





Delivering specialised services and supports for Queenslanders living with autism for almost 55 years.

Our Vision

A life of participation, opportunity and choice for people on the autism spectrum.

Our Mission

To support people living with autism through responsive, evidence-informed practice and advocacy.

Our Values

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

Strategic Direction

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

Key Drivers



ENABLING
PARTICIPATION



CREATING
OPPORTUNITY



ENHANCING
CHOICE

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Chairman's Message

For the past few years, the implementation of the National Disability Insurance Scheme (NDIS) has been at the forefront of service delivery across Autism Queensland's six centres.

The full transition to the scheme in 2019 brought them back to the same page for the first time since 2016.

As all disability service providers will attest, the transition has not been easy, but as I wrote last year, with the challenges came new opportunities as more people had access to funding for much-needed services. It was heartening to learn that while services continued to receive new clients across the year, they were also welcoming back many who had accessed Autism Queensland as children, and now as adults, had the opportunity to do so again. Autism Queensland remains at heart a person-centred organisation and it is a real pleasure to continue to be part of the journey with these people.

The Review of Operations showed an improvement of the Operating Result from a deficit of \$0.44 million in 2018 to a surplus of \$0.81 million in 2019. This was a significant and pleasing turnaround in financial performance, especially given the challenges of the continued transition to NDIS. Total revenues for the year increased by 24 per cent to \$26.7 million reflecting the growth strategy of Autism Qld.

2020 is Autism Queensland's fifth and final year of operation under the current strategic plan (2016-2020). When the Board met last year to review the plan, they confirmed the strategic direction of the delivery of quality services and supports for people living with autism through financial sustainability living, growth and supportive infrastructure would continue to guide the organisation into 2020. Work will commence later this year on developing the organisation's strategic direction and goals for the next five-year cycle.

Autism Queensland's largest site is located at Sunnybank Hills. The organisation has been located there since 1976 when we opened Queensland's first autism-specific education and therapy facility. In 2019, for the first time in over 40 years, we commenced what will be work in progress to upgrade the original buildings which house the Sunnybank campus of the Autism Queensland School.

A successful application to the Independent Schools Queensland Block Grant Authority provided funding support for a three-phase redevelopment. Work was completed on the first of these, a new Prep facility, in June 2019. A refurbishment of the Early Childhood

Intervention classrooms was also undertaken. Thanks to the support of The John Villiers Trust, Masters Builders Queensland and others whose contributions enable us to match BGA funding for Phase 2, the refurbishment of the Middle School classrooms will commence later in 2020.

This message sits at the front of the 2019 Annual Report, but at the time of publishing we are just starting to see an easing of restrictions imposed due to COVID-19 pandemic. Autism does not go away just because there is an international crisis, and for many people it has created far greater challenges due to changes in routine leading to isolation and increased anxiety.

It has been with great pride I have watched the entire team at Autism Queensland rally to continue to support our clients during this time of great uncertainty. Working from the centres as required, or from home offices they moved to telepractice for therapy sessions, workshops became webinars, and those face to face sessions that needed to be continued were delivered within strict safety guidelines to ensure the health and safety of everyone involved.

I acknowledge our current directors and thank them for the skills and knowledge they bring to the Board. I also acknowledge and thank Garry Butler, who resigned from the Board at the end of 2019.

Congratulations also to the Autism Queensland Executive and their teams for their contribution to the organisation. They continue to strive to achieve despite constant financial and service delivery challenges. Thank you also to many individuals, families, businesses and organisations who continue to support Autism Queensland.



A handwritten signature in blue ink that reads "Ian Langdon". The signature is written in a cursive, flowing style.

Ian Langdon
Chairman

CEO's Reflection

2019 proved to be a significant year for the disability sector and Autism Queensland with a number of major milestones occurring.

In April, the Disability Royal Commission was established in response to community concern about widespread reports of violence against, and the neglect, abuse and exploitation of people with disability.

This was followed by the full transition to the NDIS in Queensland from 1 July. The NDIS has given participants in the scheme greater access to community supports as well as achieving choice and control over their lives, leading to a more inclusive society for all people. Also on 1 July, in parallel, the NDIS Quality and Safeguards Commission commenced operation as an independent agency to improve the quality and safety of NDIS supports and services. The Commission's role is to regulate NDIS providers, provide national consistency, promote safety and quality services, resolve problems, and identify areas for improvement.

While these three events in one year brought considerable operational challenges for service providers, it also presented significant improvements in equity for people on the autism spectrum and their families, and as such were welcomed by Autism Queensland.

Despite these challenges, 2019 was a year that saw enormous growth and expansion of services. These included establishing the first regional school campus in Cairns, opening Studio G on the Gold Coast, launching the Adolescent/Adult Goal Setting Tool, considerable expansion in programs to support young adults, and expanding paid employment options for people on the spectrum, to name just a few. And all this while achieving our lowest staff turnover in five years and delivering a small budget surplus.

Throughout the year, the Board committed considerable funds to the upgrade of facilities including at Sunnybank Hills: Jakoba House, the redevelopment of the Early Intervention building and playground, and one wing of the school.

Gladstone premises were relocated to two new sites, providing new dedicated venues for early childhood intervention at the Carinity School, and therapy and office spaces at a local shopping centre to meet the need for expanding waitlists for school, adolescent and adult services.

The Human Resources team supported significant workforce growth, seen in an increase of 24 full time equivalent employees from 198 to 222, and 49 head count from 329 to 378. The team also developed and launched a new Learning Management System (named AQuire) which supports both mandatory and optional training for our diverse workforce.

The Asia Pacific Autism Conference (APAC) 2019 was held outside Australia for the first time, in Singapore. We were very proud that 14 presentations were accepted and delivered by a contingent of 12, providing an expanded opportunity for Autism Queensland to collaborate with colleagues on the world stage.

The Business Development team, in collaboration with teams across Queensland, was successful in lodging and winning a range of grant and funding opportunities for the benefit of our clients and facilities. This includes the establishment of Autism EmployABLE through NDIA ILC funding of \$684,123 and Community Benefit Gambling Funds of \$285,590.

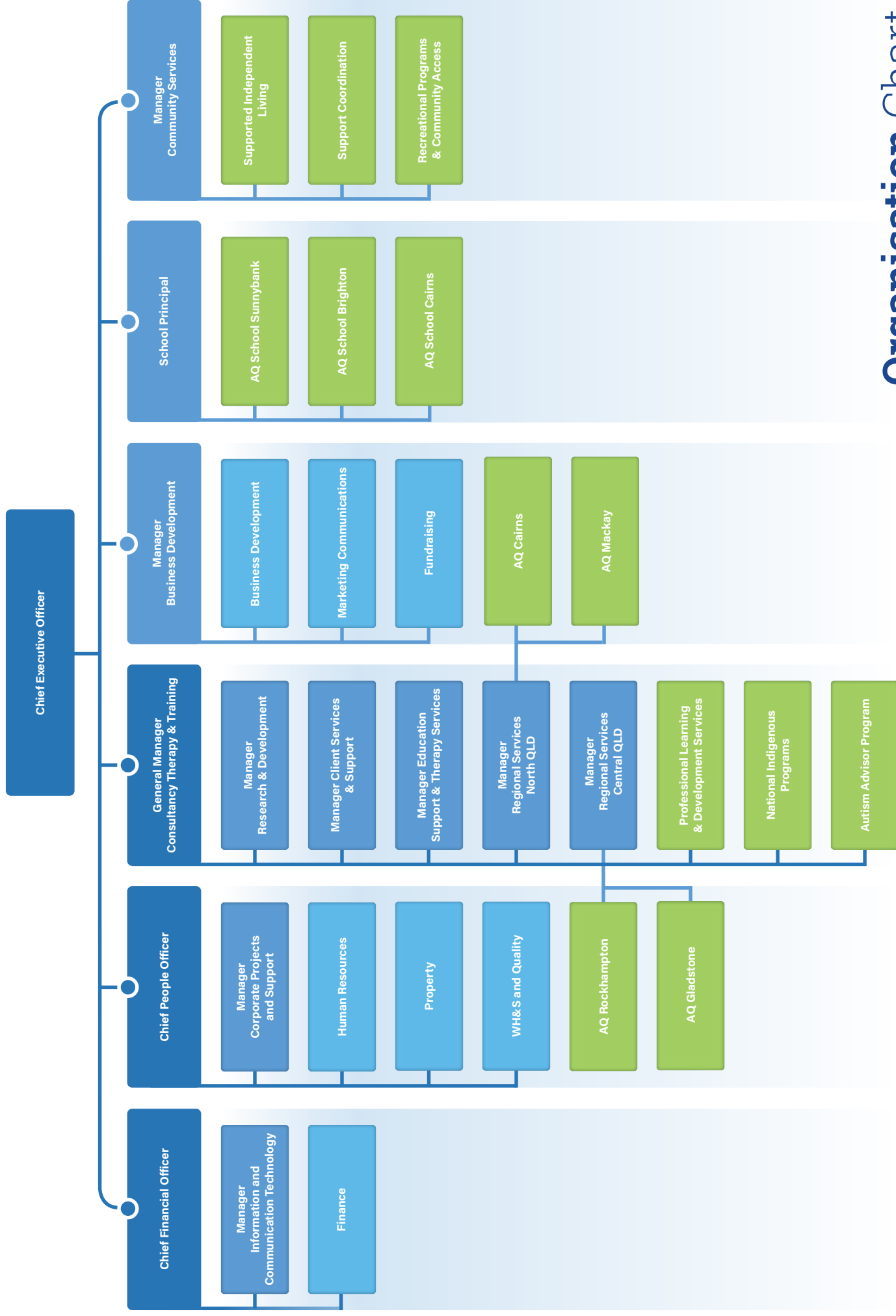
I would like to thank the current Board of Directors, Danielle Butcher, Joanne Peulen, Karen Hauff, Neil Makepeace and newly recruited Director, Scott Reid, as well as Garry Butler who resigned during the year, for their wise counsel and considerable expertise and guidance. I particularly acknowledge and thank our Board Chair, Ian Langdon, who has invested enormous time and energy into the growth and success of the organisation over the past year, and been a wonderful mentor to me in my first year as CEO.

Lastly, I would like to thank my executive colleagues, Alison Geale, CPO, Sudha Manian CFO and Frances Scodellaro, COO and the wonderful team of almost 400 employees here at Autism Queensland. They are the backbone of the organisation and the face of Autism Queensland to our much-valued clients, fulfilling our vision and mission of a more inclusive and equitable world for people on the autism spectrum and their families.



A handwritten signature in dark ink, appearing to read 'Pam Macrossan'.

Pam Macrossan
Chief Executive Officer



Organisation Chart

Services Overview

Autism Queensland is a registered provider of NDIS supports and has been delivering specialised services for individuals on the autism spectrum and their families for almost 55 years.

Our highly skilled professionals with expertise in autism are based across Queensland at centres in Brisbane, Gladstone, Rockhampton, Mackay and Cairns.

Accredited, Independent School

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

Autism Advisor Program

Autism advisors provide information and support for parents and carers of young children (0-6 years) who have received a diagnosis of autism or who think their child may be on the autism spectrum. This program is funded by the Department of Social Services.

Autism Consultant Service

This service provides on-going and regular support to schools from a consultant with expertise in autism. The consultant can provide direct support for students on the spectrum; coaching and mentoring of staff; assist in the development of Individual Plans, Positive Behaviour Support Plans, curriculum adjustments and more.

Customised Services

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

Allied Health and Diagnostic Assessments

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

Early Childhood Intervention

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

Early Days Workshops

Autism Queensland hosts the national coordinator of the national Early Days Workshop program, a series of free workshops for parents and other family members of young children (0-6 years) who are on the spectrum. They are also suitable for parents who feel their child may be on the spectrum but have not received a formal diagnosis. Autism Queensland's professional learning facilitators deliver the Early Days Workshops in Queensland. This program is funded by the Department of Social Services.

Early Intervention Indigenous Liaison Officer Program

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

Group Therapy Programs

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

Individual Therapy

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

Professional Learning and Development

Our professional learning facilitators have many years' experience working with individuals on the spectrum. They deliver a selection of scheduled workshops to a range of audiences including educators, allied health professionals and parents across Queensland. The team also develops customised workshops with individualised content for schools, community organisations, employers and others.

Research and Development

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

School Advisory Visits

The School Advisory service provides information, advice, support and individualised strategies to support the educational outcomes of children with ASD across Queensland. Our specialist therapists and teachers visit eligible students from Prep to Year 12 in their education setting (State Schools, Independent Schools, Catholic Education Schools). This service is supported by the Queensland Government through the Department of Education Specialist Disability Support in Schools (SDSS) Program.

Supported Independent Living

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

Support Coordination

Autism Queensland's Support Coordination team can provide people with Coordination of Supports in their NDIS Plan with expert, unbiased help in selecting services that meet their individual needs.

Vacation Care

Vacation Care is available in the June/July and December school holiday periods at Sunnybank Hills and Brighton for students on the spectrum.

Vocational and Life Skills Programs

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

Autism Queensland School

The Autism Queensland School is an accredited, independent school providing specialist education and therapy programs for students with a verification of Autism Spectrum Disorder (ASD) aged five years (Prep) to 18 years.

The school comprises three Education and Therapy Centres located in Brisbane at Brighton and Sunnybank Hills and a new campus introduced in Cairns at Edmonton at the beginning of the 2019 school year.

The team of teachers, teacher aides, speech pathologists and occupational therapists support the students with an individualised program. An effective interdisciplinary team collaborates with families and other school settings to help students develop skills that will enable them to participate to their fullest extent in their home, school and local community.

During 2019 the School catered for 169 students (equivalent to 96.2 full-time enrolments), with a teaching, therapy, transport and administrative staff of 60.9 FTE including a principal and campus team leaders.

Autism Queensland's Education Service Agreement with the Department of Education, under the Non-State Special Needs Organisations Program continued during 2019 with shared placement of students verified ASD in a part-time school-based program at Autism Queensland with enrolment at their base or "home" mainstream school.

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

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

Students attending the school are grouped according to age, ability and needs, with a maximum of six students per group. Each group is staffed by

a teacher and teacher aide, with additional support provided by speech pathologists, occupational therapists and psychologists. Our inclusive approach is underpinned by regular collaboration and communication with parents, local school staff, and other related professionals.

2019 highlights for the Autism Queensland School included:

0 New Campus for Cairns

In January 2019, a new School campus in Far North Queensland for 12 students in Years P-3 opened at Autism Queensland's regional centre in Edmonton, Cairns, to address a growing demand by families for the provision of an autism-specific school within the region. This is in addition to specialist intervention already provided by Autism Queensland's clinical services and advisory school visits to local mainstream schools.

At the Cairns campus, students progressed well under the highly experienced tutelage of senior teacher, Judy Fenn, and her team of teacher aides and therapists and in June 2019, a comprehensive assessment visit by Non-State School Accreditation Board representatives deemed the school compliant in every aspect of its operations. Collaboration with local state and Catholic schools successfully applies the tested model of Autism Queensland's Brisbane campuses of shared enrolments with students' local mainstream schools.

All students at this campus attend two days per week with the aim to increase the potential for successful transition to a mainstream setting full time. Feedback from families has been extremely positive and marked improvements demonstrated in student engagement and learning in a classroom environment confirm the ongoing need for the additional services of an autism-specific school for the region.

o Prep Building Refurbishment

Phase 1 of a three-stage school refurbishment at the Sunnybank site including a new Prep classroom and adjoining courtyard, ablution facilities and storage areas was completed in June 2019. The new facilities provide an adjusted environment, based on autism research and offer opportunities to gather evidence of the impact of physical environmental adjustments on student learning outcomes for students with significant social communication, emotional regulation and sensory support needs. The State Government provided part of the funding under the Capital Assistance Agreement with the Independent Schools' Block Grant Authority (BGA).

o Full-Time Senior Secondary Pilot

Preparations for a full-time program of the senior phase of learning at the Brighton campus began during the second half of the school year to implement an online learning management system and work skills program for senior students from the start of 2020. IT infrastructure audits and recruitment of staff were completed for the beginning of Term 4, 2019. Parents expressed interest in the pilot and information sessions were attended with mixed response.

o Professional Learning and Informed Practice

Autism Queensland hosted the inaugural meeting of the Queensland Independent Special School Cluster (QISSC) in May 2019. Member schools include all four independent special schools in Queensland: The Sycamore School, Josiah College, The Glenleighden School and Autism Queensland School. QISSC's purpose is to foster relationships between independent schools, provide opportunities to enhance professional learning communities and evidence-informed practice, and moderate student outcomes with like-minded professionals outside of Autism Queensland.

Joanne Tamblyn (speech pathologist) and Dieu Tran (occupational therapist) presented at the Asia Pacific Autism Conference (APAC) in Singapore. Baseline data (from students and staff), explicit teaching, the development of resources including a self-advocacy choice board, and post teaching data and student outcomes from Sunnybank Campus staff and students were highlighted in their presentation, *"Self-Advocacy for Students on the Autism Spectrum in a School Setting"*.



The Sunnybank School team, Book Week

Education Support and Therapy Services

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

In 2019, the team operated in three service delivery areas – South East Queensland (SEQ) South - including South Brisbane, Bayside, Logan, West Brisbane, Scenic Rim, Ipswich, Toowoomba and Gold Coast; SEQ North - including North Brisbane, Caboolture, Pine Rivers and Sunshine Coast; and Regional Outreach.

The SEQ South and Regional Outreach team are based at Sunnybank Hills, and SEQ North at Brighton. Both SEQ South and North deliver the Early Childhood Intervention (ECI) centre-based group programs, short term and school holiday group programs, individual centre-based and off-site programs, Autism Consultant partnerships with schools, assessment services and school advisory visits. ESTS deliver the School Advisory Visit program to regional areas of Queensland and offer fee for service options for families and individuals.

The full transition to the NDIS in the SEQ regions created an unprecedented growth in clients and demand for services, particularly individual therapy and small group programs due to the increased age range of people receiving funding to access services that had not been previously available to them. As a result, the team continued to grow across the year as we increased service delivery to meet this demand.

In addition to a comprehensive internal professional development and compliance training schedule, across the year staff participated in a range of external professional development opportunities including Functional Behaviour Assessment and Positive Behaviour Support, Picture Exchange Communication System (PECS) training, PEERS Facilitator training, Cool Kids Anxiety program, The SOS Approach to Feeding, Secret Agent Society

Facilitator training, Autism Diagnostic Observation Schedule (ADOS-2) training, Autism Diagnostic Interview-Revised (ADI-R), Learn to Play, Hanen More Than Words, Circle of Security - Parenting - Facilitator training. Representatives from the team also attended and presented at the Asia Pacific Autism Conference in Singapore.

2019 was another year of strong growth for the ESTS team in Brisbane. Our clients young and old continued to meet and surpass their achievements and goals as a result of the skilled and compassionate support provided by our therapists, teachers and psychologists who work so hard to realise Autism Queensland's vision of a life of participation, opportunity and choice for people on the autism spectrum.

Early Childhood Intervention Group Programs

ECI programs are flexible and individualised for children under the age of six years. Developed and delivered by Autism Queensland's ESTS professionals, they focus on supporting each child's individual developmental goals, including behaviour, communication and social skills.

The programs continue to be very well-received by families. In 2019, six centre-based programs supporting 36 children were delivered in Brisbane by the ESTS team – four at Sunnybank Hills and two at Brighton. Renovations to the ECI classrooms early in 2019 provided for a much-improved space for the children and staff, and expansions to the playgrounds at Brighton and Sunnybank have been embraced and are enjoyed by all.

Individual Therapy, Education and Mentoring Support

The ESTS team provide on and offsite services to individual children of all ages and adults including speech pathology, occupational therapy, psychology, mentoring and life coaching, and Early Start Denver Model Therapy (ESDM). These services are delivered at Autism Queensland's Brighton and Sunnybank Centres, homes, schools and other community settings. Demand for this service continues to grow.

Allied Health & Diagnostic Assessment Service

The Assessment and Diagnostic service is delivered by a specialist multidisciplinary team including speech pathologists, occupational therapists and psychologists qualified to conduct a range of assessments with children, adolescents and adults for diagnostic and other purposes. The demand for comprehensive assessments, functional assessments and diagnostic assessments for children and adults continued to increase in 2019, and there was marked increase in requests for assessments for adults.

Behaviour Support Services

Demand for Behaviour Supports has increased and several ESTS staff have been involved in delivery of supports including completion of Functional Behaviour Assessments and development of Positive Behaviour Support Plans for child and adult clients. ESTS staff receive additional training and support from the Lead Behaviour Specialist to ensure compliance with the NDIS Quality and Safeguards Commission procedures.

School Advisory Visits

In 2019, the Queensland Government's Specialist Disability Support in Schools (SDSS) – previously known as the Non School Organisations (NSO) Program - continued to provide funding support

for the provision of a School Advisory Service that supports students on the autism spectrum attending State, Independent and Catholic schools. Therapists and teachers in the team visit students from Prep-Year 12 in their education setting and provide information, advice, and individualised strategies to help the student's educational outcomes.

In 2019, the Autism Queensland SDSS team visited 498 schools across Queensland and supported over 1415 individual students. Visits to schools in the South East Queensland region (including the Gold Coast, Sunshine Coast and Toowoomba) occurred on an ongoing basis throughout the school year. Staff in Cairns also delivered the service to local schools, while those in the Rockhampton, Gladstone and Mackay regions continued to be supported from Brisbane due to limited capacity for local teams to deliver the service effectively.

Schools in areas where a local Autism Queensland centre does not exist are still supported through a program of scheduled outreach trips, details of which are released early in the year to enable schools to plan for, and book into, that visit by the advisory team. Many of these regional trips included visits to small and remote towns and the homes of students participating in School of Distance Education. Towns and areas visited in 2019 included: Charleville & Birdsville, Gympie & Kingaroy, Chinchilla, Tara & Dalby, Emerald, Roma & St George, Goondiwindi, Townsville & Palm Island, Warwick & Stanthorpe,



Maryborough & Hervey Bay, Gladstone, Longreach, Weipa, Bundaberg and Mount Isa.

Many of these areas received multiple visits across the year. Demand for this service remains high and the team liaise with requesting schools to prioritise support and provide the best possible assistance.

Feedback received following the service showed 92.6 per cent of educators reported the service had been effective/highly effective in supporting these students to access, participate and achieve in their education. Feedback from the SDSS regarding Autism Queensland's service found 93.1 per cent of respondents indicated they were satisfied/very satisfied with the advisory team's engagement with the school and students.

Other feedback showed 89.9 per cent of educators reported they had been able to implement one or more of the adjustments or strategies suggested, and 85.3 per cent reported they felt more confident/much more confident in identifying barriers to students on the spectrum accessing, participating and achieving in their education.

The team also began conducting phone interviews with schools to gain a deeper understanding of the impact of the service for students and staff.

Autism Consultant Service

Autism Queensland's autism consultants provide a highly flexible and individualised service to schools and their students, through provision of individual therapy or education support, professional development, teacher coaching and mentoring, parent liaison support and/or case management.

The consultant works as an integral part of the school across the year, with a focus on building capacity of schools and staff to support students on the spectrum, ensuring ASD expertise is embedded within the school. Schools opt for an Autism Queensland teacher, speech pathologist or occupational therapist depending on their specific needs. These roles focus on assisting schools to translate the theory of current best practice for supporting students on the spectrum in their education settings and apply it to their unique school and classrooms contexts.

Interest in this service continued to grow in 2019 and included the completion of an adapted model of delivery for a regionally based school. Our consultants worked intensively with more than 10 schools in 2019, including OSHC programs, and an adapted model of support provided within a school in Warwick. In all instances the feedback on the effectiveness of the model was overwhelmingly positive.



Group Programs

In February 2019, Jakoba House, in the grounds of the Sunnybank Hills centre, was officially opened by Uncle Des Sandy, who provided inspiration for the name, which means 'all together', and provided a Welcome to Country.

Extensive renovations to this existing building transformed it back into the life skills house it had been built as back in the 1970s with funding provided by The John Villiers Trust. Additional works to install a fly-over for the outside area increased the useability of this building, providing a calm outside space for clients to access as part of the programs. Further funding provided for a large television screen, and equipment including iPads and Laptops, to enrich the experience for clients accessing programs.

The addition of the facility provided much-needed space for our increasing numbers of adolescent and adult group programs which across the year included:

- *The Hangout,*
- *Make a Meal of It*
- *TravelTRAINing*
- *PEERS® Social Skills Group for Adults.*

Adult and adolescent groups were developed for both *Make a Meal of It* and *TravelTRAINing*. *The Hangout* is a social program that helps participants to plan social outings that use public transport and require an understanding of budgeting to become more independent in the community. It incorporates meal preparation and cooking skills.

Similarly *Make A Meal of It* helps participants to develop independence and daily living skills through activities including cooking, budgeting, shopping and social participation.

TravelTRAINing is for people interested in learning more about public transport or who would like to start catching the train or bus and includes guidance on how to plan a journey, public transport etiquette and safety, back-up plans, and how to cope with the unexpected.

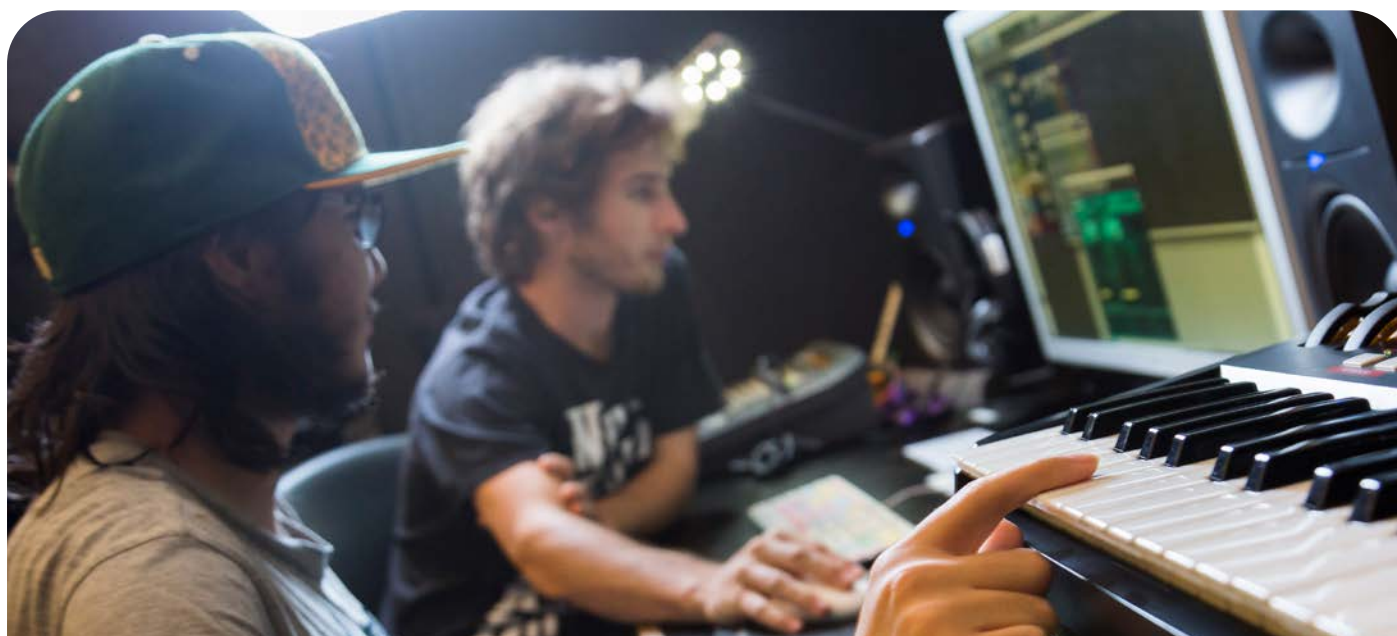
New programs for younger children included:

- *Cool Kids Anxiety Program* (available for two age groups, 7-11 years & 12-17 years)
- *Food Scientists*, a program to develop positive eating habits and reduce anxiety around mealtime for children aged 7-9 years.

Long standing school holiday programs such as *Cool Conversations* (8-12 years and 13-16 years) and the *Fun, Friends and Feeling* social skills program for 5-7 year old children and their parents remained popular, as did the *Secret Agent Society (SAS)* program to develop social/emotional skills for children aged 8-12 years which runs during school terms.

Programs introduced in 2018 including *Preparation Station*, supporting children and their families transition to Prep, and *Food School*, for 4-6 years, continued to grow in popularity.

Studio G and *Teen Tech Shed* run twice-weekly at other sites across the year and in 2019 remained very popular.



Studio G is an interactive workshop that supports young adults on the autism spectrum in the transition to employment, training or further education. *Teen Tech Shed* is an after school social group that encourages appropriate socialising around technology while assisting participants to extend their knowledge of programming, coding and digital media.

In 2019, *Studio G* groups met in Mackay and Brisbane, and a third program commenced in July at the Helensvale Library Creative Lab on the Gold Coast. *Teen Tech Shed* continued to be delivered at The Autism Hub, Woolloongabba.

The programs employ nine mentors, three of whom are on the spectrum, including a former *Studio G* participant. A major change in 2019 was increased involvement of Autism Queensland's therapy team into the programs with occupational therapy, speech therapy and psychology input. This enabled greater support of the mentors in understanding and developing strategies and approaches to use when working with participants and proved very successful.

The outcomes of *Studio G* extend far beyond the twice-weekly program sessions. Brisbane radio station 4ZZZ interviewed participant Josh Lauchland and played his music on a popular morning program. It was a great opportunity to not only promote *Studio G*, but more importantly listeners heard Josh talk about his experiences as a young person on the spectrum and how this influences his life, relationships and music.

The team also continued to be involved in components of programs delivered across Autism Queensland.

In 2019, this included providing input into the expansion of virtual reality into the *Travel/TRAINing* program where participants used an app on their phones and inexpensive cardboard VR headsets to experience their journey to and from the train station in virtual reality.

David Smith, a former participant, and who worked as an illustrator on the Adolescent/Adult Goal Setting Tool, is a mentor in *Teen Tech Shed* and is now developing his own program based on his understanding of the lives and interests of young people on the spectrum.

The Hangout, *Teen Tech Shed* and the Gold Coast *Studio G* program all provided further paid work opportunities for current *Studio G* mentors.

Inverell

Autism Queensland has been operating in Inverell, Northern NSW for two years under the trading name of Autism Australia. Staffed by senior therapist Natalie Jones and program facilitator Teegan Hughes, the service offers individual assessment and therapy services, consultation and training to schools and organisations.

An NDIA ILC-funded grant was successfully awarded in 2018, allowing Autism Australia to offer autism and social communication skill-building groups to families around the wider New England region in regional towns such as Moree, Armidale, and Tenterfield.



Regional Centres

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

In 2019, staff based at the four centres delivered services to approximately 500 individuals from the age of two through to adults. These included early childhood intervention group programs, individual and group therapy, education support, life and social skills programs and school advisory visits. They also provided assistance with generally enquiries about autism, diagnosis, access to the NDIS, schooling and so on.

The regional centres all began as early intervention centres and with the coming of the NDIS have expanded to include clients of all ages. Early intervention though remains at the centre of our business in the regions with our Early Childhood Intervention (ECI) groups continuing to be very popular.

In 2019, we ran two groups of six children each in Gladstone, four groups of six children in Rockhampton and two groups of six children in both Mackay and Cairns.

Autism Queensland continues to experience great change across the organisation due to the NDIS and client requirements, and this was no exception in the regional centres. Supported if necessary by staff based in Brisbane, the centres continued to strive for the delivery of quality, evidence-based therapy, early intervention and school services.

Gladstone and Rockhampton in the particular saw a marked increase in requests for services for younger clients. This growth coincided with the end of the lease of Gladstone's premises at Joyner Close. After careful consideration, the service moved into two new sites, the early intervention services to premises within the Carinity School at 803 Glenlyon Road, while therapy services and the main office were established in Clinton. The work of the Gladstone team in sourcing suitable locations and coordinating the move with minimal interruption to our clients must be acknowledged.



Rockhampton's ECI groups continued to be very popular, continuing a history of providing quality early intervention in Central Queensland.

The service at the Edmonton centre in Cairns also expanded to include Autism Queensland School's first regional campus. It opened its doors at the start of the school year and ran two very successful classes (Prep-Year 3) over the year. Ongoing and close work with the families and home schools of the students was well received. Activities at the school were overseen and supported by School Principal and staff based in the Brisbane campuses of the school.

Mackay saw its professional team grow to seven therapists during the year and the capacity to work with more clients on an individual basis increased. Therapy input was included in the adult *Studio G* program and plans began for an adolescent version, *Teen Tech Shed*, to commence in 2020.

Staff at all centres accessed a range of professional development opportunities across the year. This skill development is much sought by regional staff and the professional learning team in Brisbane delivered these sessions in person and where possible by remote technology.

Staff were also trained in the Early Start Denver Model, SOS Feeding, Circle of Security, Learn to Play and Anxiety. Many thanks from those staff of

Gladstone, Rockhampton and Cairns who were able to access bursaries from Health Workforce Queensland to assist with the cost of this valuable training.

A number of successful grant applications submitted to Government and local organisations provided funding for a range of improvements and resources throughout the year including a new cubby house and trampoline in Cairns, and a playground upgrade in Mackay to include a sensory area for the younger children and another playground for older clients including a basketball hoop.

Major roof repairs and an external complete paint job at the Cairns centre were scheduled for early 2020, as were a sandpit and bike track in Rockhampton with funds raised by at an annual ball coordinated by Go Blue Charity Events comprising parent supporters and staff.

Cairns parent, Leigh Johns ran the Herberton marathon in August and raised an incredible \$4000 for the centre, and long-time supporter, Piccones IGA, continued to make regular donations across the year.



Cairns Cubby House



Community Services

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

A focus for this team in 2019 was increasing the quality of life for participants in Supported Independent Living (SIL) by increasing capacity building supports and ensuring the Community Services lifestyle support workers were trained to implement positive behaviour support plans. An ongoing professional development schedule ensures all staff are fully skilled with current best practice approaches to provide active support to all individuals accessing our services.

Short Term Accommodation

Autism Queensland had for many years provided overnight and weekend short term accommodation (respite) services at Sunnybank Hills for children up to 18 years and at Greenbank for ages 5-65 years. This service did not resume in 2019 due to reduced funding for the service as a result of the NDIS. While the decision was taken to transition both services to Supported Independent Living, in order to provide some assistance to families and people in need, the transition at Greenbank was delayed and it operated as an emergency respite service for the first half of the year.

Supported Independent Living

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

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

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

In 2019, Autism Queensland operated 12 residences across Brisbane, Ipswich and the Redlands accommodating up to 27 participants. The house at Sunnybank Hills was modified to receive a child safety client who had been living in a hospital setting for an extended period because of the lack of other



suitable accommodation. This has proven to be a successful initiative and has filled a great need. It will act as a model for future collaborative work for children on the spectrum in the child safety system.

The transition of SIL housing service to NDIS showed a systemic gap in filling vacancies across the sector, not just for Autism Queensland. There were many people without housing and many vacancies in houses, but there was no system established to match participants with vacancies, after the state withdrawal from the service. Due to necessity the market stepped in with a number of collaborative groups forming, and from this a system of sharing vacancy information has emerged, however it is still in its infancy. The team also continued to assist clients in having SIL included in their NDIS plans.

Community Access

Autism Queensland provides community access services for individuals aged five to 65 years who wish to independently engage in community, social and recreational activities. As with 2018, requests for this support continued to grow, however limitations were placed due to staff capacity.

Across the year Autism Queensland supported clients in this service to access and participate in their local community including providing assistance to access employment opportunities including work experience and supported employment, shopping, day trips, visits to the cinema, library, theme and water parks, medical appointments, social events, gyms, travel on public transport and much more.

The service also continued to offer two regular social groups for adults and adolescents on the spectrum. The Adult Recreation Group met every second Friday evening in the Brisbane CBD to go to dinner, the movies and markets, listen to bands and attend other events. The Computer Club met weekly to enjoy movie and bowling nights along with internet café time. Both groups provide participants the opportunity to practice their social, communication and independent living skills as inclusive members of the community. High demand for places, funding and staffing challenges meant both groups were under review at the close of 2019.

Vacation Care

Recurrent funding secured by Autism Queensland back in 2011 enabled the delivery of twice-yearly school holiday programs at the Brighton and Sunnybank School campuses in the June and Christmas school holidays. Traditionally referred to as Holiday Programs, this service was renamed Vacation Care in 2019 to differentiate from school holiday group therapy programs delivered by other service areas. This program was able to continue under the NDIS and was again heavily subscribed in both holiday periods in 2019.

Support Coordination

Across the year this service also experienced high demand from people with Coordination of Supports in their NDIS Plan.



Hosted Programs

Autism Advisor Program

The Autism Advisor Program (AAP) is a component of the Helping Children with Autism (HCWA) package funded by the Australian Government, Department of Social Services. In 2019, the program was delivered by a small team of advisors based in Brisbane, Rockhampton and in the early months of the year, Cairns.

The role of the advisors in the past has been to support families who have a child diagnosed with ASD under the age of seven years to access the HCWA Early Intervention package in a timely manner and provide them with information about ASD, workshops and local support services they can access for their child and family.

While new registrations for HCWA were phased out in Queensland across the year, finally closing in November, AAP continued to provide support to families – those still receiving HCWA funding, those who were transitioning or had transitioned to NDIS and others with children in this age bracket that required assistance.

Ahead of the closure of new registrations, AAP provided paediatricians across Queensland with updates on the service and how they could refer families. A new logo was developed and families were encouraged to contact the service directly if they were in need of support. A booklet with information about services including Medicare rebates, Carers Allowance, community support services and early years education services (eg ECDP) was developed and provided to families along with relevant attachments to assist them to connect to services while they waited for contact from the NDIA, ECEI or LAC services.

The team also developed the content and format for a series of four facilitated parent/carer conversations called Talking About Autism. 77 parents/carers attended seven group sessions and plans put in place to continue the facilitated conversations in 2020.

Across the year AAP continued to carry out key roles of assisting families and carers to understand their child's diagnosis and clinical treatment plan; provide practical information and advice about supporting their child's development; and provide impartial and

evidence-based information about the interventions that have produced positive outcomes for children on the spectrum. The advisors also provided information to paediatricians, community agencies, early childhood education providers, therapists and other with information about referral pathways so that they too were better able to support parents and carers.

Autism advisors attended NDIS information sessions and network meetings to build and maintain relationships with Early Childhood Early Intervention (ECEI) Partners, service providers, NDIS Planners, Local Area Coordinators, and other community agencies so they were better positioned to assist parents and carers to engage with relevant supports and services.

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

Across the year the AAP provided supports to approximately 1000 families, including initial and follow up HCWA consultations, pre and post NDIS access consultations, and NDIS information sessions for families.

Early Days National Coordination

Early Days is a national program that provides a series of free workshops for parents, grandparents, carers and families of young children (0-6 years) on the autism spectrum or those who have concerns their child may be on the spectrum but has not received a formal diagnosis. The program is also funded by the Department of Social Services under the HCWA initiative.

The goal of the workshops is to assist families to understand more about autism and to develop the skills and confidence to support the development of their child's learning at home and in the community. They also provide opportunities for families to connect with others raising a child on the spectrum, and to increase understanding of how to work with support services to achieve the best possible outcomes. The eight workshops in the Early Days suite are delivered nationally and can be tailored to

suit the needs of Aboriginal and Torres Strait Islander, and Culturally and Linguistically Diverse families.

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

Since the commencement of the program in July 2011, over 3500 workshops have been delivered across Australia to thousands of families.

Indigenous Programs

Early Intervention Indigenous Liaison Officer Program

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

A team of indigenous liaison officers who are based at Autism Queensland are responsible for the national delivery of the program. They provide information and assistance relevant to the needs of childhood disability in Aboriginal and Torres Strait Islander communities such as:

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

Working in close consultation with these communities, the liaisons maintain strong relationships with facilitators of the Early Days program, and support state and territory autism associations, the network of Carer organisations, disability service providers, Aboriginal health and medical services, early learning centres and other early childhood services.

Throughout the year the indigenous liaison officers in the EI ILO program delivered 38 workshops to 307 participants, 80 per cent of which were delivered in non-metropolitan locations across Australia.

Steppin' Up Steppin' Out Program

Steppin' Up, Steppin' Out (SUSO) is funded by the NDIA to raise awareness and build understanding of autism in remote Aboriginal and Torres Strait Islander communities across Queensland and the Northern Territory. The indigenous liaisons provide direct goal setting services, host community events, and facilitate knowledge about referral pathways for persons on the autism spectrum and their families. Since 2018, the ILOs in the SUSO program have delivered services to 2386 individual participants including persons on the spectrum, families, community members and service providers.

Yarning Autism Program

Yarning Autism, also funded by the NDIA, raises awareness of autism and increases participation in community-based activities in Aboriginal and/or Torres Strait Islander communities across the north and north-west of New South Wales. Indigenous liaison officers provided 10 community forums, information sessions and information workshops to 93 participants in 2019.



Indigenous Liaisons visit Ramingining, NT

Client Services & Support

The role of the Client Services and Support (CSS) team based in Brisbane is to streamline the provision of information, services and support to those people who are accessing or wish to access Autism Queensland's services.

The team responds to hundreds of emails and phone calls received each month from people seeking help from Queensland's longest serving and most trusted provider of autism services and supports. These requests are further supported by the teams based at our regional centres in Gladstone, Rockhampton, Mackay and Cairns who manage enquiries relating to their own services.

In 2019, the CSS service team expanded from one full-time and one part-time (three days a week) client services officer to three full-time staff supported by a part-time administration officer.

Across the year the number of calls and other contacts were received at a rate of around 800 per month from parents, carers, other family members, service providers and other.

The most common enquiries were questions on how to get a diagnosis, "my child has just been diagnosed, what now?" school issues and how to navigate the NDIS. The CSS team continued to note considerable interest in diagnosis and services for adults.

Due to the high number and complexity of requests for support and information coming into the team, there was reduced capacity to also provide the NDIS information sessions CSS had run in 2018. With the full transition and the presence of NDIS Partners, whose role it is to provide such information, the CSS team ceased running these sessions at the end of March 2019.

One-on-one sessions with people looking for assistance in getting ready for their NDIS planning meeting, or understanding their NDIS Plan, were offered on a fee-for-service basis, although this was not actively advertised. They were exceptionally well-received and continue in 2020.

An area that grew significantly during 2019 for the CSS team was the preparation of Service Agreements.

These were raised for:

- Any NDIA-managed client receiving an Autism Queensland service in the south-east Queensland area
- Any NDIA-managed client receiving an Autism Queensland service through its Inverell outlet
- Any NDIA-managed client receiving an Autism Queensland service in any other part of Queensland other than those areas managed by the Autism Queensland teams in Cairns, Mackay, Rockhampton and Gladstone;
- Any client in south-east Queensland using NDIS funding, regardless of how the funding was being managed, participating in:
- Vocational programs (eg *Studio G*, *PEERS*, *Make a Meal of It*, *Teen Tech Shed*)
- Early Childhood Intervention group programs
- Any client accessing Studio G in Mackay.

The team produced over 900 Service Agreements in 2019, with the monthly average rising from steadily from 20 in January to 80 plus from the middle of the year onwards.





Research & Development

The Autism Queensland Research and Development department conducts and supports research that enhances the potential of individuals on the spectrum to achieve valued life outcomes.

We also aim to ensure that services provided by Autism Queensland are evidence-informed.

Supporting and conducting research on Autism Spectrum Disorder

0 Development and evaluation of the Adolescent/Adult Goal Setting Tool (AAGST)

The AAGST aims to give people on the spectrum a voice when planning their futures by ensuring the goals they express are genuine reflections of self-determination. It can be used to enable their active engagement in the person-centred planning processes of organisations such as the NDIA, disability services providers and secondary schools (during post-school transition planning) and was developed in collaboration with the Autism CRC. This picture-based, card-sort tool covers a broad range of areas including social relationships, self-care and home living, study and training, employment, health and fitness, community access and participation, communication, finances and emotional wellbeing.

Following rigorous research activities to develop and refine the AAGST, it was finalised, published and released for sale in 2019 and officially launched in conjunction with the Autism CRC at an information session at the Autism Hub in October. Speakers included Professor Robert van Barneveld (Chair, Autism CRC), Dr Jill Ashburner (Manager Research and Development), Dr Caitlin Taggart (Lead Occupational Therapist) and Teresa Pilbeam (Team Leader Indigenous Programs). An interview with illustrators, Jermu Hautsalo and David Smith from Studio G, also featured.

Autism Queensland's Indigenous Liaison Team has been working on an extension of the AAGST project as part of the Steppin' Up Steppin' Out project, focusing on the utility of the tool when used in indigenous communities.

Work also commenced on the creation of additional cards focusing on employment to assist the Autism EmployABLE program.

0 Analysis of data from Have Your Say Survey

This project involved sending out five surveys to 790 participants in late 2017, including parents of children yet to start school, primary school-aged children, secondary school-aged children, and adults on the spectrum, in addition to a self-report survey for adults on the spectrum. In 2019, further analysis of the qualitative data from the survey was undertaken including:

- The need for parents to reduce their working hours or stop working to care for their child for each of the age groups, and their reasons for reducing their paid employment
- Diagnostic issues including difficulties accessing diagnostic services, concerns about diagnostic services, and concerns about follow-up after diagnosis
- Parents' preferences for mainstream and/or specialised schooling options
- Parent reports of school changes because the school was not a good fit
- The top five priorities for support of each respondent group.

0 Analysis and publication of sensory data from ASD Educational Needs Analysis:

This was an Autism CRC project that provided Australia-wide data on the educational needs of students on the autism spectrum aged 5-16 years from the perspective of 934 parents, 248 educational personnel and 179 specialist staff. It included some data on the responses of these students to sensory aspects of the school environment (eg classroom noise, bright lights and crowding), which was analysed by research and development staff. A journal article *"Sensory issues that challenge students on the autism spectrum at school: Perspectives of parents, educational personnel and allied health professionals"* is currently being prepared.

Presentations at conferences, workshops, and autism-awareness raising events

0 International Society for Autism Research Conference, May 2019 (Montreal)

"The Cost of Caring: The Impact of Autism on Parental/Caregiver Workforce Participation", based on our Have Your Say survey findings.

0 Asia Pacific Autism Conference, June 2019 (Singapore)

Jill Ashburner presented on *"Use of a Goal-Setting Tool for Adolescent and Adults: Feedback from Trials in Schools, Post-School Services and Individual Therapy Sessions"*.

Jill Ashburner and Lynda Melville presented on *"Optimising the Learning Space – What does that Look Like?"*.

Caitlin Taggart presented on the *"Make a Meal of It"* (a meal preparation, budgeting, shopping and social participation program).

0 Cerebral Palsy Alliance Therapy Conference, July 2019 (Sydney)

"Managing rather than remediating sensory processing challenges".

0 Queensland Department of Education's 'Autism Friendly Schools' workshops, October 2019

"Sensory processing and your school" presented at three workshops in Brisbane North, Brisbane South and West Moreton regions attended by a range of staff including Heads of Special Education and Principals.

0 'What I Wish I Knew'

Research and Development contributed to the development of this short documentary, which was filmed at the AEIOU Logan Centre and screened on 2 April at a World Autism Awareness Day special movie event.

0 Experiences of adults on the spectrum and implications for services

- Autism Queensland Annual General Meeting, May 2019
- Government versus ICT Trivia Night, Brisbane, October 2019.

Sharing research findings through publications

Contributions to research publications included:

- 0 Wilson, W.J., Downing, C., Perrykkad, K., Armstrong, R., Arnott, W.L., Ashburner, J., & Harper-Hill, K. (2019). The "acoustic health" of primary school classrooms in Brisbane, *Australia. Speech, Language and Hearing*. Doi:10.1080/2050571X.2019.1637042.
- 0 Macdonald, L., Trembath, D., Ashburner, J., Costley, D., Haas, K., & Keen, D. (2019). Utilisation of an intervention to support students on the autism spectrum: examining teachers' responses to Finished! the On-task Toolkit. *Journal of International Special Needs Education*. Advance online publication.

Dr Caitlin Taggart (L) and Dr Jill Ashburner (R) from Autism Queensland with Andrew Davis (ML) CEO and Professor Robert van Barneveld (MR) Chair of the Autism CRC.



Supporting undergraduate and post-graduate education

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

- 0 Lectures to University of Queensland (UQ) occupational therapy students.
- 0 Placements of UQ occupational therapy student placements across the year. They worked on projects including an intake procedure for Autism EmployABLE and a program for young people on the spectrum on cybersecurity awareness.

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

- 0 In 2019, staff conducted literature searches on 117 different topics to support Autism Queensland programs.
- 0 Monthly Professional Practice Team meetings were held to provide a forum to discuss issues pertaining to the maintenance and development of high-quality evidence-informed professional practices. Led by the Manager Research and Development, the team includes the lead therapists, School Principal, Manager Education Support and Therapy Services, Regional Services Manager, and General Manager Consultancy, Therapy and Training.
- 0 The lead and clinical supervising therapists continued to make important contributions to high-quality, evidence-informed practice at Autism Queensland.
- 0 These therapists have contributed in the following ways:
 - Providing regular professional supervision
 - Coordination and delivery of internal professional development sessions to staff on a wide range of topics including mental health and ASD, services for adults on the spectrum, NDIS assessments, school therapy service delivery models, and management of sensory challenges
- 0 The lead therapists contributed to program development in the following ways:
 - Development of new programs for adults and adolescents including *PEERS*® (Program for the Education and Enrichment of Relational Skills), *Make a Meal of It* and *Teens in the Kitchen* (meal preparation, budgeting,

shopping and social participation), *Travel Training*, *The Hangout* (social participation, learning about food, budgeting and planning outings), and the *B-Me Club* (personal grooming including clothing and makeup)

- Leadership in a range of areas including early childhood interventions and supports for minimally verbal children
- Development of psychology services at Autism Queensland including best practice guidelines, confidentiality considerations and psychology specific input into school visits.

Development of new and innovative programs

Contributions to grant applications

The Research and Development team contributed an evidence-informed perspective to a number of NDIA Information, Linkages and Capacity Building (ILC) grant applications.

Autism EmployABLE

This innovative 12-month project aims to engage with Australian businesses to build awareness of the positive attributes of employees on the autism spectrum and to develop their capacity to successfully employ them.

The outcomes of the program have included employment related goal setting, pre-employment preparation (eg resume and interview preparation), work experience and job trials for some participants, and successful placement of other participants in open employment positions.

Relationships have also been established with some state government departments and private businesses. Information sessions were provided to some businesses about issues to consider in order to successfully employ people on the spectrum and the advantages of employing people on the spectrum.

Autism EmployABLE is funded under the NDIA ILC Mainstream Capacity Building Program.

Professional Learning & Development

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

Autism Queensland's professional learning facilitators have extensive experience in working with people on the autism spectrum and in the delivery of effective professional development and parent education that is based on a thorough knowledge base and is practical and easy to understand.

Scheduled Workshops

In 2019, this multi-disciplinary team of four, comprising teachers, a speech and language pathologists and occupational therapists delivered 54 scheduled workshops across Queensland to over 760 participants.

Autism Queensland's scheduled workshops have always been well received due to their relevant and current content. Popular sessions such as *Supporting Individuals on the Autism Spectrum*, *Clues to Behaviour Success*, *Positive Behaviour Support*, and *Practical Strategies for Teacher Aides* continued to be delivered.

A number of new workshops were developed and delivered including: *Understanding and Supporting Girls on the Autism Spectrum*, *Emotional Regulation*, *Sensory Processing and Self-Regulation*, *Challenging Mindsets and Planning for Behavioural Success*, *Autism and the Workplace*, and *Executive Functioning and Academic Assessment*, *Supporting the Transition from Primary to High School for Students on the Autism Spectrum*, *Supporting Participation in Play and Physical Activities for Children and Youth on the Autism Spectrum*, *Supporting Self-Regulation: Considerations for OTs and SLPs*.

These workshops were delivered across South Queensland in Brisbane, Ipswich, Springfield, Caboolture and on the Gold and Sunshine Coasts, as well as regionally in Toowoomba, Townsville, Bundaberg, Gladstone, Mackay and Cairns.

Interest in Autism Queensland's professional learning continued to increase and reflects how educators and therapists are embracing the opportunity to undertake training and education to help them develop skills to support young children, school students and adults on the spectrum.

The team also hosted a Research to Practice event at the Department of Education's Autism Hub in Brisbane, *Employing a Universal Design for Learning Framework to Support the Inclusion of Students on the Autism Spectrum*. Speakers included Assoc Prof Beth Saggars, Queensland University of Technology, Dr Matt Capp, Brisbane Catholic Education, Assoc Prof Wayne Wilson, University of Queensland, Cerys Downing, Audiologist, PhD candidate, University of Queensland and Jeff Souther, Department of Education.

Customised Training

The PLDS team also prepare and present customised workshops with individualised content in locations across Queensland. In 2019 this included in Cooktown and Croydon. These sessions feature content tailored to meet the specific needs of small and large groups and are delivered at schools, childcare centres, disability services, employment agencies and other venues as required.

In 2019, the team delivered 68 customised workshops (258 hours of face to face delivery) across Queensland to over 750 participants from disability organisations, State, Catholic and Independent sector schools, Disability Employment Agencies, employers of people on the spectrum, Government disability and family support providers, Child Care and Outside School Hours Care providers and juvenile detention centres.

Team members also presented three webinars for the Department of Education, each with audiences of over 300 people and a series of workshops for pre-service teachers associated with the Logan City Teacher Education Centre of Excellence. It was an excellent example of how we can provide these upcoming teachers with the knowledge and confidence to be able to support students on the spectrum who may be in their classrooms when they begin teaching.

PLDS facilitators submitted abstracts and presented at the Asia Pacific Autism Conference, Singapore, Gymnastic Queensland Conference, Cerebral Palsy Alliance Conference, NSW & ACT, and the Australian Association of Special Education Conference, Tasmania.

The team also deliver training across the year to the Autism Queensland's education and therapy teams as part of the organisation's professional development program. They presented 59 workshops to staff in 2019.

In addition to their training commitments, the facilitators liaised with a range of organisations, peak bodies, agencies, and government departments. They continued to raise awareness of the needs of people on the spectrum and to share information about other Autism Queensland services.

Feedback

Participant feedback included satisfaction with the content provided in the workshops, the practical application of the strategies suggested and the quality of the presenters.

'It was interesting to learn how often females on the spectrum slip between the cracks or are incorrectly diagnosed as having borderline personality disorder.'

'I would absolutely recommend attending this workshop! It was a fantastic introduction to the spectrum, and the needs of people who are on it...'

'This was such a good session, thank you! My key takeaways were how to respectfully (and using correct terminology) refer to and address individuals on the spectrum. Also, how very different each individual on the spectrum experiences life and what these different experiences may be.'

'The feedback from the team was really positive, and they have recommended me organising a repeat for anyone who missed out.'

'Thank you very much for your support of our annual therapy conference last week. Anecdotal feedback continues to come in and overwhelmingly, our clinicians enjoyed the day, particularly your session. I have someone collating the formal feedback and I will share this with you once completed.'

Early Days Workshops

The PLDS team are responsible for delivering the Early Days workshops in Queensland. These are free workshops funded by the Department of Social Services for parents and carers of children aged 0-6 years who are, or may be, on the autism spectrum. The team facilitated 88 group and individual workshops in regional and metropolitan centres to more than 500 family members. Feedback from the parents and carers who attended illustrated what a difference these workshops made to their lives as they connected them with other families and provided much needed support from our experienced facilitators to guide them through their personal journey with their child.



Professional Development Workshop, Injune QLD

Community & Supporters

The Autism Queensland community continues to grow every year.

This sentence begins this section often, but it's true. Autism Queensland continues to be fortunate to be part of a large, widespread and supportive community.

This community includes our staff and clients; their families; our followers on social media and those who subscribe to our updates; the teachers, therapists, early childhood specialists, support workers, parents and others who attend our workshops; and the schools, community organisations, NIDS partners, government agencies and other service providers with whom we work and partner, and many others.

In 2019, Autism Queensland was again fortunate to be the beneficiary of donations received through annual appeals, workplace giving, community events, from corporate supporters and private donors. These funds are directed to new infrastructure and resources to enable effective delivery of our vital services. An increased focus on grant applications also led to a marked growth in this area.

The Go Blue for Autism campaign in April remained a major and very colourful statewide activity with schools, kindergartens, early learning and childcare centres, banks, hospitals, bakeries, government departments, pharmacies, hairdressers, coffee shops, students and parents hosting blue-themed events across the month. The Brisbane City Council again turned the lights blue on Brisbane's bridges, City Hall and other key buildings, and Warner Bros. Movie World hosted their early opening, reduced entry fee event for people on the spectrum and their families for the third year running. This activity involves an enormous commitment from staff and management.

The success of Go Blue as a campaign is totally reliant on all those individuals, family and businesses

who embrace it each year. In a fundraising space that is becoming overcrowded, we thank everyone for making it a priority each year.

Autism Queensland is also fortunate to receive many hours of assistance from corporate volunteers. The large Sunnybank Hills site serves well for working groups and team building opportunities, help much appreciated by our small maintenance crew who are always looking for a helping hand. We also had several groups assist at Brighton across the year. As well as continuing to send groups to assist with these more manual activities, Credit Union Australia provided weekly administration assistance weekly across the year. Several teams from Origin Energy attended across the year, and Deloitte Australia returned to help on their annual Impact Day in November. Across the year we also welcomed teams from ANZ, Hutchinson Builders and Sandbags Community Hub.

In December, Autism Queensland Patron Paul de Jersey AC, Governor of Queensland, and Mrs Kaye de Jersey again hosted Autism Queensland's annual Creative Futures Recognition Awards at beautiful Fernberg (Government House). This is a very special event for all who attend and a highlight of the Autism Queensland calendar. His Excellency presented awards to winners and special commendation recipients in five categories including Individual Achievement, Parent/Carer, Professional Achievement, School/Community and Patronage.

A list of our major supporters appears on the next page. We also take this opportunity to acknowledge everyone who contributed financially or in kind to Autism Queensland in 2019. Thank you!



Deloitte Australia Impact Day

Major Supporters in 2019

- 0 Australian Government Education Department Local School Community Grants
- 0 Autism Hub and Reading Centre, Queensland Government
- 0 Banana Life
- 0 Brighton IGA
- 0 GJ Bird
- 0 Bracken Ridge Lions Club
- 0 Lord Mayor's Charitable Trust
- 0 Brisbane City Council
- 0 Brother's Leagues Club (Cairns) Limited
- 0 Cairns Regional Council
- 0 Cairns Libraries
- 0 Cancer Council Queensland SunSmart Shade Initiative Program
- 0 Chemist Warehouse
- 0 Chen's Music Festival & Australia Piano World
- 0 City of Gold Coast
- 0 Cooperative Research Centre for Living with Autism (Autism CRC)
- 0 Credit Union Australia
- 0 Cooktown Crusaders
- 0 Coles Sports for Schools
- 0 CQUni Mackay
- 0 Creative Tech Lab, Helensvale Library
- 0 Deloitte Australia
- 0 Department of Education, Queensland Government
- 0 Department of Social Services, Australian Government
- 0 Edmonton Men's Shed
- 0 Extraction Artisan Coffee
- 0 Martin Edge
- 0 Fernvale State School
- 0 Footprint Books
- 0 Frequentis Australia
- 0 Fullers Football Club
- 0 GG-SWF Foundation
- 0 Go Blue Charity Events
- 0 Government vs ICT Industry Trivia Night
- 0 Harper Bernays Charitable Trust
- 0 Health Workforce Queensland
- 0 Independent Schools Queensland Block Grant Authority
- 0 JJ Richards/Invitro Technologies
- 0 John Paul College
- 0 Jurisdictional Guardian Council of Queensland
- 0 A&B Jennings
- 0 Leigh Johns
- 0 Hutchinson Builders
- 0 Lions Club of Brisbane Hellenic Inc
- 0 Local Matters Grill'd
- 0 Lucky Star Tavern
- 0 C McCaul
- 0 Mackay Airport Corporation
- 0 Master Builders Queensland
- 0 Master Engraving
- 0 Ministerial Gift Auction, Queensland Government
- 0 Mylan Australia
- 0 National Disability Insurance Agency
- 0 Nicholas & Alexandra Amarandos Charitable Trust
- 0 ODI Queensland
- 0 Specialist Disability Support in Schools (SDSS) Program, Department of Education
- 0 Origin Energy
- 0 Piccones Supa IGA
- 0 Play for Purpose
- 0 Queensland Government Gambling Community Benefit Fund
- 0 Rosebud Superclinic
- 0 Sandbags Community Hub
- 0 Sandgate & District Men's Shed Inc
- 0 Southsiders 4x4
- 0 Sundata
- 0 Sunnybank District Community Men's Shed Inc
- 0 The Australian Decorative and Fine Arts Society (Brisbane River)
- 0 The John Villiers Trust
- 0 The Cory Charitable Foundation
- 0 The Edge, State Library of Queensland
- 0 The Hart Family Perpetual Trust
- 0 The William Angliss Charitable Foundation
- 0 Uncle Bobs Bakery
- 0 Warner Bros Movie World
- 0 Western Cape College Weipa
- 0 Woolworths Earn & Learn
- 0 VulyPlay
- 0 99 Bikes



Directors' Report

For the year ended 31 December 2019

The directors present their report, together with the financial statements, on Autism Queensland Limited for the year ended 31 December 2019.

Directors

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

- 0 Danielle Butcher
- 0 Garry Butler (Resigned 29 October 2019)
- 0 Ian Langdon
- 0 Joanne Peulen
- 0 Karen Hauff
- 0 Neil Makepeace

Review of operations

The operating result for 2019 was a surplus of \$814,676 (2018: deficit of \$440,705).

Government subsidies continued to provide the major operational income for Autism Queensland Limited. Income from fee for service activities has continued to show steady growth with the roll-out of NDIS in Queensland reaching all local government regions during the year. Autism Queensland's traditional Department of Communities funding was reduced in line with the transition and fee for service revenue increased accordingly. The results for the year reflected several vacancies in accommodation services.

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

Objectives

Vision

The vision of Autism Queensland Limited is a life of participation, opportunity and choice for people on the autism spectrum.

Mission

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

Values

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

Strategic Direction

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

Goals and strategies

Goals

- 0 Quality
- 0 Sustainability
- 0 Growth
- 0 Infrastructure

Strategies

- 0 Consumer focus
- 0 Quality focus
- 0 Economies of scale
- 0 Cost focus
- 0 Partnership and collaboration
- 0 Organisation development
- 0 IT infrastructure
- 0 Leverage applications

Principal activities

- 0 Autism-specific education through an accredited independent school, comprising three Education and Therapy centres, for children who are on Autism Spectrum Disorder (ASD) delivered by an expert team of teachers, therapists and psychologists.
- 0 Early childhood intervention through our centres in Brisbane, Gladstone, Rockhampton, Mackay and Cairns.
- 0 Autism Queensland's allied health and education professionals deliver a range of services and supports, including individual therapy, group programs and assessments for people of all ages through our centres in Brisbane, Gladstone, Rockhampton, Mackay, Cairns, Inverell, in client's homes and in other community settings.
- 0 Education support services delivered by multi-disciplinary teams with expertise in the education of children with a diagnosis of ASD across State, Catholic and Independent schools in Queensland.
- 0 Holiday, after school and community access programs.
- 0 Autism Queensland Limited hosts the Autism Advisor Program for parents of children under the age of 7 recently diagnosed with ASD in Queensland.
- 0 Autism Queensland Limited hosts the National Coordinator of the Early Days program for parents of children under the age of 7 newly diagnosed with ASD or undergoing assessment. We also deliver the Early Days workshops in Queensland.
- 0 Autism Queensland Limited hosts the Early Intervention Indigenous Liaison Program that aims to raise awareness of childhood disability within Aboriginal and Torres Strait Islander communities and build relationships between these communities, service providers and disability organisations.
- 0 Autism Queensland Limited, trading as Autism Australia, delivers Indigenous Programs in Queensland, New South Wales and Northern Territory.
- 0 Autism Queensland Limited delivers the Autism EmployABLE program in South East Queensland.
- 0 Accommodation for adults on the autism spectrum with complex needs by way of full support 24/7, 52 weeks a year.
- 0 Non-accredited training - Professional Learning and Development Services.
- 0 Autism Queensland Limited is registered with the National Disability Insurance Scheme to provide services to people on the autism spectrum.
- 0 Autism Queensland Limited is an Essential Participant in the Autism CRC. Research and development at Autism Queensland Limited is led by Dr Jill Ashburner.

Performance measures

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

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

Directors

Information on directors in office as at 31 December 2019

Ian Langdon

MBA, BCom, DipEd, FCPA,
FAICD

Title:

Non-Executive Chair

Experience and Expertise:

Ian has extensive Board and Chair experience with past roles at Dairy Farmers, Rabobank, Delta Electricity, Pivot Fertilisers and the Peanut Company of Australia, and is currently Board Chair of Gold Coast Hospital and Health Service. He has held a number of academic positions including Associate Professor and Dean of Business at Griffith University (Gold Coast); and has lived experience as the grandfather of a teenager with autism.

Special Responsibilities:

Ex officio member Audit and Risk Committee
Ex officio member People and Safety Committee

Danielle Butcher

GCert, BA, BAppSc(Biology)

Title:

Non-Executive Director

Experience and Expertise:

Danielle has over 20 years' experience leading successful teams, programs and specialised projects. She identifies opportunities to obtain efficiencies and drive reform and has a strong understanding of the not-for-profit sector, government, policy, governance, asset and facilities management, education and awareness, indigenous issues, disabilities, tenancy issues, hardship and concession programs, customer management, complaints management and standards.

Special Responsibilities:

Chair of the People and Safety Committee

Karen Hauff

BCom, LLB, GDLP, FGIA,
FCIS

Title:

Non-Executive Director

Experience and Expertise:

Karen is an experienced senior executive and qualified lawyer with more than 17 years' experience in legal practice, including in the areas of risk management, compliance and corporate governance. She has held the positions of General Counsel and Company Secretary at publicly listed corporations in the resources sector, following eight years in private practice, including as a Senior Associate at global legal firm, Norton Rose Fulbright. In addition to her legal qualifications, Karen holds a Bachelor of Commerce (Accounting) and has acted in an interim capacity as CEO of Speech & Language Development Australia (SALDA), having previously served for 4 years on the SALDA Board as Deputy Chairman and Secretary.

Special Responsibilities:

Member People and Safety Committee

Neil Makepeace

BSc(Hons), MSc, GAICD

Title:

Non-Executive Director

Experience and Expertise:

Neil is an experienced leader and director with 30 years' experience solving complex problems in Queensland, around Australia and worldwide. He has a strong track record in governance, executive leadership, management consulting, strategic planning, systems development and operations. His passions include driving business growth and creating public value. Neil is a recognised leader in the field of open data.

Special Responsibilities:

Member Audit and Risk Committee

Joanne Peulen

BA(Hons), MAppFinInv,
AdvDipFinServ, GAICD,
JP(Qual)

Title:

Non-Executive Director

Experience and Expertise:

Joanne has extensive experience in senior management roles in the energy industry and is an independent consultant specializing in strategic financial and business risk management. She brings to Autism Queensland her own personal experience of living with disability and a firm belief in the link between culture, performance and resilience.

Special Responsibilities:

Chair Audit and Risk Committee

Directors' meetings

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

	Full Board		Audit & Risk Committee		People & Safety Committee	
	Attended	Held	Attended	Held	Attended	Held
Danielle Butcher	9	10	-	-	1	1
Garry Butler	7	9	4	4	-	-
Ian Langdon	10	10	4	4	1	1
Joanna Peulen	10	10	4	4	-	-
Karen Hauff	8	10	-	-	1	1
Neil Makepeace	8	10	3	4	-	-

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

Contributions on winding up

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

The total amount that members of the company are liable to contribute if the company is wound up is \$58 based on 58 current members.

Auditor's independence declaration

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

On behalf of the directors,

Ian Langdon

Chairman - Director
Brisbane, 27 April 2020



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Brisbane QLD 4000
GPO Box 457 Brisbane QLD 4001
Australia

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

As lead auditor of Autism Queensland Limited for the year ended 31 December 2019, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
2. No contraventions of any applicable code of professional conduct in relation to the audit.

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

Michael Cutri
Director

BDO Audit Pty Ltd
Brisbane
27 April 2020

BDO Audit Pty Ltd ABN 33 134 022 870 is a member of a national association of independent entities which are all members of BDO Australia Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO Audit Pty Ltd and BDO Australia Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation.

Statement of Financial Position

As at 31 December 2019

	Note	2019 \$	2018 \$
Assets			
Current Assets			
Cash and cash equivalents	4	4,986,191	4,846,916
Trade and other receivables	5	1,103,029	504,923
Other assets and prepayments		429,413	194,042
Assets classified as held for sale	6	-	480,584
Total Current Assets		6,518,633	6,026,465
Non-Current Assets			
Property, plant and equipment	7	17,127,820	15,312,160
Intangible assets	8	412,300	536,379
Financial assets	9	21,357	21,357
Total Non-Current Assets		17,561,477	15,869,896
Total Assets		24,080,110	21,896,361
Liabilities			
Current Liabilities			
Trade and other payables	10	3,725,522	3,463,008
Financial and lease liabilities	11	384,985	68,504
Provisions	12	2,019,967	1,719,057
Total Current Liabilities		6,130,474	5,250,569
Non-Current Liabilities			
Financial and lease liabilities	11	1,370,066	904,742
Provisions	12	365,966	344,123
Total Non Current Liabilities		1,736,032	1,248,865
Total Liabilities		7,866,506	6,499,434
Net Assets		16,213,604	15,396,927
Equity			
Revaluation reserves		9,148,484	9,148,484
Accumulated funds		7,065,120	6,248,443
Total Equity	13	16,213,604	15,396,927

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

Statement of Comprehensive Income

For the year ended 31 December 2019

	Note	2019 \$	2018 \$
Income			
Government subsidies		11,959,293	14,069,400
Revenue from rendering of services		13,796,772	6,974,316
Fundraising activities		211,310	284,581
Capital grants		656,360	119,366
Interest income		16,249	27,646
Sundry income		64,987	61,110
Total Income		26,704,971	21,536,419
Expenditure			
Employee expenses		22,115,088	18,885,000
Facilities expenses		2,112,179	1,994,768
Marketing expenses		97,692	106,439
Depreciation and amortisation expenses		631,956	341,311
Interest expenses		73,029	33,603
Other expenses		858,351	616,003
Total Expenditure		25,888,295	21,977,124
Net Surplus / (Deficit) for the year	2	816,676	(440,705)
Other Comprehensive Income			
Items that will not be reclassified to profit and loss			
Net gain on revaluation of land and buildings		-	5,146,489
Other Comprehensive Income for the year		-	5,146,489
Total Comprehensive Income for the year		816,676	4,705,784

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

Statement of Changes in Equity

For the year ended 31 December 2019

	Revaluation Reserves \$	Accumulated Funds \$	Total \$
Balance at 31 December 2017	4,001,995	6,689,148	10,691,143
Net Surplus/(Deficit) for the year	-	(440,705)	(440,705)
Other Comprehensive Income for the year	5,146,489	-	5,146,489
Balance at 31 December 2018	9,148,484	6,248,443	15,396,927
Net Surplus/(Deficit) for the year	-	816,676	816,676
Other Comprehensive Income for the year	-	-	-
Balance at 31 December 2019	9,148,484	7,065,119	16,213,603

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

Statement of Cash Flows

For the year ended 31 December 2019

	Note	2019 \$	2018 \$
Cash flows from operating activities			
Receipts in the course of operations		27,483,939	24,532,063
Payments to suppliers and employees		(26,208,910)	(23,040,323)
Interest received		16,249	27,646
Interest paid		(68,960)	(38,231)
Net cash provided by operating activities		1,222,318	1,481,155
Cash flows from investing activities			
Proceeds from disposal of property, plant and equipment		462,758	-
Purchase of property, plant and equipment		(1,585,865)	(1,505,679)
Purchase of intangible assets		(2,168)	(274,940)
Security deposits		-	(21,347)
Net cash used in investing activities		(1,125,275)	(1,801,966)
Cash flows from financing activities			
Proceeds from finance leases		-	120,177
Finance lease payments		-	(15,792)
Lease payments		(96,502)	-
Proceeds from bank loans		367,045	637,265
Repayments of bank loans		(228,311)	(101,979)
Net cash (used in) / provided by financing activities		42,232	639,671
Net increase in cash held		139,275	318,860
Cash and cash equivalents at the beginning of the financial year		4,846,916	4,528,056
Cash and cash equivalents at the end of the financial year	4	4,986,191	4,846,916

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

Notes to the Financial Statements

For the year ended 31 December 2019

1. Summary of significant accounting policies

Reporting entity

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

Basis of preparation

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

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

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

Going Concern

On 31 January 2020, the World Health Organisation (WHO) announced a global health emergency because of a new strain of coronavirus (COVID-19 outbreak) and the risks to the international community as the virus spreads globally. Because of the rapid increase in exposure globally, on 11 March 2020, the WHO classified the COVID-19 outbreak as a pandemic. In an attempt to combat the health risks of COVID-19, governments across the world have implemented various policies aimed at tackling the spread of the virus.

The directors have considered the potential impact that the global pandemic COVID-19 may have on the operations of the Company. Given the rapidly changing environment caused by COVID-19 and its impact on the Australian and global economy, along with various policy responses by governments both in Australia and globally, it is not possible to conclusively define the potential impact that COVID-19 may have on the operations of the Company in time, given the fluidity of government policy decision making. These conditions indicate a material uncertainty that may cast significant doubt about the Company's ability to continue as a going concern and, therefore, that it may be unable to realise its assets and discharge its liabilities in the normal course of business.

Notwithstanding the potential impact of COVID-19 and the uncertainty it creates in relation to the potential economic impact for both the Australian and global economies, on currently available information, the directors are of the view that the Company has the ability to continue as a going concern based on the following:

- the introduction of tele-health and other non-face to face service delivery methods for therapy services;
- the continued operation of the Company's school campuses;
- redeployment of employees in grant funded programs adversely affected by travel bans to other therapy services;
- extension of current DSS programs due to finish mid-year will now continue to June 2021;
- temporary hold on recruiting new positions;
- the above measures are forecast to minimize any loss of revenue to 15% from 2020 budgets;
- continued support from state and federal governments providing a number of relief measures; and
- available loan and overdraft facilities provided by the Company's bank.

More detailed cash flow forecasting extending 12 months from the end of the reported period has been undertaken to ensure cash flows are maintained at levels required to meet liabilities. Forecasts have assumed the Company's return to normal business activity levels from Quarter 1, 2021.

The financial statements have been prepared on the basis that the Company is a going concern, which contemplates the continuity of normal business activity, realisation of assets and settlement of liabilities in the normal course of business. Should the Company not be able to continue as a going concern, it may be required to realise its assets and discharge its liabilities other than in the ordinary course of business, and at amounts that differ from those stated in the financial statements and that the financial report does not include any adjustments relating to the recoverability and classification of recorded asset amounts or liabilities that might be necessary should the Company not continue as a going concern.

1. Summary of significant accounting policies (continued)

New and Amended Accounting Policies Adopted by the Company

Revenue from Contracts with Customers

AASB 15 Revenue from Contracts with Customers replaces AASB 118 Revenue and is mandatorily applicable to annual reporting periods beginning 1 January 2019. The effects of AASB 15 have been assessed and no material adjustments have been made.

Income of Not-for-Profit Entities

AASB 1058 Income of Not-for-Profit Entities replaces AASB 1004 Contributions and is mandatorily applicable to annual reporting periods beginning 1 January 2019. The effects of AASB 1058 have been assessed and no material adjustments have been made.

Leases

AASB 16 Leases replaces AASB 117 Leases and is mandatorily applicable to annual reporting periods beginning 1 January 2019. AASB 16 requires operating leases to be recognised on the Company's balance sheet by recording a right-of-use asset and the present value of the lease liability on inception of the lease. During the lease term depreciation and interest are charged to the profit & loss account instead of the lease expense that was recorded under AASB 117. There is no practical change to the treatment of finance leases. The Company has adopted AASB 16 Leases retrospectively from 1 January 2019, but has not restated comparatives for the 2018 reporting period, as permitted under the specific transition provisions in the standard. The reclassifications and the adjustments arising from the new leasing rules are therefore recognised in the opening balance sheet on 1 January 2019. The new accounting policies are disclosed in note 1 (f).

On adoption of AASB 16, the Company recognised lease liabilities in relation to leases which had previously been classified as operating leases under the principles of AASB 117. These liabilities were measured at the present value of the remaining lease payments, discounted using the lessee's incremental borrowing rate as of 1 January 2019. The weighted average lessee's incremental borrowing rate applied to the lease liabilities on 1 January 2019 was 6.4%.

For leases previously classified as finance leases the Company recognised the carrying amount of the lease asset and lease liability immediately before transition as the carrying amount of the right-of-use asset and the lease liability at the date of initial application. On applying the measurement principles of AASB 16 to those leases no adjustments were required.

Practical expedients applied

In applying AASB 16 for the first time, the Company has used the following practical expedients permitted by the standard:

- Applying a single discount rate to a portfolio of leases with reasonably similar characteristics
- Relying on previous assessments on whether leases are onerous as an alternative to performing an impairment review – there were no onerous contracts as at 1 January 2019
- Accounting for operating leases with a remaining lease term of less than 12 months as at 1 January 2019 as short-term leases
- Excluding initial direct costs for the measurement of the right-of-use asset at the date of initial application, and
- Using hindsight in determining the lease term where the contract contains an option to extend or terminate the lease.

The Company has also elected not to reassess whether a contract is, or contains a lease at the date of initial application. Instead, for contracts entered into before the transition date the Company relied on its assessment made applying AASB 117 and Interpretation 4 Determining whether an Arrangement contains a Lease.

Measurement of lease liabilities

	2019 \$
Operating lease commitments disclosed as at 31 December 2018	764,970
Discounted using the lessee's incremental borrowing rate at the date of initial application	613,141
Add: Finance lease liabilities recognised at 31 December 2018	99,757
Less: Short-term leases not recognised as a liability	(7,800)
Less: Low-value leases not recognised as a liability	(1,012)
Less: Adjustments relating to changes in the index affecting variable payments	(89,976)
Lease liability recognised at 1 January 2019	614,110
Of which are:	
Current lease liabilities	72,166
Non-current lease liabilities	541,944
	614,110

1. Summary of significant accounting policies (continued)

New and Amended Accounting Policies Adopted by the Company (continued) Leases (continued)

Measurement of right-of-use assets

The associated right-of-use assets for property leases and other leases were measured at the amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments relating to the lease recognised in the balance sheet at 31 December 2018.

Adjustments recognised in the balance sheet on 1 January 2019

The change in accounting policy affected the following items in the balance sheet on 1 January 2019:

- Property, plant and equipment – increase by \$514,353
- Lease liabilities – increase by \$514,353

The net impact on retained earnings on 1 January 2019 was \$nil.

Critical accounting estimates and judgements

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

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

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

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

Significant accounting policies

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

a. Revenue recognition

The company recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the Company is expected to be entitled in exchange for transferring goods or services to a customer. The Company recognises revenue in a manner that depicts the transfer to the customer of the goods or services promised.

Grants

Grants are recognised at their fair value where there is a reasonable assurance that the grant will be received and all attached conditions will be complied with.

Donations, fundraising and bequests

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

Interest revenue

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

b. Goods and services tax

Revenues, expenses and fixed assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

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

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

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

1. Summary of significant accounting policies (continued)

c. Income tax

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

d. Financial instruments

Recognition, initial measurement and derecognition

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the financial instrument. Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

Classification and subsequent measurement of financial assets

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

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

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

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

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

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

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

Impairment of financial assets

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

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

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

Classification and subsequent measurement of financial liabilities

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

e. Fair value

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

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

1. Summary of significant accounting policies (continued)

f. Leases

As explained above the Company has changed its accounting policy for leases where the Company is the lessee. The new policy is described in note 7 and the impact of the change are shown above.

Until 31 December 2018, leases of property, plant and equipment where the Company, as lessee, had substantially all the risks and rewards of ownership were classified as finance leases. Finance leases were capitalised at the lease's inception at the fair value of the leased property or, if lower, the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, were included in other short-term and long-term payables. Each lease payment was allocated between the liability and finance cost. The finance cost was charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under finance leases was depreciated over the asset's useful life, or over the shorter of the asset's useful life and the lease term if there is no reasonable certainty that the Company will obtain ownership at the end of the lease term.

Leases in which a significant portion of the risks and rewards of ownership were not transferred to the Company as lessee were classified as operating leases (note 16). Payments made under operating leases (net of any incentives received from the lessor) were charged to profit or loss on a straight-line basis over the period of the lease.

g. Impairment of non-financial assets

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

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

h. Comparative figures

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

2. Operating (deficit)/surplus

The operating (deficit)/surplus for the year has been arrived at after charging the following items:

	2019 \$	2018 \$
Operating lease expense – property rentals	32,500	83,708
Operating lease expense – equipment rentals	29,694	39,204
Bad and doubtful debts expense	127,000	9,926
Interest paid on loans	33,788	29,305
Interest paid on finance leases	39,241	4,298

3. Auditor's remuneration

Audit Services	40,300	37,250
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4. Cash and cash equivalents

Cash on hand	8,689	7,744
Cash at bank	1,169,594	728,636
Cash on deposit	3,807,908	4,110,536
	<u>4,986,191</u>	<u>4,846,916</u>

4. Cash and cash equivalents (continued)

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

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

5. Trade and other receivables

Current

	2019 \$	2018 \$
Trade accounts receivable	1,237,529	512,423
Provision for doubtful debts	(134,500)	(7,500)
	<u>1,103,029</u>	<u>504,923</u>

6. Assets classified as held for sale

Land and buildings	<u>-</u>	<u>480,584</u>
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The land and buildings that were classified as held for sale in 2018 comprised a property that no longer met the current functional requirement of the Company's activities and was disposed of in January 2019.

7. Property, plant and equipment

Land at fair value	<u>8,160,000</u>	<u>8,160,000</u>
Buildings		
Buildings at fair value	6,123,287	5,395,063
Less: Accumulated depreciation	(271,029)	(1,202)
	<u>5,852,258</u>	<u>5,393,861</u>
Property improvements at cost	1,497,502	4,278
Less: Accumulated depreciation	(21,107)	(57)
	<u>1,476,395</u>	<u>4,221</u>
Leasehold improvements at cost	1,273,365	1,180,448
Less: Accumulated depreciation	(227,674)	(181,650)
	<u>1,045,691</u>	<u>998,798</u>
Total written down value of buildings	<u>8,374,344</u>	<u>6,396,880</u>
Motor vehicles at cost	1,057,986	993,997
Less: Accumulated depreciation	(934,350)	(889,821)
Total written down value of motor vehicles	<u>123,636</u>	<u>104,176</u>
Furniture and equipment at cost	2,653,739	2,452,942
Less: Accumulated depreciation	(2,218,648)	(2,096,888)
Total written down value of furniture and equipment	<u>435,091</u>	<u>356,054</u>
Work in progress at cost	<u>34,749</u>	<u>295,050</u>
Total property, plant and equipment	<u>17,127,820</u>	<u>15,312,160</u>

7. Property, plant and equipment (continued)

Reconciliations

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

	Land	Buildings	Motor Vehicles	Furniture & Equipment	Work in progress	Total
Balance at 1 January 2019	8,160,000	6,396,880	104,176	356,054	295,050	15,312,160
Additions	-	845,085	63,989	203,317	1,204,978	2,321,369
Transfers	-	1,465,279	-	-	(1,465,279)	-
Depreciation	-	(336,900)	(44,529)	(124,280)	-	(505,709)
Balance at 31 December 2019	8,160,000	8,374,344	123,636	435,091	34,749	17,127,820

Freehold land and buildings are measured on a fair value basis. At each reporting date, the carrying value of each asset in these classes is reviewed to ensure that it does not differ materially from the asset's value at that date. Where necessary, the asset is revalued to reflect its fair value. Any surplus on revaluation is credited directly to the asset revaluation reserve. All other items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

The valuation basis of land, buildings and property improvements is fair value being the amounts for which the assets could be exchanged between willing parties in an arm's length transaction, based on current prices in an active market for similar properties in the same location and condition. Valuations were last carried out by Herron Todd White as at 31 December 2018. The Company has assessed the carrying value at balance date to still be appropriate.

Estimation of useful lives of assets

The company determines the estimated useful lives and related depreciation charges for its property, plant and equipment assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation 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.

Leases

Until 31 December 2018, assets held by the Company under leases which transfer substantially all the risks and rewards of ownership were classified as finance leases. On initial recognition, the leased asset was measured at an amount equal to the lower of its fair value and the present value of the minimum lease payments. Subsequent to initial recognition, the asset was accounted for in accordance with the accounting policy applicable to that asset.

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

The value of leased assets included within motor vehicles as at 31 December 2018 is:

	2018 \$
Cost	118,170
Accumulated depreciation	(24,619)
Net book amount	93,551

The Company leases various offices, equipment and vehicles. Rental contracts are typically made for fixed periods of 6 months to 3 years, but may include extension options as described below.

Contracts may contain both lease and non-lease components. The Company allocates the consideration in the contract to the lease and non-lease components based on their relative stand-alone prices. However, for leases of real estate for which the Company is a lessee, it has elected not to separate lease and non-lease components and instead accounts for these as a single lease component.

Lease terms are negotiated on an individual basis and contain a wide variety of different terms and conditions. The lease agreements do not impose any covenants other than security interests in the leased assets that are held by the lessor. Leased assets may not be used as security for borrowing purposes.

7. Property, plant and equipment (continued)

Leases (continued)

Until the 2018 financial year, leases of property, plant and equipment were classified as either finance leases or operating leases, see above for details. From 1 January 2019, leases are recognised as a right-of-use asset and a corresponding liability at the date at which the leased asset is available for use by the Company.

Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liabilities include the present value of the following lease payments:

- Fixed payments (including in-substance fixed payments), less any lease incentives receivable
- Variable lease payments that are based on an index or a rate, initially measured using the index or rate as at the commencement date
- Amounts expected to be payable by the Company under residual value guarantees
- The exercise of a purchase option if the Company is reasonably certain to exercise that option, and
- Payments of penalties for terminating the lease, if the lease term reflects the Company exercising that option.
- Lease payments to be made under reasonably certain extension options are also included in the measurement of the liability.

In calculating the present value of lease payments, the Company uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine the lease payments) or a change in the assessment of an option to purchase the underlying asset.

The Company applies the short-term lease recognition exemption to its short-term leases of property and equipment. It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low-value. Lease payments on short-term leases and leases of low-value assets are recognised as expenses on a straight-line basis over the lease term.

The Company recognises right-of-use assets at the later of commencement date of the lease or date of transition. Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, adjusted for any remeasurement of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets. Right-of-use assets are included in the same line item as that within which the corresponding underlying assets would be presented if they were owned.

The balance sheet shows the following amounts relating to leases:

	2019 \$	1 January 2019 \$
Right-of-use assets		
Buildings	623,202	514,353
Motor vehicles	89,911	93,551
	<u>713,113</u>	<u>607,904</u>
Lease liabilities		
Current	176,319	72,166
Non-current	566,509	541,944
	<u>742,828</u>	<u>614,110</u>

Additions to the right-of-use assets during 2019 were \$205,819.

7. Property, plant and equipment (continued)

Leases (continued)

The Statement of Comprehensive Income shows the following amounts relating to leases:

	2019 \$	2018 \$
Depreciation charge of right-of-use assets		
Buildings	80,586	-
Motor vehicles	33,357	-
	<u>113,943</u>	<u>-</u>
Interest expenses	39,241	-
Expense relating to short-term leases (included in facilities expenses)	27,300	-
Expense relating to leases of low-value assets (included in facilities expenses)	34,557	-

The total cash outflow for leases in 2019 was \$193,532.

Critical estimate/judgement on estimated useful life of assets

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

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

8. Intangible assets

Software

Gross carrying amount

Balance at 1 January	629,066	354,126
Additions	2,168	274,940
Balance at 31 December	<u>631,234</u>	<u>629,066</u>

Amortisation and impairment

Balance at 1 January	92,687	61,792
Additions	126,247	30,895
Balance at 31 December	<u>218,934</u>	<u>92,687</u>

Carrying amount at 31 December

412,300	536,379
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Computer software is measured as the costs incurred to acquire and install the specific software less accumulated amortisation and impairment losses. Software is amortised over its useful life of 3 to 5 years.

9. Financial assets

	2019 \$	2018 \$
Non-current		
Security deposit	21,347	21,347
Investment in subsidiary companies	10	10
	<u>21,357</u>	<u>21,357</u>

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

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

10. Trade and other payables

Current		
Trade creditors	252,560	172,501
Other creditors and accruals	1,099,199	1,067,103
Subsidies in advance and unexpended funds	2,373,763	2,223,404
	<u>3,725,522</u>	<u>3,463,008</u>

11. Financial and lease liabilities

Current		
Bank loans	208,666	42,911
Lease liabilities	176,319	-
Finance lease liabilities	-	25,593
	<u>384,985</u>	<u>68,504</u>
Non-Current		
Bank loans	803,557	830,578
Lease liabilities	566,509	-
Finance lease liabilities	-	74,184
	<u>1,370,066</u>	<u>904,742</u>

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

- 1st Mortgage 331 Jackson Road, Sunnybank Hills
- 1st Mortgage 136 North Road, Brighton
- 1st Mortgage 20 Commodore Street, Sunnybank Hills
- 2nd Mortgage 437 Hellowell Road, Sunnybank Hills

12. Provisions

	2019 \$	2018 \$
Current		
Employee entitlements	2,019,967	1,719,057
Non-Current		
Employee entitlements	365,966	344,123

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

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

13. Total equity

Reconciliation of movement in total equity:

Revaluation reserves**Asset revaluation reserve**

Bought forward at beginning of year	9,148,484	4,001,995
Revaluation increments	-	5,146,489
Carried forward at end of the year	9,148,484	9,148,484

Accumulated funds

Bought forward at beginning of year	6,248,443	6,689,148
Surplus / (deficit) for year	816,676	(440,705)
Carried forward at end of the year	7,065,119	6,248,443

Total equity

16,213,603	15,396,927
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14. Key management personnel disclosures

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

The Company's key management personnel comprise the directors and a team of four (2018 – four) executive managers, comprising the Chief Executive Officer and three executives.

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

Other key management personnel compensation comprises:

	2019 \$	2018 \$
Total key management personnel compensation	608,920	612,766

15. Contingent liabilities

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

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

16. Commitments

Operating lease commitments

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

From 1 January 2019, the Company has recognised right-of-use assets for these leases, except for short-term and low-value leases. See note 1 and note 7 for further information.

Future minimum rentals payable under non-cancellable operating leases as at 31 December are:

Within one year	-	86,496
After one year but not more than five years	-	339,082
After five years	-	339,392
	-	764,970

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

16. Commitments (continued)**Finance lease commitments**

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

From 1 January 2019, the Company has recognised right-of-use assets for these leases, except for short-term and low-value leases. See note 1 and note 7 for further information.

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

	2019 \$	2018 \$
Within one year	-	29,662
After one year but not more than five years	-	74,723
	<u>-</u>	<u>104,385</u>

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

Capital commitments

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

Property, plant and equipment	<u>-</u>	<u>1,008,406</u>
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17. Related party transactions

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

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

18. Financial risk management**Interest rate risk**

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

Expiring within one year (bank overdraft and bill facility)	1,000,000	1,000,000
Expiring beyond one year (bank loans)	7,291	7,285
	<u>1,007,291</u>	<u>1,007,285</u>

19. Subsequent events

In early 2020 a new coronavirus, originating in China, started to spread to other countries triggering an escalating series of actions to contain the outbreak. Chief amongst those were travel bans; self-isolation initially for persons travelling from a small number of countries and later full quarantine for all travellers entering Australia; the closure of non-essential businesses; restrictions on personal movement outside homes and places of work; and restrictions on inter-state travel, initially self-isolation for persons entering Queensland and later a closure of the borders with some exceptions for essential travel.

The Company is not expecting to be forced to close due to the nature of services provided. However, community concerns over the ease at which the virus can spread, together with travel restrictions to remote parts of Queensland have impacted service delivery, in particular face to face counselling services and programs operating in indigenous communities. Wherever possible employees are working remotely to minimise any impacts on the workforce. Remote service delivery methods are being developed to continue to deliver services where possible. The Company's schools are following Queensland Education's advice and will remain open in term 2 for children of essential workers and vulnerable students, other students will continue their education using remote delivery.

The Company continues to actively monitor the latest advice from federal and state governments and will take appropriate actions in response to that advice. The Company has forecast a reduction in revenues of 15% to 2020 budget and is continuing to review that forecast as the situation continues to evolve. The Company is unable to predict how long the restrictions put in place by state and federal governments will continue. Discussions are underway with funding bodies to determine what the impact will be on scheduled service delivery and whether program timelines will be extended to ensure completion. The Company will also apply for any applicable financial assistance packages, such as Job-Keeper, to further minimise disruption to operations.

20. Economic dependence

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

Directors' Declaration

For the year ended 31 December 2019

The Directors declare that in the Directors' opinion:

1. The financial statements, comprising the Statement of Financial Position, Statement of Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows, and accompanying notes, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
 - b. Comply with Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Regulation 2013 (ACNC Regulation 2013); and
 - c. Give a true and fair view of the Company's financial position as at 31 December 2019 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that the Company will be able to pay all of its debts, as and when they become due and payable.

Signed in accordance with a resolution of the directors by:



Ian Langdon

Chairman – Director
Brisbane, 27 April 2020



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INDEPENDENT AUDITOR'S REPORT

To the members of Autism Queensland Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Autism Queensland Limited (the registered entity), which comprises the statement of financial position as at 31 December 2019, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including a summary of significant accounting policies, and the directors' declaration.

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

- i. Giving a true and fair view of the registered entity's financial position as at 31 December 2019 and of its financial performance for the year then ended; and
- ii. Complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for opinion

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

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

Material uncertainty related to going concern

We draw attention to Note 1 in the financial report which describes the events and/or conditions which give rise to the existence of a material uncertainty that may cast significant doubt about the registered entity's ability to continue as a going concern and therefore the registered entity may be unable to realise its assets and discharge its liabilities in the normal course of business. Our opinion is not modified in respect of this matter.

Other information

Those charged with governance are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the Autism Queensland Limited's annual report, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

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In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of responsible entities for the Financial Report

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

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

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

Auditor's responsibilities for the audit of the Financial Report

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

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

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

This description forms part of our auditor's report.

BDO Audit Pty Ltd

Michael Cutri
Director

Brisbane
27 April 2020

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