

**Annual Report**  
**2012-2013**  
**Celebrating Life**



# CELEBRATING YOUR LIFE

## WHO ARE YOU?

For 20 years ConnectAbility Australia has been supporting people with disabilities and their families throughout the Hunter, focussing on the strengths and abilities of individuals and connecting people with their communities.

We recognise the importance of choice & control over decision making in ensuring your life is your own, and promote and respect your wishes, aspirations and goals.

Within this report you will find examples of what others have chosen to do at ConnectAbility during 2012-2013.

*You will have your own dreams - together, let's imagine what's possible.*



# WELCOME

## From the Chair and A/General Manager

**W**elcome to the ConnectAbility Annual Report of 2012—2013 where we celebrate the achievements of our participants and the organisation.

This year has seen the announcement of the introduction of the National Disability Insurance Scheme (NDIS) which will be administered through Disability Care Australia commencing July 1 2013. This is an historic change in the way disability services will be provided. It is supported by both sides of Government and funding has been assured through the introduction of a medicare levy.

This change will give people with disabilities and their families more choice, control and portability over the use of their funding. People will be able to choose the provider that meets their needs, goals and aspirations.

As part of this change providers will need to become more individually focussed when planning and delivering services to their participants. Providers are also required to achieve external accreditation by 2015 to recognise that they meet key criteria around delivery against the NSW Disability Service Standards, being a person centred driven organisation and being flexible and innovative in meeting participant need.

It will also have major impacts upon providers who will see a change in the way funding is provided to their organisations and how they need to budget and plan around these changes.

This significant shift provides ConnectAbility with opportunities and challenges in ensuring our organisation is innovative and ready to meet the requests of our participants while remaining a viable and competitive organisation within the sector.

With Karen on secondment to NDS, I have taken up the challenge of preparing ConnectAbility staff, volunteers, participants and their families for the opportunities and challenges ahead. Karen left us well prepared and will continue our transition when she return in early 2014.

We have commenced looking at a self assessment tool provided through our peak body

National Disability Services (NDS) in order to gain a better understanding of where we can make improvements to our processes to better manage the changes and expectations of our participants and their families. Over the 2012/2013 year we have been proud to support over 180 people, aged between 18 and 80, throughout Newcastle, Lake Macquarie, Maitland and Port Stephens LGA's. This includes supporting over 70 people currently living at Hunter Residences Stockton.

Today we employ almost 100 staff and volunteers who remain committed to assisting the people we support to dream of the life that they want and identify the steps, big and small that they need to take to achieve this life.

Our funding has grown again this year with the turnover for 2012/2013 being \$3,815,304

As part of our future planning we have been reflecting on the successes of our participants and the organisation over the past year.

- We continue to partner with some great organisations, creating great opportunities as we work together to enhance the lives of our participants. The Australian Hotels Association Newcastle and Hunter (AHA) continue to support us through the annual Dine Out for Disability campaign,
- We are working through the actions against our Strategic Plan, with us on target in all areas.
- In response to the changes within the sector we conducted a review of our Management Team and made changes to better support participants, families and key stakeholders. This involved the introduction of a Planning role. Anthony Brown's role is now dedicated to supporting participants being able to articulate and implement their dreams goals and aspirations. He is also working with people prior to them meeting with the National Disability Insurance Agency (NDIA) so they feel better equipped to discuss their aspirations for the future.

- Auditors Kilpatrick Lake McKenzie will now provide financial assurance to the organisation, funding body and the community. We welcome their input and expertise.
- We continue to commit to working in support of a good life for a person with a disability through close listening, creative thinking and a 'can do' approach.
- ConnectAbility continues to look for opportunities within the community to present real inclusion for people through integrating them into recreational, social and educational opportunities of their choosing.

Throughout this report we are delighted to celebrate the achievements of our participants. The examples demonstrate the abilities of the people and what they have achieved. Erin is a young lady with clear goals who has successfully achieved her dreams of independence and being able to engage in the community as she chooses.

We also feature Dane who has made a remarkable jump from being a person participating in art in a supported environment to being recognised as an artist by the community and holding his first solo art exhibition.

We hope you celebrate along with us after reading them.

The next few years will see many changes within the disability sector in NSW. ConnectAbility will continue to promote abilities and look to afford opportunities wherever possible making the most of the resources and facilities our community



and community partners have to offer.

As Chair and A/General Manager we would like to thank the members of the Committee of Management who so generously give their time, expertise and support to the organisation.

ConnectAbility is fortunate to have a skilled, dedicated and passionate management team and workforce of paid staff and volunteers. Our current management team of Jillian Woollard A/Operations Manager and Team Leaders: Fran Bills, Peta Bradley, Anthony Brown, Ken Mitchell, Jamie Morrison, Senior Worker, Geraldine Gough, and administration staff, Lyn Williams, Margaret Taylor and Ashleigh Gough all work hard to manage the day to day operations of the service. We were fortunate that in 2012 Jamie Morrison joined the Management Team as our Team Leader Building Community Connections. Jamie has worked with ConnectAbility as a support worker since 2010. Prior to accepting his new position. He has already made significant contributions to this project and we look forward to building this important program that supports residents of Hunter Residences Stockton.

As always we thank the management and staff of Department of Family and Community Services, Ageing, Disability and Home Care (ADHC) for their support and assistance during the year. Their contributions and dedication to assisting providers such as ConnectAbility allow us to remain focused on achieving positive participant outcomes. We also look forward to working with the staff of the National Disability Insurance Agency in creating opportunities for people.

We are also fortunate to receive support from many individuals and organisations in the community who understand on a fundamental level the work that we do. Some of these very special people and organisations are listed within this report. We could not achieve so much without them.

Most of all we would like to thank our participants, families, stakeholders, supporters and partners who place in us their faith and trust that we will support independence, showcase and enhance the abilities of those we support and make dreams realities. It is with joy that we celebrate the significant achievements of our participants and look forward to joining you and your families in the adventures of the year ahead as we continue work together to *imagine what's possible*.

David Bate, Chair Committee of Management and Scott Harvey, A/General Manager



# I AM AN ARTIST

**A**t ConnectAbility we promote the choices and decisions made by our participants on how they live their lives. We also look to identify peoples potential and create opportunities to connect people with networks through the places they visit and the communities in which they live.

This is a story of Dane who has made true connections and changed his life in the process ...

## The beginning....

Dane came to ConnectAbility as an opportunity to socialise, search the web for artistic inspiration and participate in art. Dane has always seen himself as an artist.

He enjoyed the projects on offer but didn't feel challenged as he wanted to do more and express himself through his art in different ways.

ConnectAbility's art teacher Susan Porteous, looked at ways of providing new skills and outcomes for Dane.

During a ConnectAbility project to design, print and sell t-towels that involved partnerships with the local TAFE and arts network, Dane's talent was identified by Susan and brought to the attention of Anne Sutherland Director, Newcastle Art Space. Anne, convinced of Dane's talent, offered him a solo art exhibition. Anne was able to introduce Dane to other artists and their networks and discuss with him how he wanted to use this opportunity.

## The work began

In order to hold an exhibition Dane needed to put together a collection of works, design invitations, learn the administration required to host the exhibition and be

on hand at the gallery during the exhibition.

ConnectAbility and Susan worked closely with Dane to support him through this process. Dane was able to be linked to a mentorship with Peter Lankas, a prominent Newcastle artist specialising in urban landscapes which is also Dane's area of interest.

ConnectAbility sponsored the exhibition and assisted with some of the administration but the rest was up to him.....

Dane worked hard to produce eighteen individual works encompassing different urban landscapes, drawing his inspiration from places he had seen during his travels, holidays, magazines and on his journeys to and from ConnectAbility.

Dane then made the decision to join a supported art studio to ensure he had additional painting time under the tutelage of an art teacher to further develop his skills.

## A Solo Exhibition

The opening of the gallery exhibition saw around one hundred people come to support Dane having heard his story. Many of these were from the Hunter art community. The gallery was full and Danes excitement was palpable.

Artists supported Dane during the duration of the exhibition, sharing knowledge, sitting the gallery with him and encouraging him in future endeavors. Dane sold nearly all paintings receiving great comments from the public.

The Newcastle Herald also carried his story and their arts reviewer reviewed his exhibition.

## What does this mean for Dane?

Dane has always seen himself as an artist. Holding this exhibition confirms for Dane his place and value within the community. The networks he has established will continue. He is looking forward to commencing on his next series of work.

ConnectAbility is looking at opportunities to connect Dane with a more permanent mentorship to further enhance his artistic skills. Dane is no longer a person with a disability who participates in art. Dane is an **artist!**





# RECOGNISING OUTCOMES

- The third successful year of Dine Out for Disability in partnership with Newcastle and Hunter Branch of the Australian Hotels Association and the exciting news that they will support us for a further three years from 2013 –2015.
- Celebrating our 20 years of supporting people with a participant and family ball held at Wests Mayfield with over 120 people attending.
- The success of a small social enterprise activity of design and printing of t-towels sold by a group of participants at the Hunter Arts Network art bazaar in December 2012
- Successful partnership with National Disability Services Aboriginal Jobs Together Project employing two Aboriginal trainees and additionally strengthening cultural awareness within the organisation.
- Achieving targeted timeframes within our Strategic Plan 2012-2015.
- Registering with the National Disability Insurance Agency and including the introduction of additional support options such as domestic assistance, case management and health & wellbeing programs.

		09-10	10-11	11-12	12-13	Change
Activity	Service users supported	157	160	170	183	+7%
	Support hours	74,190	73,572	75,756	76771	+1,015
Financial	Income	\$3,108,683	\$3,182,963	\$3,550,859	\$3,815,304	+7%
	Expenditure	\$2,989,820	\$2,952,806	\$3,567,626	\$3,742,141	+4.5%
	(Loss) Profit	\$47,452	\$230,156	(\$16,767)	\$73,163	+2%
Staffing	Total	78	77	83	86	+5
	Casual (%)	4%	8%	14%	15%	+ 1%
	Turnover (%)	13%	8%	2%	2%	No change
	Volunteers	-	-	1256	1320	+5%
WH&S	No of injuries	31	33	35	40	+5
	Lost time (%)	32%	18%	25%	13%	-12%
Complaints	Administration related	0	1	1	0	-1
	Service related	4	3	1	5	+4

# HOTELS SUPPORTING OUR LOCAL COMMUNITY AND INDIVIDUALS TO ACHIEVE THEIR DREAMS

Argenton Hotel

Australia Hotel (CESSNOCK)

Bar Petit

Bay Hotel Motel

Beach Hotel

Beauford Hotel

Belmore Hotel (MAITLAND)

Bennett Hotel

Blackbutt Hotel

Boatrowers Hotel

Bradford Hotel

Burwood Inn Hotel

Bushrangers Bar and Brasserie

Caves Beach Hotel

Central Hotel (STROUD)

Cessnock Hotel

Clarendon Hotel (NEWCASTLE)

Colliery Inn Hotel

Commonwealth Hotel (COOKS HILL)

Cricketers Arms Tavern (COOKS HILL)

Customs House Hotel

Delany Hotel

Dockyard Hotel

Duke of Wellington Hotel (NEW  
LAMBTON)

Edgeworth Tavern

Erringhi Hotel

Gates Hotel

General Roberts Hotel

General Washington Hotel

Grand Hotel (NEWCASTLE)

Gunyah Hotel

Hamilton Hotel

Hamilton Station Hotel

Harrigans Irish Pub & Accommodation

Heddon Greta Hotel

Hotel CBD Newcastle

Hotel Jesmond

Hotel Tudor

Iron Horse Inn Hotel

Jewells Tavern

Junction Inn Hotel (RAYMOND TERRACE)

Kent Hotel

Lake Macquarie Hotel Motel

Lakeside Village Tavern

Lass O'Gowrie Hotel

Lemon Grove Hotel

M J Finnigans

Marquis of Lorne Hotel

Mary Ellen Hotel

Mattara Hotel

Minmi Hotel

Nags Head Hotel (ADAMSTOWN)

Neath Hotel

Northern Star Hotel

Oakdale Tavern

Paterson Tavern

Pippis at the Point Hotel

Potters Hotel and Brewery

Premier Hotel

Prince of Wales Hotel (MEREWETHER)

Queens Wharf Brewery Hotel

Royal Federal Hotel

Rutherford Hotel

Salamander Resort Hotel

Sea Breeze Hotel (NELSON BAY)

Seven Seas Hotel

Shaft Tavern

Shenanigans at the Imperial

Stag & Hunter Hotel

Station Hotel (KURRI KURRI)

Sunnyside Tavern

Swansea Hotel

Sydney Junction Hotel

Tea Gardens Hotel (TEA GARDENS)

The Albion Hotel (WICKHAM)

The Beaumont Exchange Hotel

The George Tavern

The Honeysuckle Hotel

The Junction Tavern

The Lake Macquarie Tavern

The Lambton Park Hotel

The Maryland Tavern

Toronto Hotel

Wangi Hotel

Warners at the Bay Hotel/Motel

Warners Bay Hotel

Wentworth Hotel (CESSNOCK)

Windsor Castle Hotel (EAST MAITLAND)

# DINE OUT FOR DISABILITY 2012

In 2012 we were fortunate to continue our partnership with Newcastle and Hunter Australian Hotels Association (AHA) for the third year of Dine Out for Disability. Dine Out for Disability is a unique initiative that sees local hotels and the Hunter Community donate \$1.00 from every meal to ConnectAbility.

Over 100 local hotels throughout the Hunter participated in 2012, and the staff, owners and managers really got on board.

With the support of Kent Woodcock, who designed another great campaign for us and our media partners, NBN Television and the Newcastle Herald, Dine Out for Disability raised enough money for us to purchase sporting goods to assist not only ConnectAbility participants but the community members who have been able to borrow the equipment for their own sporting pursuits.

One of the initiatives Dine Out for Disability was able to fund is a surfing program for participants. The freedom of being in the waves and the swimming and water safety skills attained by the group are outstanding. They no longer watch from the shoreline but are out joining an activity loved by a community living so close to the water. This inclusion has given self confidence and joy and was made possible through being able to purchase boards and engage a teacher skilled in this area of learn to surf. The program will continue and additional surfers will join the group.

ConnectAbility was also able to purchase, amongst other items, additional sports wheelchairs to provide more people with an opportunity to join the wheelchair rugby league program. This sport affords participants an opportunity to engage in a team sport and to keep fit and healthy in the process. Community members are also able to borrow the equipment to play in their own sporting activities such as wheelchair basketball.



Penny, teacher Myles Nidri and Josh after their first lesson

ConnectAbility is grateful for the support demonstrated by the AHA Executive and members and the opportunities it has given in enhancing programs for those that access our service.

Just as importantly Dine Out for Disability raises awareness of some of the issues that face people with disabilities and their families in our community and provides a platform for the wider community to engage with some of these issues.



# I AM INDEPENDANT



**W**e all lead busy lives. There are family and friends to see, vocational and recreational activities to be enjoyed, plus the usual daily activities of living to be undertaken. Should you require the services of a provider such as ConnectAbility it does not mean that you need to involve us in every detail of your life. You choose what support you want, and when and how those supports might be delivered. Erin is a young woman looking to maximise her life choices and become even more independent ...

## Starting Out

Erin first started coming to ConnectAbility joining in on activities she enjoyed and going out with others who shared similar interests.

Erin lived at home but looked forward to moving into a place of her own. ConnectAbility staff talked with Erin about her goals and aspirations. Together they developed a schedule of activities and assisted Erin to connect with the people and places she was interested in.

## Your Life, your choices

Erin had different goals for different areas of her life.

- ◇ Connecting with an artist who could assist her with further developing her skills
- ◇ Finding an outlet for her passion for music
- ◇ Becoming involved in a scrapbooking group
- ◇ Learning skills to increase her independence
- ◇ Moving into a home of her own
- ◇ Going out socially to places of her choice

## Just enough support

With Erin's goals in mind ConnectAbility helped Erin identify interests and events she wanted to become involved with and make the initial contacts. Erin then continued the activities without ConnectAbility being involved.

ConnectAbility also worked with Erin and her mum around developing living skills to support her living independently and were on hand alongside her mum as she moved into her own unit. This is an exciting time for any family and ConnectAbility felt proud to be included in this event.

Erin is currently learning the guitar, has completed a series of aboriginal art works that decorate her home and has gained a companion dog.

Erin is fiercely independent and it was important to her that ConnectAbility was able to give her as much choice, flexibility and control as she wished. We also needed to

recognize when Erin did not want our involvement.

ConnectAbility remains a part of Erin's life as she will request support to plan outings, exhibitions and shows of a night and weekend. Recently Erin and her support person spent an exciting night at Maitland Gaol on a ghost tour. Erin swears she saw something unusual and not identifiable. Erin has also supported ConnectAbility by attending events as a participant of the service for which we are very grateful. This gregarious young woman makes friends wherever she goes and quickly empathises with those who are just starting on their journeys to independence. A mentor in the making!

## Looking into the future

Erin looks forward to a happy and fulfilling future. She has gained confidence and skills to support her in her life choices and is doing what she loves, when and how she chooses.



# I VOLUNTEER IN MY COMMUNITY

W

*we are members of the community and can contribute to helping others lead a better life.*

This is the philosophy of a group of ConnectAbility participants who have chosen to volunteer in order to strengthen their communities and make them better places for us all to live. One such person is Alanna.

## Alanna

Alanna lives in supported accommodation and comes to ConnectAbility with a goal to stay connected to her community.

One of her joys in life is to be able to help others through volunteering with Meals on Wheels. This valuable service helps people maintain their independence. Alanna sees it as a way of providing not only a meal but a smiling face for those she visits. Alanna feels she gets more out of it than she puts in because she “gets to meet really nice people” and is out in her community.

ConnectAbility supports Alanna with her volunteering and is pleased to be able to support her goals. An important role for the organisation is to look at ways of providing support that promote the goals and dreams of the people who choose to use our service through looking at innovative ways of creating opportunities to meet individual choices.



# I VOLUNTEER IN MY CHOSEN PROFESSION

## Sophie

In 2012 Sophie came to ConnectAbility after finishing School, looking forward to new challenges and to progress her passion for working with animals of all kinds.

Together with her family, ConnectAbility talked to Sophie about where she wanted to go with her life, what she wanted to do and where ConnectAbility might be able to assist her to achieve her dreams.

Mary, her support worker assisted Sophie to make contact with various pet shops in the area to see if she could gain some volunteer work in order to learn additional skills in working with animals and in being in a workplace.

This involved Sophie learning to talk to different people about her goals and how she could be a valued member of their team. If she got a knock back she just tried again.

## Success

The management and staff of the **Pet Shop Boys at Mayfield** were only too happy to have this bubbly young lady come on board and join their team.

The pet shop has a range of animals including a large variety of birds, which have become part of Sophie's responsibilities.

The staff have provided her with a range of duties which Sophie undertakes with relish each week. They have also assisted through providing positive role models within the workplace and providing a truly inclusive environment.

Sophie is growing in independence and confidence in her role and hopes one day to secure a paid position caring for animals.



# OUR COMMITTEE OF MANAGEMENT

## David Bate Chair

David joined the CoM in 2010. Prior to retiring, David held the position of General Manager, Client Programs with Northcott Disability Services. David was a Regional Director with the Department of Ageing, Disability and Home Care and has spent over eight years as a Senior Executive in the human services field with the NSW Government.

## Professor Frank Bates

### Deputy Chair

Frank joined the CoM in 2007 and was elected Deputy Chair in 2010. Frank is emeritus Professor of Law at the University of Newcastle. Frank has been a Law Reform Commissioner for Tasmania, a member of the Family Law Council and a Senior Fulbright Scholar. Frank suffered a near fatal stroke in 2002 from which he almost fully recovered. Frank has been widely published on law related matters.

## Peter Coughlan Treasurer

Peter joined the CoM in 2011 following the resignation of our previous Treasurer. Peter is an Associate member of the Institute of Chartered Accountants in Australia. Prior to taking on this role Peter had supported the organisation by providing guidance and expertise in relation to finance management.

## Julie Brell

Julie joined the CoM in 2008, after a career in disabilities spanning some 35 years. Julie has experience and qualifications in the fields of Nursing, Special Education and Management. Since retiring 5 years ago, Julie has been involved on the Management Committee of Port Stephens Disability Support Services and has served as President of the Raymond Terrace Lions Club.

## Joan Gatt

Joan joined the CoM in November 2008 and is one of two consumer representatives. Joan has a 22 year old son with a disability and volunteers with the service to assist in his support. Joan is an active member of the Jewells school community, assisting with student banking and other activities.

## Robert Emanuel

Bob was elected to the CoM in November 2009. Prior to retiring in 2009, Bob was a teacher in Engineering trades at TAFE NSW, Hunter Institute. Bob brings to the CoM a willingness and enthusiasm to explore ways and means to maintain and improve methods of fundraising and initiatives for the benefit of service users and staff of ConnectAbility.

## Deahne Drayton

Deahne joined the CoM in 2011 and is a consumer Representative. Deahne has taken up a self managed package and is able to provide feedback and guidance to the organisation and other participants on this model. As a member Deahne provides valuable insight and practical advice to the CoM.

## Andrew Beattie

Andrew was elected to the Committee in 2011. Andrew is a Director at Lawler Partners Chartered Accountants within the Business Advisory Services and Taxation division. Andrew has over 12 years experience in the accounting, business advisory & banking professions. Andrew has a strong commitment to community initiatives and was previously a Director and the Treasurer of The Entrance Leagues Club Ltd.

## Michelle Holcombe

Michelle joined the CoM in late 2012. Michelle has over 20 years HR experience in numerous sectors including NFP, Government and for profit organisations. Michelle holds Masters in Human Resource Management and Industrial Relations from the University of Newcastle and graduated with an Masters in Business Administration in October 2013. Michelle is proud to be able to represent the organisation and provide advice and support in HR matters.

## Holly Martin

Holly Martin's professional career has spanned more than ten years in in-house capacities as well as within consultancies. Last year she launched her own boutique consultancy, *Just Holly | Marketing, PR, Communication*. She has a broad based range of experience, including in the NFP, aged care, Information technology, engineering, industrial, professional services and manufacturing industries across both the public and private sectors.

# OUR MANAGEMENT TEAM

## *Karen Stace: General Manager*

Karen commenced with ConnectAbility in October 2008. She has qualifications in Social Sciences, Health Sciences and Management. Karen has worked in the community sector for over 20 years, the last 11 years in management and senior executive roles. Karen took up a secondment position with NDS for twelve months commencing February 2013. This opportunity will broaden her skills and outlook for the future ahead.

## *Scott Harvey: Operations Manager & A/General Manager*

Scott commenced with ConnectAbility 16 years ago. Scott has a Bachelor of Arts, majoring in Psychology and has qualifications in Front Line Management and Workplace Training and Assessment. Scott has acted as General Manager on many occasions including over the 2013/2014 period whilst Karen is on secondment.

## *Fran Bills: Team Leader, Coordination*

Fran has worked with ConnectAbility for 17 years, and as a team leader for 6. Prior to

this she taught in Western NSW, Western Sydney and Canberra. Fran has a Diploma of Teaching, is an Assistant in Nursing and completed a Certificate IV in Front Line Management in 2009.

## *Peta Bradley: Team Leader, Coordination*

Peta has a Bachelor of Teaching (Primary and Special Education) and has worked in special education and general teaching. Joining ConnectAbility in 2008 as a Community Support Worker, Peta has acted in team leading roles before taking up her current role in January 2011. In 2013 Peta completed her Certificate IV in Frontline Management & Psychosocial Leadership for Frontline Managers.

## *Ken Mitchell: Team Leader, Coordination*

Ken has been employed in the Disability Sector for over 26 years, both in the education system and in disability services within the Hunter region. Ken joined ConnectAbility in 1996 and was appointed as team leader in 2004. Ken has

qualifications in Community Work and Disabilities and Frontline Management.

## *Jillian Woollard: Team Leader, Planning*

Jillian has worked with ConnectAbility for 19 years, and as a team leader since 2005. Jillian also co-ordinates ConnectAbility's return to work program. Jillian completed a Certificate in Front Line Management in 2008. Jillian is currently acting in the Operations Managers role while Scott Harvey is A/General Manager.

## *Anthony Brown: Team Leader, Planning*

Anthony joined ConnectAbility in 2003 after completing a Certificate III in Disabilities. Prior to this, Anthony had a varied career in landscaping, hospitality and sales. Anthony was appointed to a team leader position in 2005. Anthony has a Certificate IV in Frontline Management and assists in managing ConnectAbility's return to work system. Since January 2013 Anthony has been employed to facilitate the Planning Role with ConnectAbility and coordinating self-directed supports.



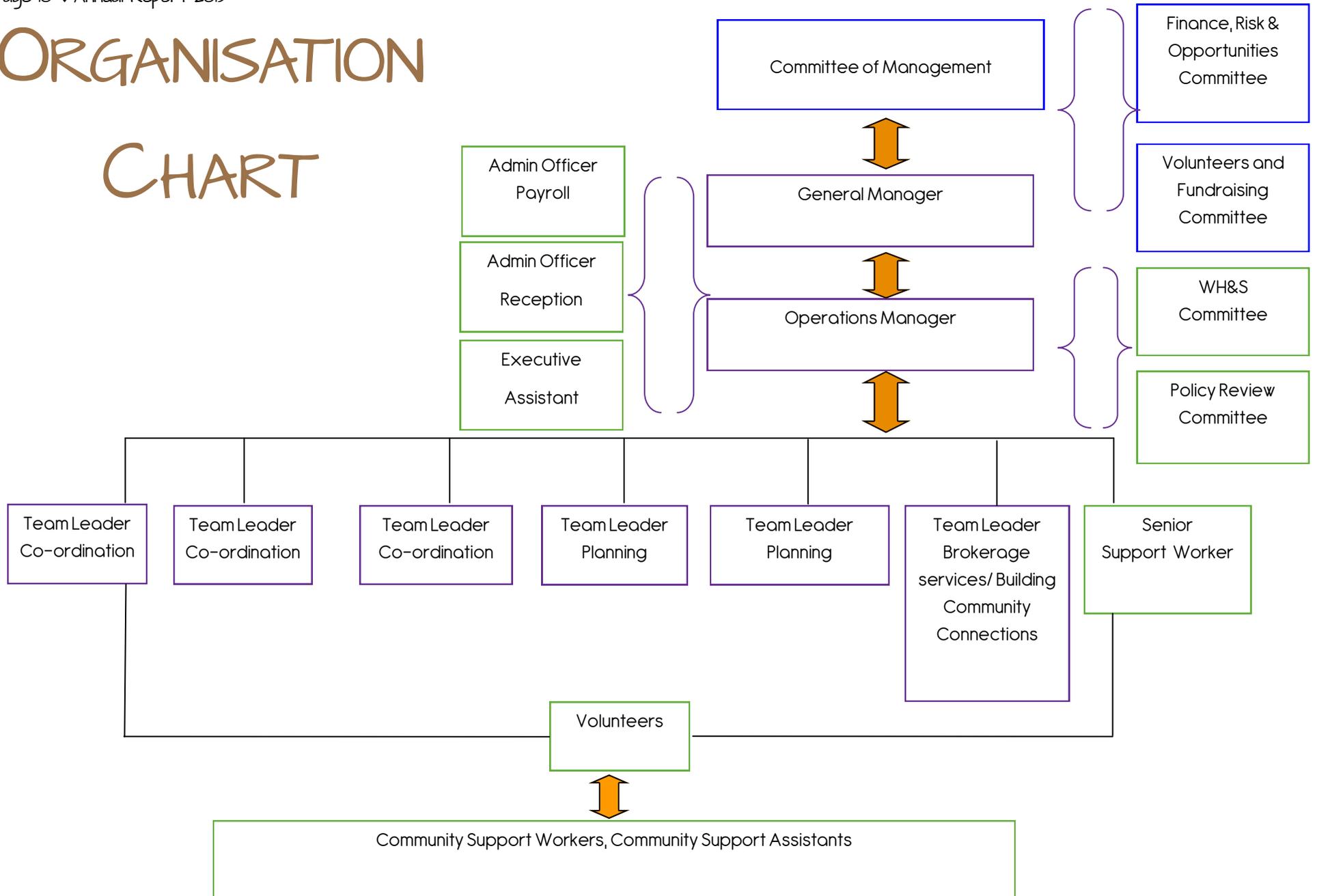
## *Geraldine Gough: Senior Worker,*

Geraldine commenced with ConnectAbility in 2007 and acted as Community Participation Team Leader from October 2008 until she took up her current role in January 2011. Geraldine has a Certificate IV in Community and Disability Work. Certificate IV in Assessment & Workplace Training. Certificate III in Employment Services, Certificate in OH&S risk Management for Supervisors and Managers.

## *Jamie Morrison Team Leader Building Community Connections*

Prior to Jamie's employment at ConnectAbility, he worked in aged care and for the Sunnyfield Association as a Respite House Manager. Jamie commenced with ConnectAbility in June 2010. Initially employed as a support worker Jamie was successfully appointed to his current position of team leader for the Building Community Connections project in 2012.

# ORGANISATION CHART





# THE IMPORTANCE OF OUR CORPORATE

**Why are supporters so important to ConnectAbility, what outcomes are achieved through their involvement and, why should you become involved?**

**Minmi Hotel, more than YOUR local**

Minmi Hotel is a warm and friendly community venue who support their local sporting and recreational clubs and businesses through a variety of activities. They also do something a whole lot more, making a real difference for people with a disability.

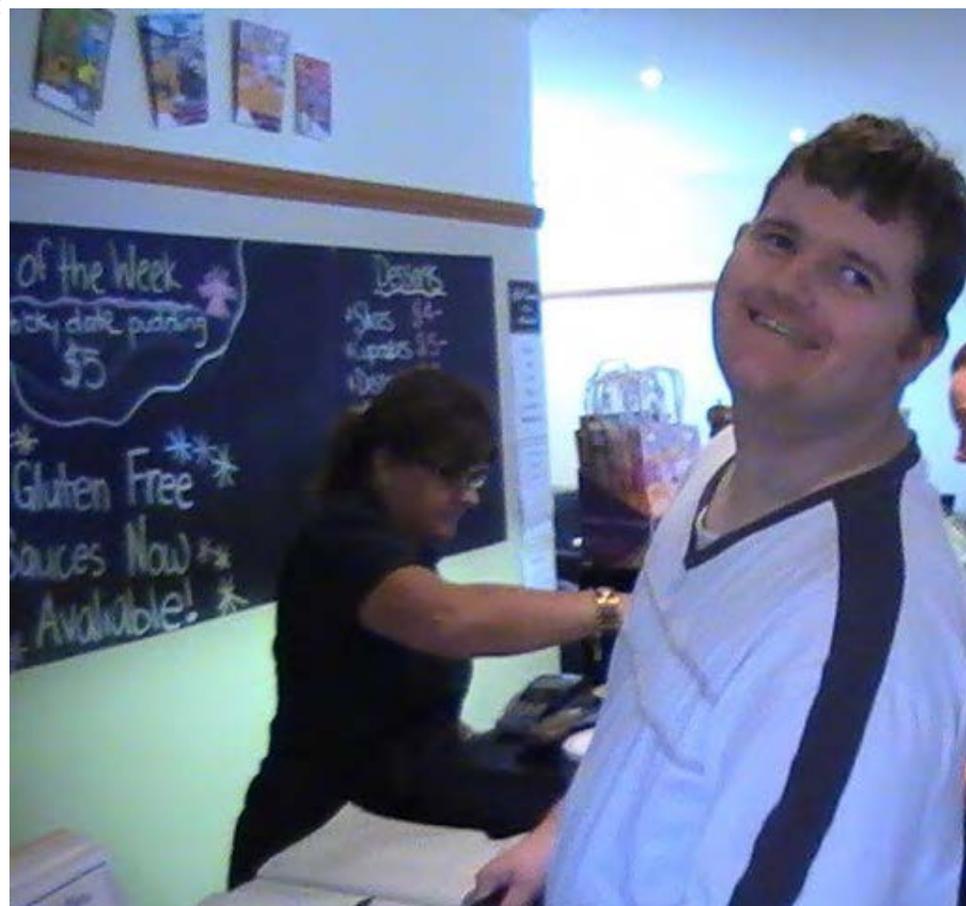
Steve is a typical young man who wants to do the same things as his peers such as being out, meeting friends and sharing a meal. Steve just needs a little more assistance to do this as he has a disability and is unable to verbalise his wishes. He uses his own form of gestural signing to engage and communicate with others. Steve also has a level of discomfort about eating in public which takes some encouragement to overcome.

When ConnectAbility Australia began accompanying Steve to Mini Hotel he enjoyed his time there but was frustrated that he couldn't order his meal like the other patrons. This is where the staff at Minmi really stepped up. Without hesitation the staff commenced learning his key signs and engaging with Steve and his friends so that they would know him better and be able to communicate with him. He has a reserved table so that he is comfortable in his routine and is greeted by other patrons who have also come to know him and enjoy his company. The result is that he is able to go out, meet friends, and like anyone else order his favourites from the bistro – especially the pasta, which he reckons is the best.

Maree, the Manager of Minmi hotel said that “it is a pleasure to see them come in each week. We joke with them and have become really comfortable in including them in our conversations. Steve is pretty cheeky and the other patrons enjoy his company. It is important to us that we are able to make everyone feel included so learning

Steve's signs was not an issue.”

This is a real outcome for Steve and for the community as a whole. Giving a person independence, choice and control over such a basic function in their lives is something most of us take for granted.



# AND COMMUNITY SUPPORTERS

## Downer EDI Rail - An Industry with innovation

Downer EDI Rail at Cardiff is an excellent example of a community based organisation who value inclusion and want to create opportunities for the people who live in the Hunter.

As a major heavy industry, Downer has minimal opportunities to employ and engage with people with a disability on site, but that didn't stop them from looking at other ways to support their community. They thought laterally and Downer has been able to assist through promoting ConnectAbility via their staff and networks such as during ConnectAbility's Dine Out for Disability fundraising events or Downer staff open days.

This type of support is important to ConnectAbility as it gives long term outcomes and assists in breaking down social barriers towards, and for people with a disability.

There are also opportunities to exchange skills and expertise and provide diverse learning opportunities for both organisations. This included Downer looking at WH&S issues for people with disabilities and ConnectAbility looking at how people with a disability could be incorporated into heavy industry.

**What a difference these two business have had on individuals, ConnectAbility and the community.**

**Without them we would not be able to achieve real change and opportunities. We are grateful for their involvement and commitment to improving the lives of people with a disability living in the Hunter region.**



# CORPORATE SUPPORT- IT DOES

## Reliable Conveyor Belt

What does a supplier of conveyor belt services and parts to the mining and power industries have to offer to a not for profit disability service provider?

The General Manager and Management Team at Reliable Conveyor Belt (RCB) asked the same question of themselves as they looked at opportunities to give back to the community.

The answer came quite easily—skills and knowledge.

We now have Michelle Holcombe (MBA and MHRM&IR), the HR Officer at RCB as a member of ConnectAbility's Committee of Management providing insight and advice regarding a range of human resources, industrial relations and WH&S issues.

RCB ensure that Michelle is available to attend meetings and that ConnectAbility has access to her should an issue arise.

This generous sharing of Michelle's expertise means that costs normally associated with an organisation filling a human resources role can be directed to enhancing support options and opportunities for our participants and their families.

When asked why she volunteered Michelle said "This was a great opportunity to share my skills, knowledge and experience with the under-resourced not-for-profit sector. I especially like being able to meet ConnectAbility's participants and enjoy hearing how ConnectAbility has made a difference in their lives. "

**A great outcome for two diverse organisations**



# MAKE A DIFFERENCE

## Kent Woodcock Creative Solutions

Kent is a great supporter of organisations that he feels contribute to the betterment of our communities. Kent provides ConnectAbility with support, advice and practical design services to ensure ConnectAbility can get its message to the community in regards to our ability to provide innovative and flexible supports to people with a disability, focussing on assisting people to achieve dreams, goals and aspirations.

Kent's ability to get to know the organisation, staff and our participants ensures that the resources he develops with us are a true reflection of our mission and values.

As a smaller organisation ConnectAbility does not have the in house skills or resources to achieve this on our own and Kent's creative abilities have been utilised across many areas including our Dine Out for Disability fundraising event and the updating of our website and brochures.

Kent also shares knowledge through his professional networks which has resulted in opportunities for participants through volunteering with other local organisations or becoming involved in community projects.

Kent said " I get so much joy from volunteering. The guys who attend ConnectAbility have such an amazing zest for life that working for, and with them is inspiring, and of course great fun.

**The generosity of these business and individuals demonstrates the commitment in the community for equal life opportunities for people with a disability and that; Great Relationships Create Great Opportunities**

**kent woodcock**  
creative solutions





# WE ARE A PART OF OUR COMMUNITIES

**W**hat makes you a part of your community? Is it just being able to attend the social, educational and recreational facilities in your community or is it about the friendships that you make and the support networks created through these friendships?

## Andrew

Andrew has been attending art classes for some years. It is something he feels passionate about and wants to continue to develop. He derives great pleasure from his artworks and from the company of the other artists. In the beginning his art was prescriptive with Andrew following suggestions on painting topics supplied by his art teacher. Gradually his skills and his confidence increased and he commenced painting intricate and original works.

Laurelle Gordon, his art teacher and the other artists in the group soon realised that they could offer Andrew more than just art lessons. They have become his friends. The other artists in the group encouraged Andrew and offered to be his supporters during the art lessons. ConnectAbility now provides him transport to the classes and his friends take over.

He **is** a valued member of his community.



## Tom

Tom is a people person. He has a great sense of humour and likes nothing better than joking with his friends and the staff at ConnectAbility. He enjoys being out with his friends, participating in sporting activities such as wheelchair rugby league or surfing. In fact the riskier the activity—the more Tom loves it. He lives life to the full.

One of his more serious goals was to improve his administration skills and look at work opportunities.

WEA in Newcastle saw his potential and have taken him on board. On Tuesdays each week ConnectAbility drop him to his workplace where Diane his Manager supports his position as a data entry volunteer. His skills are valued by WEA as is his contribution to the workplace culture of inclusion and positive community interactions.

He **is** a member of the team.

## Jenny

Jenny chooses to participate in a variety of activities including volunteering for Meals on Wheels, attending concerts, going on day trips and playing Bingo which supports her goals of participating in social, recreational activities in the community, volunteering in the community and establishing friendships and peer connections.

Jenny chooses to have ConnectAbility support her with some of these activities.

ConnectAbility USED to support Jenny at bingo, that is until in typical Jenny fashion she made a host of friends.

Her new friends soon realised that they could provide her with the support she needed rather than the more traditional arrangements offered by ConnectAbility.

Now her friends look out for her and she **is** one of the “girls”



# TREASURER'S REPORT

## Trading outcomes

Our trading result for the year was a surplus of \$73,163, which was a small improvement on the budgeted loss of \$4,799 and last year's (adjusted) actual loss of \$52,867. Whilst there were some movements between the actual and budget figures, some positive and some negative, across all the income and expense categories, the standout reason for the positive variance was in Donations.

The Committee of management had adopted a conservative budget which did not provide for any donations being received. However through the course of the year we received a total of \$71,246. Our grateful thanks to all our community and corporate supporters. Some of their achievements are detailed within this report.

There are 2 substantial non-cash expense items:

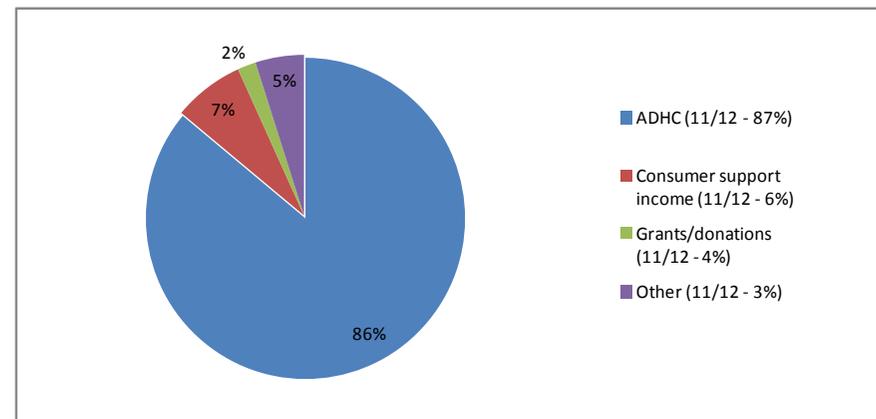
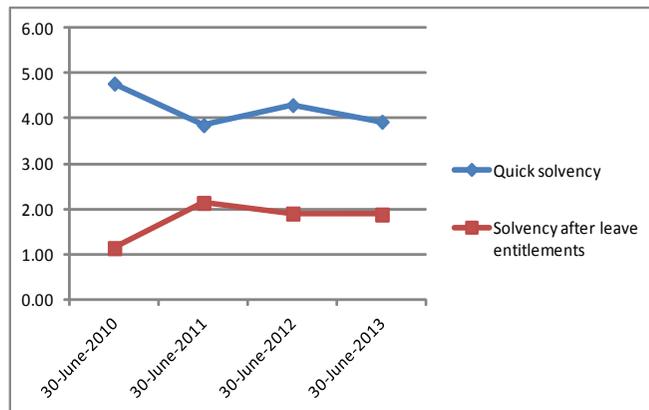
- depreciation (\$186,815)
- movement in employee leave provisions (\$26,725) .

Adding back these items to the trading result indicates that overall cash reserves should have improved through the course of the year. As the Balance Sheet indicates,

the cash on hand reserves as at 30 June 2013 have increased by \$212,770 on the balance from 30 June 2012. While it is comforting to have this level of reserves it is by no means excessive. As a result of the increased size of the organisation, the ever increasing obligation to fund future employee leave entitlements, ongoing replacement of the motor vehicle fleet and the like, the overall measure of solvency is substantially unchanged over recent years as indicated in the graph below.

The graph as below shows the continued reliance through the 2012/13 year on ADHC funding (the 2011/12 figures are indicated in brackets beside the narration). These percentages have been reasonably consistent over the last 3 financial years. Your Committee would naturally like to see a considerable further diversification of income streams but as is consistent in the broader Disability Services sector achieving this aim is challenging.

Based on our understanding of likely trading conditions through 2013/14 the budget as adopted by the Committee of Management indicates a trading surplus of \$18,218 and a cashflow surplus of \$102,534. Your Committee is comfortable with these projections and will continue to closely monitor actual performance to ensure that appropriate financial outcomes are achieved.



## Finance, Risk and Opportunities (FRO) Committee

The FRO committee met on seven occasions during the financial year. The key aim of this committee is to provide support to the Committee of Management and management staff in the areas of general risk management and to aid in the identification and leveraging of opportunities to diversify funding and grow services.

The FRO committee achieved the following key goals during the year:

- managed the change in external auditors as agreed at the last Annual General Meeting (from Erminio Adoranti to Kilpatrick Lake Mackenzie)
- investigated merger opportunities with like minded bodies to identify opportunities to better delivery service to those in need within the broader Hunter region
- maintained a watching brief on all matters relating to the development of the Self Funded Management and Disability Care Australia models as they apply within our region and as they may be implemented in the longer term
- close oversight and management of all financial activities/outcomes of the organisation including the implementation of a fleet management system.

## Fundraising Activities

Our major fundraiser continues to be Dine Out for a Disability supported by the Newcastle and Hunter Australian Hotels Association and the community. The funds raised through this event provide ConnectAbility with opportunities to enhance outcomes for participants, families and the organisation. With changes in how the sector is funded following the introduction of the National Disability Insurance Scheme there will be an increased emphasis on attracting donations directly and through events.

The donations received in 2012—2013 were utilised to provide a new modified vehicle through the generosity of local businesses, supporters and Mike Chapman who coordinated the collection and delivery of the vehicle. Our sincere thanks to all who assisted.

Funds raised through Dine Out 2012 provided additional sports items such as sports

wheelchairs, surf boards and surf lessons.

The Fundraising Committee will continue to look at other opportunities to diversify income through donations and fundraising.

## General Observations

The Auditor's Report and statements as well as the full copy of the financial statements for the year ended 30<sup>th</sup> June, 2013 are included in the Annual Report.

The challenges facing Connectability Australia are varied. Your committee is very mindful of the likely impact of the implementation of the National Disability Insurance Scheme (NDIS). This may well lead to major changes in the nature and timing of our business cashflows. We are accordingly very mindful of the need for extreme vigilance in managing both cashflows and cash levels.

Added to this are the ongoing challenges in areas as diverse as information technology, fleet management, diversification of income streams and employment law .

ConnectAbility Australia must be constantly adapting to the ever changing expectations and requirements of our current and prospective service users, families, employees and stakeholders.

Your Committee, with the great support of the management team and all employees, are striving to identify, meet and exceed all the challenges as they are encountered. I take this opportunity to record my personal appreciation to all those who have contributed to the combined efforts that have lead to ConnectAbility Australia being the sound and substantial organisation it is today, and I look forward to seeing it continuing to flourish to better meet the needs of those in need.

## Disclosure of Interests.

In accordance with the requirements of the Rules of Association, I advise members that no payments have been made to any Committee of Management member other than for reimbursement of out of pocket expenses incurred in the course of carrying out their function as elected committee members.

# ConnectAbility Australia Incorporated

ABN: 93 056 378 299

## Financial Statements

For the Year Ended 30 June 2013

## Contents

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## Statement of Profit or Loss and Other Comprehensive Income

### For the Year Ended 30 June 2013

	2013	2012
	\$	\$
Revenue	3,321,847	3,137,839
Other income	493,457	413,170
Employee benefits expense	(2,836,765)	(2,693,160)
Depreciation and amortisation expense	(186,815)	(159,291)
Other expenses	(718,661)	(751,266)
<b>Profit / (loss) before income tax</b>	<b>73,163</b>	<b>(52,867)</b>
Income tax expense	-	-
<b>Profit / (loss) for the year</b>	<b>73,163</b>	<b>(52,867)</b>
Other comprehensive income	-	-
<b>Total comprehensive income for the year</b>	<b>73,163</b>	<b>(52,867)</b>

Note

2

## Statement of Financial Position

As at 30 June 2013

	2013	2012
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,073,635	860,885
Trade and other receivables	34,158	48,877
Other assets	31,076	31,839
<b>TOTAL CURRENT ASSETS</b>	<b>1,138,869</b>	<b>942,581</b>
<b>NON-CURRENT ASSETS</b>		
Property plant and equipment	549,727	654,401
<b>TOTAL NON-CURRENT ASSETS</b>	<b>549,727</b>	<b>654,401</b>
<b>TOTAL ASSETS</b>	<b>1,688,596</b>	<b>1,596,982</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	249,241	220,105
Borrowings	20,531	24,630
Employee benefits	323,847	300,510
Other liabilities	5,231	21,515
<b>TOTAL CURRENT LIABILITIES</b>	<b>598,850</b>	<b>586,765</b>
<b>NON-CURRENT LIABILITIES</b>		
Borrowings	77,854	87,861
Employee benefits	55,048	48,674
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>132,902</b>	<b>146,535</b>
<b>TOTAL LIABILITIES</b>	<b>731,752</b>	<b>733,300</b>
<b>NET ASSETS</b>	<b>956,844</b>	<b>863,682</b>
<b>EQUITY</b>		
Retained earnings	956,844	863,681
<b>TOTAL EQUITY</b>	<b>956,844</b>	<b>863,681</b>

## Statement of Changes in Equity

### For the Year Ended 30 June 2013

#### 2013

	Retained Surplus	Total
	\$	\$
Balance at 1 July 2012	883,581	883,581
Profit attributable to members of the entity	73,163	73,163
Balance at 30 June 2013	<u>956,744</u>	<u>956,744</u>

#### 2012

	Retained Surplus	Total
	\$	\$
Balance at 1 July 2011	936,448	936,448
Loss attributable to members of the entity	(16,767)	(16,767)
Prior period adjustment	(36,100)	(36,100)
Balance at 30 June 2012	<u>883,581</u>	<u>883,581</u>

## Statement of Cash Flows

### For the Year Ended 30 June 2013

	2013	2012
	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from customers	4,152,800	3,823,923
Payments to suppliers and employees	(3,859,200)	(3,521,640)
Interest received	39,518	48,707
Finance costs	(14,001)	(15,053)
Net cash provided by (used in) operating activities	319,117	233,931
	13	
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of property, plant and equipment	(82,141)	(124,159)
Net cash used by investing activities	(82,141)	(124,159)
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Payment of finance lease liabilities	(24,206)	(17,838)
Net cash used by financing activities	(24,206)	(17,838)
Net increase (decrease) in cash and cash equivalents held	212,770	91,933
Cash and cash equivalents at beginning of year	860,865	768,932
Cash and cash equivalents at end of financial year	1,073,635	860,865
	4	

## Statement of Income &amp; Expenditure

CONDENSED STATEMENT OF CONNECTABILITY AUSTRALIA INCORPORATED  
FOR THE YEAR ENDED 30 JUNE 2013

	2013 \$	2012 \$
<b>INCOME</b>		
Government grant - recurrent	5,273,255	3,080,882
Government grant - non recurrent	9,096	-
Brokerage fees	273,921	223,175
Consumer transport fees income	36,340	59,978
Donations received	71,247	132,974
Interest received	39,518	46,707
Wages subsidy	54,950	-
Insurance recoveries	1,028	7,028
Other income	55,989	11,016
	<u>3,815,334</u>	<u>3,550,859</u>
<b>EXPENSES</b>		
Advertising	(18,216)	(6,448)
Auditor's remuneration	(3,800)	(3,300)
Bank charges	(578)	(1,713)
Cleaning & laundry	(17,670)	(15,623)
Client support expenses	(70,596)	(43,530)
Client related expenses	(14,378)	(15,047)
Computer supplies	(27,240)	(13,775)
Consultancy fees	(2,776)	(11,826)
Conferences & seminars	(3,417)	(5,172)
Depreciation	(186,815)	(159,281)
Equipment miscellaneous	(6,428)	(2,800)
Electricity & gas	(12,515)	(10,420)
Fees & charges	(6,545)	(135,121)
Freight & cartage	(147)	(202)
General expenses	(4,722)	(8,173)
Group activity expenses	(1,707)	-
Holiday Accommodation (SM Clients)	(1,965)	(764)
Annual leave expenses	8,283	(47,386)
O H & Safety	(5,753)	45,798)
Insurance	(53,880)	(113,356)
Interest paid	(14,001)	(15,053)
Lease - equipment	(4,049)	(103)
Long service leave	(38,669)	(40,113)
Meeting expenses	(1,141)	(1,430)
Motor vehicle expenses	(771,102)	(272,444)
Office expenses	(7,356)	(578)
Postages	(1,645)	(1,801)

## Statement of Income & Expenditure

### CONDENSED STATEMENT OF CONNECTABILITY AUSTRALIA INCORPORATED FOR THE YEAR ENDED 30 JUNE 2013

	2013 \$	2012 \$
Printing & stationery	(15,019)	(14,650)
Rent & outgoings	(105,470)	(104,486)
Repairs & maintenance	(5,208)	(8,636)
Self managed holiday expenses	(91,667)	(1,000)
Self managed expenses	(10,443)	-
Self managed equipment purchases	(11,677)	-
Staff training & welfare	(5,991)	(10,578)
Subscriptions & memberships	(2,366)	(2,733)
Superannuation contributions	(221,703)	(200,343)
Telephone & internet	(11,048)	(5,149)
Travel & accommodation expense	(1,508)	(8,689)
Wages	(2,546,008)	(2,298,829)
Balance transferred to next year	(5,231)	(21,515)
	<u>(9,742,141)</u>	<u>(9,603,726)</u>
<b>NET LOSS</b>	<b><u>73,163</u></b>	<b><u>(52,867)</u></b>

## **Notes to the Financial Statements** **For the Year Ended 30 June 2013**

The financial statements cover ConnectAbility Australia Incorporated as an individual entity. ConnectAbility Australia Incorporated is a not-for-profit association incorporated in New South Wales under the *Associations Incorporation Act (NSW) 2009* and *Associations Incorporation Regulation (NSW) 2010*.

The functional and presentation currency of ConnectAbility Australia Incorporated is Australian dollars.

### **1 Summary of Significant Accounting Policies**

#### **(a) Basis of Preparation**

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards, Australian Accounting Interpretations and the *Associations Incorporation Act (NSW) 2009* and *Associations Incorporation Regulation (NSW) 2010*.

The significant accounting policies used in the preparation and presentation of these financial statements are provided below and are consistent with prior reporting periods unless otherwise stated.

The financial statements are based on historical costs, except for the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

#### **(b) Comparative Amounts**

Comparatives are consistent with prior years, unless otherwise stated.

Where a change in comparatives has also affected the opening retained earnings previously presented in a comparative period, an opening statement of financial position at the earliest date of the comparative period has been presented.

#### **(c) Property, Plant and Equipment**

Classes of property, plant and equipment are measured using the cost or revaluation model as specified below.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of costs of dismantling and restoring the asset, where applicable.

Assets measured using the revaluation model are carried at fair value at the revaluation date less any subsequent accumulated depreciation and impairment losses. Revaluations are performed whenever there is a material movement in the value of an asset under the revaluation model.

#### **Plant and equipment**

Plant and equipment are measured using the revaluation model.

#### **Depreciation**

The depreciable amount of all fixed assets including buildings and capitalised leased assets, is depreciated on a reducing balance basis over the asset's useful life commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

## Notes to the Financial Statements For the Year Ended 30 June 2013

### 1 Summary of Significant Accounting Policies (Cont'd)

#### (c) Property, Plant and Equipment (Cont'd)

When an asset is disposed, the gain or loss is calculated by comparing proceeds received with its carrying amount and is taken to profit or loss.

#### (d) Trade and Other Receivables

Other receivables are recognized at amortised cost, less any provision for impairment.

#### (e) Trade and Other Payables

These amounts represent liabilities for goods and services provided to the incorporated association prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

#### (f) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Bank overdrafts also form part of cash equivalents for the purpose of the statement of cash flows and are presented within current liabilities on the statement of financial position.

#### (g) Employee benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Those cashflows are discounted using market yields or national government bonds with terms to maturity that match the expected timing of cashflows.

#### (h) Income Tax

The Association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

#### (i) Leases

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership that are transferred to the Association are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the Association will obtain ownership of the asset or over the term of the lease.

## Notes to the Financial Statements

For the Year Ended 30 June 2013

### 1 Summary of Significant Accounting Policies (Cont'd)

#### (i) Leases (Cont'd)

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the life of the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

#### (j) Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the entity and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

All revenue is stated net of the amount of goods and services tax (GST).

#### Grant revenue

Grant revenue is recognised in the statement of profit or loss and other comprehensive income when the entity obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

ConnectAbility Australia Incorporated receives non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in the statement of profit or loss and other comprehensive income.

#### Interest revenue

Interest is recognised using the effective interest method.

#### (k) Borrowing costs

Borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised as part of the cost of that asset.

All other borrowing costs are recognised as an expense in the period in which it incurs them.

#### (l) Goods and Services Tax (GST)

Revenue, expenses and 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).

## Notes to the Financial Statements For the Year Ended 30 June 2013

### 1 Summary of Significant Accounting Policies (Cont'd)

#### (i) Goods and Services Tax (GST) (Cont'd)

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows are included in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

#### (m) Critical accounting estimates and judgments

##### Estimation of useful lives of assets

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

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

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

##### Long service leave provision

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

#### (n) Adoption of new and revised accounting standards

During the current year, the Association adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which became mandatory.

The adoption of these Standards has impacted the recognition, measurement and disclosure of certain transactions. The following is an explanation of the impact the adoption of these Standards and Interpretations has had on the financial statements of ConnectAbility Australia Incorporated.

## Notes to the Financial Statements

### For the Year Ended 30 June 2013

#### 1 Summary of Significant Accounting Policies (Cont'd)

(n)	Adoption of new and revised accounting standards (Cont'd)	Impact
	<b>Standard Name</b> AASB 2011 1-3 Amendments to Australian Accounting Standards - Presentation of Items of Other Comprehensive Income	The adoption of this standard has not change the reported financial position and performance of the entity, however the presentation of items in other comprehensive income has changed.
	AASB 112 Income Taxes	There has been no impact on the reported financial position and performance.
	AASB 2011 1-3 Amendments to Australian Accounting Standards - Orderly Adoption of Changes to the AASB GFS Manual and Related Amendments	There has been no impact due the entity not being a government department.
(o)	<b>New Accounting Standards and Interpretations not yet mandatory or early adopted</b>	

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the incorporated association for the annual reporting period ended 30 June 2013. The incorporated association has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

## Notes to the Financial Statements For the Year Ended 30 June 2013

### 2 Revenue and Other Income

#### Revenue from continuing operations

	2013	2012
	\$	\$
Other revenue	39,518	46,707
- other interest received	3,282,329	3,090,982
- operating grants	3,321,847	3,137,689

### 3 Result for the Year

	2013	2012
	\$	\$
Depreciation	8,064	8,063
- Leasehold	163,083	136,977
- Motor vehicles	4,601	2,317
- Plant and equipment	7,259	9,922
- Office equipment	3,908	2,067
- Computer equipment	186,815	159,291

### 4 Cash and cash equivalents

	2013	2012
	\$	\$
Cash on hand	427	427
Cash at bank	1,073,208	860,438
	1,073,635	860,865

### 5 Trade and other receivables

	2013	2012
	\$	\$
CURRENT Trade receivables	34,168	40,877

### 6 Other non-financial assets

	2013	2012
	\$	\$
CURRENT Prepayments	31,076	31,839

## Notes to the Financial Statements

### For the Year Ended 30 June 2013

#### 7 Property, plant and equipment

	2013	2012
	\$	\$
Leasehold improvements		
At cost	322,562	322,562
Accumulated depreciation	(48,001)	(39,937)
	<u>274,561</u>	<u>282,615</u>
Plant and equipment		
At cost	59,023	26,788
Accumulated depreciation	(21,437)	(16,836)
	<u>37,586</u>	<u>9,950</u>
Motor vehicles		
At cost	833,936	813,503
Accumulated depreciation	(620,214)	(479,478)
	<u>213,724</u>	<u>334,025</u>
Office equipment		
At cost	117,846	112,934
Accumulated depreciation	(102,768)	(95,509)
	<u>15,078</u>	<u>17,425</u>
Computer equipment		
At cost	127,294	125,082
Accumulated depreciation	(118,506)	(114,696)
	<u>8,788</u>	<u>10,386</u>
	<u>549,727</u>	<u>854,401</u>
<b>Total property, plant and equipment</b>		
	<u>549,727</u>	<u>854,401</u>

#### 8 Trade and other payables

	2013	2012
	\$	\$
CURRENT		
Unsecured liabilities		
Trade payables	249,241	220,105

#### Collateral pledged

No collateral has been pledged for any of the trade and other payable balances.

All amounts are short term and the carrying values are considered to be a reasonable approximation of fair value.

## Notes to the Financial Statements

### For the Year Ended 30 June 2013

#### 9 Borrowings

	2013	2012
	\$	\$

##### CURRENT

Secured liabilities:  
Lease liability secured

	20,531	24,630
--	--------	--------

##### NON-CURRENT

Secured liabilities:  
Lease liability secured

	77,854	97,961
--	--------	--------

#### 10 Employee Benefits

	2013	2012
	\$	\$

##### CURRENT

Employee benefits

	323,947	300,516
--	---------	---------

##### NON-CURRENT

Employee benefits

	55,048	48,674
--	--------	--------

#### 11 Remuneration of Auditors

	2013	2012
	\$	\$

Remuneration of the auditor of the Association, Kilpatrick Lake Mackenzie (2012: Adranani & Co.), for:

- auditing or reviewing the financial report:

	3,300	3,300
--	-------	-------

#### 12 Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2013 (30 June 2012: None).

## Notes to the Financial Statements For the Year Ended 30 June 2013

### 13 Cash Flow Information

#### (a) Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	2013	2012
Profit for the year	\$	\$
Cash flows excluded from profit attributable to operating activities	73,163	(52,867)
Non-cash flows in profit:		
- depreciation	186,815	158,291
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries:		
- (increase)/decrease in trade and other receivables	15,719	(29,199)
- (increase)/decrease in other assets	763	(9,339)
- increase/(decrease) in trade and other payables	29,136	57,030
- increase/(decrease) in other current liabilities	(16,284)	21,515
- increase/(decrease) in provisions	29,805	87,500
Cashflow from operations	<u>318,117</u>	<u>233,931</u>

### 14 Restatement of Prior Period Error

Subsequent to the release of the 30 June 2012 financial report, the directors identified an error in the disclosure of the employee benefits expense and the current and non-current employee benefits provisions.

These errors resulted in the restatement of the following items for the year ended 30 June 2012:

- Current employee benefit decreased by \$9,225;
- Non-current employee benefit increased by \$28,674;
- Operating loss increased by \$19,449.

#### (a) Statement of Profit and Loss & Other Comprehensive Income extract

	Actual 2012	Correction	Restated 2012
	\$	\$	\$
Employee benefits expense	(2,657,069)	(19,449)	(2,676,518)
Profit before income tax	(16,778)	(19,449)	(36,227)
Profit for the year	(16,778)	(19,449)	(36,227)
Total comprehensive income for the year	(16,778)	(19,449)	(36,227)

## Notes to the Financial Statements

### For the Year Ended 30 June 2013

#### 14 Restatement of Prior Period Error (Cont'd)

##### (b) Statement of Financial Position extract

	Actual 2012	Correction	Restated 2012
	\$	\$	\$
CURRENT LIABILITIES			
Employee benefits	293,090	(9,225)	283,865
<b>TOTAL CURRENT LIABILITIES</b>	<b>559,340</b>	<b>(9,225)</b>	<b>550,115</b>
NON-CURRENT LIABILITIES			
Employee benefits	20,000	28,674	48,674
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>117,961</b>	<b>28,674</b>	<b>146,635</b>
<b>TOTAL LIABILITIES</b>	<b>677,301</b>	<b>19,449</b>	<b>696,750</b>
<b>NET ASSETS</b>	<b>919,681</b>	<b>(19,449)</b>	<b>900,232</b>
<b>EQUITY</b>			
Retained earnings	919,681	(19,449)	900,232
<b>TOTAL EQUITY</b>	<b>919,681</b>	<b>(19,449)</b>	<b>900,232</b>

#### 15 Events Occurring After the Reporting Date

The financial report was authorised for issue on 10 October 2013 by the Committee of Management.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

#### 16 Association Details

##### (a) Registered office

The registered office of ConnectAbility Australia Incorporated is:

46 Hudson Street  
HAMILTON NSW 2303

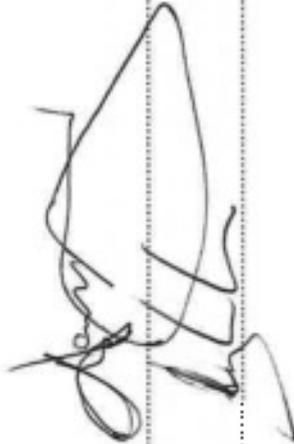
## Statement by Members of the Committee

The committee has determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the committee the financial report as set out on pages 2 to 14:

1. Presents fairly the financial position of ConnectAbility Australia Incorporated as at 30 June 2013 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that ConnectAbility Australia Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:



.....

Committee member .....

.....

Committee member .....

Dated 18 October 2013

**ConnectAbility Australia incorporated**

ABN: 83 056 378 299

**Independent Audit Report to the members of ConnectAbility  
Australia Incorporated****Report on the Financial Report**

We have audited the accompanying financial report being a special purpose financial report, of ConnectAbility Australia Incorporated, which comprises the statement of financial position as at 30 June 2013, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the officers' assertion statement.

**Officers' Responsibility for the Financial Report**

The officers of ConnectAbility Australia Incorporated are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the [relevant reporting framework] and is appropriate to meet the needs of the members. The officers' responsibility also includes such internal control as the officers determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

**Auditor's Responsibility**

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

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

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

**ConnectAbility Australia Incorporated**

ABN: 93 056 379 289

**Independent Audit Report to the members of ConnectAbility  
Australia Incorporated****Opinion**

In our opinion, the financial report presents fairly, in all material respects, the financial position of ConnectAbility Australia Incorporated as at 30 June 2013, and its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and [relevant reporting framework].

**Other Matter - Basis of Accounting**

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet requirements of the Associations Incorporations Act NSW 2009. As a result, the financial report may not be suitable for another purpose.

Kilpatrick Lake Mackenzie

Neil Watson  
Partner

Charlestown

10 October 2013

Aloojz and Margaret Novak	J and D Hardware	Newcastle Knights Management and Players
Andrew Beattie - Lawler Partners	Jamie Allen	Newcastle Permanent Foundation
Australian Services Union	Janene Rees and Moonshadow Cruises	Nick Dan
Biada Enterprises Pty Ltd (formerly Barter Enterprises Pty Ltd)	Jeff Phillips	nibFoundation
Bob Purser	Jess Irwin and Nathan Pritchard	Nicholas Stabler, Nimbler Creative
Channel 10	Joel Bellerby	NSW Communities, Sport and Recreation
Cardiff RSL, Cardiff	Kent Woodcock, Kent Woodcock Creative Solutions	Paul Daly
Charlestown Bowling Club	Kloster Volkswagen	Pet Shop Boys Mayfield
Department of Family and Community Services—Ageing, Disability and Home Care	KOFM	Reliable Conveyor Belt
Disability Network Hunter	Lake Macquarie City Council	Richard Downie and the Australian Worker’s Union
Dom Osborn	Len Stace	Richard Norton
EDI Downer Rail, Cardiff	Markey Insurance	Southern Cross Austereo—NXFM & KOFM
Ethos Health	Michael Tyler	Stan McLean
Frank Frasca	Mike Chapman	Statefleet
Gavin Blyth	Minmi Hotel Minmi	Terry Lawler and Lawler Partners management and staff
Glen Walker—Newcastle Permanent Building Society	Myles Nidri—Learn to Surf Newcastle	The Forum
Geoff Davidson	2NURFM	Tim Osborn—Osborn Jensen Solicitors
Hamilton North Bowling Club	National Disability Services	Tip Top Bakeries
Health and Safety Solutions	NBN Television	Wallsend Diggers
Hunter Arts Network	Newcastle and Hunter and NSW Australian Hotels Association	West’s Group
Hunter Day Program Forum	Newcastle City Council	Wheelchair Rugby League NSW
Hunter Residences, Stockton, Management and staff	Newcastle Coal Infrastructure Group	WHO Printing Newcastle
Ian Dempsey	Newcastle District Tennis Club	Will Creedon
	Newcastle Herald	



We are very appreciative of all of the help and support that we receive throughout the year.

To each and every one of you we say a big...



# FAREWELLS

During the year ConnectAbility said goodbye to some very dear friends who we miss greatly.

John Wilson

Noelene O'Keefe

Stan Masterton,

Stan was an original founder of ConnectAbility and the long term treasurer and avid advocate for people with disabilities. He will be missed by many.

## About ConnectAbility

ConnectAbility Australia was founded in 1992 by a group of community members and families to meet the needs of people with significant disabilities. Determined to provide opportunities for people requiring high levels of support to access community based resources, facilities and services they established Newcastle Community Access. In 2010 after consultation with participants, families, carers and staff the service was renamed ConnectAbility Australia to better reflect our values, vision and mission.

ConnectAbility continues to be inspired by the uniqueness of the individual needs of its participants and it is this that is driving ConnectAbility to transition into a fully personalised, flexible participant-centred model that supports people with disabilities to live the life that they want. We provide a broad range of personalised supports to approximately 180 people, ranging in age from 18 to 85 with both physical and intellectual disabilities. ConnectAbility participants reside throughout Newcastle, Lake Macquarie, Port Stephens, Maitland and other Lower Hunter local government areas.

Our approach is personal, flexible and centred on the person. This represents the future of disability support. ConnectAbility is establishing a reputation as an advocate for meaningful change in the delivery of community inclusive services and is highly regarded by industry colleagues in the Hunter disability sector.

Our supports focus on addressing those barriers that exist for participants achieving their goals, dreams and aspirations. We actively seek community and corporate supports and partners to further enhance opportunities and outcomes.

ConnectAbility Australia is a not for profit incorporated association, and is registered as a gift deductible recipient with tax charity concessions. We are governed by a Board consisting of volunteer community and consumer representatives.

Our belief is to encourage and enable people to achieve and maintain a quality of life. ConnectAbility believes that the right of every person is to have access to services, contribute to, and be recognised equally in the community.

This report reviews our activities and operations for 2012/2013. Many of our supporters have had input into the information in the report and have allowed their photos to be used and we are grateful for their contributions.

It is also a celebration of the achievements of the individuals and families who use our services and we thank all of them for allowing us to use their photos and share their stories in this report.

Additional copies of this report can be obtained from our office or by contacting us by e-mail, phone or post.

We would welcome any feedback about this report or about any aspect of our operations.

# Dine out for DISABILITY

## Friday 4th to Sunday 6th October



### DAN

Dan loves to be out with people. He has a quick sense of humour and engages with all who come into his life.

He loves to volunteer at Ngioka in gardening by potting plants for them to resell

He is a regular visitor at his local Hotels where he is able to catch up with friends and try to get discounts on any purchases. Dan loves a bargain. He also entertains those travelling with him by singing loudly.

He is an avid Parramatta supporter, but we don't hold that against him.

You will be seeing a lot of Dan in 2013. As one of the faces of our Dine Out for Disability campaign Dan has been a great ambassador for the initiative and our thanks go to him, his family and his support team for their support.

### Support Us— Together we can achieve anything!

If you are an individual or business and would like to make a real difference for people with a disability living in our community please call our reception and talk to Margaret or Scott on 4962 1000 to discuss the many ways you may be able to assist. This could be through direct supports, volunteering, staff giving or sharing your skills, passions and expertise. **We would love to hear from you!!**



Units 3 and 4, 46 Hudson Street,  
Hamilton, NSW, 2303  
P.O Box 225 Islington, NSW, 2296

Phone: (02) 4962 1000  
Fax: (02) 4962 1030

E-mail:  
[contact@connectabilityaus.org.au](mailto:contact@connectabilityaus.org.au)

Web: [www.connectabilityaus.org.au](http://www.connectabilityaus.org.au)