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“We are ConnectAbility”

Annual Report 2015—2016

OUR MISSION VISION AND VALUES

Our Vision

We create fulfilling opportunities for people and communities through our passion

Our Mission

Empowering people to achieve

Our Values

Relationships

Excellence

Strength

Passion

Experience

Community

Trust

The *Respect* we have for each other and the *Respect* we have for people and communities gives us the opportunities to build for today and grow for tomorrow.

ConnectAbility acknowledges the Traditional Owners and custodians of this land where we work and pay our respects to their Elders, past, present and future. Together we acknowledge the contributions of Aboriginal Australians and non-Aboriginal Australians with a disability to this country, and reaffirm ConnectAbility's purpose of building an inclusive society where people can live the life they choose.



WELCOME

From the Chair and CEO

Welcome to the ConnectAbility Annual Report of 2015—2016 where we celebrate the people who choose to use our service and the organisation. It is for them that we drive innovation and excellence in service delivery.

This financial year has seen the organisation continue to assist in the transition of people through to the National Disability Insurance scheme (NDIS). As of the end of June approximately 77% of people receiving service are funded through the NDIS.

ConnectAbility through this financial year has continued in its mission of *“Empowering people to achieve”*

More people are now making choices on how they live their lives, looking at their life goals and the activities and skills needed to make them a reality. To facilitate this process ConnectAbility have three Coordinators of Support assisting people and families link with services and supports both within ConnectAbility and with external organisations and community resources. This ensures that they make the most of the funding provided through the NDIS.

ConnectAbility continued to look for opportunities to maximise funding available and made significant changes to ensure efficiencies across a range of processes. This has included implementation of new financial and client management software and the employment of a HR Officer and a Finance Manager. These two positions have assisted in managing the growth of the organisation through recruitment strategies to meet demand for services and additional reporting to assist people with a disability and their families manage their packages.

During 2015 the Committee of Management also looked at diversification of programs that would see alternate funding streams for the organisation.

A trial program was established with Maroba Aged Care Facility at Waratah. With the support of ConnectAbility’s Art Program Coordinator we took art to the residents with the goal of enhancing wellbeing and the retention of skills. The trial was so successful it has now been extended to two sessions per week at Maroba. Another

three local facilities have also joined the program.

ConnectAbility has spent time over the past financial year working with a number of organisations transitioning to NDIS. We have assisted organisations in; South Australia, Victoria, NSW and Queensland. Three years of the NDIS transition has seen our expertise in NDIS knowledge increase dramatically and therefore we have become much sought after. Ageing Disability and Homecare and NDS, our peak body, have asked us to present at regional forums. We have also presented workshops at National conferences.

Although NDIS is moving into full scale rollout the pressures to produce a large quantity of quality plans and pay providers within tight timeframes whilst also recruiting large numbers of new staff will place enormous pressure on the very new NDIS system, service providers, families and participants alike. The NDIS is the biggest social change since Medibank was commenced. A full rollout is set to be achieved by 2018-19 across Australia. By 2019 some 460,000 Australian’s will have access to this service at an estimated cost of \$22 Billion every year.

Another major change is how the Commonwealth will be doing business is within aged care. Tendering for Homecare supports has ceased. Commencing in late February 2017 *consumer directed care* will commence. Clients in aged care who receive a support package will be able to choose who provides a service to them. This approach to service delivery runs parallel to the NDIS principals of individual choice and control. As we provide domestic assistance to a number of clients who are ageing this will be a natural extension of what we currently do in the aged community.

I have attended a number of our programs through the year including; Art, Wheelchair rugby, Karaoke, Drama, Laser Tag, Halloween and Go-carting. I have had fun and most importantly, seeing and hearing our participants, laugh, sing, dance, create - tells me we are on the right track and that we have staff who are passionate and committed to provide a well run professional service and who are committed to seeing our participants engaged and empowered to achieve.

One of the main impacts of the transition of funding to the NDIS is the need for organisations to look more closely at our partnerships and fundraising activities. These have become even more critical in ensuring that there are funds available to purchase additional resources for those we support, and to be able to continue to transport people into their communities.

As always we have some fantastic community connections that enhance opportunities and outcomes for ConnectAbility and its people

- The Australian Hotels Association Newcastle and Hunter (AHA) supported us with the final Dine Out for Disability campaign in October 2015. Over 230,000.00 has been raised since the inception of the event in 2010—a truly magnificent partnership for which we were truly grateful.
- We have had the support of businesses that have provided both donations through internal events and opportunities for participants to volunteer. This community involvement has assisted in breaking down barriers for people with a disability.
- ConnectAbility have also partnered with, and been supported by a number of local businesses that have assisted us to enhance the supports we provide and increased our capacity through the sharing of skills and knowledge. The support from businesses small and large have made us a better organisation.
- We are also fortunate that we have such a great group of participant and family volunteers. In 2015 they helped create a range of table linen that was sold at the annual Hunter Arts Network Christmas market. The funds raised have been used to provide art resources which all participants have been able to enjoy. A great initiative supported by our Arts Facilitator Susan Porteous.

Throughout this report we are delighted to celebrate the achievements of ConnectAbility's people. The examples demonstrate their abilities and achievements and we hope you celebrate along with us after reading them.

Each of the people we support are unique. Our staff all have individual skills that enhance the outcomes that are able to be achieved. It is these individual strengths and abilities that as a whole make a rich and vibrant organisation.

As Chair and CEO we would like to thank the members of the Committee of Management and the members of the various sub committees who so generously

give their time, expertise and support to the organisation.

In addition to attending Committee meetings members have attended events and provided professional support to individuals and the organisation.

ConnectAbility is fortunate to have a skilled, dedicated and passionate management team and workforce of paid staff and volunteers. Without their commitment and support of ConnectAbility we could not continue to grow, be innovative, flexible or meet the unique individual needs of all the people we support, their families and our stakeholders.

As always we wish to thank the management and staff of Departments of Social Services, Aged Care Programs, Family and Community Services, and 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 thank the Management and staff of the National Disability Insurance Agency (NDIA). They are delivering positive outcomes for our participants and working with us to maximise opportunities.

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 strengths, maintain and develop independence, showcase and enhance the abilities of those we support, keep community contacts alive and make dreams realities. It is with joy that we celebrate the significant achievements of those we support and look forward to joining you and your families in the adventures of the year ahead.

Nathan Franks, Chair Committee of Management and David Carey, CEO

BRIGHT STARS- ART IN AGED CARE

One of the successes of the 2015/2016 year was the introduction of our *Bright Stars* art program.

Developed as an idea of extending outcomes achieved within ConnectAbility's already successful art program the idea has blossomed into a project that is providing far reaching benefits to those involved.

In February Maroba Aged Care Facility at Waratah agreed to be part of a trial program looking at the benefits of a structured, strength based art program that focused on the processes of art and outcomes for individuals and the aged care facility.

Based on research that suggested the loss of skills such as fine motor and memory retention could be partially overcome through art, a specific program was developed for a group of residents at Maroba.

The service delivers the program according to the specific needs of each group. Individual needs are assessed by ConnectAbility's Arts Coordinator in consultation with the staff of the facility. Each program is designed as unique to the needs of the individual and the group. The activities focus on the interests and skills of the individuals.

Each week people set about creating beautiful art projects that they share with family and other residents.

Evidence collected indicates that the residents engaged in the program have better health and well being outcomes. This included them being more engaged in other activities within the facility, a rise in self esteem, confidence and concentration, fostering of friendship and teamwork amongst the group and improved fine and gross motor skills.

While this was perhaps expected, it was other benefits that were seen as most important. Family members started attending classes with their parents/family member and enjoyed sharing experiences, some of which were unknown to them.

The art process assisted many to reconnect with themselves, their lives and achievements. For those suffering from the diseases of ageing such as dementia even signing their name on their art provided them a skill to improve their memory and sense of self.

The facility was also able to include art works in other aspects of the facility such as using the drawings in a cookbook, having art in the foyer or examples on a website.

ConnectAbility will certainly be looking to offer this program more extensively in 2017.





DO NOT OBSTRUCT





BAKING MY WAY TO MY NEW LIFE

ConnectAbility is proud of the achievements of all the people who use our services whether young, older, with a disability or those who just ask for our skills in matching their goals with a specific service provider.

Some though take our breath away with what they achieve in a small amount of time.

Preparing the mixture

Joanne came to ConnectAbility looking for coordination of supports as a partly self-managed participant, someone that was not supported by workers already employed by Connectability but bringing her own support worker as Jo suffers from anxiety and social phobia. Jo relies on her mother Megan to complete day to day tasks that require her to interact with others. This includes speaking on her behalf, bill-paying, shopping etc. One of Jo's interests has always been cooking and bakery and it was discussed earlier in the year the possibility of Jo going to TAFE to complete a Cert III in Bakery. Jo agreed but only if she could have her own support worker attend the course with her. After meeting with staff and a lot of negotiation with Jo and Megan, Jo finally agreed to meeting with a TAFE Support Person, Teacher and Head Teacher to see if she thought that she could attend a Baking and Patisserie short course and how the TAFE and their staff could accommodate Jo and her needs.

Baking my Life—one item at a time

Jo has just completed the short course in which she prepared:

Rock cakes, scones, muffins, pound cake.

Cupcakes, block cake, emulsified sponge, lamingtons.

Honey roll, Mud cake, (cake decorating, this was Joanne's favourite, posted the cake on facebook)

Custard tarts, coconut tarts.

Choux: eclairs, profiteroles, swans (shaping pastry)

Bread introduction: loaves, bread: soft crusty rolls.

Assessment day: 3 lunch loaf hi-top loaves, 12 rock cakes, 12 custard tarts, plus fillings.

And the icing on the cake

By the end of the course Jo was driving herself to TAFE and walking to meet her support person, something she has never done before, such a huge achievement.

Jo's mother Megan said when discussing the outcome achieved so far:

"You know what, even allowing for her photo to be used in this way is a positive thing. She would never have allowed this in the past. I think that course has given Joanne so much more confidence."

"She thoroughly enjoyed every minute of it, everything she cooked was excellent, and she made a lot of people very happy."

"Jo is very keen to do the course next year, we'll have to meet with TAFE to discuss arrangements before enrolments take place in Dec."





INNOVATION - ONE PERSONS PASSION DELIVERS FOR OTHERS

They say that when you love your job then it is not work. Susan Porteous is passionate about art and the difference it can make in a person's life. Susan has introduced a variety of artistic opportunities and projects within ConnectAbility over the last five years that have delivered long term outcomes for individuals supported by ConnectAbility.

In 2015 ConnectAbility had a chance to recognise Susan and her achievements through the NDS Innovation Awards.

Susan was nominated for Excellence in individualised decision support and service provision

In the application we were able to demonstrate the successes of the people who have participated in her art classes and how Susan has promoted community inclusion, increased decision making and independence skills. She has then supported people to utilise these skills in other areas of their lives.

Successes highlighted include;

*Dane Tobias and his successful solo art exhibitions. He has also increased his self esteem and communication skills when in the community.

*Maree Hopkin who is sitting as a member on the panel for "Arts and Disability" alongside community members. Maree has also commenced working on art for upcoming exhibitions.

*The art groups successful creation and sale of goods at the Hunter Arts Network Art Bazaar over the last three years. This has self funded the program and allowed the participants of the group to have more control over the projects they undertake within the program.

We were then able to congratulate her when as the winner of the award she was recognised for her commitment to the people supported by ConnectAbility.

Susan's achievements in empowering decision making and independence for individuals through the processes connected with artistic mediums was well deserved. This is an achievement for Susan, ConnectAbility and most of all those that Susan has worked with. We are

proud of her achievement.

Her passion for art and for enhancing the lives of individuals through art has seen far reaching outcomes that will continue to evolve for those she has taught.

NDS Innovation Awards Winner - Susan Porteous
Excellence in individualised decision support and service provision



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
Colliery Inn Hotel
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 Station Hotel
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
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

Sydney Junction Hotel
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
Wentworth Hotel (CESSNOCK)
Windsor Castle Hotel (EAST MAITLAND)



DINE OUT FOR DISABILITY 2016

2015 proved to be another successful year in partnership with the Newcastle and Hunter Australian Hotels Association (AHA) as we celebrated the *sixth* year of Dine Out for Disability

Dine Out for Disability is a unique initiative where local hotels and the Hunter Community donated \$1.00 from every meal to ConnectAbility.

Around 80 local hotels throughout the Hunter participated in 2015, with the staff, Licensees and managers on board.

Their support, along with the community who dined out at the participating hotels, has allowed ConnectAbility to continue to assist local people with a disability maintain and grow community connections.

Many of the AHA owners are locals who understand and have witnessed the challenges faced by people with a disability and are determined to make a difference by supporting our transport opportunities for people living in the Hunter.

Kent Woodcock, developed a fantastic media campaigns for us and along with our media partners, Austereo and the Newcastle Herald, Dine Out for Disability raised enough money to purchase a fully modified Toyota Hi-Ace bus.

People are now able to get to sporting events, visit family, shop and utilise all the resources the Hunter has to offer.

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



The benefits of the relationships built between the AHA Newcastle and Hunter owners and the local community which includes ConnectAbility, our participants and their families will be the long term improvements in how people with a disability are recognised and valued within the Hunter.



COORDINATION OF SUPPORTS EQUALS ACHIEVING YOUR GOALS

The National Disability Scheme (NDIS) was introduced to improve opportunities for people with a disability to meet their goals and help them become more independent and active members of the community.

One area of opportunity for people is when they have coordination of supports within their NDIS Plans.

ConnectAbility Australia is registered through the National Disability Insurance Agency (NDIA) to provide Coordination of Support – "Assistance to strengthen participant's abilities to coordinate and implement supports and participate more fully in the community."

Coordination of Support can include initial assistance with linking people to the right providers to meet their needs, assist to find appropriate service providers, coordinate a range of supports both funded and mainstream and build on informal supports, resolving points of crisis, parenting training and developing connections important to people in their community.

The NDIA has a three-tiered approach to funded coordination of support

Support Connection

Supports are time limited (e.g. 1 hour per week) supports to strengthen people's ability to connect with informal, mainstream and funded support, and to increase capacity to maintain support relationships, resolve service delivery issues, and participate independently in managing their NDIS supports and plans.

Support Coordination

This level assists to strengthen abilities to connect to and coordinate informal, mainstream and funded support in a complex service delivery environment. This includes resolving points of crisis, developing capacity and resilience in a person's

support networks and coordinating supports from a range of service providers who may be required to help meet those needs and goals e.g. behaviour support; speech therapy; occupational therapy; physiotherapy.

Specialist Support Coordination

The highest tier of support set within a therapeutic framework, necessitated by specific high level risk in a person's situation. This support is time limited and focuses on addressing high risk/complex barriers and reducing complexity in the support environment, while assisting people to connect with appropriate supports and services.

Coordination of Support will only be provided by ConnectAbility for time-limited periods as negotiated with each person and their NDIA planner.

ConnectAbility has three Coordinators of Support available to assist people to link services to goals.

Kelly, Mel and Lisa love the challenge of looking for opportunities to match the right services with the need of the individual. They are able to assist with ensuring appointments are met, supports provided and specialised services sourced. This could be accommodation needs, transport, daily support activities or one off therapeutic requirements being made available.

This part of ConnectAbility's business is separated from the daily disability support environment to ensure people are able to get independent advice, choose the right provider of services for them and provide honest and open feedback.

There have already been successful linkages made through the coordination of supports leading to enhanced outcomes and better life choices for individuals.





JESMOND-ONE COMMUNITY-MANY OPPORTUNITIES

Jesmond continues to provide local people with a place that facilitates in bringing people together.

Bridget Noonan, Manager of Jesmond is always looking for ways to improve the programs and opportunities on offer through the Jesmond Community Hub.

By building skills and capacity within individuals and groups the surrounding neighborhood is a much more inclusive space for all.

Community members are able to drop into the centre to access information on resources and services available throughout the area, take part in programs and activities on offer through the centre or they can make contact by phone. There are a number of individual programs and activities on offer that the community are welcome to join.

Heartmoves

Heartmoves is an exercise program for seniors run by a qualified fitness instructor twice a week. The program is targeted for people with stable but long term health conditions such as joint or mobility problems and the participants often join after being referred by the medical practitioners. A social network has been created by participants of the program.

Youth and Family Counselling

This important program is facilitated by two qualified counsellors and runs across 5 days per week supporting young people and their families.

English Conversation classes and IT skill Classes

To assist people from different backgrounds and skill level Jesmond provides classes to assist women to improve their skills and integrate more fully into the community.

In addition to learning to converse in English or upgrade computer skills there is an opportunity to build social networks.

Community Garden

A partnership between Jesmond and Stockland Wallsend has resulted in the donation of land for the development of a community garden.

The volunteer gardeners grow fruit trees, herbs, vegetables and flowers which are picked and shared within the community. The gardeners are a mix of ages and backgrounds and provides people with a social network in addition to accessing "home grown" produce.

Hall Hire

Jesmond also oversee the hire of the Hall at Jesmond and at the Silveridge Community Centre on behalf of Newcastle City Council. The Hall is often booked by community groups during the week and those holding functions on the weekend.

Looking into the future

Jesmond will continue to provide the local community with opportunities to build, improve, engage and enjoy social contacts and activities.

Afghan Family Day

One activity organised for 2016 was a family day to provide community linkage and education to members of the local Afghan community.

It was an opportunity to catch up and exchange information on health and wellbeing for families. Food and activities were on offer and a presenter from the Sydney Afghan community came to discuss relevant issues.



Anxiety Support Group

Once a month we hold an Anxiety Support Group which is attended by 8-10 suffers of anxiety disorders. The group is an informal space for participants to share their experiences and swap tips for living with anxiety. Most of the people come each month and look forward to the meetings which help to break the isolation and stigma of anxiety. One member of the group said:

“I am so glad I came to the group, I was sitting in my house all alone and thought I was useless but I feel like I have now found a purpose, that my experiences may help others in the group.”

Kids After School Programs

In the last year we have run two sports programs and 2 circus programs for primary school age children after school. The children come from Heaton and Jesmond primary schools and really enjoy their time at our centre. The sports program was run by Sport and Recreation coaches and involved training the children in fundamental movement skills through a variety of games and activities. The circus classes are always popular with the kids and they learn skills such as juggling, stilt walking, devil sticks and balances. The head trainer from Circus Avalon leads the classes and the kids love John who has a knack for teaching children.

School Holiday Programs

Most school holidays we offer art and craft workshops for primary school age children. The kids make exciting projects like mosaic picture frames, dream catchers and shadow boxes. The workshops are run by experienced artists from Art Mania who arrive with boxes of colourful art and craft supplies. The kids love having the time to be creative and take their finished art projects home glowing with pride.

Multi-cultural Playgroup

Every Thursday a multitude of diverse families descend on Jesmond for our weekly playgroup. Many of the mums are newly arrived migrants and refugees and are looking for social opportunities for their children. The children enjoy art activities and playing with the toys while their mums often chat and make friends with each other. The playgroup is a friendly, welcoming group where everyone is included no matter what their background or language.





THIS IS ME-THE IMPORTANCE OF SELF

Simone Darcy, a local artist and photographer once again facilitated our Importance of Self classes.

Her understanding and commitment to bringing positive change for young women can be seen in the outcomes achieved.

The program is created for young women between 13 and 15 and is designed to build skills around self esteem, confidence, leadership and team work.

The challenges faced by young women today relating to identity and self are intensified due to the availability of a variety of media where opinions can be expressed from afar and images utilised by the media can sometimes create false expectations on what is normal.

ConnectAbility, and especially Bridget Noonan, Manager at Jesmond see the program as critical in developing the community citizens of the future.

Schools continue to support the initiative by identifying those who could benefit and achieve outcomes from the program. It is also a great way for the young women to meet new friends and learn some photographic skills along the way.

For two months the young women met at Jesmond weekly, working through a series of artistic activities with a specific outcome to be achieved each week.

Working together, the young women learned skills in leadership and teamwork to achieve their goals.

Each week that newly learned skill also assisted in building positive personal image and self esteem through the activities.

By the end of the program which culminated with an exhibition at Gallery 135 the young woman had achieved a real change in how they see themselves both personally and as community members.

The experiences and skills learnt during the workshops will be able to be utilised by the young women when undertaking any role they may choose in the future.

A great outcome by some remarkable young women.



GROWTH THROUGH CONNECTING

Family and Adolescent Counsellors Jenny Sheridan-Latham and Lindy Gemmell are experts in connecting with young people and their families to bring about positive change.

The two qualified counsellors are on hand five days per week and referrals can come directly from a young person, their family, a school or Government Department and other referral services. The issues raised are many and varied.

Funding is provided by the Department of Family and Community Services.

Whilst all consultations are private and confidential one mum wanted to share her experiences utilising the service.

“My daughter was suffering from post traumatic stress due to a life threatening illness and anxiety issues” she said. “We had tried counselling in the past but found the expectation was that we would change how we and the other children needed to relate as a family unit to accommodate our daughter. This was tried without success, however when we came to Jesmond and started seeing Lindy the experience was very different. Lindy had an innate ability to connect and commence supporting my daughter to recognise the issues presented and support the strategies needed for healing. My daughter is now much happier, calmer and deals with her emotions in a more positive way. Her self confidence has grown and she has been able to also deal with some negativity recently and that ability to deal with issues is directly attributable to her counselling.”

Jenny and Lindy have also recently facilitated a **Cyber Safety Course**.

This course was open to anyone aged over eleven and explored;

- Keeping safe online - internet, chat, messaging, email, gaming, social media etc.
- The risks - what can go wrong online

- Keeping your personal information safe and establishing boundaries
- Dangers of Sexting and consequences of the law
- Cyberbullying, ethical and respectful online relationships
- What to do if things go wrong: how to talk about it, who to talk to, supporting friends

The content such as online safety and the risks of what can go wrong was discussed with the aim of keeping young people safe online. Both Jenny and Lindy were on hand to provide support to anyone in the group who needed to discuss specific issues that may have been disclosed.

The importance of Jesmond in providing a hub where the community can come together for either education, support or as a place to meet new friends and make new community connections cannot be undervalued.

The team prove that together we can be stronger and provide a safe and positive future for ourselves and each other.



Lindy Gemmell and Jenny Sheridan-Latham

OUR COMMITTEE OF MANAGEMENT

Nathan Franks Chair

Nathan joined the CoM in 2015 to support ConnectAbility through sharing his ICT skills. He has expertise in cloud computing, information technology and managed services, Nathan is constantly seeking new ways to bring the future of ICT to ConnectAbility. Nathan has a strong commitment to the community and has been integral in developing strategic measures to allow advances in the way that ConnectAbility works as an organisation.

David Bate Deputy 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.

Peter Coughlan Treasurer

Peter joined the CoM in 2011. 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 financial management. Peter has his own consultancy business within the Thexton Armstrong group providing assistance to business owners to grow their revenue, profit and value

Joan Gatt

Joan joined the CoM in November 2008 and is one of two Participant representatives. Joan has a 28 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.

Holly Martin

Holly Martin's professional career has spanned more than 12 years in in-house capacities as well as within consultancies. In 2012 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. Holly is also the Editor and Publisher of local business news website, Hunter Headline.

Scott Brooks

Scott Brooks has over 15 years of experience in the accounting and financial services industries, including 7 years working in London, returning to Newcastle in 2014. Scott is currently with Maxim Accounting & Business Advisors and is also a director of the Hunter Business Chamber.

With family using similar service organisations within NSW, Scott is a keen supporter of the industry and committed to ensuring ConnectAbility continues to provide valuable services to the local community.

Anna Bailey

Anna Bailey is a Senior Solicitor at Harris Wheeler Lawyers with over 9 years' experience in the legal industry including time spent in both the United Kingdom and Europe. Anna's experience extends to property law, commercial law and estate planning. She acts for some of the Hunters major institutions and private clients including the McCloy Group, Hunter Development Corporation and Port Stephens Council. Anna is also on the committee of the Newcastle Business Club.

Kate Grob

Kate's early career was spent in banking, small business administration and management. This background has provided her with a strong commercial acumen and a sound understanding of the challenges facing small business. Kate has spent the last 22 years in recruitment working as a consultant for National and International companies in the local recruitment market. She has a Diploma in Management, is an active committee member with the Newcastle Business Club and becoming a board member of ConnectAbility provides her with an opportunity to donate back to the community.

Bernie Garrett

Bernie Garrett has over 25 years of corporate leadership and sales management roles in Australia and 10 years working and living in China. Today, Bernie focuses on developing professional teams through his leadership principles and making a difference in their business and personal lives. His vision is to be recognised as an Inspiration Speaker for Leadership growth, to individuals, teams, organisations and educational institutions.



How we have grown—A visual Journey

The young women who participated in the Importance of Self program produced a unique visual artistic exhibition as the culmination of their course.

OUR SENIOR MANAGEMENT TEAM

David Carey, CEO

Over the past 20 years I have been involved in the community services sector. I first became involved when I moved from nursing into managing a supported employment service for people with a disability. This was my first exposure to working with people with a disability and a life changing appreciation of what hurdles had to be overcome in order for those with a disability to be accepted as equals in Australian society.

I have worked in aged care as part of a team who commissioned a new 90 bed facility. I set up a state wide out of home care service working with children and foster carers to provide safe and nurturing environments for children to grow up in. Most of my time has been in disabilities and working towards improving access and the quality of services for participants and families. For those in this area of work including me, it's about making a positive difference in people's lives, that's why we choose to work in this sector. Merging with Connected Communities has allowed us to broaden our services in; aged care, children, family and adolescents counselling, multi-cultural services and a community hub.

With the advent of the National Disability Insurance Scheme a greater focus has been

placed on participants and families to truly individualise services they receive and how and when they receive those services. ConnectAbility has worked closely with families and participants through the NDIS trial period to ensure continuity of service through each transition.

Services cannot be delivered without a cohesive team, from the committee of management, to staff, volunteers, managers and office staff and many thanks for your commitment to providing these much needed services to the community.

Scott Harvey, Operations Manager

Scott celebrated his 20th year of employment with ConnectAbility in 2016. Over this long association with the organisation Scott has worked across many roles with ConnectAbility and was appointed as Operations Manager in 2010. Scott has overseen the successful transition of ConnectAbility to the National Disability Insurance Scheme (NDIS) and ensured the continued growth of the services diversification in service delivery and development.

Scott said of his role

"What a year it has been with the reality hitting that we are in the middle of the

largest reform of the disability sector ever seen. We have seen remarkable achievements and outcomes both individually and at the service level. I am continually amazed by the resilience and sheer determination that our people and families using the service have demonstrated in adapting to the many changes that the NDIS has brought forward. Our primary focus still continues to create opportunities for people to achieve their dreams, goals and identify further aspirations as their independence, confidence and control grows.

Our roles continue to be challenged by the changing sector and marketplace and it is motivating to come to work every day to see the hard work, dedication and value being added by our frontline staff, management team and operational staff support in the light of constant change contributing to making ConnectAbility sustainable and continuing to be seen as a provider of choice within the disability sector.

Bridget Noonan, Manager & Community Development worker

Bridget Noonan has been the Manager of Jesmond Neighbourhood Centre for 4 years and has worked in the community

development field for 12 years. She has a social science degree and a Certificate 4 in Frontline Management.

Bridget provided the following insights into her role

Most days at Jesmond Neighbourhood Centre are unique. During our week we have refugee's and migrants, children, seniors and teens all coming into the centre to access services. I enjoy helping people to find services and better meet their needs. As the only community centre in Jesmond we are a hub for the local refugee communities who attend our programs and hire the hall to run their own. It is very satisfying watching the new refugee's find their feet over time and improve their language skills, networks and job opportunities. As I am motivated by social justice I revel in the opportunity to assist disadvantaged people and help them build on their strengths. Our programs have helped isolated community members make new friends and our centre goes a long way in building social capital in the local area. One strength for us is working across the generations. Our seniors who come into the centre for Heartmoves and computer classes are as cherished as the young mums with children who attend our playgroup. We provide a warm, welcoming environment for everyone in our local area.





HMRI Open Day

Having a disability does not mean you do not have an enquiring mind. A group from ConnectAbility explored HMRI, checking out the information displays and talking to staff about what they worked on. Oh, and they could not resist the opportunity to try the interactive displays.

YOU ARE NEVER TOO OLD FOR FRIENDS



Wednesdays and Fridays — the most important days on the calendar.

The Friday Friendship Group who gather at Jesmond look forward to attending each week to join friends for fun, food and friendship.

We decided to ask people why they came to the group and what did they feel they got out of the group.

Why attend? – The general answer to this question was to socialise, meet new friends, have a great time and not feel isolated in their own homes. One person stated “that if we did not pick them up they would not be able to come” Another person said that being amongst others had helped with her depression”

What are the benefits of the Friendship Groups for the partners/carers of those that attend? – they loved the opportunity for some respite time. They said they are happy with the service as it gives their family member time to get out of their homes and socialise like they did when they were younger and were able to get themselves around independently.

What do people love about the Friendship Groups? – Lots of laughs – sense of belonging – keeps them going in – Wonderful program, it is out of this world— new lease of life. Others said— Friendship, social interaction, a good hearty meal, consistent contact with care providers, understanding and support of the challenges they’re facing, information and resources about services, products and support they are entitled to and may require.

How long have some people been coming? - Currently we have 11 clients that have been attending for a long period of time ranging from 2004 to 2012 – One person has been attending for 12 Years in the Friday Friendship Group. Others have been with us for 10 years , 8 years & and 7 years. With 30 clients attending the ages of the group range between 73 to 94. A wealth of experience and knowledge in one room.

Our Wednesday Friendship Group often meet up in the community for activities and a meal. It is a smaller group but the age range is similar. At this time all the group are ladies—Is it that the men do not like being in a shopping centre do we think?

Where do they go? – One Wednesday a fortnight everyone attends Elmorevale Friendship Club and plays bingo (10 – 12) then off to a local Shopping centre for the afternoon and lunch. On other Wednesdays they choose to attend Clubs, nursery’s, parks, movies, concerts and cafes.

What do they enjoy about the group? – Being more independent and able to do shopping for grocery’s or gifts. Other comments included; Friendship, social interaction, access to shops and recreational activities they otherwise miss out on, consistent contact with care providers, understanding and support of the issues of ageing they’re facing, information and resources about services, products and support they are entitled to and may require.

Why does ConnectAbility value the Groups?

The staff of Jesmond love providing this inclusive flexible model of community support. It gives our groups more control within their own lives and maintains independence and health and wellbeing outcomes for the individuals. People also loved not having to depend on family for their community activities.

Some of the challenges faced by this service include providing activities and choices to the attendees dependant on the make up of the group each week. As the demographic alters the services provided will change to reflect community expectations. An example would be an increase of younger attendees who may have different interests and expectations.

Other challenges have included issues with for those with dementia on outings which we manage with the support of more volunteers. The programs have supported those with declining health to maintain social interactions with other members. There have been several clients admitted to aged care but still attend on occasion with family members for support.

ConnectAbility are looking forward to expanding the Friendship Groups further so that more people can benefit from this special group of people.



WE VALUE OUR COMMUNITY

Fun and Fundraising

Cardiff Toyota again supported ConnectAbility with “Drive for Disability”

\$1.00 from each vehicle brought into Cardiff Toyota for a service over a month was donated to ConnectAbility in support of the fleet of vehicles that keeps participants out and about in the community.

Over \$3000.00 was raised and this much needed support by a large local organisation was gratefully received.

Cardiff Toyota have recognised the needs of people with a disability across the Hunter and continue to contribute wherever they can to make a difference. Understanding the importance of inclusion for individuals and the needs of the disability sector is a strength for Cardiff Toyota and the team.

With the funds raised from

“Drive for a Disability”

ConnectAbility have been able to make safety enhancements for the fleet and purchase software for the participants related to upskilling their driver awareness. Some participants hope that one day they may be able to get a drivers licence and so the support from Cardiff Toyota may just make their dreams come true.



Upskilling on a budget

Training is crucial in keeping a staff group that provides quality outcomes for those we support.

Having someone willing to provide expert training within the not for profit budget is a rarity.

Finding [Foundation Leadership](#) who have supported our management team through “Leadership and Communication” has given the team new skills and a positive outlook on interactions. It has taught them how to be better leaders and look for opportunities to improve these skills for other workers.

It has helped people understand how to get the best from themselves and others.

ConnectAbility are now working with Foundation Leadership as they develop online training modules that will be accessible to all staff.



WE ARE PART OF CONNECTABILITY

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

DFK Crosbie—Fun and Fundraising

In July DFK Crosbie held a fundraising day in support of ConnectAbility. They organised a staff lunch and fun themed challenges.

Over \$1000.00 was raised in just a couple of hours which is now being utilised by ConnectAbility to provide additional materials and resources for individuals and groups within the organisation.

Staff had a great time and it provided DFK with a team bonding activity while supporting a local charity organisation.

It is wonderful to have a corporate group committed to supporting inclusion within their community.

Team Charity Lunch



OUR STORIES - HOW THEY ARE

Building Long Lasting Relationships

ConnectAbility are proud of the relationships we build with participants and our families. It is through these relationships that we learn more about the individual and how we can help them achieve their goals and life choices. We celebrate those staff who have supported individual participants over many years which has led to better outcomes and a great working relationship.

New Career—New Friends

Joel is doing a Tafe course in video production and was looking to do some volunteer work to gain additional skills and to use the skills he had already learned. With help from his Coordinator of Support they approached a local church who have embraced Joel. He now works there as a volunteer on Thursday's and loves it as he is able to put his skills into action and meet some new friends.

Achieving Independence

Donna was living with her dad but had wanted to move out and gain some greater independence. Assisted by her Coordinator of Support, Donna was supported to transition into her new accommodation. She loves her new home and has greater independence. Donna's dream is to own a puppy in her own home. While she can't have a dog in her home at the moment she is on her way to getting her dream.

(Libby (L) and Donna (R). They have been friends for 30 years and together celebrated Donna's new home)



Story from our participant Betsy—

My name is Elizabeth Frances White, better known as Betsy.

I have been with ConnectAbility Australia, since November 1996/1997.

At that time, ConnectAbility was known as Newcastle and Hunter Community Access. They had the contract with the Spastic Centre of NSW, as it was known at that time to support participants. That is when I first met Risa who was supporting another participant.

Risa started to support me 3 days a week. Risa now supports me one day a week. I chose at that time to pay for my individual support, 15 hours a week, because I did not like Group Support.

Eventually I cut down to one day a week with ConnectAbility.

Risa is an excellent support worker. She listens to all my problems. And believe it or not, I have had plenty of issues over the years. Risa helps me with any written correspondence, E-mails and the rest of my activities, such as going to the clubs or restaurants. At one stage, Risa was assisting me with my Hydro Therapy, jewellery making and many other activities. Risa and I have been together for almost 19 years.

Written from Betsy White, ConnectAbility Australia participant October, 7 2016



THE TAPESTRY OF CONNECTABILITY

Minister John Ajaka visits ConnectAbility in support of our participants.

In February of this year Minister John Ajaka, State Minister for Disabilities, Minister for Ageing and Minister for Multiculturalism once again popped in for an informal visit to ConnectAbility to check on the progress of our Art Program.

Having assisted ConnectAbility with funding to improve the art space Minister Ajaka was delighted to see the space in use and the beautiful works created by individuals.

He even found time to make a plasticine table—much to the delight of those present.

Family and staff who were present on the day commented on the Ministers commitment to seeing through the changes he instigates as part of his portfolio and taking an interest to all those he came across.



TREASURER'S REPORT

Trading outcomes

The 2015/16 financial year duly delivered on the expectations noted in last year's Treasurer's Report. The ongoing transition from ADHC to NDIS saw continued, indeed growing, pressure on the financial activities of ConnectAbility.

Our underlying trading result for the year was a profit of \$28,749 which was generally in line with the original budget of a surplus of \$57,472. The bottom line result was on the back of a 24.6% increase in core trading revenue – from \$4,423,679 to \$5,512,312. These figures truly indicate the growth of ConnectAbility into what is now a major organisation and as treasurer I wish to acknowledge the related growth in the professionalism of the organisation. This increasing professionalism was a key to ensuring the growth was appropriately managed, as evidenced in one instance by the closeness of the actual to budget result.

I am also particularly pleased to note that the growth was achieved without any substantial restructuring of the organisation, allowing us to maintain a focus on long term employed staff without a need for the casualisation of the workforce. I see a key aspect of the success of ConnectAbility being the commitment of employed staff to our participants, a commitment that I think is at risk for organisations in the sector who are moving down the casual workforce path as their way of dealing with current challenges.

It was pleasing to note that whilst there were movements between the actual and budget figures, some positive and some negative, across all the income and expense categories, our overall budgeting process continues to be robust. Our budgeting (and mid-year reforecasting) process is subject to continual refinement which provides confidence for your Board with regards to our future plans and our ability to maintain strong control across all major expense areas even in the event of changes to revenue.

Through the course of the year we received a total of \$31705. in donations. It must also be noted that the raw \$ value of support we receive is just a portion of the total

contribution from our community and corporate sponsors. Your contribution, whether in cash as reflected in the accounts or in kind is incredibly important to ConnectAbility and for this we give our grateful thanks. Some of their achievements are detailed within this report.

Consistent with prior years there are 2 substantial non-cash expense items:

- ♦ depreciation (\$194,008)
- ♦ movement in employee leave provisions (a reduction in the 2015/16 year of \$5,691) .

Adding back these items to the trading result indicates a theoretical improvement in cash reserves through the course of the year of \$217,066. As the Balance Sheet indicates, the cash on hand reserves as at 30 June 2016 have actually reduced by \$653,230 on the balance from 30 June 2015. This reduction is substantially the result of a near doubling in the amount of trade debtors, being the amount receivable in relation to NDIS participants due to well publicised delays at the time within the NDIS provider portal (since rectified), and a considerable reduction in the amount payable to ADHC for effective overpayments during the participant ADHC/NDIS transition period.

It is the fervent hope of the Board that both ADHC and NDIS have now dealt with the majority of their internal operational issues and accordingly our cashflows will run as they should. While it is comforting to have total cash reserves of \$951,017 as at year end this level of reserves 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 noted above there was a reducing reliance through the 2015/16 year on ADHC funded revenue compared to the proportion of NDIS funding.

Consistent with last year's report, apart from the movement from ADHC to NDIS as major revenue sources, your Committee would naturally like to see a considerable

further diversification of income streams; however in line with most entities in the broader Disability Services sector achieving this aim is challenging. The completion of the merger with Connected Communities Incorporated has been an initial positive step in this direction, with further opportunities always being investigated.

Based on our understanding of likely trading conditions through 2016/17 the budget as adopted by the Committee of Management indicates a trading surplus of \$29859. and a cashflow surplus of \$56821.

In a repetition of comments from previous years, whilst the Committee is comfortable with the projection for the 2016/17 year there is continuing and ongoing concern relating to the long term implications of a full scale roll out of the NDIS under the currently proposed funding model. It is the Committee's opinion that the current funding model remains insufficient to ensure the long term viability of the Profit for Purpose disability sector as a whole.

Your Committee continues to very closely monitor the long term expectations to actual performance to ensure that appropriate financial outcomes are achieved and the entity is at all times appropriately solvent.

Finance, Risk and Opportunities (FRO) Committee

The FRO committee met on six 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:

- continued to explore merger opportunities with likeminded bodies to identify opportunities to better delivery service to those in need within the broader Hunter region
- continued to closely review all matters relating to the development of the Self Funded Management and NDIS 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 the fleet management system and an improved staff rostering/timesheet system

Fundraising Activities

As in prior years our major fundraiser continued 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. As noted above the changes in how the sector is funded following the introduction of the NDIS will see an increased emphasis on attracting donations directly and through events. The donations received in 2014—2015 were utilised to further enhance the organisation's motor vehicle fleet. Our sincere thanks to all who assisted.

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 30th June, 2016 are included in the Annual Report.

ConnectAbility has at its core the requirement to 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 led to ConnectAbility being the sound and substantial organisation it is today, and I look forward to seeing it continuing to adapt and 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.

BREAKING AWAY

Time away from the usual day to day activities is important for all of us to recharge our batteries and have good mental well being.

It is no different for some of the people who access ConnectAbility. Their difficulty is that they often need someone to accompany them to assist with specific needs. This need for support can be a barrier to people with a disability getting away. ConnectAbility recognises the importance of a holiday in the health and wellbeing of an individual. There can also be educational benefits associated with planning and decision making. Staff who already support a person can be the perfect holiday partner.

Noel looked forward to his holiday for months. Planning on where he might go, what he might see and how he could budget so that he could enjoy his time away.

Stuart Point was chosen and Noel and his support worker spent a week seeing the sights.

When Noel returned he was very keen to relate his activities to all the staff and participants of ConnectAbility.

When asked about the highlights of the trip Noel included ;

- The big drive
- Fishing—Noel is an avid fisherman and being able to spend long periods of time with a line in the water was particularly enjoyable.
- The food—Noel enjoyed that instead of having to

cook for himself his support worker cooked the meals or they went to the local club for dinner. This enabled Noel to meet additional people and discuss the areas recreational activities. It was where best to fish.

- Being able to relax by the water and do different things.

Noel summed up his holiday with “everything about the holiday was great” “I am planning my next one.”





Connectability Australia Incorporated

ABN: 93 056 378 299

Financial Statements

For the Year Ended 30 June 2016

Connectability Australia Incorporated
ABN: 93 066 378 288

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For the Year Ended 30 June 2016

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Connectability Australia Incorporated

ABN: 43 058 378 200

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2016

| | Note | 2016 \$ | 2016 \$ |
|--|------|---------------|----------------|
| Revenue | 2 | 5,533,426 | 4,458,166 |
| Other income | 2 | 325,465 | 211,954 |
| Net gain on business combination | | - | 143,235 |
| Employee benefits expense | | (4,913,787) | (3,340,023) |
| Depreciation expense | 3 | (184,008) | (155,925) |
| Other expenses | 3 | (722,357) | (575,207) |
| Surplus before income tax | | 28,749 | 142,140 |
| Income tax expense | | - | - |
| Surplus for the year | | 28,749 | 142,140 |
| Other comprehensive income | | - | - |
| Total comprehensive income for the year | | 28,749 | 142,140 |

The accompanying notes form part of these financial statements

Connectability Australia Incorporated

ABN: 93 058 378 299

Statement of Financial Position As at 30 June 2016

| | Note | 2016 \$ | 2015 \$ |
|--------------------------------------|------|------------------|------------------|
| ASSETS | | | |
| CURRENT ASSETS | | | |
| Cash and cash equivalents | 4 | 951,017 | 1,604,247 |
| Trade and other receivables | 5 | 484,723 | 258,971 |
| Other assets | 6 | 56,030 | 99,179 |
| TOTAL CURRENT ASSETS | | 1,491,770 | 1,962,397 |
| NON-CURRENT ASSETS | | | |
| Property, plant and equipment | 7 | 720,166 | 682,360 |
| TOTAL NON-CURRENT ASSETS | | 720,166 | 682,360 |
| TOTAL ASSETS | | 2,211,936 | 2,644,757 |
| LIABILITIES | | | |
| CURRENT LIABILITIES | | | |
| Trade and other payables | 8 | 338,181 | 764,722 |
| Provisions | 9 | 7,998 | 28,188 |
| Employee benefits | 10 | 428,146 | 433,822 |
| Other liabilities | 11 | - | 1,765 |
| TOTAL CURRENT LIABILITIES | | 774,325 | 1,228,295 |
| NON-CURRENT LIABILITIES | | | |
| Borrowings | 9 | - | 7,395 |
| Employee benefits | 10 | 67,768 | 57,901 |
| TOTAL NON-CURRENT LIABILITIES | | 67,768 | 65,376 |
| TOTAL LIABILITIES | | 842,093 | 1,293,671 |
| NET ASSETS | | 1,379,843 | 1,351,086 |
| EQUITY | | | |
| Retained surplus | | 1,379,843 | 1,351,086 |
| TOTAL EQUITY | | 1,379,843 | 1,351,086 |

The accompanying notes form part of these financial statements.

Statement of Changes in Equity For the Year Ended 30 June 2016

2016

| | Note | Retained Earnings \$ | Total \$ |
|--|------|----------------------------|-------------|
| Balance at 1 July 2015 | | 1,351,086 | 1,351,086 |
| Profit attributable to members of the entity | | 28,749 | 28,749 |
| Balance at 30 June 2016 | | 1,379,835 | 1,379,835 |

2016

| | Note | Retained Earnings \$ | Total \$ |
|--|------|----------------------------|-------------|
| Balance at 1 July 2014 | | 1,208,946 | 1,208,946 |
| Profit attributable to members of the entity | | 142,140 | 142,140 |
| Balance at 30 June 2015 | | 1,351,086 | 1,351,086 |

Connectability Australia Incorporated

ABN: 93 046 378 288

Statement of Cash Flows For the Year Ended 30 June 2016

| | Note | 2016 \$ | 2015 \$ |
|--|------|-------------|-------------|
| CASH FLOWS FROM OPERATING ACTIVITIES: | | | |
| Receipts from customers | | 5,571,873 | 4,611,132 |
| Payments to suppliers and employees | | (6,142,621) | (4,296,371) |
| Interest received | | 24,147 | 29,842 |
| Finance costs | | (2,682) | (3,968) |
| Net cash provided by/(used in) operating activities | 15 | (449,063) | 338,687 |
| CASH FLOWS FROM INVESTING ACTIVITIES: | | | |
| Proceeds from sale of plant and equipment | | 58,736 | 3,637 |
| Proceeds from merger with Connected Communities Inc. | | - | 143,235 |
| Purchase of property plant and equipment | | (235,320) | (137,720) |
| Net cash used by investing activities | | (176,584) | 9,152 |
| CASH FLOWS FROM FINANCING ACTIVITIES: | | | |
| Proceeds from borrowings | | - | 55,160 |
| Repayment of borrowings | | (27,683) | (90,251) |
| Net cash used by financing activities | | (27,683) | (35,071) |
| Net increase/(decrease) in cash and cash equivalents | | (863,230) | 312,759 |
| Cash and cash equivalents at beginning of year | | 1,804,247 | 1,291,488 |
| Cash and cash equivalents at end of financial year | 4 | 941,017 | 1,604,247 |

The accompanying notes form part of these financial statements

Connectability Australia Incorporated

ABN: 83 096 376 899

Notes to the Financial Statements For the Year Ended 30 June 2016

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 Act).

The principal activities of the Association for the year ended 30 June 2016 were to deliver and expand the ongoing operations to support the development and maintenance of life skills, social opportunities and friendships for people with a disability in the Hunter and surrounding regions.

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 of 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 comparative 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) Income Tax

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

(d) 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 the 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.

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 term of the lease term.

Notes to the Financial Statements For the Year Ended 30 June 2016

1 Summary of Significant Accounting Policies (cont'd)

(e) Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefit is associated with the transaction will flow to the Association 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.

Interest revenue

Interest is recognised using the effective interest method.

(f) 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 they are incurred.

(g) 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).

Receivables and payables 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 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.

Notes to the Financial Statements For the Year Ended 30 June 2016

1 Summary of Significant Accounting Policies (cont'd)

(h) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

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.

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.

(i) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits 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 with other current liabilities on the statement of financial position.

(j) 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 wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than twelve months after the end of the reporting period 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. Cash flows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows. Changes in the measurement of the liability are recognised in profit or loss.

Employee benefits are presented as current liabilities in the statement of financial position if the Association does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

Connectability Australia Incorporated

ABN: 83 066 370 299

Notes to the Financial Statements For the Year Ended 30 June 2016

1 Summary of Significant Accounting Policies (cont'd)

(k) Adoption of new and revised accounting standards

During the current year, the following standards became mandatory and have been adopted retrospectively by the Association:

- AASB 12 *Fair Value Measurement*
- AASB 119 *Employee Benefits*
- AASB 128 *Investment in Associates and Joint Ventures*
- AASB 2012-2 *Amendments to Australian Accounting Standards - Disclosures - Offsetting Financial Assets and Financial Liabilities*

The accounting policies have been updated to reflect changes in the recognition and measurement of assets, liabilities, income and expenses and the impact of adoption of these standards is discussed below.

AASB 12 *Fair Value Measurement* does not change what and when assets or liabilities are recorded at fair value. It provides guidance on how to measure assets and liabilities at fair value including the concept of highest and best use for non-financial assets. AASB 12 has not changed the fair value measurement basis for any assets or liabilities held at fair value, however additional disclosures on the methodology and fair value hierarchy have been included in the financial statements.

AASB 119 *Employee benefits* changes the basis for determining the income or expense relating to defined benefit plans and introduces revised definitions for short-term employee benefits and termination benefits.

The Association reviewed the annual leave liability to determine the level of annual leave which is expected to be paid more than 12 months after the end of the reporting period. Whilst this has been considered to be a long-term employee benefit for the purpose of measuring the leave under AASB 119, the effect of discounting was not considered to be material and therefore has not been performed.

2 Revenue and Other Income

| | | |
|--------------------------------------|------------------|------------------|
| Revenue | | |
| - Operating grants | 5,512,312 | 4,423,679 |
| - Interest received | 21,124 | 34,487 |
| | <u>5,533,436</u> | <u>4,458,166</u> |
| Other income | | |
| Brokerage fees | 47,646 | 122,222 |
| - Profit on disposal of fixed assets | 55,230 | 3,636 |
| - Other income | <u>222,690</u> | <u>80,066</u> |
| | <u>325,465</u> | <u>211,954</u> |

Notes to the Financial Statements For the Year Ended 30 June 2016

3 Result for the Year

The result for the year was derived after charging / (crediting) the following items

| | 2016 | 2016 |
|--|---------|-----------|
| | \$ | \$ |
| Depreciation | 9,229 | 8,279 |
| - Leasehold | 145,481 | 126,577 |
| - Motor vehicles | 13,540 | 4,674 |
| - Plant and equipment | 9,830 | 4,576 |
| - Office equipment | 15,928 | 11,517 |
| - Computer equipment | 194,008 | 155,925 |
| Other expenses | 129,481 | 120,516 |
| Rent and Outgoings | 101,888 | 130,282 |
| Motor vehicle costs | 136,762 | 47,891 |
| Consultants fees and computer expenses | 366,276 | 271,415 |
| Other operational expenses | 722,357 | 575,207 |
| Provision for employee benefits | | |
| 4 Cash and cash equivalents | 851,017 | 1,604,247 |
| Cash at bank and in hand | | |
| 5 Trade and other receivables | 483,103 | 254,326 |
| CURRENT | 1,620 | 4,643 |
| Trade receivables | | |
| Other receivables | 484,723 | 258,974 |
| 6 Other non-financial assets | | |
| CURRENT | 56,030 | 99,479 |
| Prepayments | | |

Notes to the Financial Statements

For the Year Ended 30 June 2016

7 Property, plant and equipment

PLANT AND EQUIPMENT

| | 2016 | 2015 |
|--------------------------------|----------------|----------------|
| | \$ | \$ |
| Plant and equipment At cost | 133,223 | 128,458 |
| Accumulated depreciation | (83,876) | (50,335) |
| | <u>49,348</u> | <u>78,123</u> |
| Motor vehicles At cost | 813,490 | 579,428 |
| Accumulated depreciation | (500,120) | (507,333) |
| | <u>313,370</u> | <u>772,095</u> |
| Office equipment At cost | 189,202 | 169,202 |
| Accumulated depreciation | (163,118) | (143,189) |
| | <u>18,083</u> | <u>26,013</u> |
| Computer equipment: At cost | 214,240 | 173,836 |
| Accumulated depreciation | (183,241) | (147,344) |
| | <u>50,999</u> | <u>26,492</u> |
| Improvements At cost | 343,947 | 343,947 |
| Accumulated depreciation | (173,581) | (54,352) |
| | <u>270,366</u> | <u>289,595</u> |
| | <u>720,166</u> | <u>682,360</u> |

Connectability Australia Incorporated

ABN: 63 056 370 288

Notes to the Financial Statements

For the Year Ended 30 June 2016

7 Property, plant and equipment (cont'd)

(a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

| | Plant and Equipment | Motor Vehicles | Office Equipment | Computer Equipment | Improvements | Total |
|---------------------------------------|------------------------|-------------------|---------------------|-----------------------|----------------|----------------|
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Year ended 30 June 2016 | | | | | | |
| Balance at the beginning of the year | 78,133 | 272,095 | 25,016 | 26,522 | 279,595 | 682,361 |
| Additions | 4,766 | 190,160 | - | 40,406 | - | 235,320 |
| Disposals - written down value | - | (3,404) | (103) | - | - | (3,507) |
| Depreciation expense | (13,540) | (145,481) | (9,830) | (16,928) | (9,229) | (194,008) |
| Balance at the end of the year | 69,348 | 313,370 | 16,083 | 50,999 | 270,366 | 720,166 |

Connectability Australia Incorporated

ABN: 63 058 573 299

Notes to the Financial Statements For the Year Ended 30 June 2016

8 Trade and other payables

| | 2016 \$ | 2015 \$ |
|---------------------|----------------|----------------|
| CURRENT | | |
| Secured Liabilities | 149,428 | 457,544 |
| Trade payables | 16,288 | 46,591 |
| GST payable | 48,571 | 30,602 |
| Employee benefits | 46,187 | 180,873 |
| Accrued expenses | 79,741 | 49,112 |
| Other payables | | |
| | 338,191 | 764,722 |

9 Borrowings

| | |
|-------------------------|---------------|
| CURRENT | |
| Secured liabilities: | |
| Lease liability secured | 7,998 |
| | 28,193 |

NON-CURRENT

Secured liabilities:
Lease liability secured

| | |
|--|--------------|
| | - |
| | 7,365 |

10 Employee Benefits

| | |
|--------------------|----------------|
| CURRENT | |
| Long service leave | 194,209 |
| Annual leave | 233,937 |
| | 428,146 |
| NON-CURRENT | |
| Long service leave | 57,768 |
| | 57,981 |

11 Other liabilities

| | |
|------------------------------|--------------|
| CURRENT | |
| Auditors received in advance | - |
| | 1,755 |

12 Remuneration of Auditors

Remuneration of the auditor, KLM Accountants, for:
- auditing or reviewing the financial statements

| | |
|--|--------------|
| | 8,500 |
| | 8,500 |

Connectability Australia Incorporated

ABN: 93 056 378 299

Notes to the Financial Statements For the Year Ended 30 June 2016

13 Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2016 (30 June 2015: None).

14 Related Parties

(a) Key management personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity are considered key management personnel.

The totals of remuneration paid to the key management personnel of Connectability Australia Incorporated during the year were \$2*1,223 (2015: \$192,039).

15 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:

| | 2016 \$ | 2015 \$ |
|--|------------|------------|
| Surplus for the year | 28,748 | 142,140 |
| Non-cash flows in surplus | | |
| - depreciation | 194,008 | 155,925 |
| - net proceeds from merger | - | (143,235) |
| - amortised fixed assets from merger | - | (61,973) |
| - net profit/loss on disposal of property, plant and equipment | (85,230) | (3,636) |
| Changes in assets and liabilities | | |
| (increase)/decrease in trade and other receivables | (225,762) | (130,730) |
| (increase)/decrease in other assets | 43,149 | (58,319) |
| (increase)/decrease in trade and other payables | (428,631) | 403,424 |
| (increase)/decrease in other current liabilities | (5,881) | (7,420) |
| (increase)/decrease in employee benefits | (1,755) | 61,511 |
| Cash flow from operations | (449,083) | 338,687 |

16 Economic Dependency

A large proportion of income is received by way of case based grant funding from the Department of Social Services, NSW Department of Family and Community Services, Ageing Disability and Home Care, and the National Disability Insurance Agency which are administered by the Commonwealth and New South Wales State Governments.

Connectability Australia Incorporated

ABN: 82 046 378 282

Notes to the Financial Statements For the Year Ended 30 June 2016

17 Events Occurring After the Reporting Date

The financial report was authorised for issue on 28 August 2016 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

18 Association Details

The registered office of the association is:
Connectability Australia Incorporated
Units 3 & 4, 16 Hudson Street
HAMILTON NSW 2303

Connectability Australia Incorporated

ABN: 90 096 376 299

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:

1. Presents fairly the financial position of Connectability Australia Incorporated as at 30 June 2016 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

Chairperson



Nathan Franks

Treasurer



Peter Congdon

Dated 23 September 2016

Connectability Australia Incorporated

ABN: 93 056 378 299

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 2016, 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 statement by members of the committee.

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 Australian Charities and Not-for-profits Commission Act 2012, Associations Incorporation Act (NSW) 2003 and Associations Incorporation Regulation (NSW) 2010 and is appropriate to meet the needs of the members. The officers' responsibility also includes such internal control as the office's 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 judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation 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

AUSTRALIAN STANDARD 378 200

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 2016 and its financial performance and its cash flows for the year then ended in accordance with the Australian Charities and Not-for-profit Commission Act 2012, Associations Incorporation Act (NSW) 2009 and Associations Incorporation Regulation (NSW) 2010.

KLM Accountants
Company



Neil Watson
Partner

Charlestown, NSW

20 September 2016



WHO PRINTING - BRINGING CONNECTABILITY TO LIFE

Donations come in many forms:

ConnectAbility have a small administrative team and look to external corporate support to assist us in areas where we do not have specific staff skills internally.

Each year ConnectAbility puts together the base framework of our Annual Report.

This is then sent to the staff at WHO Printing who are based in the Steel River Business Park. Here the team take our basic design and turn it into a beautifully designed and presented report.

They then organise for the print to be completed and delivered.

WHO Printing applies a quoted rate that includes a donated amount within the work completed.

This donation allows us to present a higher quality report to showcase the achievements across all business areas. They are also capable in dealing with the limitations and expectations surrounding the job.

Without their support we could not deliver a report that does justice to the organisation. We sincerely thank the WHO Printing Team for their commitment to their community.



Art Bazaar

Aloojz and Margaret Novak
Alistair Woodcock
BNI Chapters Newcastle
Cardiff Toyota
Charlestown Bowling Club
DFK Crosbie—Accountants & Business Advisors
Disability Network Hunter
Ethos Health
Gavin Blyth
Hamilton North Bowling Club
Hunter Arts Network
Hunter Residences, Stockton, Management and staff
Kathryn Charlesworth
Kent Woodcock, Kent Woodcock Creative Solutions
Kerry Houghton - Jim's Carpet Cleaning
Leslie Potter
Linda Miller
M&G Signs
Markey Insurance
NBN Television
Newcastle Community Arts Centre
Newcastle and Hunter and NSW Australian Hotels
Association
Newcastle City Council
Newcastle Herald
NSW Communities, Sport and Recreation
Southern Cross Austereo—NXFM & KOFM
Sue McKinnon
The Forum
Yvonne Mullane—YCM Photography
Wheelchair Rugby League NSW
WHO Printing Newcastle

The 2015 Annual Hunter Arts Network Art Bazaar was a huge success for our Art Group participants who hand made a collection of table linen and cards for sale. The money earned from the sale of goods goes back to fund the activities of the program for the following year.

Staff Michelle Holcombe, Susan Porteous (Art Coordinator) and Geraldine Gough assisted in the sale of goods on the day.



Thank You

A photograph of two children on a rocky shore. On the left, a boy in a red t-shirt and black shorts is sitting on a large rock, looking down with a distressed expression, his hand near his mouth. On the right, a girl in a pink t-shirt and dark pants is standing, her mouth wide open in a shout or cry, with her hands clasped in front of her. The background shows a calm sea and a cloudy sky. A small boat is visible in the distance.

We are very appreciative of all the support we receive throughout the year from individuals, families, corporate and community supporters

THANK YOU

SAM



Bringing a smile-getting a smile

Sam loves people and loves any opportunity to assist, so when an opportunity to volunteer became available within the Jesmond Friday Neighbour Aid Program she was there in a heartbeat.

Each Friday a group of older community members gather to enjoy each others company while partaking in a delicious home made meal. Entertainment is also provided to round out the day.

Sam and her support worker arrive at Jesmond to help set tables and make sure the venue looks perfect for the guests on their arrival. Sam then helps serve food, all the while keeping up a steady stream of conversation.

The older community members love Sam's cheery personality and positive outlook. They share their weekly news and love that she is interested in them.

For some, it reminds them of their own families and they feel connected via Sam.

Sam has also benefited from volunteering. She is now more confident and her communication skills have increased.

We are thankful to be able to support Sam and our Jesmond group members to have a an enriched experience through shared adventures.

Support Us— Together we can achieve anything!

If you are an individual or business and would like to make a real difference for people living in our community please call our reception and talk to Margaret 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!!**



Independence, freedom and joy can be expressed in many different ways

