: Outreach Services, Professional Learning and Development Services, Kidstart Programs, Autism Spectrum Disorder Therapy Clinic, Autism Advisor Program and EarlyAQtion



Manager: Frances Scodellaro

2010 was a busy year for all Children's Services teams with an increase in demand for services seen by all teams. Highlights include:



Changing Perceptions

Training

- The Professional Learning and Development Services (PL&DS) team delivered a range of education and training programs. The team co-ordinated three major events as outlined below in addition to their full calendar of education and training programs.
- Autism Queensland's annual Symposium was held at the Sunshine Coast in August, with international keynote speaker Dr Glenys Jones from the Autism Centre for Education and Research, University of Birmingham.
- The Asperger Syndrome: Insights and Perspectives Forum was held in November 2010. The theme of the forum provided an opportunity for a range of presenters to discuss Asperger Syndrome from many viewpoints, including personal, family, education, research and workplace perspectives. Dr Kate Sofronoff delivered the keynote presentation. Personal accounts by people with Asperger Syndrome and by parents provided participants with an insight into some of the challenges and celebrations associated with their personal journeys.

Focus on raising
awareness

Advocacy

- During 2010 Autism Queensland's Outreach, PL&DS, Kidstart and Autism Advisor teams participated in a wide range of Professional Network Meetings, Forums and other events throughout Queensland to raise awareness of Autism and build capacity within the community to support people with Autism.
- Autism Queensland's Outreach team visited over 880 students with Autism in kindergartens and schools across Queensland to provide information and develop strategies to facilitate the best possible educational and personal outcomes for the student.



Enhancing Choice

Services Responses

- During 2010 the Autism Advisor Program (AAP) experienced a 40% increase in referrals to the program. Advisors were able to assist families to identify Panel Providers and to link them into a range of other government and non-government services.
- Autism Queensland further developed the range of Early Intervention Services offered in response to demand for flexible options and choice. These included: Centre-based programs at Sunnybank Hills, Brighton, Rockhampton and Cairns; Outreach Kidstart Programs; ASD Therapy Clinic Programs; and In-home, regional and CALD (culturally and linguistically diverse) Kidstart Programs.
- The PL&DS team delivered a range of new topics in 2010 including, Mental Health and Wellbeing of Adolescents on the Spectrum, Dealing with Bullying and Resilience, Difficult Moments with Young Children with Autism and a new series of workshops specifically for parents.

Regional Responses

- During 2010 Autism Queensland's multidisciplinary Outreach team visited students in 466 schools in regions across Queensland including rural and remote communities such as Weipa, Longreach, Charleville, Mt Isa and Palm Island. The Outreach team liaised regularly with local advisory groups and while in the regions attended Parent Support Group meetings and initiated Professional Network Meetings, Forums and Special Interest groups.
- The PL&DS Team developed and delivered a comprehensive range of programs for 2010 including events in most major regional centres and smaller regional centres. The team also developed Individualised Training Models and facilitated Individual Programs in regions across Queensland including Townsville, Cairns, Gold Coast, Sunshine Coast, Kingaroy and Mareeba.

- Five Autism Advisors are employed across Autism Queensland's centres and travel throughout the State.



Creating Opportunities

Service Responses

- The growing demand for support to remote and rural communities has led to the need to explore different program formats and communication strategies including use of web-based technologies, telephone interpreter services and extensive collaboration with local service providers.

Collaboration

- Throughout 2010 Children's Services teams continued to build on collaborative networks and partnerships with government and non-government agencies and parent groups. Collaboration between the AAP and Playgroups Queensland has led to new Playconnect playgroups being established. The PL&DS team has worked with Positive Partnerships and Early Days in the planning and delivery of new workshops in Queensland. Networking with services that support families from CALD backgrounds has led to an increase of referrals and support to these families during 2010 in the AAP.

The John Villiers Centre of excellence

Central Queensland

Team Leader: Gemma Smith

The EarlyAQtion Team in Central Queensland continued to grow and develop the service delivery in this area, having settled into the wonderful renovated building purchased by The John Villiers Trust Fund.



Changing Perceptions

EarlyAQtion staff have been involved in a number of local community events and activities. Of particular note:

- The establishment of a local Therapy Alliance Group, with participants from Education Queensland, Disability Services, Child and Family Health, Queensland Health, Cerebral Palsy League, Biloela Community Resource Centre and Emerald Early Childhood Development Unit.
- The planning and facilitation of a new 'Educator Support Group' (the Bee Hive) aimed at linking educators in schools, child care centres and kindergartens, sharing information and support.
- A presentation at an Autism Information evening in Emerald.
- A presentation to 4th year speech pathology students at James Cook University about career prospects in the Autism field.



Enhancing Choice

The continuation of the Federal Helping Children with Autism package, which includes funding for families to use to access approved early intervention services, facilitated the development of different programs.

Donations from Rotary Rockhampton South and the Inner Wheel Club of Rockhampton Sunset allowed the purchase of sensory room equipment and other resources that can be used at the Centre.



Creating Opportunities

There was continued growth in the array of services offered and the number of children and families supported. This was assisted by the gradual overcoming of the difficulties in recruiting staff in this area of Queensland. At the beginning of the year, the long-term vacancy of occupational therapist was finally filled and a psychologist commenced employment in the middle of the year.

Services included:

- Regional EarlyAQtion Outreach Programs were conducted with families in Bundaberg, Emerald, Gladstone, Biloela, Moura and Mackay.
- Two groups of children (6 children in each group) attended Centre-Based Group Programs.
- Three Play and Learn Playgroup Programs took place.



Centre of excellence

Far North Queensland

Coordinator Service Development: **Vivienne Freestone**

The EarlyAQtion Team in Far North Queensland had an incredibly busy and successful year in 2010. The excitement started with a new building up and running for the beginning of the school year, after being built from scratch over the Christmas holidays, through the donation of time, expertise and materials by local builder and parent of a child accessing EarlyAQtion services, Karl Maxa.

This beautiful new building was able to be celebrated at the official opening of the Cairns Centre in March. This ceremony was attended by the Minister for Disability Services, local politicians, representatives from many local community agencies, parents and family members of children receiving services.



Changing Perceptions

Staff from the EarlyAQtion Team in Far North Queensland were involved in a number of awareness-raising and fundraising events during 2010. These included:

- Professional development sessions for local education staff and parents
- The production of a short DVD about the Centre
- Participation in and donations from the Cairns Great Debate
- Several 'meet and greet' occasions at the Centre
- Involvement in the Cairns Autism Awareness Day and attendance by staff at a large variety of community events including Education Queensland interagency and Advisory Teachers' meetings, Positive Futures Forum, PlayConnect Playgroup and the Association of Self-Funded Retirees.



Enhancing Choice

The continuation of the Federal Helping Children with Autism Package, which includes funding for families to use to access approved early intervention services, facilitated the development of different programs.

Staff were trained to be able to deliver the Early Days Workshops, another part of the Helping Children with Autism package.



Creating Opportunities

The construction of the second building significantly increased the space available to the Far North Queensland EarlyAQtion Team, thereby enabling an increase in the number and array of services, which occurred dramatically throughout the year. 2010 started with services consisting of:

- Two groups of children (6 children in each group) attending Centre-Based Group Programs
- Two Play and Learn Playgroup Programs
- Nine Outreach Programs per term.

By year's end:

- There were four Centre-Based Group Programs (6 children in each group)
- A further three Play and Learn Playgroup Programs had taken place
- Over 30 Outreach Programs were delivered each term to areas including Port Douglas, Innisfail, and Atherton, as well as throughout Cairns
- A More Than Words Program was carried out in Term 3
- A weekly group therapy session in Innisfail had taken place
- A social skills group for 8 children had been run at a local primary school.



Disability services

Manager: Glenda Watkins



Changing perceptions

Support workers attended Autism specific workshops relevant to their roles and this year participated in Team Teach Training. Coordinators participated in Restrictive Practise Training at the Centre of Excellence Ipswich.

One of the Adult Accommodation houses is participating in a research program undertaken over a five year period with researchers from the Centre of Excellence Ipswich.

Disability Services has forged ongoing partnerships with a variety of organisations and government departments. These partnerships enable Autism Queensland to support clients to then link into the community enhancing their options to live a life of choice and opportunity.



Enhancing Choice

It's been another busy year for the clients and staff in Disability Services. We have been working collaboratively with the Department of Communities (Disability Services) and the Centre of Excellence at the University of Queensland Ipswich Campus around the implementation of the Restrictive Practise legislation. We are working to build best practise models of care that support people with a cognitive disability and challenging behaviours and to ensure that these quality practises are implemented in our services. The focus of the project across all Service Providers is on implementing Positive Behaviour Support Plans with input from clients, family, staff and health professionals to bring about a reduction in any restrictive practises and enhance the positive aspects of a person's life by providing them with control over their physical and social environment.

Autism Queensland's Adult Accommodation Services support adults with Autism. Lifestyle Support Workers assist individuals to develop their skills, abilities, interests and passions and support them to participate in their local community.

Autism Queensland has two respite services:

- Birralelee at Sunnybank, which is open on weekends for children with Autism. This service supports 40 families on a roster basis. The children make great use of the pool and playground at the Sunnybank School and sometimes visit local attractions.
- The house at Oxley provides support for 48 people with a disability, with complex needs. This service is open seven days a week.

The Holiday program in 2010 at Brighton and Sunnybank supported 60 children in the June holidays and at Christmas there were 70 children. As always there was a waiting list for cancellations. Autism Queensland is endeavouring to secure additional funding to run more comprehensive programs out of the Sunnybank campus.



Creating Opportunities

During 2010 Autism Queensland actively sought funding to provide Accommodation, Respite and Day Services. Autism Queensland has a strong commitment to provide these services to people in metropolitan and regional areas and we will continue to seek Government Funding to develop these services. Autism Queensland's Computer and Movie Club and the Friday night Rec Group had another successful year. The clubs runs to capacity every week for adolescents and young adults.



Quality Management Systems

In 2010 Autism Queensland implemented work on its new Quality System. The AQQA (Autism Queensland Quality Assurance) system will sit across the entire organisation, rather than having a number of systems with different compliance demands. This required collaboration in developing effective systems and processes with involvement from clients, families and staff. In 2010 we were audited by the Institute for Healthy Communities, an independent body accredited with the Department of Communities for the recertification of Autism Queensland's Certificate of Quality Management Systems. We were audited against all ten Disability Service Standards and achieved recertification with no nonconformities in all ten standards. This was an outstanding result achieved with the commitment of all staff involved in the process.

Autism Queensland was involved in the medium sized business initiative, a state wide education and audit campaign that aims to create healthier and safer workplaces by working with every medium sized business in Queensland. The inspection focused on assessing the effectiveness of health and safety systems, and identifying opportunities for improvement. We received no nonconformances or notices for improvement

Autism Queensland was audited by the Queensland Fire Service during 2010. The existing plan was revised and a comprehensive fire safety management plan was formulated and embedded into the organisation. An inspection was carried out by the local brigade against the Fire Safety Regulations 2008.

Research & development

THE DEVELOPMENT AND SUPPORT OF RESEARCH PROGRAMS

Manager: Dr Jill Ashburner

Autism Queensland aims to develop and support research that will enhance the potential of individuals with ASD to achieve valued life outcomes and improve the quality of life of people with ASD and their families.



Support and advocacy for autism research and services for people with ASD

Leading a bid for an Australian Autism Cooperative Research Centre

Cooperative Research Centres (CRC's) are an initiative of the Federal Government aimed at delivering economic, environmental and social benefits to Australia through end-user driven research partnerships. During 2010, a proposal for a bid for a CRC focusing on autism research was initiated by Autism Queensland in collaboration with the University of Queensland. A Scoping and Information Workshop held in Brisbane in September was attended by 63 interested participants representing families of people with ASD, 10 universities, 4 hospitals/Medical Research Institutes, 7 organisations that provide services to people with ASD and 5 federal/state education, health and disability services. The participants were unanimous in their support for a bid for a CRC in ASD. To date seven organisations have committed to being core participants of the proposed CRC. They include Autism Queensland, the University of Queensland, Queensland University of Technology, Curtin University, University of Western Australia, University of New South Wales and La Trobe University. The bid team includes Dr. Robert van Barneveld (co-chair) (President of the Autism Queensland Board of Management who has many years experience with the CRC program), Professor Sylvia Rodger (co-chair) from the University of Queensland and Dr. Jill Ashburner from Autism Queensland. Currently, the bid team is seeking further involvement from other organisations including private enterprise and service providers. The details of the core research programs to be undertaken by the proposed Cooperative Research Centre are also currently being mapped out.

Supporting local autism researchers

The Research and Development Department regularly supports research that promises to inform future directions of services for individuals with ASD by advertising their projects to potential participants.

Supporting undergraduate and post-graduate education

The Manager, Research and Development regularly presents to University of Queensland occupational therapy students on ASD and is currently co-supervising three higher degree research students on a range of topics including: (a) the experiences of adolescents with ASD and their families of exclusion from mainstream education; (b) the post-school transitioning for young people with ASD, and (c) the sensory experiences of adolescents with ASD.

Sharing research findings through publications and conference presentations

During 2010, the Manager, Research and Development presented current research findings at a range of state and national seminars, including the National Australasian Society for Study of Intellectual Disability Conference, the ASD Occupational therapy Interest Group, the Autism Queensland Symposium on the Sunshine Coast and a Queensland Health state-wide video-conference. She also co-authored for an article for the Australian Occupational therapy Journal titled Helping children with autism spectrum disorders and their families: are we losing our occupation-centred focus (Rodger, Ashburner, Cartmill, & Bourke-Taylor, 2010). An article on the introduction of keyboarding to children with autism who have difficulty handwriting is currently being reviewed by another journal.

Advocating for mental health services for adults with ASD

During 2010, the Manager Research & Development contributed to a working party and provided input into a briefing paper on Mental Health Services for Adults with Intellectual and Developmental Disability, and Adults with Acquired Brain Injury and Other Neurological Condition on behalf of Autism Queensland.

Improving
quality
of life

Current Autism Queensland research programs

The following Autism Queensland research programs will add to our understanding of ASD and the effectiveness of current interventions:

- The study “Auditory processing and classroom educational, behavioural and emotional outcomes in children with autism spectrum disorder” aims to investigate the associations between the auditory processing of children with ASD and their academic performance, attention and social skills in the classroom. During 2010, 12 children were assessed and further assessments are planned for early 2011. This research is being conducted in collaboration with Dr Wayne Wilson (Audiology), Professor Jenny Ziviani (Occupational Therapy), Dr Kate Sofronoff (Psychology) and Dr. Wendy Arnott (Speech Pathology) from the University of Queensland.
- A study funded by the Occupational Therapists Board of Queensland on “Current Practices, Training and Professional Development Needs of Occupational Therapists who Provide Services to People with Autism Spectrum Disorders in Queensland” was completed in 2010. The study was conducted in collaboration with Professor Sylvia Rodger and Professor Jenny Ziviani from the University of Queensland. The results of the thorough survey were analysed and a comprehensive report was delivered to the Occupational therapists Board of Queensland.
- The Occupational Therapists Board of Queensland also funded an action research project on “Developing an Integrated Professional Development Program: Evidence-based Occupational Therapy for People with Autism Spectrum Disorders”. This study is also being conducted in collaboration with Professor Sylvia Rodger and Professor Jenny Ziviani from the University of Queensland. During 2010, a 3-day workshop and mentoring program for occupational therapists was developed and will run in Brisbane in February, 2011 and in Townsville in May, 2011. This program will be extensively evaluated.
- In late 2010, a consortium between Autism Queensland and Queensland University of Technology successfully applied for a grant from the Trust Philanthropic Company for a study on “Experiencing Bullying: Young People with Autism Spectrum Disorders and their Families”. This project will aim to develop a comprehensive understanding of bullying in adolescents with ASD through surveys and focus groups. Information on the prevalence, understanding and effects of bullying will be shared through seminars to teachers of students with ASD in Brisbane and regional centres in Queensland during the second phase of the study.

Promotion of evidence-based practice at Autism Queensland

- A senior occupational therapist and senior speech pathologist were employed in 2010 and are supervised by the Manager Research and Development. These senior professionals provide regular supervision and professional support to our occupational therapists and speech pathologists with the aim of ensuring that our services are informed by current evidence.

Supporting Autism
research



Fundraising & marketing

Manager: Paula Davidson

2010 was a year of change for the Fundraising and Marketing Team. The Fundraising and Marketing team developed a new vision to; develop a commitment to internal and external philanthropy that results in community impact gifts that make an overall impact on Autism Queensland whilst increasing awareness, product placement and community interaction and support throughout Queensland. In order to achieve this we launched a new website with full online giving and event integration services allowing even our regional families to stay connected with the rest of the Autism Queensland family. This new facility saw a steep increase in individual donors particularly as our first online campaign was launched.

In early 2010 Autism Queensland Fundraising and Marketing team received our first big win for the year, being the chosen benefactor of the 2010 Sunday Mail Suncorp Bridge to Brisbane which saw Autism Queensland's name and branding spread far and wide placing us in a new space within the not-for-profit sector. Whilst the growth of our volunteer database and our branding and community interaction was excellent, it was the cheque hand-over in November for \$280,000 to

help Early Invention Programs throughout Queensland that was the real milestone. This Queensland landmark event saw an increase of 490 active volunteers in our 'Friends of Autism' database – a group which continues to grow and make change and social impact every day.

On behalf of the entire team and the thousands of families who benefit from our services we would like to thank our donors, sponsors and supporters for their 2010 contributions. Whilst 2010 was a challenging year with the GFC and donor fatigue we were pleased to see a growth in our donor database and community fundraisers. We were thrilled to receive major donations from a variety of new trust and foundations in 2010 which in turn assisted in partnering with corporates through our applied sponsorship program.

Whilst donor fatigue was front of mind we saw community groups rally together and in particular, this was at its peak in North Queensland where the local community rallied to build a new addition to our Cairns Centre resulting in a terrific win for Autism Queensland. This amazing philanthropic utopia saw over 200 businesses and a further 150 individuals donate goods and services to build a state-of-the-art extension to our existing Centre in only a few short weeks.



This regional growth encouraged new additions to our 2010 special events calendar introducing new events reaching new geographic locations with our first cocktail party in Cairns and inaugural gala ball on the Gold Coast, both successful events which sold out almost immediately. We thank all our donors and the community for taking part in our inaugural events.

We were very proud to take our largest annual state-wide fundraising and marketing campaign to a new level, running community service announcements on television and radio with the help of Austereo, 96.5fm and Network 10, encouraging not only schools but corporate businesses to Dress Differently on Dress Differently Day. As a result, 2010 saw an increase of 25% in participating schools and even more corporates challenging their employees to Dress Differently for the cause.

The global financial crisis gave us time to focus energies on our legacy program where we partnered with law firms and trust companies to expand our legacy and bequest program which was launched in 2009. We are forever grateful to those people who bequeathed money to us in 2010 for their generous foresight and difference they have made to those living with Autism throughout Queensland.

In 2011 we will be focusing our efforts on expansion and advancement and thus establishing a new major gifts and community giving program to attract new donors as we continue to build on the successes of 2010. The Fundraising and Marketing team believes that irrespective of financial fluctuations and donor fatigue, supporters have become more interested in social impact gifts and giving to programs where they can see immediate impact. On behalf of all the team at Autism Queensland, we thank all our supporters for your continued generosity.



2010

supporters

thanks  seriously

CLAYTON UTZ

John Villiers
The Trust



Kevin Seymour



Funded by



*Autism Queensland appreciates the support of all donors, contributors and sponsors.
The above listed contributors gave more than \$10,000 throughout 2010.*

imagine the
difference
you are making



Human resources

Manager: Alison Geale

In early 2010 growth and development remained the focus of Human Resources at Autism Queensland. Our numbers continued to swell, peaking mid year at 205 or 154 full time equivalent employees. The fresh enthusiasm and creative energy of our many new team members was welcomed by Autism Queensland veterans. New people with fresh eyes question old ways of doing things and in a learning organisation constantly striving for best practice, the challenge for many of us has been to keep up – both with our new colleagues and with their professional development needs.

An important initiative in meeting this challenge, and part of our attraction and retention strategy was the addition of two new Senior Therapist positions to the Research and Development team. These experienced professionals form part of Autism Queensland's Professional Practice Panel

and work closely with line managers in identifying and addressing the professional development needs of our many Speech Pathologists and Occupational Therapists working across the School and Children's Services teams.

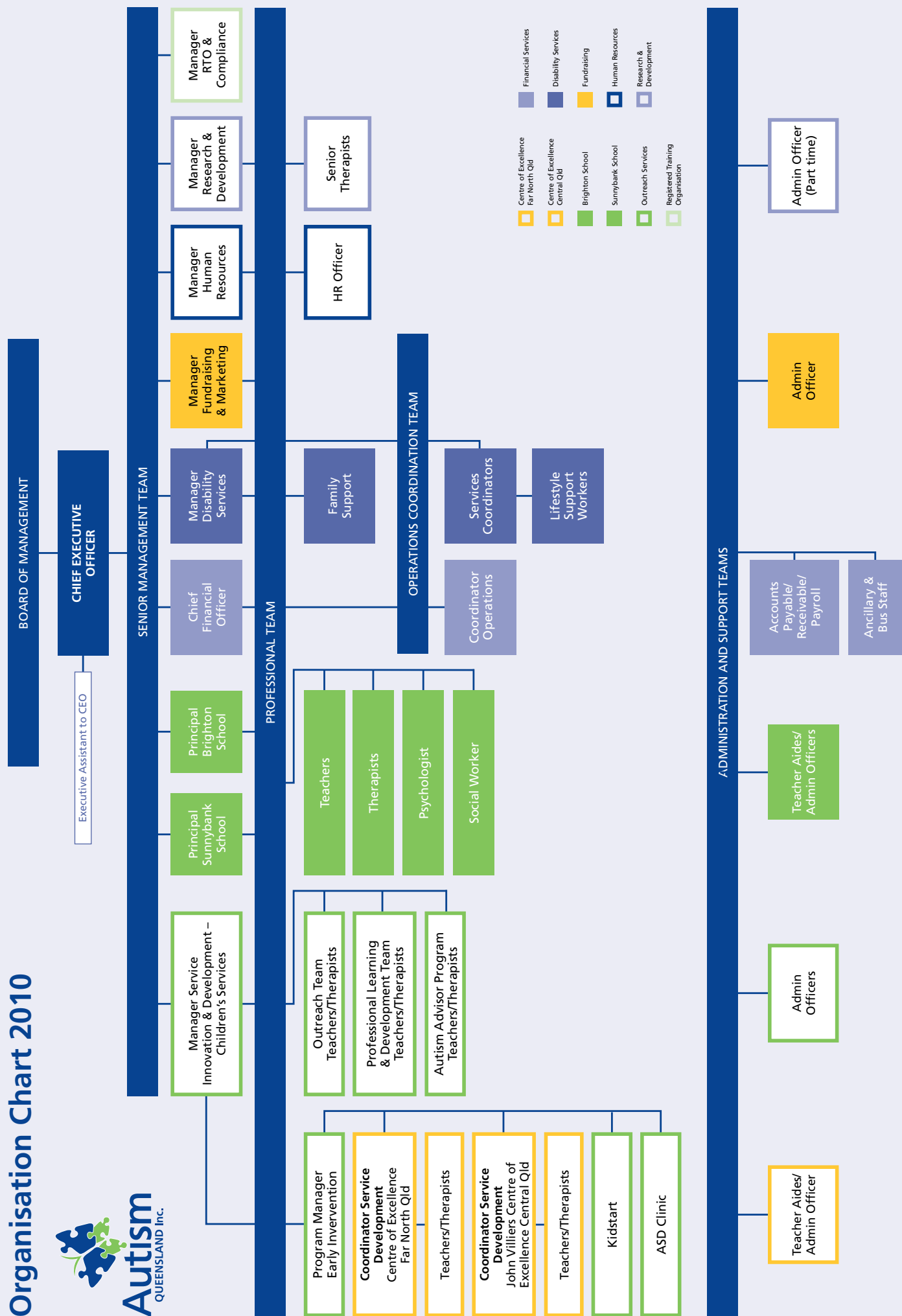
As Autism Queensland began to really feel the harsh effects of the Global Financial Crisis, the focus of HR in the latter half of 2010 shifted away from growth and towards consolidation. Working smarter, pulling together as one and achieving economies across service areas became shared goals driven by the need to do more with less. These goals sit comfortably with Autism Queensland's commitment to further developing a culture of innovation and continuous improvement. Working together under the guidance of our Quality team, line managers and front line staff members embraced the Autism Queensland Quality Assurance programme launched in February. We were all encouraged in our efforts by the successful outcome of both the Workplace Health and Safety and Quality audits conducted in the second half of the year

The Autism Queensland Collective Agreement (2007) – also known as our EBA (Enterprise Bargaining Agreement) – will be renewed in 2011. The EBA is the framework that connects all of our many and varied industrial Awards and major employee groups under one umbrella. Consultation and negotiations towards development of this new agreement commenced in 2010 and will continue in 2011, culminating in a document which outlines the employment terms and conditions of 85 percent of our workforce.

Our Annual Team Appreciation Day in January was a tremendous opportunity to bring together Autism Queensland's human resources and to set the stage for a year which was to require all of our combined strength, talent and dedication. We ended the year perhaps a little weary but certainly stronger and richer for the experience. It is indeed a privilege to be part of such a unique organisation and to invest our time at work in the Mission of Autism Queensland.



Organisation Chart 2010



Support groups



The Minister for Disability Services & Multicultural Affairs, Annastacia Palaszczuk MP opening the new Centre of Excellence in Cairns, with Curtis Pitt MP, the Member for Mulgrave.

Ayr ASD Support Group

Bowen ASD Support Group

Brighton ASD Support Group

Bundaberg ASD Support Group

Cairns ASD Support Group

Emerald ASD Support Group

Gladstone ASD Support Group

Gold Coast ASD Support Group

Innisfail ASD Support Group

Mackay ASD Support Group

Maryborough ASD Support Group

Moranbah ASD Support Group
(Coalfields)



North Qld ASD Support Group
(Townsville)

Redlands ASD Support Group (Cleveland)

Rockhampton ASD Support Group

Stanthorpe ASD Support Group

South Burnett ASD Support Group
(Kingaroy)

Sunnybank Hills ASD Support Group

Sunnybank Hills Parents of Adults with
ASD Support Group

Sunshine Coast ASD Support Group

(The Gap) ASD Carer's Support Group

Toowoomba ASD Support Group

Tully ASD Support Group

Warwick ASD Support Group

Yeppoon ASD Support Group

Financial statements

TREASURER'S REPORT 2010

The operating surplus as at 31 December 2010 was \$178,355 which was an encouraging result given the effect that the GFC has had on all sectors, not least the not-for-profit. With the addition of a donation of \$300,000 building in Cairns and a further \$850,000 from the Building the Education Revolution initiative for our school buildings the final reportable surplus attributable to members for 2010 was \$1,328,355.

Revenue

The total revenue for 2010 was \$12,679,303 an increase of \$1,937,695 or 17.0% more than that achieved in 2009.

- Subsidies received increased by \$1,202,474 reflecting growth in services in 2010.
- While fundraising was constrained by the tightened economic climate Fundraising activities increased by \$259,081 with Autism Queensland being the major beneficiary of the Sunday Mail, Suncorp Bridge to Brisbane fun run.
- A successful Symposium, key training events and new fee for service programs also contributed to the net positive outcome.

Expenditure

Total expenditure for the year was \$12,500,948 compared to \$11,308,567 in 2009. This increase of \$1,192,381 or 10.5% more than 2009 came about by a general increase in all costs but it was well controlled by management and the systems that have been implemented.

Assets

The total assets for Autism Queensland are now \$12,682,295 which was an increase of \$2,508,403 over 2009. This was achieved with the recognition of the two buildings valued at \$1,150,000, as mentioned earlier. Our Land & Buildings were last independently valued some years ago and after seeking the advice of a recognised third party they were increased by \$1,434,793.

Liabilities

Through prudent management, the Autism Queensland's total liabilities were reduced by \$259,776 from last year to \$4,052,932.

Summary

These financial results were achieved by effective and efficient administration which continued to assist our growth plus allow staff of Autism Queensland to concentrate on providing quality services to people with Autism and their families.

It is exciting that the organisation continues on a trajectory of sound growth. The Board of Management and staff are committed to continue providing high quality services and identifying strategic revenue opportunities.

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

On behalf of the Board, I would like to thank all the staff for their commitment and dedication to ensuring the delivery of highly valued services and their achievement of an outstanding financial result given the current economic climate.



Gordon Dickson
Treasurer

INCOME STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2010

	Note	2010 \$	2009 \$
INCOME			
Subsidies received		9,788,072	8,585,598
Clinic services		182,115	179,750
Program fees		341,454	139,771
Interest received		12,487	12,635
Dividends received		2,217	1,125
Fundraising activities		610,546	351,465
Subsidies – capital items		77,169	260,962
Membership fees		36,380	44,058
Rent received		-	10,800
Levies		970,414	575,091
Profit on disposal of fixed assets		(165)	(2,348)
Professional workshops		552,396	527,745
Sundry income		106,218	144,956
		<u>12,679,303</u>	<u>10,831,608</u>
EXPENDITURE			
Adult services		3,229,606	2,992,596
Children's services		4,658,095	4,316,730
Fundraising - general		463,300	447,413
Membership		33,975	29,046
Outreach services		1,824,610	1,879,203
Administration		1,296,251	1,027,318
Training		546,764	238,631
Depreciation and amortisation	2	339,742	308,232
Finance costs	2	108,605	69,398
		<u>12,500,948</u>	<u>11,308,567</u>
Profit/(Loss) before donations and capital grants		<u>178,355</u>	<u>(476,959)</u>
Donation for Regional Services – John Villiers Trust		-	464,757
Donation of Cairns Building		300,000	-
BER Schools Capital Funding		850,000	-
PROFIT/(LOSS) BEFORE INCOME TAX		<u>1,328,355</u>	<u>(12,202)</u>
Income tax expense		-	-
PROFIT/(LOSS) FOR THE YEAR		<u>1,328,355</u>	<u>(12,202)</u>
PROFIT/(LOSS) ATTRIBUTABLE TO MEMBERS		<u>1,328,355</u>	<u>(12,202)</u>

The accompanying notes form part of this financial report.

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2010

	Note	2010 \$	2009 \$
Profit/(loss) for the year		1,328,355	(12,202)
Other Comprehensive Income after income tax			
Net gain on revaluation of land and buildings		1,434,793	-
Net gain on revaluation of financial assets		<u>5,031</u>	<u>3,415</u>
Other comprehensive income for the year, net of tax		<u>1,439,824</u>	<u>3,415</u>
Total comprehensive income for the year		<u><u>2,768,179</u></u>	<u><u>(8,787)</u></u>
Total Comprehensive Income attributable to members of the association		<u><u>2,768,179</u></u>	<u><u>(8,787)</u></u>

The accompanying notes form part of this financial report.

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2010

	Note	2010 \$	2009 \$
CURRENT ASSETS			
Cash and cash equivalents		402,265	132,798
Trade and Other Receivables	3	214,238	323,062
Inventory	4	18,402	68,156
TOTAL CURRENT ASSETS		<u>634,905</u>	<u>524,016</u>
NON-CURRENT ASSETS			
Property, plant and equipment	5	11,942,160	9,551,894
Trade and Other Receivables	3	-	-
Financial assets	6	105,230	97,982
TOTAL NON-CURRENT ASSETS		<u>12,047,390</u>	<u>9,649,876</u>
TOTAL ASSETS		<u>12,682,295</u>	<u>10,173,892</u>
CURRENT LIABILITIES			
Trade and Other Payables	7	1,258,816	1,764,766
Financial liabilities	8	886,540	675,028
Provisions	9	383,039	337,839
TOTAL CURRENT LIABILITIES		<u>2,528,395</u>	<u>2,777,633</u>
NON-CURRENT LIABILITIES			
Financial liabilities	8	880,787	952,200
Provisions	9	643,750	582,875
TOTAL NON-CURRENT LIABILITIES		<u>1,524,537</u>	<u>1,535,075</u>
TOTAL LIABILITIES		<u>4,052,932</u>	<u>4,312,708</u>
NET ASSETS		<u>8,629,363</u>	<u>5,861,184</u>
MEMBERS FUNDS	10		
Accumulated funds		2,689,275	1,360,920
Revaluation reserve		5,940,088	4,500,264
TOTAL MEMBERS FUNDS		<u>8,629,363</u>	<u>5,861,184</u>

The accompanying notes form part of this financial report.

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2010

	Retained Earnings \$	Revaluation Reserve \$	Total \$
Balance as at 1 January 2009	1,373,122	4,496,849	5,869,971
Profit/(Loss) attributed to members	(12,202)	-	(12,202)
Total Other Comprehensive Income for the year	-	3,415	3,415
Balance as at 31 December 2009	1,360,920	4,500,264	5,861,184
Profit/(Loss) attributable to members	1,328,355	-	1,328,355
Total Other Comprehensive Income for the year	-	1,439,824	1,439,824
Balance as at 31 December 2010	2,689,275	5,940,088	8,629,363

The accompanying notes form part of this financial report.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2010

	Note	2010 \$	2009 \$
Cash Flows from Operating Activities			
Subsidies received		10,266,879	9,444,158
Payments to suppliers and employees		(11,284,334)	(10,333,174)
Received from fundraising		610,546	346,465
Other proceeds		1,627,761	1,056,960
Donation for regional services		-	464,757
Interest received		12,487	12,635
Interest paid		(108,605)	(69,398)
Net Cash Flows from Operating Activities	13(b)	<u>1,124,734</u>	<u>922,403</u>
Cash Flows from Investing Activities			
Payments for investments		-	-
Payments for property, plant and equipment		(1,013,547)	(1,859,925)
Proceeds from sale of fixed assets		18,182	111,818
Net Cash Flows from Investing Activities		<u>(995,365)</u>	<u>(1,748,107)</u>
Cash Flows from Financing Activities			
Proceeds from borrowings		107,312	640,000
Repayment of borrowings		(147,530)	(62,230)
Net Cash Flows from Financing Activities		<u>(40,218)</u>	<u>577,770</u>
Net Increase/(Decrease) in Cash Held		<u>89,151</u>	<u>(247,934)</u>
Opening Cash Brought Forward		<u>(402,509)</u>	<u>(154,575)</u>
Closing Cash Carried Forward	13(a)	<u>(313,358)</u>	<u>(402,509)</u>

The accompanying notes form part of this financial report.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2010

NOTE 1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards and the Associations Incorporation Act 1981 (Queensland).

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions to which they apply. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

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

Income Tax

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

Government Subsidies

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

Fixed Assets

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

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

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

Leased Assets

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

Operating Leases

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

Finance Leases

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

NOTE 1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

A lease liability of equal value is also recognised.

Capitalised leased assets are depreciated over the shorter of the estimated useful life of the assets and the lease term. Minimum lease payments are allocated between interest expense and reduction of the lease liability with the interest expense calculated using the interest rate implicit in the lease and charged directly to the balance sheet.

Cash and Cash Equivalents

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

Employee Entitlements

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

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

Financial instruments

Initial recognition and measurement

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

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

Classification and subsequent measurement

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

Available-for-sale financial assets

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

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

Fair value

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

Impairment

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

NOTE 1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Comparative Figures

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

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

Goods and Services Tax (GST)

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

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

New Accounting Standards for Application in Future Periods

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods and which the association has decided not to early adopt.

Going Concern

The financial statements have been prepared on a going concern basis as the Board of Management believe that with the ongoing support of both State and Commonwealth funding the association will be able to pay its debts as and when they fall due and payable, notwithstanding the association's deficiency of net current assets of \$1,893,490 (2009 - \$2,253,617) and the operating profit of \$1,328,355 (2009– Deficit \$12,202).

Included with current liabilities are unexpended grant funds of \$393,077 for which costs will be incurred in the next financial period. Further grant funds of over \$2 million were received in January 2011 together with an agreed bank overdraft limit facility of \$1 million. The Board of Management believe that such financial support will continue to be available.

	2010 \$	2009 \$
NOTE 2 OPERATING (DEFICIT)/SURPLUS		
Finance costs		
Interest expense	108,605	69,398
Depreciation of non-current assets		
Buildings	156,556	117,256
Furniture and equipment	159,320	157,598
Motor vehicles	23,866	33,378
	<u>339,742</u>	<u>308,232</u>
Employee Benefits Expense		
Wages and salaries	8,478,104	7,940,945
Workers compensation	86,794	73,263
Superannuation costs	746,734	682,869
	<u>9,311,632</u>	<u>8,697,077</u>
<i>Employee benefits are allocated across the services provided as noted in the Income Statement</i>		
The number of employees of the association as at 31 December	<u>195</u>	<u>191</u>
NOTE 3 TRADE AND OTHER RECEIVABLES		
Current		
Trade debtors	85,287	207,847
Doubtful debts provision	(11,344)	(32,555)
	<u>73,943</u>	<u>175,292</u>
Prepayments and deposits held	117,684	143,538
Other debtors	22,611	4,232
	<u>214,238</u>	<u>323,062</u>
Non-Current		
Trade debtors	—	—
	<u>—</u>	<u>—</u>
NOTE 4 INVENTORY		
Current		
Merchandising stock	36,804	68,156
Provision for stock obsolescence	(18,402)	—
	<u>18,402</u>	<u>68,156</u>
NOTE 5 PROPERTY, PLANT AND EQUIPMENT		
Land at fair value	<u>3,995,000</u>	<u>3,110,000</u>
Buildings at fair value	6,108,595	5,131,142
Less: Accumulated depreciation	-	(391,532)
Total written down value of buildings	<u>6,108,595</u>	<u>4,739,610</u>
Property Improvements at cost	472,789	230,876
Less: Accumulated depreciation	(36,132)	(18,698)
Total written down value of property improvements	<u>436,657</u>	<u>212,178</u>

	2010 \$	2009 \$
NOTE 5 PROPERTY, PLANT AND EQUIPMENT (continued)		
Motor vehicles at cost	227,997	208,544
Less: Accumulated depreciation	(163,741)	(139,875)
Total written down value of motor vehicles	64,256	68,669
Furniture and equipment at cost	2,660,336	2,584,806
Less: Accumulated depreciation	(1,322,684)	(1,163,369)
Total written down value of furniture and equipment	1,337,652	1,421,437
Promotion film at cost	8,971	8,971
Less: Accumulated depreciation	(8,971)	(8,971)
Total written down value of promotion film	–	–
TOTAL PROPERTY, PLANT AND EQUIPMENT	11,942,160	9,551,894
Movement in Non-Current Assets		
Land		
Balance at beginning of the year	3,110,000	3,110,000
Revaluation in the audit period	885,000	–
	3,995,000	3,110,000
Buildings		
Balance at beginning of the year	4,739,610	3,650,715
Additions/Reclassification	1,200,227	1,200,379
Disposals	319,542	–
Depreciation	(150,784)	(111,484)
	6,108,595	4,739,610
Property Improvements		
Balance at beginning of the year	212,178	217,950
Additions/Reclassification	237,156	–
Depreciation expense	(12,677)	(5,772)
	436,657	212,178
Motor Vehicles		
Balance at beginning of the year	68,669	108,121
Additions/Reclassification	37,785	108,092
Revaluation in the audit period	(18,332)	(114,166)
Depreciation expense	(23,866)	(33,378)
	64,256	68,669
Furniture and Equipment		
Balance at beginning of year	1,421,437	1,027,581
Additions/Reclassification	75,535	551,454
Depreciation expense	(159,320)	(157,598)
	1,337,652	1,421,437

	2010 \$	2009 \$
NOTE 6 FINANCIAL ASSETS		
Non-Current		
Available-for-sale financial assets	105,228	97,980
Investment in subsidiary company	2	2
	<u>105,230</u>	<u>97,982</u>

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

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

NOTE 7 TRADE AND OTHER PAYABLES

Current		
Trade creditors	233,935	151,330
Other creditors and accruals	631,804	765,637
Subsidies in advance and unexpended funds	393,077	847,799
	<u>1,258,816</u>	<u>1,764,766</u>

NOTE 8 FINANCIAL LIABILITIES

Current		
Bank loans – Westpac Banking Corporation	<u>886,540</u>	<u>675,028</u>
Non-Current		
Bank loans – Westpac Banking Corporation	<u>880,787</u>	<u>952,200</u>
<i>Included with the interest bearing liabilities at the reporting date is the bank overdraft facility with Westpac Banking Corporation.</i>		
WBC bank overdraft	<u>715,623</u>	<u>535,307</u>

In the previous audit period the average floating interest rate for the overdraft was 8.70%.

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

1st Mortgage:	Children's Crisis Care – 121 Jackson Road, Sunnybank Hills	(121 Jackson Road)
1st Mortgage:	Children Respite Residence – 331 Jackson Road, Sunnybank Hills	(Rockhampton)
1st Mortgage:	Therapy Centre – 136 North Road, Brighton	(136 North Road)
2nd Mortgage:	Therapy Centre – 437 Hellawell Road, Sunnybank Hills	(Rockhampton)

NOTE 9 PROVISIONS

Current		
Employee entitlements	383,039	337,839
	<u>383,039</u>	<u>337,839</u>
Non-Current		
Employee entitlements	543,750	482,875
Building provisions	100,000	100,000
	<u>643,750</u>	<u>582,875</u>

	2010 \$	2009 \$
NOTE 10 ACCUMULATED FUNDS AND RESERVES		
Accumulated Funds		
Brought forward at beginning of year	1,360,920	1,373,122
(Deficit)/Surplus for year	1,328,355	(12,202)
Carried forward at end of the year	2,689,275	1,360,920
Asset Revaluation Reserve		
Brought forward at beginning of year	4,496,849	4,496,849
Revaluation increments	1,434,793	-
Carried forward at end of the year	5,931,642	4,496,849
Unrealised Gain Reserve		
Brought forward at beginning of year	3,415	-
Revaluation increments/(decrements)	5,031	3,415
Carried forward at end of the year	8,446	3,415
Total Revaluation Reserve	5,940,088	4,500,264

The unrealised gain reserve records changes in the fair value of investments in listed securities held by the association.

NOTE 11 COMMITMENTS AND CONTINGENT LIABILITIES

Contingent Liability – Residual Financial Interest of the Commonwealth and State

Commonwealth

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

The residual interest of the Commonwealth amount is: 2010: \$1,674,854 (2009: \$868,267)

State

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

The residual interest of the State amount is: 2010: \$517,541 (2008: \$544,780)

Operating lease commitments

Operating lease commitments are payable:

Within one year	136,271	136,271
One year or later but no later than five years	141,432	277,703
Commitments not recognised in the financial statements	277,703	413,974

2010
\$

2009
\$

NOTE 12 SEGMENT INFORMATION

The Association operated predominantly in the Educational welfare support of those with ASD within Australia.

NOTE 13 CASH FLOW RECONCILIATION

(a) Reconciliation of Cash

Cash Balance comprises of:

Cash at Bank and On Hand

Bank Overdraft

402,265

132,798

(715,623)

(535,307)

(313,358)

(402,509)

(b) Reconciliation of surplus for the year to funds from operation

Profit/(Loss) for the Year

1,328,355

(12,202)

Donation of building at Cairns

(300,000)

-

Provision for stock obsolescence

18,402

-

Unrealised (gain)/loss on investment

(2,217)

(4,591)

Depreciation

339,742

308,232

Provisions and bad debts

84,864

92,443

Profit on sale of non-current assets

165

2,348

Changes in assets and liabilities

Receivables

130,035

(75,034)

Inventory

31,352

(61,156)

Creditors and accruals

(505,964)

672,363

Net Cash Flow from Operating Activities

1,124,734

922,403

NOTE 14 RELATED PARTY TRANSACTIONS

No members of the management committee have entered into a material contract since the end of the financial year and there were no material contracts involving management committees' interests existing at year end.

NOTE 15 EVENTS SUBSEQUENT TO BALANCE DATE

Subsequent to the end of the financial year, the Association received confirmation that it would receive funding for the provision of services in Mackay from Disability Services Funding.

No other events have occurred up until the date of this report which have not been previously brought to account in the financial statements for the year ended 31st December 2010

2010
\$

2009
\$

NOTE 16 FINANCIAL INSTRUMENTS

a. Financial Risk Management Policies

The Association's financial instruments consist mainly of deposits with banks, accounts receivable and payable.

The Association does not have any derivative instruments at 31 December 2010.

The totals for each category of financial instruments, measured in accordance with AASB 139 are as follows:

Financial assets

Cash and cash equivalents	402,265	132,798
Trade and other receivables	214,238	179,524
Available-for-sale financial assets		
– equity investments	105,230	97,979
Total financial assets	721,733	410,301

Financial liabilities

Trade and other payables	1,230,816	1,764,766
Borrowings	1,767,327	1,627,228
Total financial liabilities	2,998,143	3,391,994

Financial Risk Management Policies

The association's Board, Chief Executive Office and Chief Financial Officer (Management) monitor and manage financial risk exposures of the association. By way of regular assessment of the association's transactions and reviews of the effectiveness of controls relating to credit risk, financial risk and interest rate risk.

The organisation's overall risk management strategy seeks to ensure that the association meets its financial targets, while managing the cyclic nature of its cash flow.

Specific Financial Risk Exposures and Management

The main risks the association is exposed to through its financial instruments are interest rate risk and liquidity risk.

(a) Liquidity Risk

The association manages liquidity risk through the following mechanisms:

- preparing forward-looking cash flow analysis in relation to its operational, investing and financing activities ;and
- monitoring, reporting and acquitting on all Services to relevant funding agencies against Service Agreements to ensure funding is ongoing and recurrent.

(b) Interest Rate Risk

Exposure to interest rate risks arises on financial assets and financial liabilities recognised at the end of the financial period whereby a future change in interest rates will affect future cash flows.

At 31 December 2010, approximately 60% of the association's debt is fixed. This represents \$1,051,704.

Net Fair Values

Fair value estimation

The fair values of financial assets and financial liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair values are those amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair values derived may be based on information that is estimated or subject to judgment, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgment and the assumptions have been detailed below. Where possible, valuation information used to calculate fair value is extracted from the market, with more reliable information available from markets that are actively traded. In this regard, fair values for listed securities are obtained from quoted market bid prices.

NOTE 16 FINANCIAL INSTRUMENTS (continued)

	Footnote	Net Carrying Value 2010 \$	Net Fair Value 2010 \$	Net Carrying Value 2009 \$	Net Fair Value 2009 \$
Financial assets					
Cash and cash equivalents	(i)	402,265	402,265	132,798	132,798
Trade and other receivables	(i)	214,238	214,238	179,524	179,524
		616,503	616,503	312,322	312,322
Available-for-sale financial assets:					
– investments	(ii)	105,230	105,230	97,979	97,979
Total financial assets		721,733	721,733	410,301	410,301
Financial liabilities					
Trade and other payables	(i)	1,230,816	1,230,816	1,764,766	1,764,766
Borrowings	(iii)	1,767,327	1,767,327	1,627,228	1,627,228
Total financial liabilities		2,998,143	2,998,143	3,391,994	3,391,994

The fair values disclosed in the above table have been determined based on the following methodologies:

- (i) Cash and cash equivalents, trade and other receivables and trade and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for relating to annual leave, which is not considered a financial instrument.
- (ii) For listed available-for-sale and held-for-trading financial assets, closing quoted bid prices at the end of the reporting period are used.
- (iii) These liabilities are fixed interest liabilities carried at amortised cost. Differences between carrying value and net fair value represent decreases in market interest rates.

Financial Instruments Measured at Fair Value

The financial instruments recognised at fair value in the statement of financial position have been analysed and classified using a fair value hierarchy reflecting the significance of the inputs used in making the measurements. The fair value hierarchy consists of the following levels:

- quoted prices in active markets for identical assets or liabilities (Level 1);
- inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices) (Level 2); and
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (Level 3).

	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
2010				
Financial assets				
Available-for-sale financial assets	105,230	-	-	105,230
	105,230	-	-	105,230
2009				
Financial assets				
Available-for-sale financial assets	105,230	-	-	105,230
	105,230	-	-	105,230

Included within Level 1 of the hierarchy are listed investments. The fair value of these financial assets has been based on the closing quoted bid prices at the end of the reporting period, excluding transaction costs.

NOTE 17 CAPITAL MANAGEMENT

The Board, Chief Executive Officer and Chief Financial Officer (Management) control the capital of the entity to ensure that adequate cash flows are generated to fund its operations and that returns from investments are maximised. The Management ensures that the overall risk management strategy is in line with this objective.

Management operates under policies approved by the Board. Risk management policies are approved and reviewed by the Board on a regular basis. These include credit risk policies and future cash flow requirements.

The association's capital consists of total equity.

Management effectively manages the entity's capital by assessing the entity's financial risks and responding to changes in these risks and in the market. These responses may include consideration of debt levels.

There have been no changes to the strategy adopted by Management to control the capital of the association since the previous year.

STATEMENT BY THE BOARD OF MANAGEMENT OF AUTISM QUEENSLAND INC.

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

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

- a. Presents a true and fair view of the financial position of Autism Queensland Inc. as at 31 December 2010 and its performance for the year then ended on that date in accordance with Australian Accounting Standards of the Australian Accounting Standards Board.
- b. At the date of this Statement, there are reasonable grounds to believe that Autism Queensland Inc. will be able to pay its debts as and when they fall due.

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

A handwritten signature in blue ink, appearing to read 'R. van Barneveld', with a large, loopy flourish above it.

President
Dr Robert van Barneveld

A handwritten signature in blue ink, appearing to read 'Gordon Dickson', with a large, loopy flourish above it.

Treasurer
Gordon Dickson

Dated this 14th day of March 2011

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF AUTISM QUEENSLAND INC.

Report on the Financial Report

We have audited the accompanying financial report of Autism Queensland Inc. (the Association), which comprises the statement of financial position as at 31 December 2010 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The Committee of the Association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the Associations Incorporation Act 1981 (Queensland) and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Auditor's Opinion

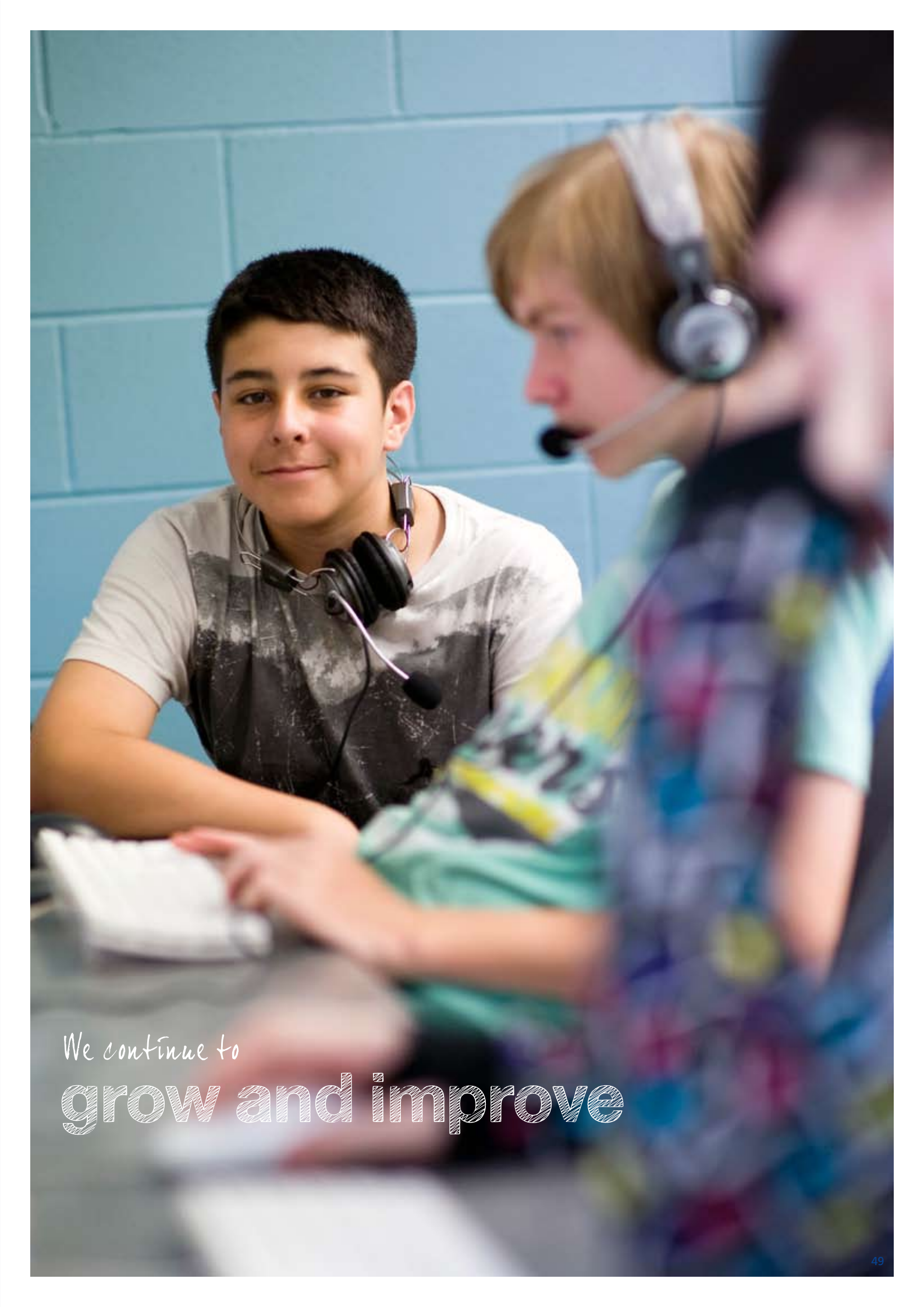
In our opinion the financial report gives a true and fair view of the financial position of Autism Queensland Inc. as at 31 December 2010, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and the Associations Incorporation Act 1981 (Queensland).

LAWLER HACKETTS AUDIT



Liam Murphy
Partner

Dated this 14th day of March 2011



We continue to

grow and improve



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