

Annual Report 2011-2012

Celebrating 20 Years

MY PASSION

PUTTING THE PIECES TOGETHER FOR A GOOD LIFE

For 20 years ConnectAbility Australia has been working with people with disabilities with high support needs and their families throughout the Hunter.

To develop this Annual Report we asked: WHAT MAKES A GOOD LIFE?

We asked the people who use our service, their families and carers, our staff and volunteers and the community.

Throughout this report you will find their answers.



WELCOME

From the Chair and General Manager

elcome to our celebration of 20 years of working with people with disabilities in the Newcastle and Hunter Community. In 2012 we commenced celebrating the remarkable achievements of all of the people that we have supported over the past 20 years, the courage and dedication of their families and carers and the commitment of the staff and volunteers that have assisted them to achieve their goal of a good life.

Commencing in 1992, our organisation was developed following research conducted by Rick Frost and Ian Dempsey from the University of Newcastle that concluded that there was no service in the Hunter which specifically helped people with high support needs access community based services. At the same time members of the community identified that there were the limited opportunities for people with significant disabilities to access the community.

We are grateful to these two groups of people who had the vision to come together to create Newcastle Community Access. In that first year we employed 4 staff and supported 21 service users.

Over the past 20 years we have grown together with the people we support and their families, some of whom have been part of ConnectAbility since the beginning.

We are now proud to support over 175 people, including 75 people who are residents of Hunter Residences Stockton, aged between 18 and 80, throughout Newcastle, Lake Macquarie, Port Stephens and the Hunter.

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

Our funding has gown from our seeding grant of \$90,000 to \$3.4 million dollars in 2011/2012. We have also turned our attention to better understanding what it costs to provide our services and to ensuring that we operate effectively and efficiently.

David Bate, Chair



In line with our beginnings we continue the fight of those that founded the organisation to champion the rights of all people to have access to community facilities that are safe, engaging and meet their needs. In 2011/2012 we were privileged to be involved in the building of a sensory playground for students of Hamilton South Public School which saw the development of a unique three way partnership between a community organisation, parents and citizens association and the Department of Education and Communities. This facility will be able to be accessed by all in the community.

We have emerged as a service dedicated to creating opportunities for people with disabilities to not only access their communities but to find a place in the community where their contributions are valued.

A major anniversary is not only a time to reflect and celebrate past achievements but an opportunity to plan for the future.

In 2012 the Committee of Management developed a strategic plan and vision for the next three years. Developed in consultation with our service users, families, staff and other stakeholders, our future vision is based on three fundamental principles:

→ flexible, responsive, innovative support that is designed with the people who use our services and their families.

- → the person with a disability and their family are at the centre of design, implementation and management of supports provided by ConnectAbility
- → an ongoing commitment to working to support a good quality life for a person with a disability through close listening, creative thinking and a 'can do' approach.

The next few years will see many changes within the disability sector in NSW. The transition to individualised funding, the introduction of the National Disability Insurance Scheme (NDIS) and potential for greater take up of self managed models will present opportunities for people with disabilities and their families to be able to have real control over how their funds are spent and where, when and how they receive the support that they need.

A major part of a good quality life for all of us is the support and engagement that we have with the people that share our community. As an 'out and about' service, ConnectAbility has always had a focus on making the most of the resources and facilities that our community have to offer. Whilst community acceptance of people with disabilities has increased markedly since we began 20 years ago, there is still much work to do in this area. Our challenge will be to work with the community to create opportunities for people with disabilities to both participate and contribute to the communities that they live in meaningful and fulfilling ways.

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

ConnectAbility is fortunate to have a skilled, dedicated and passionate management team and workforce of paid staff and volunteers. Our management team of Scott Harvey Operations Manager and Team Leaders: Fran Bills, Peta Bradley, Anthony Brown, Ken Mitchell, Jillian Woollard, and Senior Worker, Geraldine Gough, and administration staff, Lyn Williams, Margaret Taylor and Ashleigh Gough all work hard to manage the day to day operations of the service. We would also like to thank Di Allen who resigned from her role as team leader in July 2012 and Jamie Morrison who has filled a number of leadership roles for us since.

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

We are also fortunate to receive support form 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 at the end of this report.

Most of all we would like to thank our service user's, 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 service users and look forward to joining you and your families in the adventures of the year ahead as we continue to connect potential to life satisfaction.



Karen Stace, General Manager



ACHIEVEMENTS AND OUTCOMES

- → Development of our 2012-2015 Strategic Plan.
- → The second successful year of Dine Out for Disability in partnership with Newcastle and Hunter Branch of the Australian Hotels Association.
- \rightarrow Developing and adopting a new Constitution for the organisation.
- → Expanding our service delivery to a more flexible structure that provides support to people to do the things that they want to do, when they want to do them.
- \rightarrow Introducing self managed models of support.
- → Providing PART (formerly Professional Assault Response Training) to over 90% of staff and being on track to have all staff participate in this training by the end of 2012.
- → Rolling out 'important to and important for' across the organisation to increase our understanding of how best to support the people who use our service.
- \rightarrow Implementing the Building Family Connections program for residents of Hunter Residences Stockton.
- → Commencing our 20th Anniversary celebrations.

		08-09	09-10	10-11	- 2	Change
Activity	Service users supported	147	157	160	170	+10
	Support hours	73,488	74,190	73,572	75,756	+2,184
Financial	Income	\$2,902,410	\$3,108,683	\$3,182,963	\$3,550,859	+\$367,896
	Expenditure	\$3,164,974	\$2,989,820	\$2,952,806	\$3,567,626	+\$614,820
	(Loss) Profit	(\$264,180)	\$47,452	\$230,156	(\$16,767)	(\$213,389)
Staffing	Total	79	78	77	83	+5
	Casual (%)	38%	4%	8%	14%	+ 6%
	Turnover (%)	6%	13%	8%	2%	-%6
WH&S	No of injuries	32	31	33	35	+2
	Lost time (%)	28%	32%	18%	25%	+7%
Complaints	Administration related		0	1	1	No change
	Service related		4	3	1	-2



DINE OUT FOR DISABILITY 2011

n 2011 we were fortunate to continue our partnership with Newcastle and Hunter Australian Hotels Association (AHA) for the second year of Dine Out for Disability. Dine Out for Disability is a unique initiative that sees local hotels and the Hunter Community donate \$1.00 from every meal to ConnectAbility over the first weekend in December.

Over 100 local hotels throughout the Hunter participated in 2011, an increase on the 80 that were involved in 2010.

With the support of Kent Woodcock, who designed another great campaign for us and our media partners, NBN Television and the Newcastle Herald, Dine Out for Disability raised enough money for us to install a fully accessible kitchen in our program area.

Learning to support yourself and entertain friends is something we all take for granted as we age. Some of our service users need additional assistance in learning these skills. Our new kitchen will assist people to learn basic skills in the areas of budgeting, menu planning, developing shopping lists, food preparation and cooking. This will give people an opportunity to explore their creative side, inspire confidence, independence and a sense of achievement that they are able to contribute to their family.

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

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



James receiving the keys to our new bus from Tim Owen, Member for Newcastle

In 2012 we will be focussing on providing equipment that will support a healthy lifestyle and access to exercise for people with a disability. This will include sports and beach wheelchairs, tandem bikes and fitness and health programs.

Everyone can help us make Dine Out for Disability 2012 a success by dining out at a participating venue over the weekend on 30th November to 2nd December.

For information about Dine Out for Disability and participating venues see www.dineoutfordisability.org.au

HOTELS HELPING PEOPLE LEARN SKILLS FOR A GOOD LIFE

Argenton Hotel Australia Hotel (CESSNOCK) Bar Petit Bay Hotel Motel **Beach Hotel Beauford Hotel** Belmore Hotel (MAITLAND) **Bennett Hotel** Blackbutt Hotel **Boatrowers Hotel Bradford Hotel Burwood Inn Hotel Bushrangers Bar and Brasserie Caves Beach Hotel** Central Hotel (STROUD) **Cessnock Hotel** Clarendon Hotel (NEWCASTLE) **Colliery Inn Hotel** Commonwealth Hotel (COOKS HILL) Cricketers Arms Tavern (COOKS HILL) Customs House Hotel **Delany Hotel**

Dockyard Hotel Duke of Wellington Hotel (NEW LAMBTON) Edgeworth Tavern **Erringhi Hotel** Gates Hotel General Roberts Hotel **General Washington Hotel** Grand Hotel (NEWCASTLE) **Gunyah Hotel** Hamilton Hotel Hamilton Station Hotel Harrigans Irish Pub & Accommodation Heddon Greta Hotel Hotel CBD Newcastle Hotel Jesmond Hotel Tudor Iron Horse Inn Hotel Jewells Tavern Junction Inn Hotel (RAYMOND TERRACE) Kent Hotel Lake Macquarie Hotel Motel Lakeside Village Tavern

Lass O'Gowrie Hotel Lemon Grove Hotel M J Finnegans Marguis of Lorne Hotel Mary Ellen Hotel Mattara Hotel Minmi Hotel Nags Head Hotel (ADAMSTOWN) Neath Hotel Northern Star Hotel Oakdale Tavern Paterson Tavern Pippis at the Point Hotel Potters Hotel and Brewery Premier Hotel Prince of Wales Hotel (MEREWETHER) **Queens Wharf Brewery Hotel Royal Federal Hotel Rutherford Hotel** Salamander Resort Hotel Sea Breeze Hotel (NELSON BAY) Seven Seas Hotel

Shaft Tavern Shenanigans at the Imperial Stag & Hunter Hotel Station Hotel (KURRI KURRI) Sunnyside Tavern Swansea Hotel Sydney Junction Hotel Tea Gardens Hotel (TEA GARDENS) The Albion Hotel (WICKHAM) The Beaumont Exchange Hotel The George Tavern The Honeysuckle Hotel The Junction Tavern The Lake Macquarie Tavern The Lambton Park Hotel The Maryland Tavern Toronto Hotel Wangi Hotel Warners at the Bay Hotel/Motel Warners Bay Hotel Wentworth Hotel (CESSNOCK) Windsor Castle Hotel (EAST MAITLAND) he George Tavern has been associated with ConnectAbility for the past few years through our involvement with the Dine out for Disability fundraiser held in December each year. It's a great opportunity for everyone at The George to be part of a community-based initiative that benefits local people with disabilities.

Our hotel has many visitors each week and it's great to be able to assist such a wonderful organisation by extending an invitation to our locals to be part of this fundraising activity.

In previous years, The Dine out for Disability fundraiser was a great opportunity for our team to get out on the floor and ask for change to fill the donation tins. It became competitive amongst our team to see who could get the heaviest tin by the end of the night. And with three different areas in the hotel, Bar, Bistro and Bottlo it made for some healthy competition.

At The George, we pride ourselves on being the Local Pub. We have created a community fund (which is money raised over the year in house) and use these funds to support great community fundraising events like Dine Out for Disability 2012. In past years we were able "round up" the money raised by our patrons by using our community fund. This in addition with a donation from the company meant that we were able to contribute a considerable amount to this very worthwhile charity.

We were fortunate enough to host a group from ConnectAbility last month for the filming of the TV Commercial to promote Dine Out For Disability. It was wonderful to meet the support staff and members of ConnectAbility. Our team felt very honoured to be involved. The day made us all realise how important this organisation is to people that need their support.

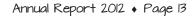
With our many ways of promoting this event including, website, in-house advertising, digital media, newspaper advertising, ensures that our customers are well informed and we encourage our regulars to dine with us during this period.

On behalf of the team at The George we'd like to congratulate ConnectAbility and the Hunter AHA for putting on such a worthwhile fundraising weekend and hope that this year will be even more successful than ever.

Janine Redman









FAMILY

Tania with her parents cutting her birthday cake

amily relationships are important to all of us and ConnectAbility is committed to ensuring that families are not disadvantaged due to age or disability.

At Hunter Residences Stockton, many of the residents have ageing parents living in the community. Some parents are less able to travel to Stockton to visit their family members. ConnectAbility developed the Building Family Connections Program to assist these families to maintain relationships. The management and staff of Hunter Residences, Stockton have been supportive of the program and make referrals where they believe that ConnectAbility can assist in maintaining an important relationship.

Tania has been supported by ConnectAbility for the past 12 months. In 2012 it became clear that ConnectAbility could assist Tania to visit her mum and dad on the Central Coast.

Tania's mum had frequently visited Tania at Stockton,

however due to their ageing; Tania's parents could no longer drive the long distance to the Stockton Centre.

Contact was made with Tania's parents to explain how we could assist in providing Tania with support to visit them at home or at a designated venue.

Working with all the interested parties we were able to overcome any challenges around Tania being able to safely access her parent's home. Due to Tania's health care requirements, Tania needs to have someone travel with her at all times in addition to the person driving the bus.

To provide this support would have placed significant financial strain on Tania and her family. ConnectAbility investigated other support options to assist Tania to have her home visits and found that Tania has a friend that resides in Tania's unit at the Stockton Centre.

In consultation with Hunter Residences and Tania's parents, it was identified that this was a great social

opportunity for a shared outing. With Tania's friend sharing transport, this opened the door for Tania to commence visiting her parents.

Tania has since continued to visit her parents on a monthly basis. Tania's parents are very happy that they can maintain their relationship with their daughter. Tania recently celebrated her 40th birthday with a big party held at her parent's home. Tania's family and friends were at the party as well as a band that played Tania's favorite music. Most importantly, Tania shared her birthday with her parents.

It is easy to tell by the smiles, laughter and gestures that Tania and her friend embrace the opportunity to get out and about.

ConnectAbility will be expanding our Building Family Connections program in 2012/2013 to provide more opportunities for people living at Hunter Residences Stockton to maintain their role as a son, daughter, sister or brother.

COMMUNITY SUPPORT MAKES A GOOD LIFE

n 2011 we were fortunate to be chosen by Markey Insurance Brokers to be the recipients of their annual charity golf day. Over 120 golfers came together on the day to support us. All costs were covered by Markey and we were over-whelmed to receive a cheque for 32,792.93.

Golfers on the day also faced some unique challenges including teeing off from a wheelchair and taking part in name the famous person trivia quiz which highlighted the achievements of people with disabilities throughout history.

Again the day provided us with an opportunity to raise the profile of people with a disability in the community.

Our heartfelt thanks to Steven and Simmone Markey, Trevor and Annette Markey and all the staff at Markey Insurance for all their hard work that made the day such

n 2011 we were fortunate to be chosen by Markey Insurance Brokers to be the a success. We would also like to thank all those that donated prizes for the day as recipients of their annual charity golf day. Over 120 golfers came together on well as the players who came along to support us.

Two very special golfers also stunned us by offering to donate 10 Ipads to Connect-Ability and we would like to thank Richard Downie from the Australian Worker's Union for organising this incredible donation for us.

Our team of Natahan Bellerby, Chris Gowie, Scott Harvey and Karen Stace had a fabulous day and didn't disgrace ourselves too badly.

Proceeds from the day have contributed to the purchase of a modified vehicle that will be used to support those people where lack of transport prevents them from accessing and engaging with the community and their families.



Karen receiving the cheque from Steven, Simmone, Annette and Trevor. oonshadow cruises are proud to be corporate supporters of Connect-Ability.ConnectAbility support people with significant disabilities and we were able to offer them assistance through donations and networking support.

Moonshadow first became involved with people from ConnectAbility when they joined some of our whale watching tours. Their obvious enjoyment and enthusiasm was infectious. It made us think about what we, as a business could do for people with a disability who lived within our community.

We have received far more then we have given. When attending the recent ConnectAbility Ball I was overwhelmed at the joy the function brought to me. Staff, families, service users and supporters mingled, danced and had a great night. The important point was that they did it together.

It is critical for me and the staff of Moonshadow cruises to be able to give back to our community and to know that our support makes a difference. As a successful business I feel a need to support the community who has supported me. ConnectAbility have demonstrated that they walk with people to achieve the goals they want to achieve, and in the ways they want to achieve them.

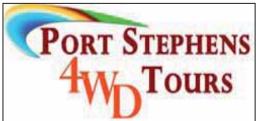
Rather than looking at one off support we have formed a partnership with Connect-Ability so that we remain in touch throughout the year. Through this partnership we have been able to see the differences our support makes.

ConnectAbility, like Moonshadow is an out and about service and our joint vision is to enable everyone in the community to fully participate in all aspects of community living.

Having people able to play sport, attend to personal appointments or enjoy recreational activities is something we all take for granted. ConnectAbility help make this happen for people with a disability living in the Hunter and we are proud to partner with them.

Janene Rees





COURAGE AND PERSEVERANCE





or some people being able to participate and enjoy ordinary recreational and social activities takes extraordinary courage and perseverance.

Lily regularly enjoys many varied interests including accessing a variety of park settings and reserves in the Hunter and Port Stephens areas.

Lily never misses an opportunity to stop and speak to a community member and take interest in their fish catch of the day or to stop and pat or cuddle a friendly dog.

Lily does sometimes find it difficult being in crowded public places and interacting with other people due to her disability.

This has meant that in the past Lily has not been able to

access some of the activities her peers enjoy for example visiting busy public eating areas especially cafés, restaurants and take away outlets. For Lily accessing a café or similar is a real treat.

ConnectAbility looked at ways they could assist Lily to be able to attain her goal. By firstly introducing picnics and short visits to local cafes, Lily was soon able to build to visiting one local café on a regular basis. Lily's support worker was able to help Lily address some of the barriers to eating out that existed for Lily.

Lily has also been joined by another service user who enjoys the same activities and interests. Supported by their workers they have developed a friendship and look forward to meeting and now have many different eateries that they choose to visit.



GOING OUT

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BEING CREATIVE MAKES A GOOD LIFE

Our art room at Connect Ability is a peaceful happy place, where each individual's contribution is respected. We help each other and there is freedom to create and express ourselves. The participants have definite ideas about what they like and dislike and they contribute ideas, some of which are very valuable because it helps us to make choices about what art projects we will do.

In 2011 our artists exhibited their work in the Art Counts exhibition held at the Newcastle Art Space. Works exhibited included ceramics and paintings, with a number of



works being sold. Some of these works were turned into fantastic Christmas gifts, with everyone who attended our Christmas party receiving a limited edition mug.

At the beginning of 2012, we started a painting project to investigate some of the iconic places around Newcastle. Our project started with us visually researching different places and discussing what we liked or found interesting about them. We also took photographs around the harbour and at the launch of the bus as part of Dine out for Disability at Customs House. One of our art room participants painted the new bus into the painting, as it was heralded as a very important event.

We were lucky to have been able to pick up the canvases for this painting project in a sale, they were however a lot larger to handle than we had anticipated and kept falling over. We knew that we had to find a solution to make painting them accessible to all of the participants, especially for those artists who use wheelchairs. The solution was to obtain some A- frame easels that can be pegged up or down easily to any height. These were made lovingly by a staff member's father and were a donation to ConnectAbility. Armed with only their paint brushes, these enthusiastic artists painted scenes of Newcastle in four amazingly inspiring paintings.

Some of the detail on these paintings is wonderful, there is a story everywhere you look. The paintings are all the clients own work. There were eight artists and five support workers involved in the project which took many weeks to complete. We exhibited our paintings at Newcastle Museum on Friday 22nd June 2012 and had a morning tea to celebrate the achievement. We also will have cards of the Newcastle city paintings which can be purchased.

The support workers that have been supporting in the art room are fantastic; they are attentive, kind hearted and have a good sense of humour. When people need help, the worker can hold the object, rotate a canvas to aid someone's ability to reach it and at the same time chat positively to provide enthusiasm for the activity.



For our artists, making a mark is an achievement. Our projects raise self esteem because - you did it, maybe you didn't know you could do it, but you can be proud of it, because you made it yourself. We are proud of our achievements and are very excited to share some of our art with you.



NEW EXPERIENCES MAKE A GOOD LIFE

Steven commenced support on the Community Connections Program in June 2007 after being referred by his key worker, who along with Steven identified that opportunities to get out in our community would be of great benefit.

Steven has now become one of our current long term service users on the Community Connections Program and since the time he began support a whole new world of options has opened.

Steven has developed a great social network from interactions with members of the community when on his outings. Steven has enjoyed new experiences including, going to Oakvale farm, Cessnock Zoo, Hunter Valley Vineyards, movies, meeting up with peers at clubs and pubs for social outings, doing personal shopping at various shopping venues and more recently being provided opportunities to go to concerts.

One of the most exciting things that Steven has participated in this year is going to the football. Steven has become so enthusiastic going to footy, that this year he purchased a season pass. This means that both Steven and his support worker can attend all games at the Hunter Stadium in Newcastle. Steven's favorite team is the Brisbane Bronco's, however he enjoys going to all the games no matter who is playing.

Steven has also developed a great rapport with his Community Support worker Mike. Steven has chosen Mike as his key support worker and their friendship is fantastic. With Steven choosing his own staff and activities has allowed options for Steven to achieve person centered support.

It is a privilege to have a great person such as Steven doing all his activities as he chooses.

PEOPLE

OUR STAFF

Administration

Di Allen Fran Bills Peta Bradley Anthony Brown Ashleigh Gough Geraldine Gough Scott Harvey Ken Mitchell Jamie Morrison Karen Stace Margaret Taylor Lynette Williams Jillian Woollard

Community support workers

Florence Acland 7ac Ahmat Misty Anscombe Steve Ahsley Jordan Beleviski Risa Belevski Lizzy Bentley Lisa Blanch Yola Bowman John Bramble Karen Bridger Jason Brown Anne Cargill Jennifer Cooper Janette Cowan Trish Crawford

Lorri Cummings Megan Deans Kerrie Delaney Gary Dempsey Michael Doherty Anastasia Dunstan Sharon Dwver **Chantal Eaton** Susan English lan Ewin Neil Garbutt Chris Gowie Lauren Hardy Joanne Hennessey Andrew Hocking Bruce Hopkin Mike Hughes Rohan Iles Laura Johnson Elizabeth Jones **Tracy Kinchin** Janenne Ling Nerida Lucas Tammy McNamara Alex McPherson Mary Micevska Michael Middleton Honor Minchin Jean Morgan Lee Munro Josh Murphy Joanne Nolan Cathy Oakley Ann Porter

Justin Procter Stephen Ryan Phil Scanes Svbella Sleishman Dorothy Soaki Kerrianne Standen Nathan Stig Michelle Tucker Neville Upton Elizabeth Vittali-Ross Nicole Ward Wendy Watson Allan Webber Margaret Wilkinson Kerri-Ann Wilks Natalie Williams Graham Wilson Jan Winchester Rani Wood Ellen Wright

Community support

assistants

Peta Lambert John Wooseen

Art and music

Cole Bussey Susan Porteous

Student placements

Kate Butler Rachel Coughlan Carly Elliot

Volunteers

A heartfelt thank you to all of our valued volunteers for their generosity in giving us their time throughout the year.

> Kay Davidson Donna Dorn Joan Gatt Ebony Gough Pat Gourley Lauren Hislop Chris Norguard Lisa Sawyer Angus Sinclair Lynette Stead Remi Lever Vili John Wooseen Ellen Wright

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 Coughlin Treasurer

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

Julie Brell Secretary

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

Joan Gatt

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

Robert Emanuel

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

Deahnne Drayton

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

Andrew Beattie

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

Elizabeth Harper

It is with great sadness that we report that Liz passed away in June 2012.

Liz joined the Committee of Management in 2006 as a consumer representative. As a long term user of ConnectAbility services, Liz brought a valuable consumer perspective to discussions. Liz was also a very dedicated and vocal member of the Port Stephens Council Access Committee.

She is greatly missed by everyone at ConnectAbility.



OUR MANAGEMENT TEAM

Karen Stace: General Manager

Karen commenced with ConnectAbility in October 2008. She has qualifications in Social Sciences, Health Sciences and Management. Karen has worked in the community sector for over 20 years, the last 11 years in management and senior executive roles.

Scott Harvey: Operations Manager

Scott commenced with ConnectAbility 16 years ago and was appointed to the role of Program Manager in 2005. Scott has a Bachelor of Arts, majoring in Psychology and has qualifications in Front Line Management and Workplace Training and Assessment. Scott has acted as General Manager on many occasions.

Fran Bills: Team Leader, Day Programs

Fran has worked with ConnectAbility for 16 Ken Mitchell: Team Leader, years, and as a team leader for 5. Prior to this she taught in Western NSW, Western Sydney and Canberra. Fran has a Diploma of Teaching, is an Assistant in Nursing and completed a Certificate IV in Front Line Management in 2009.

Peta Bradley: Team Leader, Group and Community Access

Peta has a Bachelor of Teaching (Primary and Special Education) and has worked in special education and general teaching. Joining ConnectAbility in 2008 as a Community Support Worker, Peta has acted in team leading roles before taking up her current role in January 2011. Anthony Brown: Team Leader, Post School Options

Anthony joined ConnectAbility in 2003 after completing a Certificate III in Disabilities. Prior to this, Anthony had a varied career in landscaping, hospitality and sales. Anthony was appointed to a team leader position in 2005. Anthony has a Certificate IV in Frontline Management and assists in managing ConnectAbility's return to work system.

Brokerage/ Building Community Connections

Ken has been employed in the Disability Sector for over 26 years, both in the education system and in disability services within the Hunter region. Ken joined



ConnectAbility in 1996 and was appointed as team leader in 2004. Ken has qualifications in Community Work and **Disabilities and Frontline Management.** Jillian Woollard: Team Leader, NCA /Active Ageing

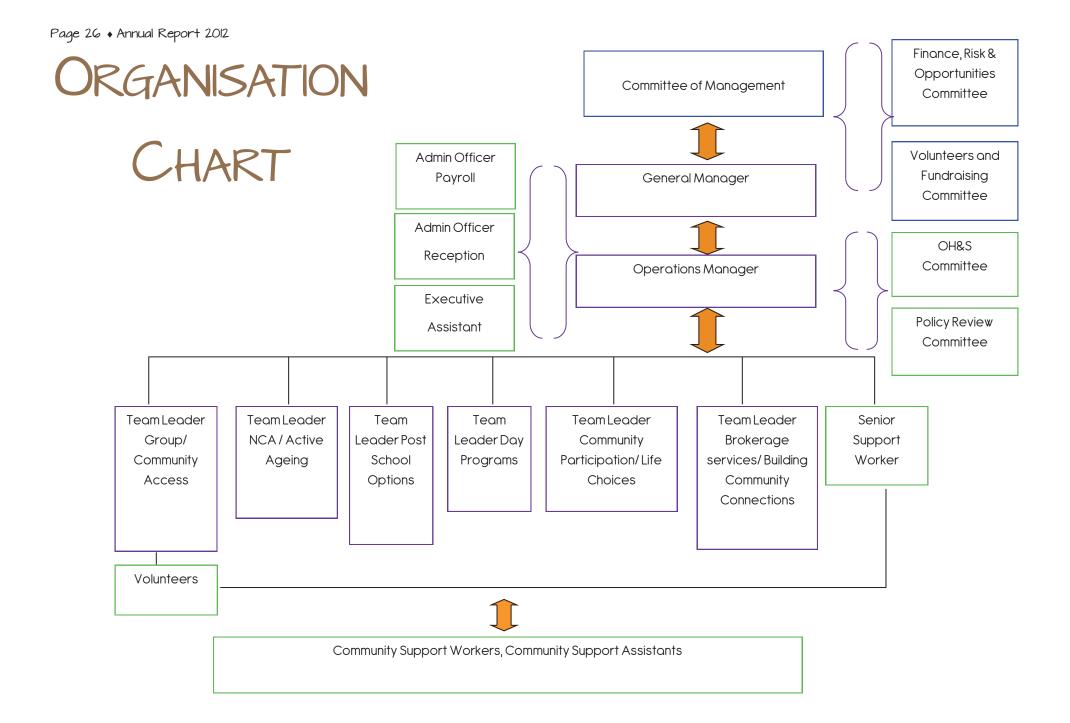
Jillian completed a Bachelor of Social Science-Welfare in 1992. She has worked with ConnectAbility for 19 years, and as a team leader since 2005. Jillian also co-ordinates ConnectAbility's return to work program Jillian completed a Certificate in Front Line Management in 2008.

Diana Allen: Team Leader. Community Participation/ Life Choices

Starting her working career as a nurse, Diana has spent the last 32 years working in disabilities in respite, accommodation and day programs before joining ConnectAbility in 2010. Diana left Connect-Ability in June 2012 to take on new challenges.

Geraldine Gough: Senior Worker, Community Participation/ Life Choices

Before making the transition to disability services in 1993, Geraldine spent 11 years working in retail management. Geraldine commenced with ConnectAbility in 2007 and acted as Community Participation Team Leader from October 2008 until she took up her current role in January 2011. Geraldine has a Certificate IV in Community and Disability Work. Geraldine has been acting team leader in this program since Diana's resignation.





SURPRISES MAKE A GOOD LIFE

t ConnectAbility we promote our clients being full members of the community. This includes building their own friendships and support networks through the places they visit and the communities in which they live.

Daniel has made a huge impact his local community. Chris, who supports Daniel on Wednesdays, was lucky enough to see just how far some people in the community would go for Daniel. This is their story...

Daniel and I typically arrive at Hexham McDonalds around 9.30 am where after parking the van we would make our way in to our usual spot towards the back tables with easy access.

Daniel has already mentioned once or twice along the way that hotcakes and a large iced latte were the order of the day, fuel and how much money was left in his wallet seemed to also get a few mentions.

Over the weeks and months we started to engage with the regular staff and one morning we started a conversation with a guy named Mark. Mark we learned, was the maintenance manager, he came over and said hello, Daniel responded with "get back to work!"

Future conversations with Mark were thankfully more engaging and Mark got to know Daniel, his favourite football team, state of origin team, and the meaning of "get back to work". Mark was also aware of Daniel's rewarding work at Ngioka Nursery at Port Stephens.

The Secret Conversation

One morning Mark cornered me near the coffee machine and outlined a surprise he was planning for Daniel, he was aware that Daniel had lost his Parramatta Eels hat and

had arranged to have the team sign a hat and present this Community spirit alive and well in to Daniel via radio 2 KO's David & Tanya's morning show.

One thing about Daniel is he is very aware of what is going on and immediately upon my return with the morning tea he wanted to know what Mark and I were talking about! I was sworn to secrecy by Mark as the live cross to 2KO was a few weeks away and a team from 2KO would come to McDonalds and present the hat to Daniel whilst I was to be interviewed by David & Tanya.

The Big Day Arrives

The morning of the big day arrived and I made sure my phone was charged as David and Tanya would ring me around 10.15am to do the interview and then run it as a live feed the following Monday. Daniel ordered his usual morning tea, Mark walked by and gave me a nod and a wink to say everything was on track and that 2KO's marketing would be on hand with the presentation items.

10.15 arrived, the phone rang and it was all go go go!

Mark came over with the team from 2KO who had not only arranged a signed hat for Daniel but a signed Jersey as well!. Staff were coming over and saying hi whilst all the time I was trying to talk to David and Tanya without making a hash of the interview.

Daniel was thrilled with all the attention , he loved the hat and jersey and all items were immediately asked to be on his head /back. Photo's were taken by 2KO with myself, Daniel, Mark and 2KO personnel, it was a great morning for Daniel (the interview also seemed to go over well).

Later that morning I drove Daniel (at his insistence) to ConnectAbility offices to meet with staff and allow Daniel to show off his show off his prizes....he was so excited!

Newcastle

Three weeks later Daniel and I were back at Hexham McDonalds having our usual morning tea when Mark came over and asked how everything was with Daniel. I said excellent and said what a great thing that you had organised for Daniel! Mark said "it's not over yet!"

10 minutes later Mark, some staff and another man named Stan came over with another presentation of items for Daniel.

Stan had heard the radio interview and had decided that he would paint and frame two emblems for Daniel. These consisted of a framed picture of the Parramatta Eels Emblem and one of the Queensland state of origin emblem....Daniels eyes were bulging out of his head, he had a grin wider than Sydney harbour.!!

Here was a complete stranger who had heard about Daniel and went out of his way to show some community spirit, put time and energy in to making the gifts and was happy to be there to get a very strong hand shake from Daniel as his reward (what a great guy!)

Some things change and some stay the same

Later that morning as we were leaving McDonalds and I was assisting Daniel into his van, Mark was over in his ute having a break, Mark yelled over to Daniel to have a great day and he would see us next week!

Daniel, true to form yelled back "Get back to work!!"



TREASURER'S REPORT

he year has ended with a trading deficit of \$16,767.13. Our original budget for the year indicated a breakeven result and as such recording a deficit is somewhat disappointing.

However on reflection we should be reasonably pleased with the final outcome in what is a very difficult period of change and stress for many in the not for profit sector. It should also be noted that this financial year saw the expensing of all costs (\$127,272) relating to the sensory playground project at Hamilton South Public School, whereas all the grant money for that project had been received in the previous financial year. This one-off material expendi- Office) and Margaret Taylor (minutes) also attend ture was somewhat offset by the wonderful donations meetings. received from fundraising activities.

Despite this trading deficit we have been able to maintain our net cash reserves and have improved the \rightarrow ageing and nature of our vehicle fleet to better meet the needs of our service users.

We have continued to undertake very careful monitoring of all expenditure and comparing same to our very detailed and well-based budget. This ongoing review focuses our attention on all of our financial aspects and ensures that we obtain maximum value from our expenditure.

Finance, Risk and Opportunities (FRO) Committee

During the 2011/12 financial year the FRO committee

continued 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 is a standing subcommittee of the Committee of Management. Its work, scope and authority is governed by terms of reference and the Constitution. In 2011/2012 membership was made up of David Bate (Chair), Peter Coughlan (Treasurer) and Lynette Stead (Business and accounting consultant). Karen Stace (General Manager), Scott Harvey (Operations Manager), Lyn Williams (Administration

The FRO Committee has achieved the following key goals during the year:

- Reviewed organisational controls and commenced discussions with a specialist audit firm to perform a formal evaluation so that we can. to the extent practical for an organisation of our size, implement industry best practice in this area
- \rightarrow Monitored the activities of the Fundraising and Marketing Committee. The brief for this committee is to provide appropriate advice and recommendations on matters relevant to establishing fundraising and marketing strategies and targets that will improve the viability

and sustainability of the organisation and to improve community engagement initiatives.

- \rightarrow Closely followed the development of the Self Funded Management Model being progressively implemented by ADHC and taken action where appropriate to modify our internal systems to ensure compliance with that model
- \rightarrow Maintained a watching brief on all aspects of the proposed NDIS model to also ensure ongoing compliance.

Fundraising Activities

As previously noted in this report, the very successful partnership between ConnectAbility Australia and the Newcastle and Hunter Australian Hotels Association (AHA) saw the 2nd Dine out for Disability fundraising weekend. Whilst not reaching the dollar levels of the first year it nevertheless raised considerable funds which will assist greatly in the major refurbishment of our kitchen.

The actual accounting for Dine out for Disability occurs a financial year in arrears. As such the 2011/2012 financial results include the recognition of \$89,787 from the first year of Dine out for Disability. As noted in the 2010/11 annual report these funds were used to purchase and fit out a new bus. Our sincere thanks to the Newcastle & Hunter AHA which has again pledged its support for the 2012 event.

We were also fortunate to be the beneficiaries of the

Markey Charity Golf Day which raised \$32,792.93. This money will be used toward remunerated workforce and ensuring that our systems and service delivery are the purchase of a modified vehicle.

We are extremely reliant on the ongoing generous support of many local businesses who have made their donations in-kind.

The Auditor's Report and statements as well as a full copy of the financial returns for the year ended 30th June, 2012 are included in the Annual Report.

2012/2013 will be a crucial year for the organisation as we face a number of very significant changes in the Disability Sector. The roll out of individualised funding packages in NSW by 2014 and the announcement of Newcastle, Maitland and Lake Macquarie as launch sites for the NDIS present many opportunities for ConnectAbility, particularly in the area of partnerships with other organisations.

These changes also present challenges for us in the areas of our information technology infrastructure, ensuring an adequate and appropriately trained and

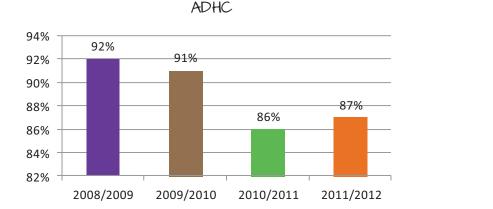
%age of total funding received from

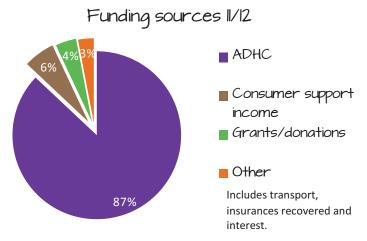
responsive to the changing needs of our current and prospective service users, families and stakeholders.

The success of ConnectAbility can only be achieved by the collaborative actions of all involved within the ConnectAbility family. As such I record my sincere thanks to everyone who has contributed to our activities, and in particular those of my fellow committee members and the executive management team who provide exceptional support and direction.

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.





The graphs above indicate the percentage of funding received from the Department of Family and Community Services, Ageing, Disability and Home Care and the sources of funding for the reporting period. Sources of income have remained stable compared to previous years. 87% of income was received from the Department of Family and Community Services, Ageing, Disability and Home Care. There was a slight increase in our consumer support income in line with the increase in service users. Grants/donations income include the recognition of the funds raised through Dine Out for Disability in 2010.



certified practising accountant

CONNECTABILITY AUSTRALIA INC. 93 056 378 299

FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2012

Liability limited by a scheme approved under Professional Standards Legislation

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INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2012

		2012	2011
	Note	\$	\$
INCOME			
Grants - ADHC - Recurrent		3,090,981.85	2,729,877.94
Consumer Support Income		216,208.57	178,919.71
Consumer Transport Fees Income		38,976.18	43,818.71
Brokerage Fees		6,968.66	36.36
		3,353,133.26	2,952,652.72
OTHER INCOME			
Interest Received		46,708.70	33,581.34
Insurance Recoveries		8,329.39	16,698,99
Donations		132,973.66	20,465.17
Other Income		9,715.80	3,036,45
Grants Received			156,528.73
		197,725,55	230,310.68
		3,550,858.81	3,182,963.40

The accompanying notes form part of these financial statements. Page 3

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012	2011
	Note	\$	\$
EXPENDITURE			
Administration Costs		966.846.94	874,967.29
Advertising		5,448.63	11,113,14
Auditor's Remuneration		3,300.00	3,100.00
Bank Charges		1,712,74	2,937.42
Cleaning & Laundry		15.622.93	11,767.94
Client related expenses		15.047.22	16,498,71
Client support expenses		39,252,87	33,748.53
Computer Supplies		14,425.50	15,934,75
Consultancy Fees		11,826,36	7,284.54
Depreciation		159,292.00	153,640.99
Fees & Charges		135.063.48	1,165,19
Freight & Cartage		202.48	81.81
General Expenses		27,492.58	765.78
Holiday Pay		30,735,48	(12,470.67)
nsurance		113,356,77	134.670.23
Interest Paid		15.052.76	13,388.05
Lease - Equipment		8,898.87	8,143.98
Light & Power		10,420,10	8,510.27
Long Service Leave		20.663.62	1,482,90
Loss on disposal of non current assets		102.64	3,759,73
Meeting Expenses		1,430.05	2,588.75
Motor Vehicle Expenses		272.444.27	224,633,80
Occupational Health & Safety		5,797,90	
Office Expense		7,582.13	1,971,70
Postage		1,901,21	2,055.85
Printing & Stationery		14.649.78	17,316.07
Rent		104.496.01	90,007,32
Repairs & Maintenance		6,636.20	5.698.03
Self Managed Holiday Expenses		1,763.64	0,000.00
Staff Training & Welfare		15,690,13	72.73
Subscriptions		2,733.17	2,491.07
Superannuation Contributions		200,342,94	172,753,98
Support Expenses		4.276.92	1,465.48
Telephone		8.688.67	9,299.36
Wages		1,324,428.95	1,131,961.76
	_	3.567.625.94	2,952,806.48
(Loss) Profit before income tax	-	(16,767.13)	230,156.92
fended is unite mention mention real		100,000,001	200,100.02

The accompanying notes form part of these financial statements.

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$	2011 \$
(Loss) Profit for the year Retained earnings at the beginning of the		(16,767.13)	230,156.92
financial year	6	936,448.08	719,096.30
Retained earnings at the end of the financial year	10	919,680.95	949,253.22

BALANCE SHEET AS AT 30 JUNE 2012

	Note	2012 \$	2011 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	860,865.12	768,932.68
Accounts receivable and other debtors	3	49,876.72	20,678.21
Prepayments		9,339.36	
Rental Bond		22,500.00	22,500.00
TOTAL CURRENT ASSETS		942,581.20	812,110.89
NON-CURRENT ASSETS			
Property, plant and equipment	4	654,400.72	658,636.21
TOTAL NON-CURRENT ASSETS		654,400.72	658,636,21
TOTAL ASSETS		1,596,981.92	1,470,747.10
LIABILITIES			
CURRENT LIABILITIES			
Trade Creditors		59,655.81	67,643,44
Other Creditors		96,042.41	22,420.00
Unearned Income - Self Managed		21,515.04	
GST Payable		64,406.73	73.010.96
Provision for Annual Leave		144,411.81	113,676.33
MV Hire Purchase - Hyundai iMax 1		5,149.57	4,676.52
MV Hire Purchase - Camry 1		3,165.31	2,880,38
MV Hire Purchase - Camry 2		3,165.31	2,680.38
MV Hire Purchase - Hyundai iMax 2		5,022.80	4,580.66
MV Hire Purchase - Camry 3		4,063.64	5,555,445,45
MV Hire Purchase - Camry 4		4,063.64	1.0000000000000000000000000000000000000
Employee benefits	5	148,677.76	128,014,14
TOTAL CURRENT LIABILITIES		559,339.83	419,782.81

The accompanying notes form part of these financial statements.

Page 6

BALANCE SHEET AS AT 30 JUNE 2012

e 5	\$
18,214.99	23,364.56
13,097,17	16,262,48
2000 0 466 0 27	16,262,48
Charlen and the second s	25,821.55
27 T 4 7 9 9 7 9 9 4 4	
1910-1912-1912-1912-1912-1912-1912-1912-	
	20,000.00
117,961.14	101,711.07
677,300.97	521,493,88
919,680.95	949,253.22
919,680,95	949,253,22
919,680.95	949,253.22
	13,097.17 13,097.17 20,799.05 16,376.38 16,376.38 20,000.00 117,961.14 677,300.97 919,680.95

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2012

		2012 \$	2011 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		3,504,152,11	3,149,382.06
Payments to suppliers and employees		(3,372,536.22)	(2,810,720.22)
Interest received		46,706.70	33,581.34
Finance costs		(15,052.76)	(8,143.98)
Net cash provided by operating activities		163,291.13	364,099.20
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(155,159.15)	(116936.12)
Payments for other assets		(38,537.87)	27,076.33
Payments for other liabilities		122,338.33	184,505,74
Net cash provided by (used in) investing activities		(71,358.69)	94,645.95
Net increase in cash held		91,932,44	458,745.15
Cash at beginning of financial year		768,932,68	310,187.53
Cash at end of financial year	2	860,865.12	768,932.68

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012

1 Statement of Significant Accounting Policies

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act NSW. The committee has determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

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

Property

Freehold land and buildings are shown at their fair value (being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction), based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation.

Property, Plant and Equipment (PPE)

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

Depreciation

The depreciation method and useful life used for items of property, plant and equipment (excluding freehold land) reflects the pattern in which their future economic benefits are expected to be consumed by the association. Depreciation commences 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. The depreciation method and useful life of assets is reviewed annually to ensure they are still appropriate.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012

Leases

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

Finance leases are capitalised by recognising 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 over their estimated useful lives where it is likely that the association will obtain ownership of the asset or over the lease term.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are recognised as expenses in the periods in which they are incurred.

Lease incentives under operating leases are recognised as a liability and amortised over the life of the lease term.

Impairment of Assets

At the end of each reporting period, the association assesses whether there is any indication that an asset may be impaired. The assessment will consider both external and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of that asset, being the higher of the asset's fair value less costs to sell and its value-in-use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is immediately recognised in profit or loss.

Accounts Receivable and Other Receivables

Accounts receivable are recognised initially at the transaction price (i.e. cost) and are subsequently measured at cost less provision for impairment. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

At the end of each reporting period, the carrying amount of accounts receivable and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognised immediately in income and expenditure statement.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012

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 have been measured at the amounts expected to be paid when the liability is settled.

Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Revenue recognition relating to the provision of services is determined with reference to the stage of completion of the transaction at the end of the reporting period and where outcome of the contract can be estimated reliably. Stage of completion is determined with reference to the services performed to date as a percentage of total anticipated services to be performed. Where the outcome cannot be estimated reliably, revenue is recognised only to the extent that related expenditure is recoverable.

Accounts Payable and Other Payables

Accounts payable and other payables represent the liabilities at the end of the reporting period for goods and services received by the association that remain unpaid.

Accounts payable are recognised at their transaction price. Accounts payable are obligations on the basis of normal credit terms.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012

		2012 \$	2011 \$
2 (Cash and Cash Equivalents		
0	Cash on Hand	426.50	426.50
	Cash at Bank - Working Account	29,899.68	38,773.83
	Cash at Bank - Investment Account	219,303.59	212,576.04
0	Sash at Bank - Interest Bearing Account	4.71	517,156.31
	Cash at Bank - NPBS	109.183.54	0111100.01
C	Cash at Bank - NPBS 2	502.047.10	
		860,865,12	768,932,68
38	Reconciliation of cash		
c	Sash at the end of the financial year as shown in the ash flow statement is reconciled to the related items in the balance sheet as follows:		
c	cash on Hand	426.50	426.50
(ash at Bank - Working Account	29,899.68	38,773.83
	ash at Bank - Investment Account	219,303.59	212,576.04
	Cash at Bank - Interest Bearing Account	4.71	517,156.31
0	Cash at Bank - NPBS	109,183.54	
	ash at Bank - NPBS 2	502,047.10	
		860,865.12	768,932.68
3 /	Accounts Receivable and Other Debtors		
0	Surrent		
ी	rade Debtors	49,876.72	20,678.21

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012

		2012 \$	2011 \$
4	Property, Plant and Equipment		
	Land and Buildings		
	Lease Improvements	322,552.09	322,067.09
	Less: Accumulated Amortisation	(39,937.00)	(31,873.00)
		282,615.09	290,194.09
	Total Land and Buildings	282,615.09	290,194.09
	Plant & Equipment	26,786.37	17,513.64
	Less: Accumulated Depreciation	(16,836.00)	(14,519.00)
		9,950.37	2,994.64
	Motor Vehicles	813,503.24	706,018.00
	Less: Accumulated Depreciation	(479,478.00)	(372,385.00)
		334,025.24	333,633.00
	Office Furniture & Equipment	112,934.38	110,103.48
	Less: Accumulated Depreciation	(95,509.28)	(85,587.28)
		17,425.10	24,516.20
	Computer Equipment	125,082,48	119,928.84
	Less: Accumulated Depreciation	(114,697.56)	(112,630.56)
		10,384.92	7,298.28
	Total Plant and Equipment	371,785.63	368,442.12
	Total Property, Plant and Equipment	654,400.72	658,636.21
5	Employee Benefits		
	Current		
	Provision for Long Service Leave	148,677.76	128,014.14
	Non-Current		
	Provision for Long Service Leave	20.000.00	20,000.00
			20,000.00

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012

-		2012 \$	2011 \$
6	Retained Earnings		
	Retained earnings at the beginning of the financial year Prior period adjustment	949,253.22 (12,805.14)	
	Adjusted retained earnings at the beginning of the financial year (Net loss) Net profit attributable to the association	936,448.08 (16,767.13)	719,096.30 230,156.92
	Retained earnings at the end of the financial year	919,680.95	949,253.22

A review of the funding model has revealed that \$12,805.14 of funds had been received in the 2011 financial year for a service user who had been transferred to outside the organization. As a result of this, the income for the 2011 year was overstated by the amount of \$12,805.14. The funding body has now requested for this amount to be repaid to them.

The beginning balance of retained earnings has been adjusted by an amount of \$12,805.14. The effect of this restatement is to increase the liabilities of the organization by the amount of \$12,805.14.

STATEMENT BY MEMBERS OF THE COMMITTEE

The committee has determined that ConnectAbility Australia Inc 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 statements as set out on pages 2 to 13:

- Presents a true and fair view of the financial position of CONNECTABILITY AUSTRALIA INC. as at 30 June 2012 and its performance for the year ended on that date.
- At the date of this statement, there are reasonable grounds to believe that CONNECTABILITY AUSTRALIA INC, will be able to pay its debts as and when they fall due.

This statement is made the Committee by:	in accordance with a resolution of the Committee and is signed for and on behalf of
Committee Member: _	
Committee Member: _	hhl
Dated this day of	7 November, 2012



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CONNECTABILITY AUSTRALIA INC. 93 056 378 299

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of CONNECTABILITY AUSTRALIA INC. (the association), which comprises the balance sheet as at 30 June 2012, and the income and expenditure statement and cash flow statement, a summary of significant accounting policies, other explanatory information and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of CONNECTABILITY AUSTRALIA INC. is responsible for the preparation of the financial report, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Associations Incorporation Act NSW 2009 and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance 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 auditors' judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditors consider 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 the committee, as well as evaluating the overall presentation of the financial report.

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

Page 16

Director: ERMINIO ADORANTI B.Com. CPA

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CONNECTABILITY AUSTRALIA INC. 93 056 378 299

Auditors' Opinion

In our opinion, the financial report of CONNECTABILITY AUSTRALIA INC. presents fairly, in all material respects the financial position of CONNECTABILITY AUSTRALIA INC. as of 30 June 2012 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the Associations Incorporation Act NSW 2009.

Basis of Accounting and Restriction on Distribution

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

Name of Firm:	Adoranti & Co Pty Limited Certified Practising Accounting 1
Name of Partner:	Erminio Adoranti
Address:	142 Union Street, THE JUNCTION
Dated this day of	8 November, 2012.



We are very appreciative of all of the help and support that we receive throughout the year. To each and every one of you we say a big...

Aloojz and Margaret Novak Andrew Beatie - Lawler Partners Australian Services Union Biada Enterprises Pty Ltd (formerly Barter Enterprises Pty Ltd) **Bob Purser** Broadmeadow Basketball Stadium Channel 10 **Charlestown Bowling Club Coast Star Motors** Danielle Tiedman Department of Family and Community Services-Ageing, Disability and Home Care **Disability Network Hunter** Dom Osborn Ethos Health Frank Frasca Glen Walker-Newcastle Permanent Building Society Geoff Davidson Hamilton South Public School Health and Safety Solutions Hunter Day Program Forum Hunter Residences, Stockton, Management and staff

Ian Dempsey J and D Hardware Janene Rees and Moonshadow Cruises Jarrad Stevenson - St George Bank Jeff Phillips Jesmond Hotel Jess Irwin and Nathan Pritchard Joel Bellerby Kent Woodcock. Kent Woodcock Creative Solutions Kloster Volkswagen KOFM Larry Curtis Lake Macquarie City Council Len Stace Markey Insurance Michael Tyler Mike Chapman National Disability Services NBN Television Newcastle and Hunter and NSW Australian Hotels Association Newcastle City Council Newcastle Coal Infrastructure Group

Newcastle District Tennis Club Newcastle Herald Newcastle Knights Management and Players **Newcastle Permanent Foundation** Nick Dan nibFoundation Nicholas Stabler, Nimbler Creative Northern NSW Football NSW Communities, Sport and Recreation Paul Daly Richard Downie and the Australian Worker's Union **Richard Norton** Rodney Lear and Debbie Strickleton –Westpac Stan McLean Terry Lawler and Lawler Partners management and staff The Forum The Spastic Centre, NSW Tim Osborn–Osborn Jensen Solicitors Tip Top Bakeries West's Group Wheelchair Rugby League NSW Will Creedon

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FAREWELLS

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

Ron Davidson

Liz Harper Roslyn Glasson Ryan Scott Ronald Scott Murray Tait ConnectAbility Australia is a disability service with a history of supporting people aged over 18 with high to very high support needs, throughout Newcastle, Lake Macquarie, Port Stephens and the Hunter.

All services are based on respect for the individual and their rights to have the same access as all members of the community, to opportunities and challenges that enrich their lives. Support delivery is underpinned by the NSW Disability Service Standards and the principles of person centredness.

Our programs aim to enhance independence and community participation, promote opportunities and pathways for ongoing learning, training and development, and assist individuals to self manage and sustain social interactions and community relationships.

Programs are both centre and community based and in our Community Participation, Active Ageing and Life Choices programs, participants and their families are able to choose from three service models: Centre based with community access, Individual community options, which make use of facilities in the community to enhance support and self managed models which enable the individual and their family greater control over how their funding is utilised to provide support.

We keep the person we support at the centre of decision making on how, where, when and by whom they are supported. We strive to be flexible and innovative around support times and opportunities to ensure that the particular needs of individuals can be met in the best way possible.

This report reviews our activities and operations for 2011/2012. Many staff have had input into the information in the report and have allowed their photos to be used and we are grateful for their contributions.

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

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

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



Dine out for DISABILITY



30th November to 2nd December 2012 www.dineoutfordisability.org.au



Proudly supporting people with a disability in our region.





Tom loves to socialise and play sport with his mates.

Tom plays Wheelchair Rugby League, attends the gym 5 times a week, Sails at Belmont every Wednesday, goes snow skiing in the winter and also surfs with his mates at Nobby's beach on weekends. Footage of Tom surfing and skiing are up on You Tube.

Tom relies on friends, volunteers or support staff to assist him to achieve his sporting goals.

You will be seeing a lot of Tom in 2012. As one of the faces of our Dine Out for Disability campaign Tom has been a great ambassador for the initiative and our thanks go to him, his family and support team for their support.





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