



Annual Report

2013-2014

“With a Little Help from my Friends”

OUR MISSION VISION AND VALUES

Our Vision

Connecting potential to life satisfaction.

Our Mission

To support the development and maintenance of life skills, social opportunities, and friendships for people with a disability in the Hunter and surrounding regions.

Our Organisation

Adheres to the National Disability Service Standards.

Is respectful and committed to breaking down barriers that inhibit full achievement of individual goals and aspirations.

Provides a fair, equitable and safe working environment to quality staff.

Promotes a diverse community through an open and welcoming environment.

Our Participants

Are provided with opportunities and challenges to enrich their life goals.

Are valued and respected for their personal strengths and individuality.

Are the backbone of our organisation and our purpose for being.



WELCOME

From the Chair and CEO

Welcome to the ConnectAbility Annual Report of 2013—2014 where we celebrate the achievements of our participants and the organisation.

Over the 2013/2014 year we have been proud to support over 200 people, aged between 18 and 80, throughout Newcastle, Lake Macquarie, Maitland and Port Stephens LGA's. This includes supporting over 70 people currently living at Hunter Residences Stockton.

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

Our funding has grown again this year with a turnover of \$4.175m for 2013/2014 financial year.

This year has seen the transition of our Newcastle participants to the National Disability Insurance Scheme (NDIS) through the Federally funded National Disability Insurance Agency (NDIA). For many of our participants and families who have transitioned there have been increased support opportunities within their Plans to enable them to achieve goals and aspirations. This may have translated into increased support hours, support outside traditional business times or increased 1:1 supports. This has had a flow on effect for ConnectAbility with the need to employ additional staff to support these hours.

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

ConnectAbility has also increased participant numbers as people have chosen ConnectAbility as their provider. This included those transitioning to the NDIS, new participants transitioning from school or people looking for a change from their current service.

In order to best ensure providers are focussed on delivering person centred, individual supports to people so that their goals are met providers are required to achieve external verification by 2015 to recognise that they meet key criteria around delivery against the NSW Disability Service Standards and being flexible and innovative in meeting participant need.

ConnectAbility engaged with QIP as an external verification agency and undertaken both a gap analysis and our Third Party Verification Process. We are pleased to report that we met all areas assessed and would like to thank our families, participants and staff who assisted in the preparation and focus groups organised by QIP. This significant shift has also provided ConnectAbility with challenges in ensuring we remain innovative viable and competitive within the sector. ConnectAbility has reviewed support options so that we are confident that we are providing “value for money” effective and productive supports for our participants. Further changes will be implemented in response to the needs of our participants and families.

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

- We commenced supporting our first *supported living fund participant*. This involved changing our focus to concentrate on building living skills for this individual to meet her goals under this funding model.
- ConnectAbility continues to look for opportunities within the community to present real inclusion for people through integrating them into recreational, social and educational opportunities of their choosing.
- We continue to partner with some great organisations, creating great opportunities as we work together to enhance the lives of our participants. The Australian Hotels Association Newcastle and Hunter (AHA) continue to support us through the annual Dine Out for Disability campaign.

In 2014 we will celebrate the fifth year of Dine Out which has helped raise over \$160,000.00 for ConnectAbility to enable us to provide greater outcomes for our participants. To date we have been assisted to purchase an accessible Kitchen, sporting equipment and two accessible vehicles.

- ConnectAbility have partnered with, and been supported by a number of businesses that have assisted us to enhance the supports we provide and assisted us through the sharing of skills and knowledge. The support from businesses small and large have made us a better organisation for which we are truly grateful.

Throughout this report we are delighted to celebrate the achievements of our participants. The examples demonstrate the abilities of the people and what they have achieved. Christine is a young lady with goals and a desire for increased independence. She surprised herself when through working towards her goal she discovered how much she had already achieved.

We also follow Terry and his goal to find his father. It is through interagency collaboration and working towards a shared outcome that his dream was achieved.

There are also organisational outcomes through working with corporate supporters who assist us to build our skills base or provide enhanced opportunities and we are truly grateful for their support.

We hope you celebrate along with us after reading them.

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

As Chair and CEO we would like to thank the members of the Committee of Management and the members of the Fundraising and Marketing Committee who so generously give their time, expertise and support to the organisation. We also farewell and thank Lynette Stead who generously donated her finance skills to support ConnectAbility. Lynette has retired from the position to concentrate on her own business.

ConnectAbility is fortunate to have a skilled, dedicated and passionate management team and workforce of paid staff and volunteers. Our highly skilled staff ensure that each and every day they support our participants to achieve their goals and dreams.

Without their commitment and support of ConnectAbility we could not continue to grow, be innovative, flexible or meet the unique individual needs of our participants, families and stakeholders.

We would also like to thank Scott Harvey, who relieved as Acting General Manager for over twelve months, and in particular led the organisation through the initial stages of transition and understanding of the National Disability Insurance Scheme. He also provided clear direction for the organisation which has left it in a vibrant and viable position. As incoming CEO I acknowledge and welcome his advice, skills and support.

As always we wish to thank the management and staff of Department of Family and Community Services, Ageing, Disability and Home Care (ADHC) for their support and assistance during the year. Their contributions and dedication to assisting providers such as ConnectAbility allow us to remain focused on achieving positive participant outcomes.

We also 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. Our first participant who transitioned has agreed to share her story on how ConnectAbility and the NDIA staff ensured she realised a dream. Theresa's story demonstrates how Government and the not for profit sector can achieve fantastic results.

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

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

David Bate, Chair Committee of Management and Bryan McLoughlin, CEO



RECOGNISING OUTCOMES

- The commencement and completion of the transition of Newcastle participants to the national Disability Insurance Scheme with focus on ensuring staff capacity and skill mix .
- The success of a small social enterprise activity of design, dye and sale of ladies scarves sold by a group of participants at the Hunter Arts Network art bazaar in December 2013
- The fourth successful year of Dine Out for Disability in partnership with Newcastle and Hunter Branch of the Australian Hotels Association. Next year is the fifth anniversary of the event which will be reflected in the advertising for 2014.
- Increase in corporate and community support through fundraising, skills sharing and supports. This included “Drive for a Disability supported by Cardiff Toyota and business partners such as WHO Printing sharing skills in order to assist us provide our participants, families and the community with better information.
- Achieving targeted timeframes within our Strategic Plan 2012-2015.
- The commencement of new CEO Bryan McLoughlin, who comes with a breadth of experience to support ConnectAbility remain viable and vibrant in the coming years.

		10-11	11-12	12-13	13-14	Change
Activity	Participants supported	160	170	183	202	+10%
	Support hours	73,572	75,756	76,771	82,965	+8%
Financial	Income	\$3,182,963	\$3,550,859	\$3,815,304	\$4,175,719	+9%
	Expenditure	\$2,952,806	\$3,567,626	\$3,742,141	\$3,923,517	+5%
	(Loss) Profit	\$230,156	(\$16,767)	\$73,163	\$252,202	+344%
Staffing	Total	77	83	86	91	+5
	Casual (%)	8%	14%	15%	15%	No change
	Turnover (%)	8%	2%	2%	2%	No change
	Volunteers	-	1256	1320	1096	+5%
WH&S	No of injuries	33	35	40	27	-32%
	No of claims	-	-	6	8	+25%
	Lost time claims %	18%	25%	13%	37%	+24%
Complaints	Service related	3	1	5	8	+60%



PARTNERING TO IMPROVE OUR COMMUNITY

Being a valued member of your community is important to us all. It can define how you see yourself and create a sense of self worth.

When Newcastle NOW and Newcastle City Council had an idea to beautify the local CBD to encourage more businesses and visitors to the area they developed an Action Plan and looked at where supports might be obtained. Their aim was to create a more vibrant city and they have many projects planned. What they lacked was volunteers.

Enter Nathan...

Nathan set some pretty clear goals for himself around being an active member of the community and keeping fit and active. Nathan was also looking for something interesting and different to do with some spare time. His only conditions were that he wanted to be in his local community meeting people and undertaking something worthwhile. It also helped that he enjoys gardening.

A perfect match

Nathan, along with Grahame and Ian his support workers, now spend a couple of days each week in and around Newcastle taking care of the planter boxes in the area, pulling weeds, watering, replanting and removing any rubbish. Ian or Grahame fill the watering can and Nathan makes sure everything gets a good soaking.

Nathan and Ian are currently growing seedlings which will be planted in the boxes in spring, bringing colour to the CBD. These seedlings are being grown at ConnectAbility and will soon be transplanted into the planter boxes throughout Newcastle. The community will benefit as they come into flower making the city scape more

inviting.

Nathan's favourite day is when they go to Wickam Station, to water a transplanted tree and look after the area.

Nathan knows that without his care the tree will die and he looks forward to monitoring its health.

Creating Networks

Throughout this project Nathan has continued to develop community relationships.

He talks to local businesses about the project, the community and the team at Newcastle NOW. This has provided him a sense of value within his community as he is able to discuss his project with family, friends and others he meets.

The local business people have also come to recognise Nathan as an individual and look forward to seeing him out and about.



HOTELS SUPPORTING OUR LOCAL COMMUNITY AND INDIVIDUALS TO ACHIEVE THEIR DREAMS

Argenton Hotel	Dockyard Hotel	Lemon Grove Hotel	Shenanigans at the Imperial
Australia Hotel (CESSNOCK)	Duke of Wellington Hotel (NEW LAMBTON)	M J Finnegans	Stag & Hunter Hotel
Bar Petit	Edgeworth Tavern	Marquis of Lorne Hotel	Station Hotel (KURRI KURRI)
Bay Hotel Motel	Erringhi Hotel	Mary Ellen Hotel	Sunnyside Tavern
Beach Hotel	Gates Hotel	Mattara Hotel	Sydney Junction Hotel
Beauford Hotel	General Roberts Hotel	Minmi Hotel	Tea Gardens Hotel (TEA GARDENS)
Belmore Hotel (MAITLAND)	General Washington Hotel	Nags Head Hotel (ADAMSTOWN)	The Albion Hotel (WICKHAM)
Bennett Hotel	Grand Hotel (NEWCASTLE)	Neath Hotel	The Beaumont Exchange Hotel
Blackbutt Hotel	Gunyah Hotel	Northern Star Hotel	The George Tavern
Boatrowers Hotel	Hamilton Station Hotel	Oakdale Tavern	The Honeysuckle Hotel
Bradford Hotel	Harrigans Irish Pub & Accommodation	Paterson Tavern	The Junction Tavern
Burwood Inn Hotel	Heddon Greta Hotel	Pippis at the Point Hotel	The Lake Macquarie Tavern
Bushrangers Bar and Brasserie	Hotel CBD Newcastle	Potters Hotel and Brewery	The Lambton Park Hotel
Caves Beach Hotel	Hotel Jesmond	Premier Hotel	The Maryland Tavern
Central Hotel (STROUD)	Hotel Tudor	Prince of Wales Hotel (MEREWETHER)	Toronto Hotel
Cessnock Hotel	Iron Horse Inn Hotel	Queens Wharf Brewery Hotel	Wangi Hotel
Clarendon Hotel (NEWCASTLE)	Jewells Tavern	Royal Federal Hotel	Warners at the Bay Hotel/Motel
Colliery Inn Hotel	Junction Inn Hotel (RAYMOND TERRACE)	Rutherford Hotel	Warners Bay Hotel
Commonwealth Hotel (COOKS HILL)	Kent Hotel	Salamander Resort Hotel	Wentworth Hotel (CESSNOCK)
Cricketers Arms Tavern (COOKS HILL)	Lake Macquarie Hotel Motel	Sea Breeze Hotel (NELSON BAY)	Windsor Castle Hotel (EAST MAITLAND)
Customs House Hotel	Lakeside Village Tavern	Seven Seas Hotel	
Delany Hotel	Lass O'Gowrie Hotel	Shaft Tavern	

DINE OUT FOR DISABILITY 2013



2013 proved to be another successful year in partnership with the Newcastle and Hunter Australian Hotels Association (AHA) as they continued their support of Dine Out for Disability.

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

Around 100 local hotels throughout the Hunter participated in 2013, with the staff, Licensees and managers on board.

With the support of Kent Woodcock, who designed another great advertising campaign for us and our media partners, NBN Television, Austereo and the Newcastle Herald, Dine Out for Disability raised enough money for us to purchase a fully modified Toyota Hi-Ace



bus. This vehicle will now assist many more ConnectAbility participants in being able to get out and about into their communities, when they choose, giving them more independence and control over how they live their lives.

Being independent with transport is something we often take for granted, but for many of ConnectAbility's participants without this service they would be forced to rely on family and friends. For adults it can be disempowering to have to rely on family past childhood. Being able to have control and independence around accessing their community provides increased self esteem and sense of worth as an individual.

Accessing public transport can be difficult or impossible for someone with significant physical and/or cognitive impairment or for those living in the more rural areas of the Hunter.

For ConnectAbility having a modified vehicle donated means that we can provide more opportunities for individuals to achieve their goals and aspirations.

The new bus was soon transporting people to social, recreational, educational and other appointments that establish and maintain peoples community connections and valued status.

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.

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

In 2014 ConnectAbility and the AHA will celebrate their **5th** year of working together on Dine Out for Disability. We encourage everyone to get behind the cause so that it grows each year and provides even more choices for local people living with a disability.

HOW MANY PEOPLE DOES IT TAKE TO GET A DINE OUT BUS ON THE ROAD?

To get our new vehicle on the road is not as simple as dropping into your local Toyota car yard and driving the vehicle back to ConnectAbility.

For a fourth year the Newcastle and Hunter Australian Hotels Association (AHA) and their customers supported Dine Out for Disability. This involved nearly 100 Hotels across the Hunter organising staff, resources and meals so that funds from dining Hunter patrons could then be donated to ConnectAbility. This they do graciously each year and are eager to get on board. Their ongoing commitment has made huge differences in the lives of over 170 people and their families across the Hunter. ConnectAbility could not ask for a better, or more professional partner.

When asked why the AHA continues to see Dine Out for Disability as an important fixture on their fundraising calendar President Rolly De With said "Being able to make such a difference in the lives of many is an easy choice. Owners and publicans across the Hunter are actively involved in their communities in a variety of ways supporting local charity, sports and community groups. Dine Out is an opportunity to assist a vulnerable group of people from across the Hunter in a fundamental way. Being able to get out and into the community where you live should be something **everyone** can do" We are proud to be able to be a part of people 's journey to independence"

Once the AHA have presented ConnectAbility with the proceeds ConnectAbility engaged Cardiff Toyota who assisted us in the vehicle purchase, allowing us to decide on internal configurations and requirements — then it was off to Total Transport where Glen and his team modified the inside to accommodate up to three wheelchairs. This involves changing the internal set up of the vehicle whilst ensuring ongoing safety and adherence to participant safety.

Glen and his team work on vehicles for a number of organisations, all who wish they could be ready "yesterday". They are appreciative that the vehicles being on the road can mean the difference between someone being able to get out and achieve their goals and aspirations or staying at home.

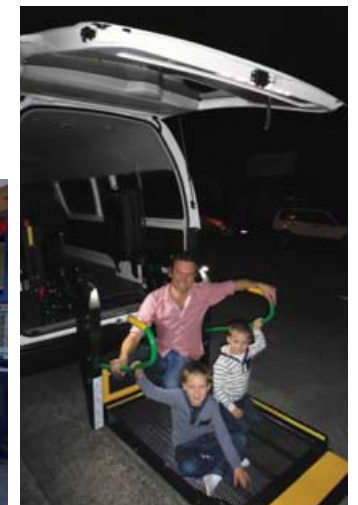
Once the internal configuration is complete M&G signs take over the vehicle to badge it with our logo and supporters.

We love the way the vehicle is recognisable within the community and lets the community know who we are and recognising the supporting organisations committed to making a difference in the lives of people with a disability.

The bus then makes its way back to ConnectAbility and finally out onto the road.

A real team effort from a group of people committed to ensuring that people with a disability have real choice and control over their lives.

Dine Out for Disability is held annually. The more people who dine out at a participating AHA Hotel, the more the AHA can support ConnectAbility in assisting local people and their families. Dineoutfordisability.org.au







WHAT I LEARNT FROM A FAMILY HOLIDAY

When Christine changed to a supported living fund (SLF) package she had some specific goals in mind which centred on becoming more independent so that she could get the most out of life.

The SLF funding was designed to provide individuals with opportunities to undertake activities that promoted enhancing living skills and independence—perfect for Christine.

Christine has a job two days per week with House with No Steps and has recently moved into her own self contained flat close to her mum and dad. This involved learning new skills around budgeting, shopping, cooking and cleaning for herself.

She gets around in a bright red modified scooter vehicle which is recognised by members of her community who wave as she goes by.



When an opportunity presented itself for the family to travel to Europe and, for Christine and her sister Amy to break away from the group and spend time together to increase activities that Christine could “do for herself, and by herself” Christine jumped at the chance.

Broadening Horizons

Christine and her family spent time planning her trip—where to go and what to see. Her support workers assisted her in the preparation.

The trip was exciting with Christine enjoying every moment from seeing the stage show Matilda in London, shopping in Turkey and cruising around the Greek Islands which included taking the donkey ride up to the town in Mykonos.

Christine and Amy met up with other family members and friends as they travelled. This included visiting her brother in London.

Christine returned home a week before her parents and was at first a little nervous about being alone. She soon realised that her trip had provided her with skills and the self confidence to look after herself.

Christine proudly told her parents that they could now be more independent as they could leave her and take time out for themselves.

With this new confidence in her abilities Christine asked her support workers to assist her to achieve new goals. Together they discovered a personal trainer close to her home to meet her goal of staying healthy through

exercise. Currently her support worker attends the training sessions with her but Christine is planning on attending by herself in the near future.

Looking into the future

Christine has had an amazing year and knows now that “she can do anything”.

This outcome couldn’t have been achieved without the initial support from her family and support workers. A little help leading to huge achievements.



BRINGING ART TO LIFE -

W

*e are artists, part of the
community and our work is an
important part of who we are...*

(N Dunne, ConnectAbility artist)

This is the philosophy of a group of ConnectAbility participants who together meet during the week in the ConnectAbility Art Space to practice, promote and develop new artistic skills. They are joined by family members and community members.

Works produced by the group have been sold through market stalls and displayed in galleries. One artist has held a solo exhibition in 2013 and another is planned for October 2014.



Until recently the space was less than perfect ...

In the beginning...

The Art space for ConnectAbility commenced life as a garage space in a factory unit. Whilst art supplies and equipment was put in place the roof space remained an open factory unit with no special lighting or air-conditioning to make it pleasant during the extremes of winter and summer.

At one stage the artists, staff and volunteers worked in gloves and beanies or had to withdraw from the sessions due to being uncomfortable when working during these extremes. Not a great outcome for an organisation that promotes inclusion.

Under the spotlight....

The disadvantages of the space were noted by our community supporters and Local and State Politicians during a visit to ConnectAbility.

They had viewed art works, looked at screen printed tea towels that had been made and sold by participants and discussed upcoming projects and collaboration with other community organisations. They then looked at the space that nurtured this artistic talent.

ConnectAbility were encouraged to submit an application for upcoming funding to enable the space to be made more habitable year round.



- A DREAM IN THE MAKING

Success

When notified that funds were on their way it took only a fortnight to have builders install a ceiling, lighting and air-conditioning.

Together with family, staff and supporters the ConnectAbility artists helped organise an official opening of the revamped Art Space.

Minister Ajaka and local members were on hand to cut the ribbon and meet the artists that would benefit from the change in conditions.

Goals

The artists have continued to pursue their artistic dreams. The group have commenced working with clay, developing decorations to be sold at the Hunter Arts Network Christmas craft market. Individuals have also completed paintings, mosaics, drawings and puppets during the last twelve months.

The difference for the artists is that they do this in comfort, feeling that they are important within their community. Their art is taken seriously enough to warrant funds that improved the quality of the space they work in and they are recognised as artists in their community.

Without the joint partnership from the community and our Government this change would not have occurred.

The importance of working together towards a goal is highlighted by Dane who is working on his paintings for his upcoming exhibition. Previously he sought out available community art spaces, now he uses the ConnectAbility space at times convenient to him.



OUR COMMITTEE OF MANAGEMENT

David Bate Chair

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

Professor Frank Bates Deputy Chair

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

Peter Coughlan Treasurer

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

Joan Gatt

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

Robert Emanuel

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

Julie Brell

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

Andrew Beattie

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

Holly Martin

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

OUR MANAGEMENT TEAM - WHY WE CHOOSE CONNECTABILITY

Bryan McLoughlin: CEO

Bryan commenced with ConnectAbility in April 2014. Bryan has a Masters in Health Administration and expertise in the finance areas of an organisation. He has held positions as CEO and Director within the public and private sector.

I have a passion to see participants and staff achieve to their highest potential. By driving innovation and inclusion within the community positive outcomes can be achieved.

Scott Harvey: Operations Manager

I love the challenges that come with supporting our participants, families and staff to achieve their personal goals as every individual is unique. Being able to be out in the community facilitating change in the way that people with a disability are viewed so that more people are able to be truly included into their communities.

Jillian Woollard: NDIS Transition Manager

The connection and rapport that I have with many of the participants and their families that have been established over the years. To forge and maintain positive relationships with families and community members to include networking within the sector.

Anthony Brown: Team Leader, Planning

The outcomes that I hope to achieve for the individuals that request support from Connectability is that they have a feeling of being heard and being allowed to dream and aspire, even if they have never had that opportunity before.

I see my current role as one that enables individuals to be able to express themselves and have those expressions translated into real, achievable outcomes.

Ken Mitchell: Team Leader, Coordination

Providing every opportunity for people to achieve their goals and aspirations is a key part of my role. I am very proud to be part of a great team who have this as a common

goal and purpose for both the organisation and participants.

Peta Bradley: Team Leader, Coordination

I really like the fact I work for a community based organisation with morals and values that are akin to my own. There is something extremely humbling and inspiring about working with people with disabilities and their amazing carers. People with disabilities deserve the same access to experiences in community life that everyone else does and I strive to make sure that happens for the people I know.

Fran Bills: Team Leader, Coordination

My role has changed considerably over recent years and will continue to change as we transition through to the National Disability Insurance Scheme. This provides us with opportunities to build skills and independence for our participants and families around taking control of their lives. I like to see them shaping their supports and making their own choices.



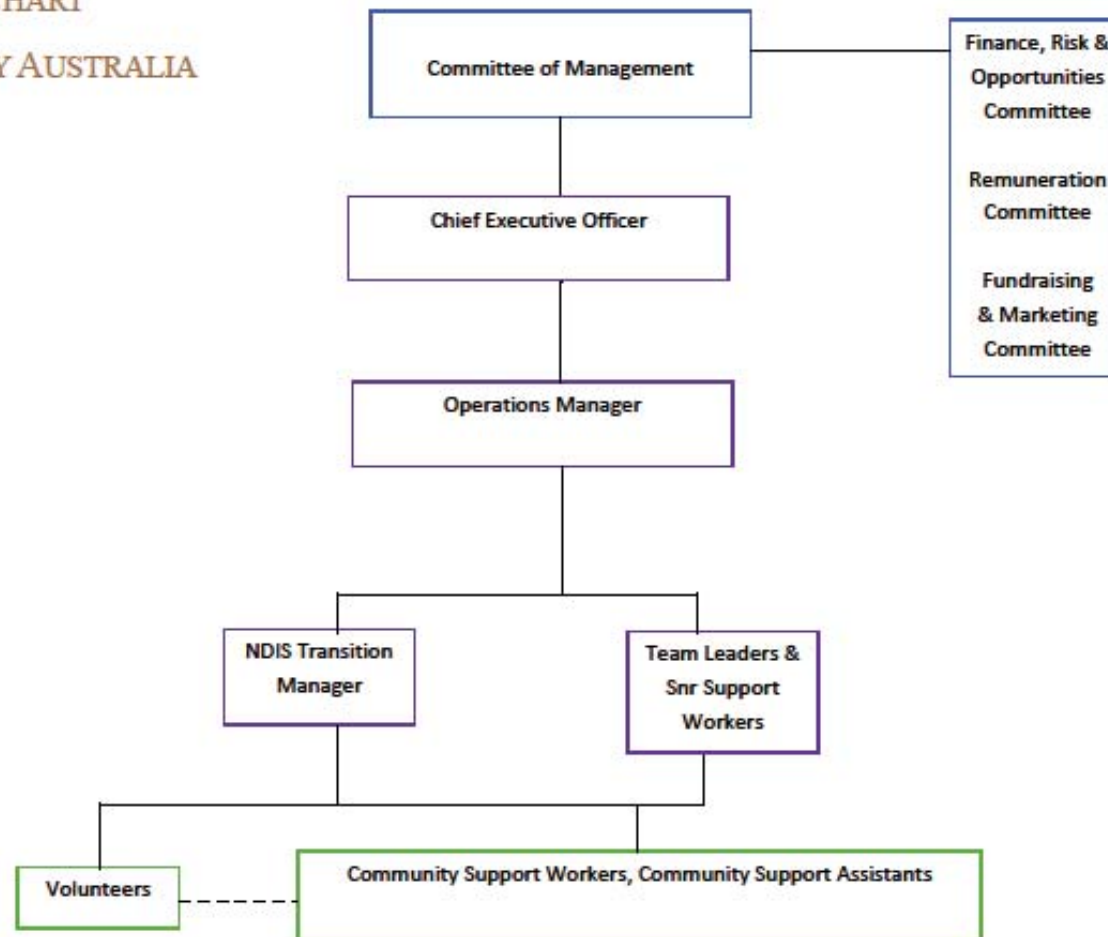
Geraldine Gough: Senior Worker,

I enjoy empowering our participants and their families to have a say in their support planning so that they can enjoy activities that give them a meaningful life. To assist the community to understand and embrace inclusion for people within their communities as people with a disability can enrich a community with skills, knowledge and enthusiasm.

Jamie Morrison: Team Leader Building Community Connections

I need to know that I have made a significant contribution to the community and enriched the lives of people with a disability. I feel rewarded through my activities and efforts having a positive impact on people, the community and the business.

ORGANISATION CHART
CONNECTABILITY AUSTRALIA



A COMBINED EFFORT ACHIEVES A GOAL

Finding a Father

Our participants, as part of their planning process identify goals. Sometimes these are easy to achieve, sometimes a little harder.

Terry

Terry has been a participant with Connectability since 1999. Terry would often mention his father who had passed away in 1970 to his Connectability support staff.

Terry asked successive support workers if they could assist him to locate his fathers grave which he thought was at the Catholic Cemetery, Singleton. This was a goal in Terry's plan and something he often spoke about.

Terry would visit the cemetery as part of his support approximately once per month in the hope of locating the grave however Terry was informed by his family that the grave was unmarked and did not have a headstone. Terry's family could not assist with the search as they were living a long way from Singleton. Occasionally he gave up for a time but would always try again but had no success.

In February of 2014 Terry once again started to ask about his fathers grave. His support worker Justin, through collaborating with Terry's New Horizons case manager helped find more information to better identify where Terry should look. Together they found that Terry's dad had passed away on the 27th March 1970 and was interned at the Singleton Cemetery. The caretaker of the cemetery was then able to assist and provide directions to the grave.

A special outing on a Saturday in late June this year was organised for Terry to visit the cemetery with Justin. Terry was very emotional at this time and he asked to go and purchase some flowers to put on the grave. Following this initial hunt the grave now has a headstone from the family.

Terry's dream of locating the grave had now come true and he was so happy that after 15 years of searching he could visit and pay his respects. Terry has achieved his goal and ConnectAbility staff were pleased to be able to be a part of Terry's story.

Locating his father's grave has provided Terry with a sense of well-being and connection.

This was only able to be achieved through the collaboration of organisations determined to provide an outcome for a long held goal.



IF WE ALL WORK TOGETHER

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

Grill'd The Junction



Grill'd are committed members of their communities and through the **Local Community Matters Program** support a number of organisations achieve fundraising goals. Grill'd nominates three charities per month and has patrons vote on who they would like to support the most that month. There is a sliding scale of amounts to be donated with the top amount awarded being \$300.00

ConnectAbility applied and were delighted when chosen and even more delighted to be told that there was a certificate and cheque for \$300.00 awaiting us. We thank the Grill'd staff and the Hunter community for voting for us.

Our CEO Bryan McLoughlin, and a group of happy participants dropped into the store to receive our donation from Adam Jolley, Store Manager (Black T Shirt)

These funds will be used to purchase items that will enhance sensory support for participants of ConnectAbility including those in the community who also use our sensory room.

This initiative from Grill'd will assist people to explore and connect with the world around them through the senses. It supports non verbal people to express themselves and also provides a place to de-stress for others.

Grill'd staff were delighted to hear of the many people who will benefit from their generosity.

We are grateful for their support and look forward to working with them in the future.

WHAT A DIFFERENCE WE MAKE

Theresa

Theresa is a woman who knows her own mind. She lives on her own now that her children are adults with children of their own. She comes to ConnectAbility so that we can assist her to get out into her community, attending senior citizens, shopping and appointments. We also assist her to prepare meals and maintain her community connections.

Theresa was one of the first of ConnectAbility participants to transition to the National Disability Insurance Scheme (NDIS) in 2013. Theresa has a complex group of needs and aspirations which she discussed with the National Disability Insurance Agency (NDIA) in late December 2013. One of her key goals was to be able to celebrate Christmas in her home with all her family present.

The NDIA were able to incorporate into her Plan the supports necessary to enable Theresa to meet her goal.

This meant ConnectAbility was able to support Theresa to purchase gifts, food and organise the tree and trimmings. There was also a support worker on the day to assist Theresa with the festive lunch.

Through working together with a desire for the best outcome ensured the day was a success. Theresa and her family had a perfect day. As a mother and grandmother she was able to spoil her family and share in their delight.

Through collaboration came a great outcome for one family.



OUR FRIENDS IN BUSINESS

WHO Printing

Karen Irvine from WHO Printing noticed that ConnectAbility's Annual Reports didn't look "quite" right a couple of years ago when they were sent for printing.

After discussing some formatting issues with ConnectAbility staff and recognising that there was no in house skills in graphic design or media, Karen discussed the difficulties

with her General Manager, Daniel Ogle

Together they decided that they could support a not for profit organisation through information, advice and skill sharing to assist in the production of a better product. This has meant that our participants, families, supporters and the community get to see more professional and informative brochures, reports and advertising materials.

ConnectAbility saves time in preparation of materials and hours working on documents as they learn from WHO. Advice has consisted of layouts and print options being discussed especially for our Annual Reports.

For the 2012 /2013 Annual Report print WHO discovered that ConnectAbility had requested a more complex print option that would change the quoted price for printing bringing it outside of budgeted expenses. WHO made a decision to **donate** the difference in cost. This generous donation allowed ConnectAbility to produce a better quality report for our participants, families and the community.

When asked why a business would spend time developing the skills in a not for profit organisation Daniel said "If we support ConnectAbility using our skills then they can concentrate on using their skills in supporting local people. Its about building better, stronger communities"

This relationship has proved invaluable for ConnectAbility and we thank the whole WHO Team for their patience and community orientated business.



FOR BETTER COMMUNITIES

Drive for Disability - Cardiff Toyota

Cardiff Toyota work with ConnectAbility by providing great value when we add or make changes to our fleet. They understand that for some people there is little to no other choices in getting out into the community without specialised transport options being available and have helped with the purchase of our 2013 Dine Out vehicle.

In 2014 they decided they could do more and **Drive for Disability** was created.

Over a three day weekend in May Cardiff Toyota donated a sum from the sale of each vehicle to ConnectAbility. They also encouraged those having their vehicles serviced to donate a few dollars.

Dealer Principal, Clayton Smart and Sales Manager, Paul Galiniski were pleased to present a cheque to ConnectAbility allowing us to fit reversing cameras to modified vehicles. This retrofit allows for safer reversing.

Cardiff Toyota Group General Manager, Paul Tomlin said “As an inaugural event **Drive for Disability** was very successful. We are hoping to make this an annual event and will look at other ways in which we can provide ConnectAbility with something that benefits the people they support who live in the greater Hunter area. Cardiff Toyota was pleased to be able to support an organisation that values independence and inclusion for all members of the community.

Thanks to the generosity of these individuals and businesses who are committed to stronger and more inclusive communities ConnectAbility is able to continue to support local people achieve their goals and aspirations. Great Relationships Create Great Opportunities!





ARSENAL

tes

WAIT A MINUTE
TRYING TO IMAGINE
WITH A PERSONALITY

EMIRATES
STADIUM N5
ARSENAL FOOTBALL CLUB

BARBER

SUPPORT THE
HIGHWAY HEROES
GET FOOTBALL
MUSIC FOOTBALL
HATE TOTTENHAM

Denture Studios

BLU'N'D'AMINTAL

OCTOBER

2014

PHIL-HIS FAMILY AND THE COMMUNITY

What makes you a part of your family and your community? Is it just that you live amongst other people or is it how you engage, contribute and feel valued by those around you? What would you do if this didn't come naturally to you?

Phillip as a team member

Phillip lives with his family and loves to be out in his community taking part in whatever activities are on.

The members of a local Soccer club "The Wallsend Red Devils" noticed Phillip and his exuberant nature kicking his ball and playing along the sidelines of their children's games each week.

One day one of his ConnectAbility workers noticed him and formally introduced him to the team. They have now embraced him as an honorary member who helps out with drinks and training. He even received a certificate at the end of the year presentation. The worker maintains contact with the club should they need further advice or assistance.

Their commitment to community inclusion is an example of what can be achieved through understanding a person and working with their strengths.

Phillip and his family

Phillip is also keen to be a responsible and contributing family member. His family deliver pamphlets in their local area and ConnectAbility continue to support Phillip who wants to be able to roll all the brochures together so that

they can be delivered by the family. It takes some time but Phillip is mastering his goal. He recognises his contribution to the family and takes his job seriously.

ConnectAbility is able to provide these supports to Phillip outside of normal business hours so that he can undertake family tasks when they need him so he can help support his family.

Phillip in the wider community

ConnectAbility have also been working with Phillip to ensure his safety in the wider community. Like most young adults Phillip likes to spend time away from home socialising and being involved in the daily activities around him.

Like most young adults he believes he is invincible and safe wherever he might go. ConnectAbility have supported Phillip to understand road rules and positive interactions with those in his community. To truly support Phillip we looked at how this support could be more effective.

This has become a community effort with local business engaging with him and assisting to help develop skills and independence. Dave, his local hairdresser has supported Phillip with learning budgeting and money handling when he attends for a haircut. Through involving the community the outcomes for Phillip are enhanced.

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



TREASURER'S REPORT

Trading outcomes

Our trading result for the year was a surplus of \$252,200, which was a considerable improvement on last year's surplus of \$73,163. Whilst there were some movements between the actual and budget figures, some positive and some negative, across all the income and expense categories, the standout reason for the positive variance was in relation to an overall increase in income from our core service activities while maintaining strong control across all major expense area.

Through the course of the year we received a total of \$44,839 in donations. Our grateful thanks to all our community and corporate supporters. Some of their achievements are detailed within this report.

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

- depreciation (\$137,109)
- movement in employee leave provisions (\$51,097) .

Adding back these items to the trading result would normally indicate an improvement in cash reserves through the course of the year. As the Balance Sheet indicates, the cash on hand reserves as at 30 June 2014 have increased by \$217,852 on the balance from 30 June 2013. While it is comforting to have this level of reserves it is by no means excessive. As a result of the increased size of the organisation, the ever increasing obligation to fund future employee leave entitlements, ongoing replacement of the motor vehicle fleet and the like, the overall measure of solvency is substantially unchanged over recent years as indicated in the graph below.

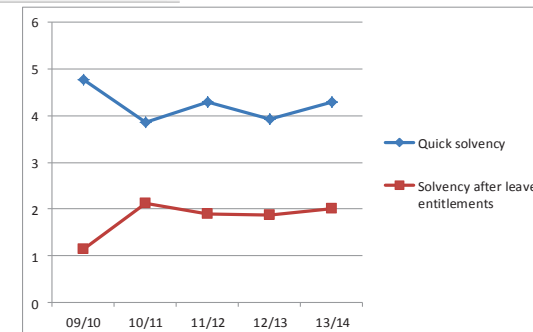
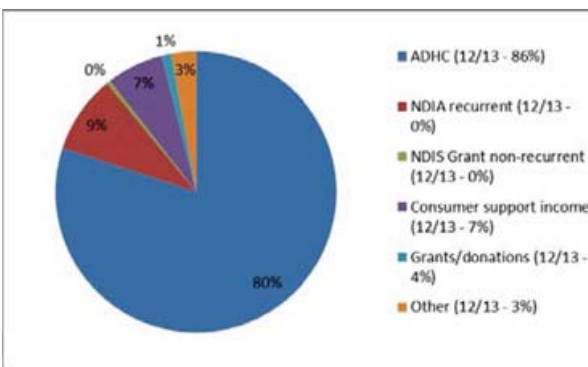
The graph as below shows there was a continued reliance through the 2013/14 year on ADHC funding (the 2012/13 figures are indicated in brackets beside the narration). However this is in a state of major change.

As a result of the progressive roll out of the National Disability Insurance Scheme the percentages from income sources are in a state of considerable change. Aside from the

movement from ADHC to NDIS 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.

Based on our understanding of likely trading conditions through 2014/15 the budget as adopted by the Committee of Management indicates a trading surplus of \$137,692 and a cashflow surplus of \$182,216. Whilst the Committee is comfortable with the projection for the 2014/15 year there is ongoing concern relating to the long term implications of a full scale roll out of the NDIS. In the Committee's opinion the current funding model is not sufficient to ensure the long term viability of the Not For Profit disability sector as a whole.

Your Committee is accordingly very closely monitoring 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 service delivery 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
- Support of the organisation for the Third Party Verification process required by all Disability providers against the National Disability Service Standards by July 2015. ConnectAbility are scheduled for 4 September 2014 to undertake the process through QIP.

Fundraising Activities

As in prior years our major fundraiser continues to be Dine Out for a Disability supported by the Newcastle and Hunter Australian Hotels Association and the community. The funds raised through this event provide ConnectAbility with opportunities to enhance outcomes for participants, families and the organisation. As noted above the changes in how the sector is funded following the introduction of the National Disability Insurance Scheme will see an increased emphasis on attracting donations directly and through events. The donations received in 2013—2014 were utilised to provide a new modified vehicle. 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, 2014 are included in the Annual Report.

Reiterating the point made earlier the primary challenge facing ConnectAbility is the likely impact of the implementation of the National Disability Insurance Scheme (NDIS) under the funding model as currently proposed. As well as impacting on trading performance the proposed timing of NDIS cashflows will have a flow on impact of solvency. We are accordingly very mindful of the need for extreme vigilance in managing ongoing income/expenses, cashflows and cash levels.

Naturally, in line with all Australian businesses, ConnectAbility must also continue to pay careful attention to areas such as information technology, fleet management, diversification of income streams and employment law. These challenges appear to increase in their scope and extent every year, and as such ongoing management and Committee vigilance is directed to these areas.

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.

Connectability Australia Incorporated

ABN: 93 056 378 299

Financial Statements

For the Year Ended 30 June 2014

Connectability Australia Incorporated

ABN: 93 056 378 299

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2014

	Note	2014 \$	2013 \$
Revenue		3,402,640	3,321,847
Other income		773,079	493,457
Employee benefits expense		(3,032,376)	(2,836,765)
Depreciation expense		(137,109)	(186,815)
Other expenses		(754,032)	(718,561)
Surplus before income tax		252,202	73,163
Income tax expense		-	-
Surplus for the year		252,202	73,163
Other comprehensive income		-	-
Total comprehensive income for the year		252,202	73,163

The accompanying notes form part of these financial statements.

Connectability Australia Incorporated

ABN: 93 056 378 299

Statement of Financial Position

As at 30 June 2014

	Note	2014 \$	2013 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	1,291,488	1,073,636
Trade and other receivables	5	119,241	34,158
Other assets	6	30,860	31,076
TOTAL CURRENT ASSETS		1,441,589	1,138,870
NON-CURRENT ASSETS			
Property, plant and equipment	7	638,582	549,727
TOTAL NON-CURRENT ASSETS		638,582	549,727
TOTAL ASSETS		2,080,171	1,688,597
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	361,297	249,241
Borrowings	9	28,826	20,531
Employee benefits	10	375,044	323,947
Other liabilities	11	8,544	5,231
TOTAL CURRENT LIABILITIES		773,711	598,950
NON-CURRENT LIABILITIES			
Borrowings	9	42,466	77,854
Employee benefits	10	55,048	55,048
TOTAL NON-CURRENT LIABILITIES		97,514	132,902
TOTAL LIABILITIES		871,225	731,852
NET ASSETS		1,208,946	956,745
EQUITY			
Retained surplus		1,208,946	956,744
TOTAL EQUITY		1,208,946	956,744

The accompanying notes form part of these financial statements.

Connectability Australia Incorporated

ABN: 93 056 378 299

Statement of Changes in Equity

For the Year Ended 30 June 2014

2014

	Note	Retained Earnings \$	Total \$
Balance at 1 July 2013		956,744	956,744
Surplus for the year		252,202	252,202
Balance at 30 June 2014		<u>1,208,946</u>	<u>1,208,946</u>

2013

	Note	Retained Earnings \$	Total \$
Balance at 1 July 2012		883,581	883,581
Surplus for the year		73,163	73,163
Balance at 30 June 2013		<u>956,744</u>	<u>956,744</u>

Connectability Australia Incorporated

ABN: 93 066 378 299

Statement of Cash Flows For the Year Ended 30 June 2014

	Note	2014 \$	2013 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		4,469,742	4,152,800
Payments to suppliers and employees		(4,021,067)	(3,859,200)
Interest received		37,981	39,518
Finance costs		(11,866)	(14,001)
Net cash provided by operating activities	14	474,790	319,117
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		(229,844)	(82,141)
Net cash used in investing activities		(229,844)	(82,141)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Payment of finance lease liabilities		(27,093)	(24,206)
Net cash used in financing activities		(27,093)	(24,206)
Net increase in cash and cash equivalents held		217,853	212,770
Cash and cash equivalents at beginning of year		1,073,635	860,865
Cash and cash equivalents at end of financial year	4	1,291,488	1,073,635

Connectability Australia Incorporated

ABN: 93 056 378 299

Notes to the Financial Statements

For the Year Ended 30 June 2014

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

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

1 Summary of Significant Accounting Policies

(a) Basis of Preparation

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

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

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

(b) Comparative Amounts

Comparatives are consistent with prior years, unless otherwise stated.

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

(c) 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 that period.

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

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

Connectability Australia Incorporated

ABN: 93 056 376 299

Notes to the Financial Statements

For the Year Ended 30 June 2014

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 benefits associated with the transaction will flow to the entity and specific criteria relating to the type of revenue as noted below, has been satisfied.

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

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

Grant revenue

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

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

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 payable are stated inclusive of GST.

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

Cash flows 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.

Connectability Australia Incorporated

ABN: 93 066 378 299

Notes to the Financial Statements

For the Year Ended 30 June 2014

1 Summary of Significant Accounting Policies (cont'd)

(h) Property, Plant and Equipment

Classes of property, plant and equipment are measured using the revaluation model.

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 within 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 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: 93 056 378 299

Notes to the Financial Statements

For the Year Ended 30 June 2014

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 13 *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 13 *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 13 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 benefits 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.

In accordance with the transition provisions in the standard, the comparative figures have been restated.

Connectability Australia Incorporated

ABN: 93 066 378 299

Notes to the Financial Statements For the Year Ended 30 June 2014

1 Summary of Significant Accounting Policies (cont'd)

(l) New Accounting Standards and Interpretations

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The Association has decided against early adoption of these Standards. The following table summarises those future requirements, and their impact on the Association:

Standard Name	Effective date for entity	Requirements	Impact
AASB 9 Financial Instruments and amending standards AASB 2010-7 / AASB 2012-6	30 June 2016	Changes to the classification and measurement requirements for financial assets and financial liabilities. New rules relating to derecognition of financial instruments.	The impact of AASB 9 has not yet been determined as the entire standard has not been released.
AASB 1055 - Budgetary Reporting AASB 2013-1 Amendments to AASB 1049 - Relocation of Budgetary Reporting Requirements	30 June 2015	This standard specifies the nature of budgetary disclosures and circumstances for inclusion in the financial statements.	No impact as the entity is not a public sector entity.
AASB 2012-3 Amendments to Australian Accounting Standards - Offsetting Financial Assets and Financial Liabilities [AASB 132]	30 June 2015	This standard adds application guidance to AASB 132 to assist with applying some of the offset criteria of the standard.	There will be no impact to the entity as there are no offsetting arrangements currently in place.

Connectability Australia Incorporated

ABN: 93 056 378 299

Notes to the Financial Statements

For the Year Ended 30 June 2014

2	Revenue and Other Income	2014	2013
		\$	\$
	Other revenue		
	- Other interest received	37,981	39,518
	- Operating grants	3,364,659	3,282,329
		<u>3,402,640</u>	<u>3,321,847</u>
3	Result for the Year		
	Depreciation		
	- Leasehold	8,074	8,064
	- Motor vehicles	112,640	163,083
	- Plant and equipment	5,288	4,601
	- Office equipment	5,466	7,259
	- Computer equipment	5,641	3,808
		<u>137,109</u>	<u>186,815</u>
4	Cash and cash equivalents		
	Cash on hand	427	427
	Cash at bank	1,291,061	1,073,209
		<u>1,291,488</u>	<u>1,073,636</u>
5	Trade and other receivables		
	CURRENT		
	Trade receivables	119,241	34,158
		<u>119,241</u>	<u>34,158</u>
6	Other non-financial assets		
	CURRENT		
	Prepayments	30,860	31,076
		<u>30,860</u>	<u>31,076</u>

Connectability Australia Incorporated

ABN: 93 056 378 299

Notes to the Financial Statements

For the Year Ended 30 June 2014

7 Property, plant and equipment

PLANT AND EQUIPMENT

	2014 \$	2013 \$
Plant and equipment		
At cost	60,952	59,023
Accumulated depreciation	(26,726)	(21,437)
Total plant and equipment	34,226	37,586
Motor vehicles		
At cost	794,790	833,938
Accumulated depreciation	(493,705)	(620,214)
Total motor vehicles	301,085	213,724
Office equipment		
At cost	119,232	117,846
Accumulated depreciation	(108,233)	(102,768)
Total office equipment	10,999	15,078
Computer equipment		
At cost	146,030	127,294
Accumulated depreciation	(124,146)	(118,506)
Total computer equipment	21,884	8,788
Improvements		
At cost	326,461	322,552
Accumulated depreciation	(56,073)	(48,001)
Total improvements	270,388	274,551
	638,582	549,727

Notes to the Financial Statements

For the Year Ended 30 June 2014

7 Property, plant and equipment (cont'd)

(a) Movements in Carrying Amounts

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 2014						
Balance at the beginning of year	37,586	213,724	15,078	8,788	274,551	549,727
Additions	1,928	203,881	1,387	18,737	3,911	229,844
Disposals	-	(3,880)	-	-	-	(3,880)
Depreciation expense	(5,288)	(112,640)	(5,466)	(5,641)	(8,074)	(137,109)
Balance at the end of the year	34,226	301,085	10,999	21,884	270,388	638,582

Connectability Australia Incorporated

ABN: 93 056 378 299

Notes to the Financial Statements

For the Year Ended 30 June 2014

8 Trade and other payables

	2014	2013
	\$	\$
CURRENT		
Secured Liabilities		
Trade payables	145,095	29,176
GST payable	47,359	79,823
Employee benefits	22,858	17,161
Accrued expense	90,689	98,200
Other payables	55,296	24,881
	<u>361,297</u>	<u>249,241</u>

9 Borrowings

CURRENT		
Secured liabilities:		
Lease liability secured	<u>28,826</u>	<u>20,531</u>
NON-CURRENT		
Secured liabilities:		
Lease liability secured	<u>42,466</u>	<u>77,854</u>

10 Employee Benefits

CURRENT		
Annual leave	185,070	152,769
Long service leave	<u>189,974</u>	<u>171,178</u>
	<u>375,044</u>	<u>323,947</u>
NON-CURRENT		
Long service leave	<u>55,048</u>	<u>55,048</u>

11 Other liabilities

CURRENT		
Amounts received in advance	<u>8,544</u>	<u>5,231</u>

12 Remuneration of Auditors

Remuneration of the auditor of the Association, Kilpatrick Lake Mackenzie, for:		
- auditing or reviewing the financial report	<u>7,750</u>	<u>3,800</u>

13 Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2014 (30 June 2013: None).

Connectability Australia Incorporated

ABN: 93 056 378 299

Notes to the Financial Statements

For the Year Ended 30 June 2014

14 Cash Flow Information

(a) Reconciliation of result for the year to cash flows from operating activities

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

	2014	2013
	\$	\$
Surplus for the year	252,202	73,163
Non-cash flows in surplus:		
- depreciation	137,109	186,815
- net loss on disposal of property, plant and equipment	3,880	-
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(85,083)	15,719
- (increase)/decrease in other assets	216	763
- increase/(decrease) in trade and other payables	112,056	29,136
- increase/(decrease) in other current liabilities	3,313	(16,284)
- increase/(decrease) in employee benefits	51,097	29,805
Cash flow from operations	474,790	319,117

15 Events Occurring After the Reporting Date

The financial report was authorised for issue on 21 October 2014 by the Committee of Management.

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

16 Association Details

The registered office of the association is:
Connectability Australia Incorporated
Units 3 & 4, 46 Hudson Street
HAMILTON NSW 2303

Connectability Australia Incorporated

ABN: 93 056 378 299

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 to 14

1. Presents fairly the financial position of Connectability Australia Incorporated as at 30 June 2014 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Connectability Australia Incorporated will be able to pay its debts as and when they fall due.

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

Committee member



Committee member



Dated 15 October 2014



**KILPATRICK
LAKE
MACKENZIE**
PTY LTD
ABN 73 077 844 915

accountants and
business advisers

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 2014, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the officers' assertion statement.

Officers' Responsibility for the Financial Report

The officers of Connectability Australia Incorporated are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the Australian Accounting Interpretations and the Associations Incorporation Act (NSW) 2009 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 officers determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's 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.

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accountants and
business advisers

Connectability Australia Incorporated

ABN: 93 056 376 299

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 2014, and its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and Australian Accounting Interpretations and the Associations Incorporation Act (NSW) 2009 and Associations Incorporation Regulation (NSW) 2010.

Kilpatrick Lake Mackenzie

Neil Watson
Partner

Charlestown, NSW

15 October 2014

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PO Box 875

Charlestown

NSW 2290

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Alooiz and Margaret Novak
 Alistair Woodcock
 Baiada Enterprises Pty Ltd (formerly Barter
 Enterprises Pty Ltd)
 Cardiff Toyota
 Cardiff RSL, Cardiff
 Charlestown Bowling Club
 Disability Network Hunter
 Dom Osborn
 EDI Downer Rail, Cardiff
 Ethos Health
 Gavin Blyth
 Newcastle Permanent Building Society
 Grill'd The Junction
 Hamilton North Bowling Club
 Health and Safety Solutions
 Hunter Arts Network
 Hunter Day Program Forum
 Hunter Residences, Stockton, Management and staff
 Jess Irwin and Nathan Pritchard
 Kathryn Charlesworth
 Kent Woodcock, Kent Woodcock Creative Solutions
 KOFM
 Lake Macquarie City Council



(Volunteers Kathryn Charlesworth (on left) and Linda
 Miller (on right) assist Art Facilitator Susan Porteous
 (centre) and ConnectAbility participants with the
 creation of products for the Hunter Arts Network
 Summer Bazaar.

In 2013 they assisted in the production and sale of
 over 100 ladies scarves.

Linda Miller
 Lynette Stead
 M&G Signs
 Markey Insurance
 NBN Television
 Newcastle Community Arts Centre
 Newcastle and Hunter and NSW Australian Hotels
 Association
 Newcastle City Council
 Newcastle Herald
 Newcastle NOW
 Newcastle Permanent Foundation
 Nib Foundation
 Nicholas Stabler, Nimble Creative
 NSW Communities, Sport and Recreation
 Southern Cross Austereo—NXFM & KOFM
 Terry Lawler and Lawler Partners management and
 staff
 The Forum
 Tim Osborn—Osborn Solicitors
 Wallsend Diggers
 Wheelchair Rugby League NSW
 WHO Printing Newcastle

THANK YOU



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

FAREWELLS

Retiring Volunteer

This year [Lynette Stead](#) has had to retire from her volunteer position assisting ConnectAbility develop, interpret, and plan the budget and organisational finances. We wish to thank her for her advice and support and wish her well in the future.

Retiring from the Committee of Management

[Julie Brell](#) has made the tough decision not to stand at the 2014 AGM for a position on the ConnectAbility Committee of Management. Julie has a long history of being committed to promoting the rights of people with a disability in their communities and ensuring that the supports provided to them have been at the highest level. Julie's passion to see people achieve will be greatly missed. Julie is an active member in her Port Stephens community where she plans to spend more time volunteering with the Lions Club. We wish her well and are grateful for the time she has shared.

[Andrew Beattie](#) has also made the difficult decision to not stand again for the Committee of Management at the 2014 AGM. Unfortunately Andrew now has increased work and family commitments that leave him less time to devote to ConnectAbility. Andrew felt that reducing his input would be unfair to ConnectAbility. Andrew's skills, expertise and advice will be missed.

About ConnectAbility

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

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

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

Our supports focus on addressing those barriers that exist for participants achieving their goals, dreams and aspirations. Current activities include further education and training, volunteer work and recreational activities using local facilities such as libraries, parks, gyms, shopping centres and other recreational venues.

ConnectAbility can also assist you with in-home personal care and domestic assistance, shopping and meal preparation, assistance with medication management, social supports and respite care both in-home and in the community. We look at creating meaningful relationships and true inclusion for people within the community.

We actively seek community and corporate supports and partners to further enhance opportunities and outcomes.

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

This report reviews our activities and operations for 2013/2014. Many of our supporters have had input into the information in the report and have allowed their photos to be used and we are grateful for their contributions.

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

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



Casey - From volunteer to Career

Casey commenced with ConnectAbility as a volunteer in 2012, having nearly completed her Cert 111 in Disabilities. Casey wanted to make a difference in someone's day.

Whilst volunteering Casey also continued to grow professionally and personally. She has transitioned from being shy and uncertain to a confident and mature member of staff.

Our participants love her enthusiasm and commitment to ensuring they meet goals and enjoy their supports with her. Casey has demonstrated her skills many times and especially enjoys working with those who need a little extra support.

In 2014 Casey decided that she would like to continue to assist people to be able to get out into their communities and be included in everyday activities, so she applied for a position with ConnectAbility.

We are delighted that she was successful and will continue to provide quality outcomes for the people she supports.

When asked what her favourite part of being a support worker was Casey said:

"I love to watch people achieve their goals. The sense of pride in that achievement makes me feel proud" "Sometimes I think that I get more out of working than just doing a great job, being a support worker at ConnectAbility has made me who I am".

Casey works hard to know the personalities and support the needs and desires of each person she supports. Casey thinks this is key to ensuring everyone achieves their goals.

Support Us— Together we can achieve anything!

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



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