



Autism
QUEENSLAND Inc.

47TH ANNUAL REPORT

OF THE BOARD OF MANAGEMENT AND
FINANCIAL STATEMENTS FOR 2011

CHANGING PERCEPTIONS

ENHANCING CHOICE

CREATING OPPORTUNITIES

Patron:	Her Excellency Ms Penelope Wensley AO Governor of Queensland
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Life Member:	Mr Paul Burton
Auditor:	PKF Chartered Accountants & Business Advisors
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 REPORT

PROF. ROBERT VAN BARNEVELD



MANY FAMOUS QUOTES DESCRIBE HOW SUCCESS CAN ONLY ARISE FROM FAILURE

For example, the American writer Dale Carnegie encouraged us to “develop success from failure” and believed that “discouragement and failure are two of the surest stepping stones to success”.

This being the case, Autism Queensland is still strongly committed to the establishment of a Cooperative Research Centre (CRC) for Autism Spectrum Disorders having been unsuccessful in our bid in 2011. As part of that bid, the Bid Team did manage to assemble 44 participants including not-for-profit ASD service providers, universities, state and federal government departments, non-government schools and commercial partners who collectively committed 221 full-time staff equivalents and \$6.55 million in cash over a 10 year period as part of an overall \$93.9 million research program with an estimated benefit:cost of 2.6:1. We were also one of ten bids shortlisted for interview with the Commonwealth from a starting list of 26 submissions. Regardless, we were not the most competitive bid in the round and were devastated to hear that the Selection Committee had not recommended funding on this occasion. Whilst that disappointment was difficult to overcome, the on-going support from CRC participants and members of the ASD community has been overwhelming, to the point we have decided to pursue a further bid in CRC Selection Round 15 in 2012 (More information on the Federal Government’s CRC program can be found at <https://www.crc.gov.au/Information/default.aspx>).

The primary elements of our Round 15 CRC bid will remain the same as the first. In short, we hope to establish Australia’s first national, cooperative research effort directed towards ASD,

and the implementation of a highly innovative “whole-of-life” research portfolio that will lead to:

1. Accurate diagnosis of ASD in 50% of affected infants prior to two years of age and 90% prior to three-years (almost half the current average age of diagnosis) through revolutionary identification and diagnostic protocols, significantly reducing stress on young children, families and carers, and allowing targeted intervention programs to commence at an earlier age, enabling a greater likelihood of better outcomes;
2. Appropriate educational environments and programs for students with ASD so that they have the best chance of social, behavioural and academic success, and equipping teachers to manage even the most complex behaviours; and
3. Improved opportunities for people with ASD to successfully participate in higher education, increasing the rate of employment of people with ASD by 5% and providing lifelong physical and mental health management.

Professor Sylvia Rodger from the University of Queensland and myself will continue as Co-Chairs of the bid and Ms Judy Brewer will be active in the bid in her role as nominated Independent Chair of the CRC Board. The Autism Queensland Board of Management has agreed to commit \$50,000 per annum for 8 years to the new CRC as an Essential Participant and expect to see that investment return significant dividends to the organisation in the form of research funding and funding for



the delivery of research outcomes and advanced educational programs to the ASD community.

While the pursuit of a CRC is a major initiative of Autism Queensland and the other proposed participants, the business of delivering quality services to the ASD community in Queensland remains our focus and I am happy to report that 2011 has seen further growth in the organisation and the depth of services we provide with the Board approving a 2012 budget exceeding \$16 million. The growth has been underpinned by a number of successes in 2011 including:

1. Opening of new "Building Education Revolution (BER)" buildings at our Sunnybank and Brighton schools;
2. A successful submission to the Department of Communities for funds to establish an EarlyAQtion Early Intervention Centre in Mackay;
3. Replacement of Oxley Respite House that was unsuitable, with a newly refurbished facility in Greenbank;
4. Autism Queensland being the grateful recipient of proceeds from the successful Inagural Steven Bowditch Charity Golf Day.

I am very proud of the way Autism Queensland has continued to perform in the current financial and political climate. State Government elections, on-going global financial challenges, rising costs of living, increasing demand for limited resources and possible future challenges to the way we currently do business, including the proposed National Disability Insurance Scheme, all highlight how robust and resourceful Autism Queensland is as an organisation. A lot of the credit for our growth and development goes to our tireless CEO, Penny Beeston, and her dedicated staff. I would also like to thank my fellow Board members for their inputs in 2011 and I look forward to another successful year in 2012.

A handwritten signature in blue ink, appearing to read 'R. van Barneveld', with a horizontal line extending to the right.

Prof. Robert van Barneveld
President, Board of Management

CHIEF EXECUTIVE OFFICER'S REFLECTION

PENNY BEESTON



AUTISM REMAINS A COMPLEX AND CONFOUNDING DISORDER THAT CAPTURES THE HEARTS AND MINDS OF ALL WHO LIVE AND WORK IN THIS SPACE

In 2011 we still don't have a definitive answer about the cause of Autism. We do know that there are "many" Autisms along the Spectrum and many causes, but we don't know what they are.

We still don't have a definitive therapy or intervention model that works across all children with Autism, although some would claim to have the panacea.

With the increasing prevalence of Autism globally, it is imperative to conduct good research that will make tangible improvements through prevention, diagnosis, therapy, interventions and supports.

Prof. Robert van Barneveld, Chairman of Autism Queensland's Board of Management, writes in this Annual Report about the bid for an Autism Cooperative Research Centre. If successful, the Autism CRC will be a watershed in Autism Research and related Professional Practice in Australia.

2011 marked the end of a very challenging period where the GFC and ongoing global economic unrest changed the landscape for charities forever. In the period since 2008, governments, businesses and households changed the way they support charities, and organisations such as Autism Queensland must find new ways to engage with these support bases.

In 2011 Queenslanders were also faced with the crisis of state-wide flooding that saw the lives of thousands of people disrupted. Autism Queensland's Outreach Teams found

innovative ways to move around flood affected regions of the State to ensure they could continue to deliver their services, as did our regional teams in Far North and Central Queensland.

We celebrated the opening of our Building the Education Revolution (BER) classroom blocks built at Sunnybank and Brighton in a ceremony at our Sunnybank School. While modest in size, these buildings were welcomed by students and teachers alike.

A submission to Department of Communities for funds to build a new Early Intervention Centre in Mackay was successful. At the same time we received funds to develop our first Early Intervention Regional Hub in Gladstone. These are exciting projects for 2012.

The NSO funded Early Intervention Hub was built at our Sunnybank Hills site in 2011 and will commence delivery of programs in 2012.

The Federal Government renewed the 3 year Service Agreement with Autism Queensland for us to continue to host the Autism Advisor Program in this State. We are proud to be associated with this vital, national program for parents of young children diagnosed with Autism.

In consortia with Autism Western Australia, Autism South Australia and ASPECT, Autism Queensland is hosting the National Early Days Coordinator role which is responsible for oversight of the Early Days programs nationally.



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

Steven Bowditch, International Professional Golfer, became a supporter of Autism Queensland in 2011, dedicating the proceeds of his inaugural Steven Bowditch Charity Golf Day to support our Early Intervention and Therapy programs throughout Queensland. We are excited to be building our relationship with Steven and his Team in 2012.

Finally, I would like to acknowledge the members of our volunteer Board of Management and thank them for their contribution and support in 2011. A big acknowledgement to the Senior Management Team and all members of the Autism Queensland Team across Queensland who work so diligently throughout the year to ensure we are delivering on our Vision and making a tangible difference in the lives of children and adults living with Autism and their families.

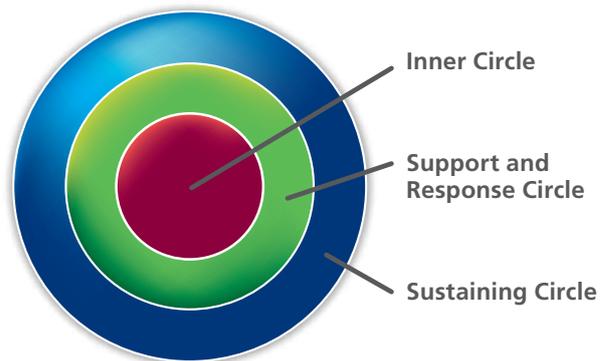
To our wonderful sponsors and supporters, thank you for believing in our work and in enabling us to continue to extend our reach to children and adults with Autism.

Penny Beeston

Penny Beeston
Chief Executive Officer

Autism Queensland's Ecosystem

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



Autism Queensland's Drivers



CHANGING PERCEPTIONS



ENHANCING CHOICE



CREATING OPPORTUNITY



AUTISM QUEENSLAND 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:

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 day per week placements, from Prep to Year 12.

Our schools are located at Brighton, on Brisbane's north side, and at Sunnybank Hills on the south side.

Home AQtion 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.

Family Support Services

Family Support Services provides individual support to families and adult clients through advocacy, referral, liaison, information and general support. The team also arranges support groups

(for families of people with Autism), sibling programs and camps, parenting programs, and mothers' camps.

Support Groups

Autism Queensland facilitates twenty one 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.

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.

EarlyAQtion Early Intervention Services

Brisbane, Central Queensland, North Queensland, Far North Queensland and State-wide Outreach

Autism Queensland delivers a range of flexible and individualised early intervention services including centre-based group programs, Play and Learn Programs, individual therapy programs and Outreach Programs. Early Intervention Services are currently based in our centres in Brisbane, Rockhampton, Mackay, Cairns and shortly Gladstone. Outreach Programs are delivered by teams at each of the centres to locations throughout Queensland including rural and remote communities.

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.

Professional Learning and Development Services

The Professional Learning and Development Services (PLDS) Team deliver a range of seminars, practical workshops, courses and special events with guest speakers in locations across Queensland. PLDS 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. PLDS delivers the National Early Days Workshops Program for parents of young children with Autism in Queensland, which is part of the HCWA Package.

Information and Help Line

Autism Queensland operates a telephone (and e-mail) information and help line. We receive calls from families, people on the spectrum, carers, professionals and others from across

the state. During 2011 the Information and help line responded to over 3300 calls and over 1500 emails requesting information and assistance.

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.

Accommodation Services

Through our Adult Accommodation Services, Autism Queensland provides support for people 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.

Registered Training Organisation

Autism Queensland is a Registered Training Organisation (RTO), registered with the Queensland Department of Education and Training. Through the RTO, Autism Queensland delivers nationally recognised training to professionals and other members of the community working with people with Autism, and also to senior students attending Autism Queensland's Sunnybank School.

Research and Development

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

Fundraising

Autism Queensland is a not-for-profit organisation. Autism Queensland relies on donations to assist in the delivery of services and supports to people with Autism and their families. The 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.

SCHOOL REPORTS

Amra Bazdar Brighton School - Principal

Jandee Laidlaw Sunnybank School - Principal

Early Intervention Programs - Centre Based



CHANGING PERCEPTIONS

Autism Queensland Schools 2011 directions included:

- Continued commitment to providing a safe and secure learning environment for all students
- Providing evidence based transdisciplinary programs for students
- Aligning Autism Queensland Schools Curriculum to the Australian Curriculum
- Expanding Prep program
- Exploring new technologies to enhance learning outcomes for students with Autism

Both Schools underwent significant environmental improvements, by way of installation of new shade structures, clearing of gardens and landscaping, creation of additional play areas, and establishment of a vegetable garden at Brighton for students to learn more about food sources.

Some highlights on the Schools professional development calendar included: Australia Pacific Autism Conference in Perth, Autism & Challenging Behaviours by Rita Jordan, Information Communication Technology (ICT) Integration, Professor Stephen Heppell, Medication by Dr Honey Huessler, OT Approaches with Children & Adolescents with ASD, Picture Exchange Communication System, Using Play as Intervention for Children with Developmental Delay, Play by Dr Karen Stagnitti, Youth Mental Health First Aid, Struggling Readers & Writers Workshop, Applied Suicide Intervention Skills, ArtBeat – Art Based Team Building, Boys with Particular Needs, iPad training by Mac1, Thought Leaders Series by Michael Fullen.

Alongside the general school population, Autism Queensland is busy preparing for the introduction of the Mathematics and English curriculum areas of the Australian Curriculum commencing 2012. This will require adaptations to be made to the recently reviewed (2010) Autism Queensland Schools Curriculum and associated reporting and Individual Education Plan requirements.

Autism Queensland's Sunnybank School commenced an exclusive Prep program for 2011. This program has been well attended and supported by families and key stakeholders across the year and will continue in 2012. We hope to be able to expand this program into Brighton school in the future.

Autism Queensland Schools aim to offer our students access to high quality ICT. Through this we know students with ASD can better communicate with others, be self sufficient, achieve more at school, and be better placed for employment later in life. It has been well documented that children with ASD have an enhanced ability to learn complex computer skills easily due to their extreme focus and logical thinking. This can give our students the ability to succeed when they often have difficulty doing so. The schools were the proud recipients of a number of iPads through The Adam Scott Foundation. In addition further iPads were purchased using Digital Education Revolution and Literacy Numeracy and Special Learning Needs funding with plans in place for each group at Autism Queensland Schools to have an iPad for student use.



ENHANCING CHOICE

In 2011, Autism Queensland Schools provided services through 1, 2 and 3 day placements to 126 students. Alternative education placements included schools from Education Queensland including the Brisbane School of Distance Education, Catholic Education, Independent Schools and students being Home Schooled. In addition, schools provided Home AQtion programs for 10 families, and parent support groups, mother's camps, father's events, and sibling programs and activities.

Autism Queensland School students are supported by a diverse and highly specialised staff including Teachers, Occupational Therapists, Speech Pathologists, Social Worker and Teacher Aides. These staff are in turn supported by dedicated administration, ancillary and transport staff, including drivers and escorts.

The Federal funding through the Helping Children with Autism (HCWA) initiative continues to allow families to access both early intervention (centre based) placements and early school aged group placement. In 2011, 15 Brighton families and 20 Sunnybank families accessed panel provider services through the schools.

CREATING OPPORTUNITIES

The schools' new special needs classrooms, funded by the Building the Education Revolution, were formally opened by Graham Perrett, MP for Moreton, in the presence of David Robertson - Executive Director, Independent Schools Queensland, Trish Brady - Manager Student Services,

Independent Schools Queensland, Angela Flaherty - Co-ordinator, Non Schools Organisation, Craig Rickards - Business Manager, Westpac, parents and friends. The event was a celebratory occasion with senior students excitedly sharing their new work spaces and technology.

Throughout 2011, the schools once again hosted QUT Service Learning Program students; UQ Occupational Therapy and Social Work students; Griffith University Special Education Teaching student, Mater Medical students, TAFE students and volunteers through Sandbag Sandgate & Bracken Ridge Action Group Inc.

Autism Queensland Schools facilitated professional visitors through their Field Based Practicum program. This is a professional learning program which offers teachers, therapists and teacher aides the opportunity to spend time in the Schools shadowing various staff across their daily activities with students and colleagues. This program offers further opportunities for closer collaboration between Autism Queensland Schools and their stakeholders.

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. Across 2011 activities included: sports day, trash & treasure, Lap-a-Thon, Mothers Day raffle, Adidas Fun Run, Christmas Markets and concert at Brighton and Sunnybank.

And finally, a wonderful highlight of the year for 12 senior students from both schools was participation in a half day sail on the Brisbane River and around Moreton Bay, as part of a special event hosted by the Young Endeavour Youth Scheme.

CHILDREN'S SERVICES

Frances Scodellaro - Manager



CHILDREN'S SERVICES IS A DIVERSE RANGE OF STATE-WIDE AND REGIONALLY BASED SERVICES SUPPORTING CHILDREN AND THEIR FAMILIES ACROSS QUEENSLAND

Autism Advisor Program

Maryann Kerr - Team Leader

The Autism Advisor Program (AAP) is funded by FaHCSIA to provide information to families and carers of young children with autism about autism, early intervention and other supports and services. The AAP provides a state-wide service and Autism Advisors are based on the South and North sides of Brisbane, Rockhampton and Cairns.



CHANGING PERCEPTIONS

The Autism Advisors, (Advisors) support families to enhance their understanding of Autism and what it means for their child and family. Families are provided with information that will assist them to access supports in their local community. Advisors have also undertaken a number of activities to raise awareness of the Helping Children with Autism (HCWA) package and early intervention options for families with a young child with Autism.



ENHANCING CHOICE

During 2011 the Advisors provided a timely response to over 1000 families. In the Advisors initial consultation with families, information is provided about the range of intervention options available through ASD Panel Providers and other services and supports. Advisors have travelled throughout Queensland to regions such as Mackay, Bundaberg, Gladstone, Emerald, Townsville, Hervey Bay, Stanthorpe, and Goondiwindi to promote the HCWA and to link with families.



CREATING OPPORTUNITIES

As a result of collaboration with Playgroup Qld, families now have access to more Playconnect playgroups in Gatton and Brisbane. As well a supported playgroup has been established specifically for families from Culturally and Linguistically Diverse Backgrounds.

The Advisors have also networked with allied health professionals in their local areas to promote the HCWA initiatives and to encourage these professionals to become approved panel providers for HCWA. Because there are a greater number of approved providers there are fewer waiting lists for services and families have access to more choices for early intervention.



Outreach Services

South East Qld Outreach **Cathy McNeill** - Team Leader

North Queensland Outreach **Rachel Lavercombe** - Team Leader

Central and West Qld Outreach **Vicki Hannay** - Team Leader

Autism Queensland's Outreach Team travels across Queensland to provide advisory support to schools and parents of students with Autism.



CHANGING PERCEPTIONS

During 2011, Autism Queensland's Outreach Team of speech pathologists, occupational therapists and teachers visited over 880 students with Autism in kindergartens and schools to provide information and support. The Outreach Team assists school staff and parents to better understand Autism and the impact it may be having on the student and to develop strategies to facilitate the best possible educational and personal outcomes for the student.



ENHANCING CHOICE

During 2011 the Outreach Team visited students in 466 schools in the State, Catholic and Independent sectors in regions across Queensland. This included many rural and remote communities such as Cooktown, Longreach, Charleville, Augathella and Tambo.



CREATING OPPORTUNITIES

The extreme weather events of 2011 brought about additional challenges for children with Autism, their families and their schools. Outreach responded to affected communities by spreading two large trips to Far North Queensland over four trips to smaller regions. Following Cyclone Yasi, children, parents and schools were experiencing considerable stress, anxiety and grief. Autism Queensland staff contributed to a Flood and Disaster Relief Fund and this enabled the inclusion of a social worker in the outreach team visiting the region south of Cairns that was most impacted by Cyclone Yasi.

Professional Learning and Development Services

Lynda Melville - Team Leader

During 2011 the Professional Learning and Development Service (PLDS) was staffed by a multidisciplinary team of therapists, psychologists and educators with extensive expertise and experience in the field of Autism.



CHANGING PERCEPTIONS

During 2011 the PLDS Team developed and delivered a comprehensive range of workshops, seminars and special events focussing on improving understanding of Autism and how this may impact on an individual and those who care for the person with Autism (parents, carers and professionals) across Queensland. A generous donation to help raise awareness of Autism in schools in Rockhampton subsidised registration rates for education staff to attend workshops.

A major event was held in November for Allied Health Professionals: Working with Children and Young People with Autism Spectrum Disorder. The two day forum hosted a range of speakers exploring topics such as diagnosis, mental health, best practice, interventions and collaboration. A panel of adults with Asperger Syndrome also shared valuable insights into the highly individualised and complex nature of providing support to someone on the spectrum and their family.

The Autism Queensland PLDS Team played a significant role in the delivery of the federally funded Helping Children With Autism (HCWA) Initiatives, Positive Partnerships and Early Days workshops.



ENHANCING CHOICE

Following a successful submission to the Department of Communities, the PLDS Team delivered a series of Adolescence, Autism and My Child - Education and Information Forums of the north and south sides of Brisbane. The forums were attended by 123 parents and carers of adolescents with autism and a range of disability and community organisations.



CREATING OPPORTUNITIES

One of the key events of 2011 was the Discovering the Possibilities with Visual Strategies Seminar by internationally renowned educator, speech pathologist and author Linda Hodgson. Linda presented to a large audience of professionals, parents and carers from around Queensland.

In recognition of the growing diversity and needs of our clients, the PLDS team explored a range of different workshop formats and content, including the co-delivery of a two day seminar in Mackay on Sexuality, Adolescence and Autism. The team also trialled delivery of some Early Days workshops; specifically catering to the needs of parents from CALD and Indigenous backgrounds.

EarlyAQtion Early Intervention

Valerie Preston - Program Manager

Services for children with Autism under the age of 7 are primarily provided through the various EarlyAQtion services located in Brisbane, Cairns, Mackay, Rockhampton and Sunnybank. These include Centre-based Group Programs, Play and Learn Playgroup Programs, intensive therapy and social skills group programs and outreach programs.



CHANGING PERCEPTIONS

A central component of all EarlyAQtion Programs is to assist parents, carers and staff to better understand the impact of Autism on the child, and to provide practical support to develop and implement strategies. EarlyAQtion programs were delivered in a range of formats and locations including the child's home, early childhood setting and other community settings. Program staff worked collaboratively with parents, foster carers, grandparents, school staff, childcare staff and/or other providers to facilitate the best outcomes for the child and his/her family and support team.



CREATING OPPORTUNITIES

During 2011 the team had a particular focus on further developing their skills with iPad and android tablets and the use of these devices for young children with Autism. Generous donations by the Sunnybank Variety and Community Club and other sponsors enabled the purchase of iPads for the EarlyAQtion Programs.



ENHANCING CHOICE

A variety of flexible program formats have been developed by the EarlyAQtion Team to meet the unique needs of families in remote parts of Queensland such as Winton, Barcaldine, Mt Isa, Charters Towers and Mungindi who may otherwise be unable to access autism-specific early intervention support.

CENTRE OF EXCELLENCE

FAR NORTH QUEENSLAND EARLYAQTION SERVICE

Karly Green - Team Leader

Autism Queensland's FNQ EarlyAQtion Service is based in Cairns and delivers Outreach Programs to the region including The Cape, Tablelands and Johnstone.



CHANGING PERCEPTIONS

During 2011 EarlyAQtion staff members engaged in a number of activities within the community to raise awareness of Autism such as organising an Autism Awareness Day event on the Esplanade in Cairns.

The Team has continued to actively network with all relevant organisations, agencies and government departments to raise awareness of the needs of young children with Autism and their families and to share information about Autism Queensland's services.



CREATING OPPORTUNITIES

Autism Queensland's Senior Speech Pathologist and Far North Queensland Team Leader presented a paper at the Queensland Disability Conference in Cairns about the use of iPad and android technology with children with Autism. They highlighted the opportunities for communication, education and other skill development through this technology.



ENHANCING CHOICE

The FNQ EarlyAQtion service developed a new Transition to Prep Program in response to an identified need in the area. A group of six children attended two days per week, with the focus specifically on ensuring the children's readiness for Prep in 2012. Significant levels of interaction between the EarlyAQtion team members and staff at the children's receiving school took place as part of this program.



THE JOHN VILLIERS CENTRE OF EXCELLENCE

CENTRAL QUEENSLAND EARLYAQTION SERVICE

Bettina Bettinzoli - Team Leader

The Central Queensland EarlyAQtion Service is based in Rockhampton at The John Villiers Centre of Excellence. During 2011 they provided Outreach services to the region including Bundaberg, Gladstone, Banana and Emerald.



CHANGING PERCEPTIONS

Staff members have continued to actively engage with a range of organisations, agencies and government departments through forums and working to promote the needs of children with Autism and their families and to share information about services and supports.



CREATING OPPORTUNITIES

Links have been made between the Rockhampton Women's Health and the Central Queensland EarlyAQtion social worker and psychologist to add to the range of supports parents and carers can access.



ENHANCING CHOICE

In 2011 Autism Queensland was successful in a submission to the Department of Communities to establish an EarlyAQtion Hub in Gladstone enabling an extension of early intervention services provided by the Central Queensland EarlyAQtion Service from its existing base in Rockhampton, ensuring families in the Gladstone and Banana regions have more regular access to a range of early intervention options.



MACKAY WHITSUNDAY EARLYAQTION SERVICE

Ann-Marie Watson - Team Leader

After a successful submission to the Department of Communities, Autism Queensland established a new Mackay Whitsunday EarlyAQtion Early Intervention Service, with this service operating out of temporary premises in West Mackay in 2011.



CHANGING PERCEPTIONS

Since commencing in September the initial Mackay EarlyAQtion team met with local families and agencies to build awareness of the early intervention programs that will be delivered in Mackay and Whitsunday. Staff members have also established strong networks and contacts with a range of relevant organisations, agencies and government departments in the Mackay Whitsunday region.



CREATING OPPORTUNITIES

Collaboration between Autism Queensland, the Department of Communities and Education Queensland has created opportunities for innovative service responses. In particular, this has made possible the co-location of a new purpose built centre for the Mackay EarlyAQtion Service with the Victoria Park ECDP which will commence in 2012.



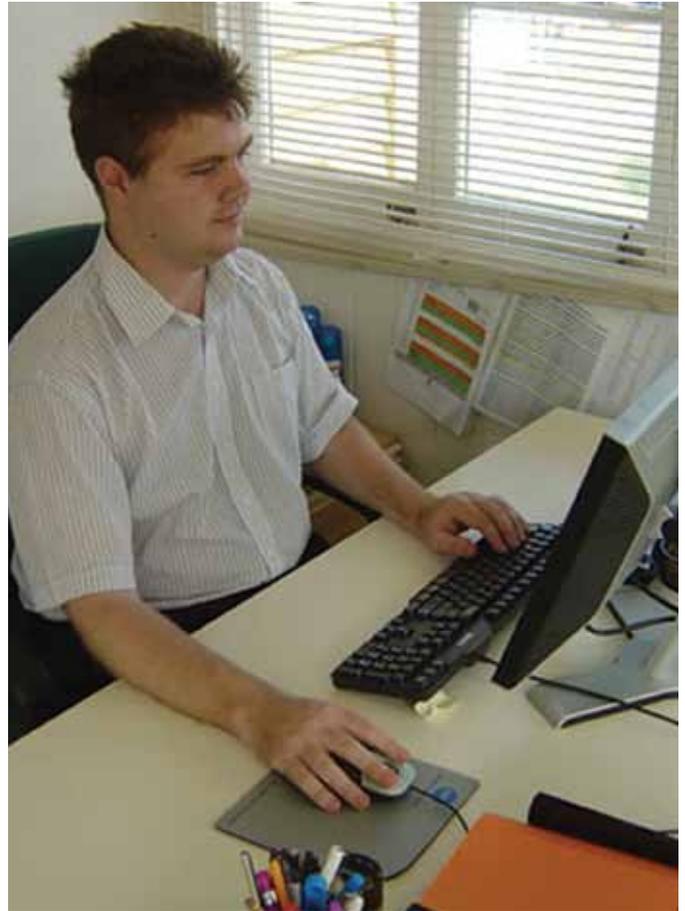
ENHANCING CHOICE

The Mackay start-up team has been busy conducting intake interviews in readiness to commence delivery of programs early in 2012. This new multidisciplinary, autism specific service will provide young children with Autism, and their families, increased options for early intervention programs and support in their local community.



DISABILITY SERVICES

Glenda Watkins - Manager



CHANGING PERCEPTIONS

Disability Services staff attended a variety of training opportunities throughout the year.

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 giving them the ability to live a life of choice and opportunity.

CREATING OPPORTUNITIES

Autism Queensland secured recurrent funding to provide holiday programs from its Sunnybank and Brighton Schools.

Disability Services worked closely with Worksafe Queensland in preparation for compliance to the new WH&S Harmonisation Laws to be introduced on 1 January 2012

Autism Queensland's Computer and Movie club had another successful year, meeting the social needs of the young people engaged in these programs.

The Adult Recreation group was also very successful with full participation throughout the year. Again, young people are engaged through this program.

ENHANCING CHOICE

Disability Services underwent the Quality Management audit in 2011 and was found to be fully compliant with Restrictive Practise Legislation

At Autism Queensland, Positive Behaviour Support Plans are central to ensuring staff are well informed and trained in providing positive support strategies.

Autism Queensland continues to work closely with the Centre of Excellence of the University of Queensland based at Wacol to enhance Community Access for individuals we support.

New and more appropriate respite premises have been sourced through the Department of Communities for Oxley Respite services. We have relocated to an acreage property at Greenbank. The house has been renovated to accommodate our needs and we have been warmly welcomed by neighbours.

Some of the people we support in accommodation have been on a wide variety of holidays including a south pacific cruise, trip to Sydney and a trip to Newcastle for the Australia/NZ rugby league test.

In 2011 Disability Services again achieved all compliances through the Quality Management Services Audit.

RESEARCH & DEVELOPMENT

Dr Jill Ashburner - Manager

AUTISM QUEENSLAND CONDUCTS AND SUPPORTS RESEARCH, AND PROMOTES EVIDENCE-INFORMED PRACTICE THAT WILL ENHANCE THE POTENTIAL OF INDIVIDUALS WITH ASD TO ACHIEVE VALUED LIFE OUTCOMES

Support and Advocacy for Autism Research

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

The Federal Government Cooperative Research Centres (CRCs) program aims to deliver economic, environmental and social benefits to Australia. During 2010 and 2011, Autism Queensland collaborated with 6 universities (University of Queensland, QUT, University of NSW, La Trobe University, University of WA, and Curtin University) to prepare a bid for an Autism CRC. In total, 44 participating organisations including autism service providers, government departments, industry partners and internationally renowned researchers committed to providing cash or in-kind contributions. The Autism CRC was among 10 shortlisted bids of 26 bids submitted, but unfortunately was unsuccessful. The Autism CRC bid team is currently considering future options to further collaborative autism research.

Supporting local autism researchers

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

Supporting undergraduate and post-graduate education

Dr Jill Ashburner regularly presents to University of Queensland occupational therapy students on ASD and is co-supervising two higher degree research students on a 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. An honours project on Sensory experiences of adolescents with ASD has recently been completed. Jill is also supporting a QUT post-graduate student in a state-wide survey on *'Parents' perceptions of post-school Needs and service requirements of teenagers/ adults with High-Functioning Autism or Asperger's Syndrome'*.

Sharing research findings through publications and conference presentations

Dr Jill Ashburner has had a journal article entitled: *'The Introduction of Keyboarding to Children with Autism Spectrum Disorders with Handwriting Difficulties: A Help or Hindrance'* (Ashburner, Ziviani, Pennington) accepted by publication by the Australian Journal of Special Education. Jill prepared a poster for the 2011 Asia -Pacific Autism Conference on *'Building the capacity of occupational therapists to deliver high quality, evidence-based services to children with autism'*, presented by Autism Queensland's Senior Occupational Therapist, Judy Jones. Jill also co-presented a workshop on *'Occupational therapy for people with autism: Current practices, training needs and use of evidence'* at the OT Australia Conference 2011 and a session



on 'Exploring the impact of cognitive processing challenges on the occupational performance of children with ASD' at Autism Queensland's 2 Day Allied Health Event in November.

Current Autism Queensland Research Programs

The following Autism Queensland research programs are currently in progress:

- The study *"Auditory processing and classroom educational, behavioural and emotional outcomes in children with autism spectrum disorder"* funded by the Fred P. Archer Bequest aims to investigate the associations between the auditory processing of children with ASD and their educational outcomes. This research is being conducted in collaboration with researchers from the University of Queensland.
- The Occupational Therapists Board of Queensland funded an action research project on *"Developing an Integrated Professional Development Program: Evidence-based Occupational Therapy for People with Autism Spectrum Disorders"*, conducted in collaboration with the University of Queensland. Three-day workshops and mentoring programs were conducted in Brisbane in February, 2011 and in Townsville in May, 2011. The courses have been extensively evaluated and refined according to feedback.
- In late 2010, a consortium between Autism Queensland and Queensland University of Technology obtained a grant from

the Trust Philanthropic Company for a study on *"Experiencing Bullying: Young People with Autism Spectrum Disorders and their Families"*.

Promotion of Evidence-informed, High Quality Practice at Autism Queensland

- Autism Queensland's Senior Speech Pathologist and Occupational Therapists are supervised by the Manager, Research and Development. The senior therapist roles allow the provision of clinical supervision support for the Speech Pathologists and Occupational Therapists working for Autism Queensland across the state, in both our Brisbane and regional centres. Clinical supervision has taken the form of individual sessions, either face to face or via phone, work shadowing opportunities and informal catch ups when necessary. The ability to link the senior roles to the outreach team has also allowed on site supervision opportunities for the therapists in the regional centres, which has been extremely valuable. The senior roles have also allowed the provision of support around recruitment, presentation at professional development days, mentoring groups and contribution to service delivery planning in conjunction with managers.

EARLY DAYS WORKSHOPS

FOR PARENTS OF YOUNG CHILDREN ON THE AUTISM SPECTRUM

Jenni Machin - National Coordinator

EARLY DAYS CONSORTIUM OF AUTISM
SPECIALIST PROVIDERS (EDCASP)

From the beginning of July 2011, the *Early Days Consortium of Autism Specialist Providers (EDCASP)* became the managing consortium for the **Early Days Workshops for Parents of Young Children on the Autism Spectrum**, a national program which provides free workshop sessions that assist parents to gain knowledge and skills related to supporting their young child with autism and their family. This consortium group is a collaboration of ASPECT, Autism South Australia and the Autism Association of Western Australia with Autism Queensland as the lead agency. The program is funded by the Federal Government's 'Helping Children With Autism' initiative and administered by FaHCSIA.

These whole day workshops are delivered across the nation by experienced facilitators from all of the State and Territory Autism Associations, and represent the wealth of experience and value of teamwork across the autism community in Australia. Parents, grandparents and family members of young children with a recent diagnosis or in the process of diagnosis on the autism spectrum, are able to attend three workshops – 'Introduction to ASD', 'Encouraging Early Interactions' and 'Understanding Behaviour' - aimed to assist these families to understand the unique impacts of ASD on their child, to make informed decisions around early intervention and their child and family, and to help them to develop skills in supporting the everyday needs of their child. Specialized workshops are available for families who identify with Aboriginal and Torres Strait Islander heritage, and those families from culturally and linguistically



diverse communities. Workshops are provided for rural and remote families, both in face-to-face sessions and telephone workshops.

The national 'roll out' of the Early Days Workshops by EDCASP really commenced at the beginning of August 2011. 'Train the Trainer' sessions were provided to all facilitators around Australia via a combination of face to face and webconference training. Some reviews and edits to the training packages were also undertaken and approved by FaHCSIA. To date, developments in content and support materials are continuing in the workshops for Aboriginal and Torres Strait Islander families and in those for families from culturally and linguistically diverse backgrounds.

It has been a very busy time for the entire national team. To date we have delivered workshop based support to over 750 families, and with approximately 85 more workshops scheduled until Easter 2012. The overwhelming positive feedback from families attending the sessions and the growing number of parents continuing to support each other beyond the workshops is testament to the value of these workshops for parents new to autism.



REGISTERED TRAINING ORGANISATION

Judith Keller - Manager

During 2011 Autism Queensland's Registered Training Organisation (RTO) has undergone a period of review and evaluation. Recent restructuring, the appointment of a new manager, and a renewed focus on quality assurance and continuous improvement has ensured that with the advent of 2012 the RTO is well-placed to provide responsive support for the future delivery of vocational education for students attending Autism Queensland's schools, and to facilitate opportunities for meeting the ongoing and emerging skills development needs of the organisation's staff.

Throughout 2011, Autism Queensland has maintained its affiliation with the Australian Council for Private Education and Training, ensuring we remain abreast of contemporary

developments within the Australian vocational education and training sector. Recent strengthening of linkages with relevant Government departments and other bodies has established a solid foundation from which Autism Queensland can contribute towards addressing State-identified training priorities and current areas of skills shortage; whilst at the same time also enabling the RTO to support our organisation's mission through the development and delivery of both accredited and non-accredited training programs designed to create opportunities and enhance choice.



Steven Bowditch giving Sunnybank School students some golfing tips

2011 SUPPORTERS



Steven Bowditch and Fergus Collins, CEO - Cellarbrations, present Penny Beeston with a cheque at the Steven Bowditch Charity Golf Day



Lend Lease Gold Coast University Hospital Project volunteers making a difference at our Sunnybank school

IN 2011 STEVEN BOWDITCH, PROFESSIONAL GOLFER AND SUPPORTER OF AUTISM QUEENSLAND, NAMED OUR ORGANISATION AS HIS NOMINATED CHARITY FOR HIS GOLF DAY. STEVEN'S OWN LIFE HAS BEEN TOUCHED BY AUTISM. PLAYERS OF THE STATURE OF PETER SENIOR AND JOHN DALY PLAYED ON THE DAY, AND MANY WERE GENEROUS IN THEIR SUPPORT. WE WERE DELIGHTED WITH THE PATRONAGE OF THIS EVENT BY NUMEROUS PRO GOLFERS FROM THE PGA TOURNAMENT.

Anthony's Fine Jewellery

**Australian Government
– FaHCSIA**

BP Refinery Contractors

C&M Calvert

Cardno Operations

Cellarbrations

Clayton Utz

Coca-Cola Amatil

Formula Interiors

**G&K Bird and Staff
– Archerfield Airport**

**Gambling Community
Benefit Fund – Queensland
Government**

Harley Hogs Mackay

IBM

JJ Richards

**Jupiters Casino Community
Benefit Fund**

**Lend Lease Gold Coast
University Hospital Project**

Lions Club of Bluff

Mackay Motorcycles

Martin Edge

Maxa Constructions

Network 10

Non School Organisations

Perception

Peroni Italy

**QLNG Upstream North
Project Team**

Queensland Government

Rotary Club of Archerfield

Rotary Club Sunnybank Hills

Savills

Stamford Plaza Brisbane

**Steven Bowditch Charity Golf
Day**

Suncorp

**Sunnybank Community and
Sports Club**

The John Villiers Trust

Variety

Westpac

HUMAN RESOURCES

Alison Geale - Manager



AUTISM QUEENSLAND IS GROWING AGAIN, AND IT'S FAIR TO SAY THAT IN 2011 GROWING PAINS WERE FELT IN VARIOUS PARTS OF OUR WIDELY DISPERSED AND DIVERSE ORGANISATION

Perhaps most obvious was the growth seen in the establishment of our new Centre in Mackay. Recruiting experienced professionals to this booming region proved challenging, but happily, we will begin 2012 with a full trans-disciplinary Mackay team, ably supported by a wonderfully enthusiastic Team Leader. Our first recruits to the new Gladstone hub also commenced towards the end of the year.

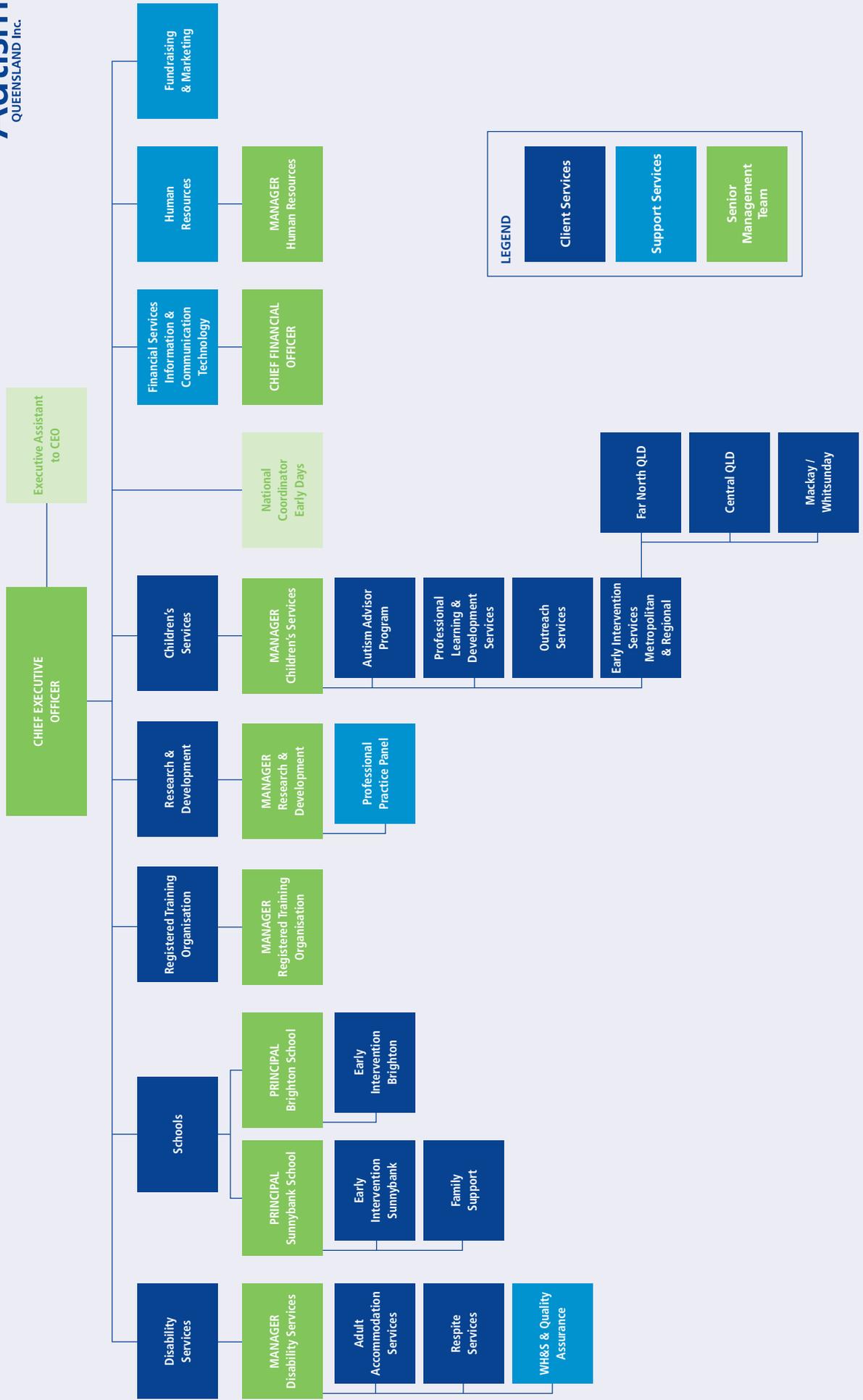
The challenges faced by our Management team in 2011 exceeded expectations, but so too did the learning. Having sourced our new Chief Financial Officer during the first half of the year, much of the second half was focussed on developing and refining better ways of stewarding various parts of the business. The Chief Executive Officer leads a team of 8 senior managers who in turn are supported by middle management coordinators and team leaders in addition to senior teachers and therapists.

For a vital, growing and changing organisation like Autism Queensland, the constant coming and going of staff is a fact of life. While we are saddened by the departure of colleagues who frequently have become friends, we must recognise that the Generation Y workforce in particular, is a mobile one whose opportunities expand often after only a very brief time with us. We continue to invest in engagement and retention strategies but have learned to accept turnover and embrace both the challenges and opportunities presented by change.

Significant Human Resources opportunities in 2011 included Autism Queensland taking up national coordination of the Early Days Consortium of Autism Service Providers and collaborative development of a new on-line resource for transitioning children with Autism from early childhood settings to Prep. These projects offer valuable learning experiences and increase the career pathways on offer to our highly qualified and dedicated autism professionals.

As 2011 draws to a close, and as Autism Queensland re-establishes our Registered Training Organisation, with a newly appointed RTO Manager, it is clear that a key focus of 2012 will be the continued building and development of a professional learning community. Our human resources will be well placed to confront the challenges ahead, not only within Autism Queensland but externally, both working in partnership with other organisations and for some, in taking their next career step outside of Autism Queensland. The Autism Queensland butterfly – symbolising change, growth, development and ultimately transformation – seems apt indeed.

Organisation Chart 2011



SERVICE RECOGNITION



30 YEARS

Anita Holzer
Janet Hayes

20 YEARS

Cathy McNeill
Lucy Cavernelis

15 YEARS

Doug Humphries
John March
Kim McConnie
Lynda Melville
Mercia Adams
Rebecca Bell

10 YEARS

Artie Tofie
Jandee Laidlaw
Jodie Scrogings
Kerrie Mahoney
Lara Van Buuren
Pauline Aitchison
Ronel Du Toit



SUPPORT GROUPS

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

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

SOUTH BURNETT ASD SUPPORT GROUP
(KINGAROY)

SUNNYBANK HILLS ASD SUPPORT GROUP

SUNSHINE COAST ASD SUPPORT GROUP

TOOWOOMBA ASD SUPPORT GROUP

WARWICK ASD SUPPORT GROUP

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2011

TREASURER'S REPORT 2011

It was another tough year yet we were still able to achieve an operating surplus of \$697,075 as at 31 December 2011 which will allow us to rebuild some of our reserves for future activities. There was a full review of our accounting for land and buildings which resulted in a reduction of \$491,005. All this saw the final reportable surplus attributable to members for 2011 being \$206,070.

Revenue

The total revenue for 2011 was \$13,515,380 which was a slight decrease compared to the \$13,829,303 that was achieved in 2010.

- Subsidies received increased by \$1,296,035 reflecting another year of growth in services.
- The big difference from last year was that we only received \$307,739 for Donations & Subsidies for Capital Items. In the previous year we received a donation of \$300,000 for a building in Cairns and a further funding injection of \$850,000 from the Building the Education Revolution initiative for our school buildings.
- Fundraising was further constrained by the tightened economic climate and saw us receive only \$119,469 which was \$491,077 less than last year.

Expenditure

Total expenditure for the year was \$12,818,305 compared to \$12,500,948 in 2010. Even with an increased level of activities and services the level of expenditure was well controlled by management and the implementation of systems and controls.

General information

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

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

The financial report was authorised for issue on 4 April 2012.

Assets

Even with the negative effect of the revaluation the total assets for the organisation were \$12,663,201 which was very similar to the previous year of \$12,682,295. It was pleasing to see our cash component increasing by \$582,589.

Liabilities

Through further strong management, Autism Queensland's total liabilities of \$3,827,768 were again reduced by \$225,164 compared to last year.

Summary

The above results allowed us to improve our Gearing ratio (Non-Current Liabilities/Total Equity) from 17.7% to 12.2%. The ratio of Total Debt to Total Assets also improved from 32.0% to 30.2%. The big improver was the ratio of Current Assets to Current Liabilities which went from 25.1% to 46.9%.

These financial results were achieved by effective and efficient administration which continued to assist our growth of activities and services that provided quality services to people with Autism and their families.

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 this financial result in these uncertain times.



Treasurer
Gordon Dickson

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2011

	Note	2011 \$	2010 \$
INCOME			
Subsidies received		11,084,107	9,788,072
Donations & subsidies - capital items		307,739	1,227,169
Clinic services		-	182,115
Program fees		335,740	341,454
Interest received		39,382	12,487
Dividends received		1,921	2,217
Fundraising Activities		119,469	610,546
Membership fees		51,999	36,380
Rent received		11,966	-
Levies		1,233,870	970,414
Loss on disposal of fixed assets		-	(165)
Professional workshops		254,912	552,396
Sundry Income		74,275	106,218
		13,515,380	13,829,303
EXPENDITURE			
Adult Services		3,687,266	3,229,606
Children's services		4,689,683	4,658,095
Fundraising - general		423,303	463,300
Membership		25,615	33,975
Outreach services		1,538,646	1,824,610
Administration		1,605,599	1,296,251
Training		435,292	546,764
Depreciation and amortisation		357,938	339,742
Finance costs		54,963	108,605
		12,818,305	12,500,948
Surplus before income tax expense		697,075	1,328,355
Income tax benefit/(expense)	1	-	-
Surplus after income tax expense		697,075	1,328,355
Other comprehensive income			
Net (loss)/gain on revaluation of land and buildings		(491,005)	1,434,793
Net gain on revaluation of financial assets		-	5,031
Other comprehensive income for the year, net of tax		(491,005)	1,439,824
Total comprehensive income for the year attributable to members of Autism Queensland Inc.		206,070	2,768,179

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

**STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2011**

	Note	2011 \$	2010 \$
Current Assets			
Cash and cash equivalents	4	984,854	402,265
Trade and other receivables	5	160,465	96,554
Other assets		136,089	117,684
Inventory	6	8,913	18,402
Total Current Assets		<u>1,290,321</u>	<u>634,905</u>
Non-Current Assets			
Property, plant and equipment	7	11,265,721	11,942,160
Financial assets	8	107,159	105,230
Total Non-Current Assets		<u>11,372,880</u>	<u>12,047,390</u>
Total Assets		<u>12,663,201</u>	<u>12,682,295</u>
Current Liabilities			
Trade and other payables	9	1,616,489	1,258,816
Financial liabilities	10	116,628	886,540
Provisions	11	1,020,096	383,039
Total Current Liabilities		<u>2,753,213</u>	<u>2,528,395</u>
Non-Current Liabilities			
Financial liabilities	10	855,574	880,787
Provisions	11	218,981	643,750
Total Non-Current Liabilities		<u>1,074,555</u>	<u>1,524,537</u>
Total Liabilities		<u>3,827,768</u>	<u>4,052,932</u>
NET ASSETS		<u>8,835,433</u>	<u>8,629,363</u>
Equity			
Accumulated funds	12	3,386,350	2,689,275
Reserves	12	5,449,083	5,940,088
TOTAL MEMBERS FUNDS		<u>8,835,433</u>	<u>8,629,363</u>

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

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2011**

	Retained surplus \$	Revaluation Reserve \$	Total \$
Balance at 1 January 2010	1,360,920	4,500,264	5,861,184
Surplus after income tax expense for the year	1,328,355	-	1,328,355
Other comprehensive income for the year, net of tax	-	1,439,824	1,439,824
Total comprehensive income for the year	<u>1,328,355</u>	<u>1,439,824</u>	<u>2,768,179</u>
Balance at 31 December 2010	<u>2,689,275</u>	<u>5,940,088</u>	<u>8,629,363</u>
Balance at 1 January 2011	2,689,275	5,940,088	8,629,363
Surplus after income tax expense for the year	697,075	-	697,075
Other comprehensive income for the year, net of tax	-	(491,005)	(491,005)
Total comprehensive income for the year	<u>697,075</u>	<u>(491,005)</u>	<u>206,070</u>
Balance at 31 December 2011	<u>3,386,350</u>	<u>5,449,083</u>	<u>8,835,433</u>

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

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2011**

	Note	2011 \$	2010 \$
Cash Flows From Operating Activities			
Subsidies received		12,304,625	10,266,879
Payments to suppliers and employees		(12,014,103)	(11,284,334)
Received from fundraising		139,773	610,546
Other proceeds		2,083,296	1,627,761
Interest received		39,382	12,487
Interest paid		(54,963)	(108,605)
GST recovered/ (paid)		(677,887)	-
Net cash provided/(used in) by operating activities		1,820,123	1,124,734
Cash Flows From Investing Activities			
Payments for plant and equipment		(440,480)	(1,013,547)
Proceeds from sale of fixed assets		-	18,182
Dividends reinvested		(1,929)	-
Net cash provided by/(used in) investing activities		(442,409)	(995,365)
Cash Flows from Financing Activities			
Proceeds/(repayments) of borrowings		(79,502)	(40,218)
Net cash provided by/(used in) financing activities		(79,502)	(40,218)
Net increase/(decrease) in cash held		1,298,212	89,151
Cash at the beginning of the financial year		(313,358)	(402,509)
CASH AT THE END OF THE FINANCIAL YEAR	17	984,854	(313,358)

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2011

NOTE 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report covers Autism Queensland Inc. as an individual entity. The financial report is presented in Australian dollars, which is Autism Queensland Inc's functional and presentation currency. The financial report was authorised for issue on 4 April 2012.

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

New, revised or amending Accounting Standards and Interpretations adopted

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

The incorporated association has early adopted AASB 1053 'Application of Tiers of Australian Accounting Standards' and AASB 2010-2 'Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements'. No other new, revised or amending Accounting Standards or Interpretations that are not yet mandatory have been early adopted.

Any significant impact on the accounting policies of the incorporated association from the adoption of these Accounting Standards and Interpretations are disclosed in the relevant accounting policy. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the incorporated association.

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

AASB 1053 Application of Tiers of Australian Accounting Standards

The incorporated association has early adopted AASB 1053 from 1 January 2011. This standard establishes a differential financial reporting framework consisting of two Tiers of reporting requirements for preparing general purpose financial statements, being Tier 1 Australian Accounting Standards and Tier 2 Australian Accounting Standards - Reduced Disclosure Requirements. The incorporated association being classed as Tier 2 continues to apply the full recognition and measurements requirements of Australian Accounting Standards with substantially reduced disclosure in accordance with AASB 2010-2.

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

The incorporated association has early adopted AASB 2010-2 from 1 January 2011. These amendments make numerous modifications to a range of Australian Accounting Standards and Interpretations, to introduce reduced disclosure requirements to the pronouncements for application by certain types of entities in preparing general purpose financial statements. The adoption of these amendments has significantly reduced the incorporated association's disclosure requirements.

Basis of preparation

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

Historical cost convention

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

Critical accounting estimates

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

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

Income Tax

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

Government Subsidies

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

NOTE 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Fixed Assets

Freehold land and buildings are measured on a fair value basis. At each reporting date, the carrying value of each asset in these classes is reviewed to ensure that it does not differ materially from the asset's value at that date. Where necessary, the asset is revalued 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.

A lease liability of equal value is also recognised.

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

Cash and Cash Equivalents

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

Employee Entitlements

Provision is made for employee entitlement benefits accumulated as a result of employees rendering services up to

the reporting date. These benefits include wages and salaries, annual leave and long service leave.

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

Financial instruments

Initial recognition and measurement

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

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

Classification and subsequent measurement

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

Available-for-sale financial assets

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

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

Fair value

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

Impairment

At the end of each reporting period, the association assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available for sale financial

instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

Comparative Figures

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

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

Goods and Services Tax (GST)

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

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

Going Concern

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

At 31 December 2011 the association had a net current asset deficiency of \$1,462,892 (2010: deficit \$1,893,490). The association is reliant on the ongoing support of both State and Commonwealth in the form of funding. The association also has approximately \$1 million in available undrawn funds with Westpac Banking Corporation at 31 December 2011. The Board of Management believe these factors will provide sufficient cashflow to fund the ongoing working capital needs of the association for a period of at least 12 months from the date of this financial report.

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

NOTE 2. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

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

Estimation of useful lives of assets

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

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

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

Long service leave provision

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

Revaluation of property, plant and equipment

The incorporated association revalued all buildings and property improvements at balance date to their fair value. The Director has performed an internal directors valuations at 31 December 2011.

	2011 \$	2010 \$
3. OPERATING SURPLUS/(DEFICIT)		
Finance Costs		
Interest Expense	54,963	108,605
Depreciation of non-current assets		
Buildings	153,895	150,784
Property Improvements	25,397	12,677
Furniture and equipment	159,465	157,949
Motor vehicles	19,181	18,332
	<u>357,938</u>	<u>339,742</u>
Employee benefits expense		
Wages and salaries	8,242,795	8,478,104
Workers Compensation	128,838	86,794
Superannuation costs	746,155	746,734
	<u>9,117,788</u>	<u>9,311,632</u>
Impairment of Assets		
Bad and doubtful debts expense	6,132	-
Impairment of assets	280,613	18,402
	<u>286,745</u>	<u>18,402</u>
4. CASH AND CASH EQUIVALENTS		
Cash on hand	7,650	7,150
Cash at bank	149,321	21,169
Cash on deposit	827,883	373,946
	<u>984,854</u>	<u>402,265</u>
5. TRADE AND OTHER RECEIVABLES		
<i>Current</i>		
Trade accounts receivable	185,247	85,287
Provision for doubtful debts	(24,782)	(11,344)
	<u>160,465</u>	<u>73,943</u>
Other debtors	-	22,611
	<u>160,465</u>	<u>96,554</u>
6. INVENTORY		
Merchandising stock	39,952	36,804
Provision for stock obsolescence	(31,039)	(18,402)
	<u>8,913</u>	<u>18,402</u>
7. PROPERTY, PLANT AND EQUIPMENT		
Land at fair value	3,995,000	3,995,000
Buildings at fair value	5,910,773	6,108,595
Less: Accumulated depreciation	-	-
Total written down value of buildings	<u>5,910,773</u>	<u>6,108,595</u>

	2011 \$	2010 \$
7. PROPERTY, PLANT AND EQUIPMENT (continued)		
Property improvements at fair value	456,907	472,789
Less: Accumulated depreciation	-	(36,132)
Total written down value of property improvements	<u>456,907</u>	<u>436,657</u>
Motor vehicles at cost	260,998	227,997
Less: Accumulated depreciation	(182,930)	(163,741)
Total written down value of motor vehicles	<u>78,068</u>	<u>64,256</u>
Furniture and equipment at cost	2,233,211	2,660,336
Less: Accumulated depreciation	(1,408,238)	(1,322,684)
Total written down value of furniture and equipment	<u>824,973</u>	<u>1,337,652</u>
TOTAL PROPERTY, PLANT AND EQUIPMENT	<u><u>11,265,721</u></u>	<u><u>11,942,160</u></u>
Reconciliations		
Reconciliations of the written down values at the beginning and end of the financial year are set out below:		
Land		
Balance at beginning of year	3,995,000	3,110,000
Revaluation	-	885,000
	<u>3,995,000</u>	<u>3,995,000</u>
Buildings		
Balance at beginning of year	6,108,595	4,739,610
Additions/reclassification	278,335	1,200,227
Disposals	-	319,542
Revaluation	(322,262)	-
Depreciation expense	(153,895)	(150,784)
	<u>5,910,773</u>	<u>6,108,595</u>
Property Improvements		
Balance at beginning of year	436,657	212,178
Additions/reclassification	214,390	237,156
Revaluation	(168,743)	-
Depreciation expense	(25,397)	(12,677)
	<u>456,907</u>	<u>436,657</u>
Motor Vehicles		
Balance at beginning of year	64,256	68,669
Additions/reclassification	32,993	37,785
Disposals	-	(18,332)
Depreciation expense	(19,181)	(23,866)
	<u>78,068</u>	<u>64,256</u>
Furniture and equipment		
Balance at beginning of year	1,337,652	1,421,437
Additions/reclassification	(85,238)	75,535
Impairment	(267,976)	-
Depreciation expense	(159,465)	(159,320)
	<u>824,973</u>	<u>1,337,652</u>

Valuation of land, buildings and property improvements

The valuation basis of land, buildings and property improvements is fair value being the amounts for which the assets could be exchanged between willing parties in an arm's length transaction, based on current prices in an active market for similar properties in the same location and condition. The 2011 revaluations were made by the directors as at 31 December 2011 and the 2010 revaluations were based on independent assessments by a member of the Australian Property Institute as at 31 December 2010. The revaluation deficit was debited to the revaluation reserve in accumulated funds (note 12).

2011
\$

2010
\$

8. FINANCIAL ASSETS

Non-current

Available for sale financial assets - Equity securities	107,149	105,228
Investment in subsidiary company	10	2
	<u>107,159</u>	<u>105,230</u>

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

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

9. TRADE AND OTHER PAYABLES

Current

Trade Creditors	312,537	233,935
Other creditors and accruals	925,423	631,804
Subsidies in advance and unexpended funds	378,529	393,077
	<u>1,616,489</u>	<u>1,258,816</u>

10. FINANCIAL LIABILITIES

Current

Bank Loans - Westpac	116,628	170,917
Bank overdraft - Westpac	-	715,623
	<u>116,628</u>	<u>886,540</u>

Non-Current

Bank Loans - Westpac	<u>855,574</u>	<u>880,787</u>
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The bank loans are secured by Bill of Mortgages over the Association's freehold property as follows:

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

11. PROVISIONS

Current

Employee entitlements	1,020,096	383,039
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Non-Current

Employee Entitlements	118,981	543,750
Building provisions	100,000	100,000
	<u>218,981</u>	<u>643,750</u>

	2011 \$	2010 \$
12. ACCUMULATED FUNDS AND RESERVES		
Accumulated Funds		
Bought forward at beginning of year	2,689,275	1,360,920
Surplus for year	697,075	1,328,355
Carried forward at end of the year	<u>3,386,350</u>	<u>2,689,275</u>
Asset Revaluation Reserve		
Bought forward at beginning of year	5,931,642	4,496,849
Revaluation (decrements)/increments	(491,005)	1,434,793
Carried forward at end of the year	<u>5,440,637</u>	<u>5,931,642</u>
Available for sale Revaluation Reserve		
Bought forward at beginning of year	8,446	3,415
Revaluation increments	-	5,031
Carried forward at end of the year	<u>8,446</u>	<u>8,446</u>
Total Revaluation Reserve	<u>5,449,083</u>	<u>5,940,088</u>

13. KEY MANAGEMENT PERSONNEL DISCLOSURES

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

Key management personnel compensation:	<u>302,397</u>	<u>190,709</u>
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14. CONTINGENT LIABILITIES

Contingent Liability - Residual Financial Interest of the Commonwealth and State

Commonwealth

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

The residual interest of the Commonwealth amount is:	1,843,268	1,674,854
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State

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

The residual interest of the State amount is:	462,118	517,541
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15. COMMITMENTS

Non-cancellable operating leases

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

Operating lease commitments are payable:

Within one year	66,998	136,271
Later than one year but not later than five years	7,177	141,432
	<u>74,175</u>	<u>277,703</u>

2011
\$

2010
\$

16. RELATED PARTY TRANSACTIONS

Key management personnel

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

Transactions with related parties

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

Receivable from and payable to related parties

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

Loans to/from related parties

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

17. CASH FLOW STATEMENT

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

Cash and cash equivalents (note 4)	984,854	402,265
Bank overdraft	-	(715,623)
	<u>984,854</u>	<u>(313,358)</u>

18. SEGMENT INFORMATION

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

19. FINANCIAL RISK MANAGEMENT

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

Floating rate

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

20. SUBSEQUENT EVENTS

No matter or circumstance has arisen since 31 December 2011 that has significantly affected, or may significantly affect the incorporated association's operations, the results of those operations, or the incorporated association's state of affairs in future financial years.

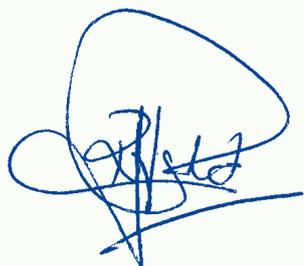
STATEMENT BY THE BOARD OF MANAGEMENT OF AUTISM QUEENSLAND INC.

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

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

- the attached financial statements and notes thereto comply with the Australian Accounting Standards - Reduced Disclosure Requirements;
- the attached financial statements and notes thereto give a true and fair view of Autism Queensland Inc.'s financial position as at 31 December 2011 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that Autism Queensland Inc. will be able to pay its debts as and when they become due and payable.

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



President
Prof. Robert van Barneveld



Treasurer
Gordon Dickson

Dated at Brisbane this 4th day of April 2012

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



To: The Members of Autism Queensland Inc.

I declare to the best of my knowledge and belief, in relation to the audit for the financial year ended 31 December 2011 there have been:

- no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit, and
- no contraventions of any applicable code of professional conduct in relation to the audit.


PKF



Albert Loots

Partner

Dated at Brisbane this 4th day of April 2012

Report on the Financial Report

We have audited the accompanying financial report of Autism Queensland Inc., which comprises the statement of financial position as at 31 December 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the Board.

Committee's Responsibility for the Financial Report

The Committee of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Associations Incorporation Act 1981 (Queensland) and Australian Accounting Standards - Reduced Disclosure Requirements and for such internal control as the Committee determine 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. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 APES 110: Code of ethics for professional accountants.

Opinion

In our opinion the financial report of Autism Queensland Inc. is in accordance with the Associations Incorporation Act 1981 (Queensland) and Australian Accounting Standards, including:

- (i) giving a true and fair view of the company's financial position as at 31 December 2011 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the Associations Incorporation Act 1981 (Queensland).


PKF



Albert Loots
Partner

Dated at Brisbane this 4th day of April 2012



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