



autism spectrum  
AUSTRALIA



43RD ANNUAL REPORT

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### **Aspect acknowledges and pays respect to the traditional custodians of the many lands and cultures of the places in which we live and work.**

In preparing our 43rd annual report, we have reduced our impact on the environment by making sure it can be downloaded in full from our website with a limited number of copies available in print.

Our front cover features photographs of some of the children and families who chose to use our services during 2011. We would like to thank all of the people who have granted us their permission to use their photos on the cover and throughout this report.



## About Aspect

Autism Spectrum Australia (Aspect) has been helping people with autism and their families since 1966. We are now the country's largest not-for-profit autism specific service provider and our specialised, evidence-based autism schools program is amongst the largest in the world.

Autism spectrum disorders are lifelong developmental disabilities that affect around one in 100 Australians. They impact a person's ability to communicate and relate to others in different ways and to varying degrees.

At Aspect, we remain committed to helping people who have an autism spectrum disorder achieve their unique potential. We rely on donations and the support of the community to provide services and assistance for these people and their families.

**Our vision** is to overcome the isolation of autism.

**Our mission** is to build confidence and capacity with people who have an autism spectrum disorder, their families and communities by providing information, education and other services.

**Our values are:**

Aim high

Understand & communicate clearly

Take personal responsibility

Inspire & innovate

Show empathy

Make a difference

### Our Patron

John Doyle AM is Aspect's Patron. John has tirelessly supported our organisation in raising awareness and much needed funds to help people with autism and their families. In 2011 he continued to use his profile to help us with media opportunities and at our events. John brings warmth, a sense of humour and real personal connection to everything he does for Aspect.

*"My sister was diagnosed with autism when she was ten. Back then there was no early intervention and no real help for my family. My parents did a wonderful job but I know how tough it can be for families. It is all too easy to find yourself leading a very insular life dedicated entirely to looking after your child. I wonder how different it might have been if my family had been able to access the sort of services that Autism Spectrum Australia (Aspect) provides. That's why I am so pleased to be Aspect's Patron. It is a cause very close to my own heart and I am proud of the wonderful things Aspect is helping people with autism and their families to achieve."*



John is pictured here with Jess Russell, recipient of the 2011 award for individual achievement, and her mother, Corinne Russell.



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AUSTRALIA

ABN: 12 000 637 267

Autism Spectrum Australia (Aspect) is a company limited by guarantee, duly registered under the Corporations Act 2001. Aspect is a public benevolent institution with deductible gift recipient status (DGR6966) as endorsed by the Australian Taxation Office. In addition, Aspect holds NSW charitable fundraising authority number 10991, ACT Charitable Collection Authority number 19000299 and Victorian fundraising registration number 10688.

**Registered office:** Level 2, Building 1, 14 Aquatic Drive, Frenchs Forest NSW 2086

**Banker:** Westpac Banking Corporation

**Solicitor:** Kemp Strang of the Kennedy Strang Legal Group

**Auditor:** Grant Thornton Audit Pty Ltd

**Investment Advisor:** JBWere Pty Ltd

**Website:** autismspectrum.org.au

**Email:** contact@autismspectrum.org.au

**Phone:** (02) 8977 8300

**Fax:** (02) 8977 8399

**Annual General Meeting:** Our Annual General Meeting will be held at the State Library of NSW on 30 May 2012 at 2.00 pm.



## Message from the Chair of our Board & CEO

At Aspect we are honoured to continue serving people with an autism spectrum disorder (ASD) and their families after more than 46 years. This, Aspect's 43rd annual report, provides us with an opportunity to reflect on the year that has passed, celebrate our successes and thank our many supporters.

In reflecting on the past, we are conscious of the need to learn from our experiences to help plan for the opportunities and challenges of the future. Change is always present, both within and outside organisations like ours, and we know of many forces that will drive change for us at Aspect in the near future.

We have been mindful of this throughout 2011 as we began to prepare to respond to an unprecedented government reform agenda as governments throughout Australia embrace individualised services and funding packages for people with a disability using a person centred approach. This is particularly noticeable at the federal level with the recent announcement to implement a National Disability Insurance Scheme (NDIS) which has bi-partisan support.

These impending sector-wide reforms will transform the way we work with people with an ASD to achieve their potential and we are determined to make sure that Aspect is well placed to embrace this change.

Our 43rd annual report demonstrates a year of strong performance for Aspect with outstanding results against our strategic plan for the period and our key performance indicators, even as we directed much effort towards preparing for future reform.

Importantly, the number of people with an ASD and their families who chose to use our services continued to increase during 2011 to the highest number ever assisted in one year by Aspect – over 8,400 people.

We were saddened by the passing of our co-founder, Dr Andrew Vern-Barnett MBE AM, during 2011. Andrew and his wife Margaret were the driving force and inspiration for the establishment of our

organisation. We will continue to build on the strong foundations Andrew, Margaret and their dedicated group of supporters laid when they began this organisation back in 1966.

Our annual report is an opportunity for us to acknowledge the vital support of many people, groups and organisations who have contributed to our success.

Although this is done in greater detail later in the report, we wish to personally thank the Australian, NSW and Victorian Governments for their generosity; the Aspect Board who give so freely of their time to provide governance and clarity of direction; our Executive and Management Team and, of course, our people – the paid staff and volunteers who work so hard to make a difference to the lives of people with an ASD and their families.

The following pages tell the story of Aspect for 2011. We take great pleasure in commending our 43rd annual report to you.

*Importantly, the number of people with an ASD and their families who chose to use our services continued to increase during 2011 to the highest number ever assisted in one year by Aspect – over 8,400 people.*

*In reflecting on the past, we are conscious of the need to learn from our experiences to help plan for the opportunities and challenges of the future.*



Keith Perkin  
Chair



Adrian Ford  
Chief Executive Officer



## Highlights from 2011

During the year, we reached out to 8,460 people with an ASD and liaised with 1,594 service providers or professionals who work with non-Aspect clients. This was the highest number of people with whom we have ever been in contact and we are keen to share some of the highlights from the year.

### School services to continue to grow

The official opening ceremonies for our two new schools, Aspect Macarthur School in Camden and Aspect Riverina School in Albury, took place in 2011, bringing our total number of schools to eight. We had not opened a new school for almost 20 years so it was remarkable to open two in one year. Both schools are in important geographic regions and are helping to address a real gap in educational services for people in these areas.



These two new schools have allowed Aspect to continue to grow the number of places we can offer in NSW. The number of student places increased from 738 to 814 in 2011, an 11% increase on 2010. In addition to our two new schools we opened a number of new satellite classes, taking our total number to 87. These included two new high school classes and five new primary classes.

### Capital investment in Aspect schools

In 2011 we finalised the largest ever upgrade program for our schools with a series of celebrations to officially acknowledge funding support. The Australian Government's Building the Education Revolution (BER) funding allowed us to upgrade our facilities at Aspect Western Sydney School, Aspect Vern Barnett School and Aspect South Coast School and the success of these projects was officially acknowledged during 2011. Major BER funded re-developments of the Aspect Central Coast School and the Aspect South East Sydney School had been celebrated in 2010.



### Building a new facility in the Hunter region of NSW

We were able to commence building our new Aspect School and Resource Centre at Thornton thanks to an inspired group of parents. These parents advocated on behalf of Aspect and were able to gain the support of Hilton Grugeon AM of Hunter Land Pty Ltd, who coordinated construction on land generously donated by Richard Owens OAM of Richard Owens Investments (ROI).

Building commenced in late 2011 and, despite the impact of poor weather on the project, the school will be operating in its new location before the middle of 2012. The project has been supported by many donors and supporters living in the Hunter as well as substantial capital funding by the federal government.

### Commitment to research for people with an ASD

Research continues to be a strategic priority for us at Aspect. The Aspect Research team supports research, evaluation and continuous improvement across the whole organisation.

During 2011, we completed seven research projects. Four research journal articles were accepted for publication and six others are still in the process.

In 2011, with our research partners Macquarie University and Autism SA, we jointly secured an Australian Research Council (ARC) Linkage grant to fund a major study with wide implications for the education of children with an ASD. The research is currently underway to compare the NSW based Aspect satellite class program and the consultative support model (educational outreach) used by Autism SA in that state.

We also began work on a comprehensive study to investigate the experiences, aspirations and needs of adults with high functioning autism and Asperger's disorder.

### Person centred approaches and services for adults with autism

In 2011, we started work to deliver services using person centred approaches for adults using our community services. This has been a process of discovery – both for the people with autism and their families and for our organisation. We have already seen improved outcomes for those clients involved in this process and it has proved a rewarding experience for all involved. We look forward to implementing this approach more widely across our programs.



## Positive Partnerships

2011 was the final year of Positive Partnerships as operated by the Australian Autism Education and Training Consortium (AAETC) of which Aspect was the lead agency. Over the four years of the program, workshops were delivered to 2,260 teachers and 5,407 parents and carers nationwide along with there being 28,000 users of the Positive Partnerships website. The funding was part of the Helping Children with Autism (HCWA) package by the federal Department of Education, Employment and Workplace Relations.

During the year, the Australian Government decided to extend this very successful program until 2015. A new tender was issued and we are delighted to report that Aspect will continue to play an important role in the next phase of Positive Partnerships as the lead agency of a new consortium known as PEAC (Partnerships between Education and the Autism Community). The second phase of Positive Partnerships will continue to provide workshops to teachers, parents and carers nationally. As well there will be an increased focus on rural and remote communities, Aboriginal communities and people from cultural and linguistically diverse communities.

## Early Days workshops to support families

Aspect began the delivery of Early Days workshops in NSW aimed at parents, carers and families of young children who have an ASD or who are going through the assessment and diagnosis process. The workshops are funded through the HCWA package by the Department of Families, Housing and Community Services and Indigenous Affairs.

## Improving our engagement with Aboriginal people and communities

After attending a Positive Partnerships workshop, an Aboriginal parent provided some valuable feedback that led to the development of a wonderful initiative. As the parent of a child with an ASD she pointed out that Aboriginal families might get more benefit if workshops were delivered in a less classical 'expert to student' model. We decided to develop a program to do just that and secured Parental and Community Engagement (PaCE) funding through the federal Department of Education, Employment and Workplace Relations. Aspect now employs an Aboriginal Project Officer who has been delivering a program of what we call 'yarn ups' that provide a safe environment for Aboriginal communities to talk about autism and other behavioural learning needs.

## Embracing diversity

Aspect is committed to recognising and building on the strengths of diversity within the organisation. We respond to the diversity within the community to shape our services. A number of events and strategies are currently being used to develop a broad strategic approach to service development, organisational commitment, and our scope within the sector. Aspect's Board approved our Diversity Policy in 2011.



## Aspect in Victoria

We continued to extend our reach in Victoria during 2011 with around 90 people choosing our services. They included HCWA funded early intervention programs, fee-for-service programs to school students and the delivery of our first Aspect Recipe for Success workshop in that state. Importantly, we were also engaged by the Victorian Department of Education and Early Childhood Development (DEECD) to deliver a consultancy to support the Victorian Government's establishment of six schools within their Autism Inclusion Support Program (ISP). The consultancy was very successful and developed supportive relationships between Aspect school staff and staff in the ISP schools in Victoria.

## Early Intervention in NSW

Our established Aspect Building Blocks services continued to serve families across Greater Sydney, on the Far North Coast, the Hunter, Central Coast and Illawarra regions of NSW. We also recently launched a new program focusing on early intervention. The Aspect Early Childhood Development Program (ECDP) is now available to families living in the Macarthur area and in Albury and Wagga Wagga. This new program builds on the experiences of our early screening project operated by the Aspect Far North Coast Centre.

## Aspect in the Australian Capital Territory (ACT)

Our Canberra-based Aspect Building Blocks service went from strength to strength in 2011. We worked with 55 children in the region funded through the HCWA package and look forward to continuing to grow our services in the ACT and surrounding areas.

## Regional Assessment Services

At Aspect, we know there is enormous need in regional and rural areas. Our regional and rural NSW Diagnostic Assessment program saw 109 children during the year. An independent report by Martin & Associates was conducted during 2011 and published in February 2012. This report concluded that the service we provided in 2011 was "extremely valuable and highly regarded".



## Annual Recognition Awards

Another highlight of our 2011 calendar was the NSW Annual Autism Recognition Awards. Recognition award recipients were:

- Jessica-Lea (Jess) Russell for individual achievement
- Jacqueline Hays in the parent/carer category
- Dr Chris Kilham for professional achievement
- The Primary Club of Australia for their patronage of Aspect
- Christine Ayo was awarded the David Foster award for service to the community.

## Governance

Aspect undertook a self-review of its Constitution in 2011 which took into account developments in governance practice as well as refining some facets of the existing Constitution based on operation of the Constitution over recent years. The revision was approved by Members at the Annual General Meeting (AGM) in May and then the Constitution was further refined at an Extraordinary General Meeting in August.

## Relationship Fundraising

Aspect Relationship Fundraising was able to build on past success with an even better result in 2011. The net income was \$3.35M which represents a significant improvement on 2010. 9,198 people donated to Aspect.



Our continued focus on community fundraising and investing in donor acquisition brought an excellent return on investment.



## Our profile

We continued to capitalise on opportunities for media exposure throughout 2011 with positive media mentions totalling 793 for the year, compared to 634 in 2010.

Autism Month in April proved a wonderful opportunity to generate substantial media interest in our services and to raise awareness about autism more generally.

We have also continued to capitalise on our success with social media to engage a wider online community and are delighted with our return on investment in this increasingly important communication channel.



*"In some ways one of the most difficult things about Will's Aspergers is that he seems like a very normal little boy when you first meet him. But then he would just explode.*

*The frustration and rage he experiences and expresses is overwhelming. We'd be in a shopping centre and something would set him off. We could almost hear people saying 'what terrible parents they must be'. It was difficult to cope.*

*Our friends found it hard to understand what was going on. But then Will got a place at an Aspect School and the change has been unbelievable. The Aspect staff have been amazing: working with Will in the areas where he needs extra support and helping us understand him at home.*

*We know there is a long road ahead but we feel more confident about the journey. Will's a much happier little boy today... thanks to Aspect."*

Mike, father of Will



## Our performance in 2011

Each year at Aspect we measure performance against a set of key performance indicators, or KPIs. Along with giving the organisation specific targets, they demonstrate important trends from our work.

These KPIs demonstrate the quantifiable results demonstrated in our highlights on the preceding pages.



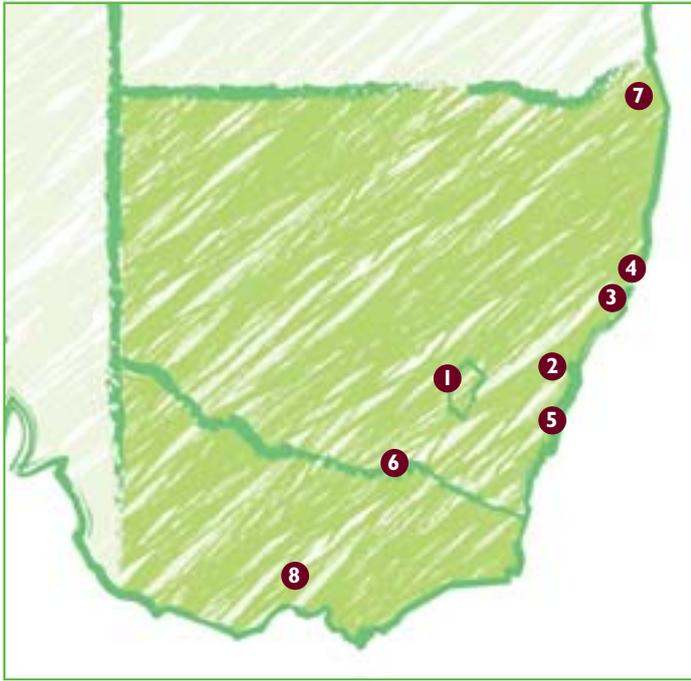
Key Stakeholder	Key Performance Indicator	Result for 2010	Result for 2011
People with an ASD & their Families	Number of people with an ASD in contact with Aspect	7,380	8,460
	Number of service locations	58	64
	Number of service partners (includes government and non-government providers)	120	124
	Number of students who transition from Aspect's schools	156	133
	Number of student places in Aspect's schools	732	814
Governments	\$m received from governments including capital	43.71	39.90
Donors & Supporters	Net underlying \$m received from fundraising including capital donations	1.17	3.35
	Number of donors	6,526	9,198
Staff	% of voluntary employee turnover including contract staff	18.93	11.33
	Lost time injury frequency rate (number of lost-time injuries per million hours worked)	26.09	29.76
Board	\$m operating surplus/(deficit)	1.16	0.24
	\$m in the strategic investment portfolio	4.63	1.46
	\$ cash at period end	3.01	4.47
	\$ funding capacity	1.77	2.30
	Number of media stories, which are not negative, involving Aspect and/or its services as a measure of awareness	634	793
	Number of current research, evaluation and continuous improvement projects as a measure of Aspect's knowledge leadership	N/A	37



## Our locations

We provide services to people who have an ASD and their families from 64 locations in NSW, Victoria and the ACT.

Our services are delivered or based in the following broad geographical areas:



### ACT

- 1 **Canberra (Cook)**
  - Aspect Building Blocks Early Intervention

### NSW

- 2 **Sydney and surrounds**

#### Bexley

- Aspect Bexley Adult Program

#### Canterbury

- Aspect Canterbury Adult Program

#### Cobbity

- Aspect Macarthur School with satellite classes in Minto, Holsworthy, Alstonville, West Hoxton and Mullumbimby

#### Forestville

- Aspect Vern Barnett School with satellite classes in Lane Cove, St Ives, Forestville, Mona Vale and Eastwood

#### Frenchs Forest

- Central Office
- Aspect Adult Programs
- Aspect Autism Infoline
- Aspect Behaviour Support
- Aspect Building Blocks Early Intervention
- Aspect Diagnostic & Assessment Service
- Aspect Early Days workshops
- Aspect Someone To Turn To
- Aspect's Social Clubs & AStein
- Autism Advisor Program in NSW
- Positive Partnerships
- The Parental & Community Engagement (PaCE) Project

#### Lane Cove

- Aspect Siblings Camps

#### Peakhurst & Kirrawee

- Aspect South East Sydney School with satellite classes in Kareela, Menai, South Caringbah, Maroubra, Leichhardt, Surry Hills and Belfield

#### Prospect

- Aspect Education & Research

#### Ryde

- Aspect Ryde Adult Program

#### Wetherill Park

- Aspect Western Sydney School with satellite classes in Fairfield West, Richmond, Smithfield, Marayong, Springwood, Blacktown and Schofields

- 3 **Terrigal**

- Aspect Central Coast School with satellite classes in Wamberal, Lake Munmorah, Noraville, Tuggerah, Woy Woy South and East Gosford

- 4 **Adamstown**

- Aspect Hunter School with satellite classes in Waratah West, Abermain, Tarro, Cardiff, Belmont, Port Macquarie and Gateshead West

- 5 **Corrimal**

- Aspect South Coast School with satellite classes in North Wollongong, Fairy Meadow and Tullimbar

- 6 **Albury**

- Aspect Riverina School with satellite classes in Albury and Koorngal (Wagga Wagga)

- 7 **Alstonville**

- Aspect Far North Coast Centre

### VICTORIA

- 8 **Melbourne (Moonee Ponds)**

- Aspect Victoria



# Treasurer's Report

## Overview

The community's awareness of people with an autism spectrum disorder continues to rise. In response, Autism Spectrum Australia (Aspect) continues to respond to those people and families who already utilise Aspect's services, and also to extend our footprint to growing areas of need.



**ROBERT BROWN**  
HONORARY TREASURER

A solid financial base is a necessary part of sustainable service delivery. In this context, 2011 was a year which saw a significant increase in student intakes for Education, the conclusion of the very successful Positive Partnerships program, and a tapering in the Government capital funding that had supported building works in our Schools over the prior two years. We were also delighted to receive a generous land donation of \$2.1 million to facilitate construction of a new base school and community services premises in the Hunter.

Our key profit and loss figure (now referred to as Comprehensive Income) was almost \$2.5 million in 2011 and includes a solid underlying operational result for Aspect. Comprehensive Income was lower than 2010 (by approximately by \$2.4 million), although the prior year outcome was influenced by one-off capital grants totaling \$3.5 million as well as a net gain on the sale of the Wahroonga property.

## Income

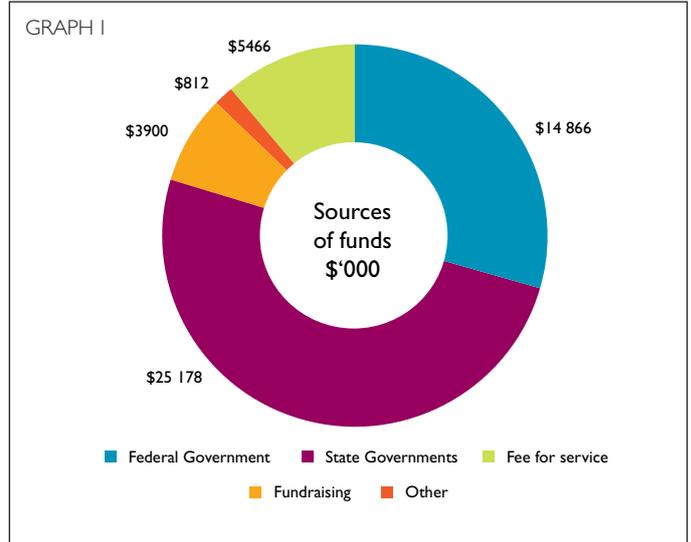
Total income for 2011 was \$50.2 million (Graph 1), a slight decrease of 1 per cent over the prior year. Government funding continued to be the major source of income for Aspect representing 80 percent of total income (85 per cent in 2010).

The decrease in income was mainly due to the completion of Government capital programs in 2010. This resulted in a reduction in government funding to just over \$40.0 million, down from \$43.7 million in the prior year.

Total fees for service provided \$5.5 million (\$4.4 million in 2010) which accounted for 11 per cent (9 per cent in 2010) of all income received.

Gross fundraising income increased in 2011 by \$2.1m to \$3.9 million. The fundraising result was achieved through a generous land donation for the Aspect Hunter School and Resource Centre of \$2.1 million. Support was also strong from a broad base of individual supporters, with some 9,000 donors active during the year; an increase of over 40 per cent over 2010.

Fundraising represents a vitally important part of our income as it allows Aspect to provide services that are either not funded by government, or where the costs are not fully met by government funding.

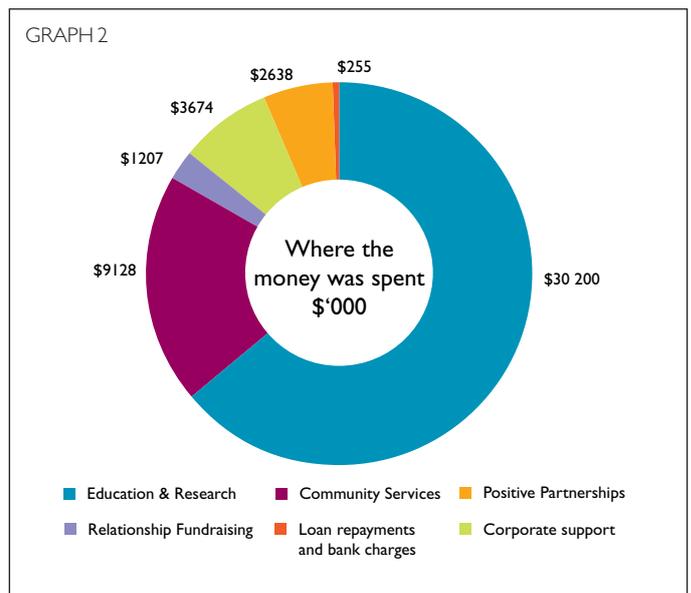


## Expenses

Expenses increased by 3.2 percent over the prior year to \$47.4 million in 2011 (Graph 2). By group, Education & Research accounted for 64 percent compared to 55 per cent in 2010.

Service support costs remained static at 9 per cent, the same as in 2010, as a part of focussed cost saving initiatives implemented during the year. By expense type, salary costs were \$37.9 million which represented 80 percent of total expenditure up from 74 per cent in 2010. This increase is directly represented by the increase of direct services to clients through our School programs and Building Blocks. In regard to other expenses, consultants represented the highest non-salary expense as it remained constant at \$4.0 million. Consultant expenses predominantly relate to Positive Partnerships who employed facilitators and learning specialists for workshops.

Overall total other expenses reduced in 2011 by \$2.4 million to \$9.5 million. This reduction was primarily due to finalisation of the Positive Partnerships program. Capital expenditure decreased to \$2.9 million in 2011, down from \$5.2 million in 2010.



## Assets & Reserves

The choice of investment advisor was reviewed during the period, and this resulted in the appointment of JBWVere to this role in late 2011.

A restructure of the reserves saw \$2.3 million moved to bank deposits to better match short and medium term liabilities. This change resulted in these cash reserves being reclassified in the accounts.

The reported level of investment portfolio (treated under the relevant accounting rules as non-current other financial assets) decreased from \$3.92 million in 2010 to \$1.46 million as at December 2011 as a result of a capital drawdown, the restructuring described above, and to a lesser degree due to valuation movements that were in line with general market conditions.

When cash assets are included, the total investment reserve decreased from \$4.62 million in 2010 to \$3.72 million in 2011.

Overall net assets of the organisation increased to \$14.1 million in 2011 from \$11.7 million in 2010.

## Cashflow

Ending period cash balances increased to \$4.4 million in 2011, up from \$3.0 million in 2010.

Management continues to place a significant focus on cash flow management, including improved operating margins. In addition, Aspect has in place a bank overdraft facility and also maintains a level of liquidity in the investment portfolio to cover temporary shortfalls.

## Conclusion

As mentioned, a solid financial base is an essential component of sustainable service delivery.

Aspect continues to be served well by regular reporting and review at Executive, Committee and Board level. We also have in place a structured engagement process with independent audit, as well as provision of appropriate independent investment advice. These elements support a sound base for governance and transparency.

I would like to acknowledge the contribution of the Finance team within Aspect who demonstrated an ability to adapt to change throughout 2011, and also to the Executive team as a whole for their continued focus on financial dimensions.

Finally, I offer my sincere thanks to my colleagues on the Board, particularly those on the Finance & Audit Committee for their ongoing support



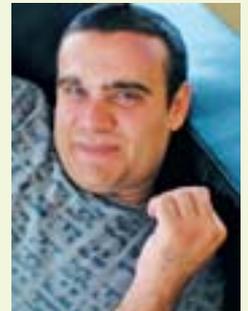
**Robert Brown**  
Honorary Treasurer



*Danny has been one of our community participation clients since 2005.*

*He is a keen artist who experiments with different styles and techniques.*

*Danny regularly contributes artworks to our annual art exhibition by adults with an autism spectrum disorder. This work called **Seeing the Spectrum** demonstrates his use of colour and line to depict a cityscape.*



## 2012 & beyond

Our strategic plan charts the course for Aspect over the coming three years. We review the plan every year and step it out one more year so there is always a current three year window. Our strategic plan is built on a system which ensures that:

- strategies produce competitive advantage;
- strategies are linked directly to quantifiable objectives; and
- strategies are implemented.

We develop our plan using the following guidelines:

- always plan 3 years ahead;
- have an action plan for the immediate year ahead;
- have measurable KPIs; and
- be financially sustainable.

### The key strategic issues we identified for 2012 - 2014 were:

1. The prioritisation of opportunities arising from the ever growing needs for extending service provision to the ASD community;
2. The provision of individualised funding packages is becoming the preferred form of funding for disability services by governments;
3. Aspect only has a limited financial capacity that is within its own control and discretion; and
4. The effective management of organisational change in Aspect puts pressure on maintaining its strong "one-Aspect" culture along with its practices relating to the recruitment, development and maintenance of its talented workforce.

We have determined that the most effective way to respond to these challenges is to set objectives and strategies for each of our key stakeholders. "Key stakeholders" are organisations and individuals with whom we interact and on whom we depend for success. At Aspect, we engage with our key stakeholders to build and maintain strong ongoing relationships, which, in turn, allows us to identify those strategies and actions that will ensure we meet the expectations of each of our key stakeholders.

### Our external key stakeholders are:

1. People with an ASD and their Families
2. Governments
3. Donors and Supporters

### Our internal key stakeholders are:

1. Aspect's Staff who include employees (paid staff) and volunteers (unpaid staff)
2. Aspect's Board of Directors who are elected by its Members.

## STRATEGIC PLAN 2012-2014

In writing our plan for the coming three years, we have identified an objective for each key stakeholder (that is, what we want from the stakeholder) and a series of strategies to achieve that objective. Each strategy identifies an expectation or need the stakeholder has of us. If they are met, then we at Aspect should be successful and thereby achieve our objective with that stakeholder. Below is our strategic plan for 2012 – 2014 according to each of our stakeholders.

### 1. People with an ASD and their Families

#### Objective

To get people with an ASD and their families to choose Aspect's services because of their quality, responsiveness, accessibility, affordability and the service outcomes. Improve performance on services by growing and developing the services available to people with an ASD and their families

#### Strategies

- Improve performance on *services* by growing and developing the services available to people with an ASD and their families
- Improve performance on *information for families* by ensuring it is relevant and accessible & assists families in informed decision making
- Improve performance on *communications with families* by being open, honest and generous
- Improve performance on *being a knowledge leader in ASD* by evaluating, researching, disseminating Aspect's work as an autism specialist
- Improve performance on *service quality* by continuously improving the services available to people with an ASD and their families
- Improve performance on *service continuity* by closely monitoring and addressing the issues related to short term property leases
- Improve performance on *public awareness* about ASD by an effective media strategy
- Improve performance on *affordability* by offering cost effective services
- Improve performance on *listening and responding to people with an ASD and their families* by better understanding their needs, priorities and life choices
- Improve performance on *accessibility* for people with ASD and their families by becoming more responsive, inclusive and flexible

### 2. Governments

#### Objective

To get governments to recognise Aspect as a quality service provider that is outcome focused as well as being a valuable partner with which to engage

#### Strategies

- Maintain performance on *compliance* by ensuring governments are satisfied that their funding is spent as per the funding agreement



- Improve performance on *diversity* by developing more inclusive services that are more responsive and accessible.
- Improve performance on *achieving desired outcomes* by being trusted partners with government
- Improve performance on *regional and remote communities* by providing accessible information and services
- Improve performance on *individualised community services* for people with an ASD and related developmental communication disorders by introducing person centred approaches and providing systems to support individualised funding packages
- Improve performance on *building capacity* of people with an ASD and related developmental communication disorders, their families and communities by sharing information and resources and developing skills and sustainable networks

### 3. Donors and Supporters

#### Objective

To get more active donors and supporters to give more generously, both financially and in-kind to Aspect

#### Strategies

- Improve performance on *donor/supporter recognition, value and engagement* by using a range of relationship fundraising strategies to acquire and retain donors
- Improve performance on *demonstrating how donors & supporters make a difference* by showing how Aspect spends donated funds
- Improve performance on *demonstrating Aspect's credibility and trustworthiness* by communicating our achievements both internally and externally

### 4. Aspect's Staff

#### Objective

To get the best people to join Aspect who in turn become highly engaged and thereby are retained by Aspect

#### Strategies

- Improve performance on *accessibility to information* staff need to make decisions
- Improve performance on *access to information about Aspect*
- Improve performance on *professional development* by providing a wide range of learning and development opportunities
- Improve performance on *having confidence in Aspect's leadership* by improving communication and engagement with staff
- Improve performance on *work health & safety (WHS)* by reinvigorating Aspects work health and safety program
- Improve performance on *staff recognition* by developing a culture that recognises staff and celebrates success

- Maintain performance on *staff remuneration* by maintaining labour market competitiveness
- Improve performance on *career development* by providing opportunities in Aspect to advance their career
- Improve performance on *facilities* by improving Aspect's building stock and equipment
- Improve performance on *environmental awareness* by taking measures that will reduce Aspect's carbon footprint
- Improve performance on *listening to staff* about their issues and concerns through a range of methods

### 5. Aspect's Board of Directors elected by Aspect's Members

#### Objective

To get the Board to approve Aspect's strategic plan and its annual operating and capital budgets

#### Strategies

- Improve performance on Aspect's *financial sustainability* by generating surpluses
- Improve performance on *cash flow* by increasing the available cash on hand from accumulated activities annually
- Improve performance on *strategic decision making* by implementing a strategic prioritisation process for service provision and capital expenditure
- Improve performance on *service priorities* by extending services according to the strategic prioritisation process
- Improve performance on *being a provider of choice* for the consumer /service user in an increasingly competitive environment
- Improve performance on *collaboration with other Australian service providers* by exploring possibilities of a national alliance
- Improve performance as a *systemic advocate* in the field of ASD
- Improve performance on *reputation* by managing Aspect's reputational risk
- Improve performance on the *"one Aspect" culture* by strengthening Aspect-wide communications and management structures
- Improving performance on *responding to the changing environment* by responding flexibly and rapidly
- Improve performance on *staff recruitment and induction*
- Improve performance on *staff retention* by better understanding why staff leave Aspect
- Improve performance on *succession planning* at all levels of management and leadership as a result of an ageing and shrinking workforce in the Australian economy



## Our corporate memberships

### POSITIVE PARTNERSHIPS



Autism Spectrum Australia  
University of Canberra  
Autism SA  
Department of Education and Training, Western Australia  
[www.autismtraining.com.au](http://www.autismtraining.com.au)

Until the end of its four year funding period in 2011, we continued to lead the Australian Autism Education and Training Consortium (AAETC) in its delivery of the Department of Employment, Educations and Workplace Relations (DEEWR) Positive Partnerships program – a component of the Australian Government's Helping Children with Autism (HCWA) package.

A final report was delivered to the funding agency at the end of 2011 to show that all contract targets and specific objectives of the Professional Development and Parent/Carer components of this first phase of Positive Partnerships were achieved.

Through Positive Partnerships, we have developed collaborative and ongoing relationships with government, education and community stakeholders across all states and territories, increasing our national profile.

Over the four years, as part of the **Professional Development** component, 63 five day equivalent workshops were delivered for 2,260 teachers and other school staff. Evaluation indicated that the program was very successful in building the skills, knowledge and confidence of teachers in supporting students with an ASD.

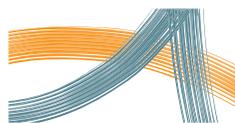
The **Parent/Carer** component delivered 160 workshops nationally for 5,407 parents and carers during the four year first phase. Another 490 parents accessed the entire course on-line. Parents and carers consistently reported that the workshops had met their needs to a high degree.

The **Website and On-line Learning Portal** has to the end of 2011 attracted over 28,000 users. Of these, 56% are school staff, 26% are parents and carers, and 18% are others - including allied health professionals, child-care workers and university students.

Looking to the future, DEEWR committed to further funding of its Positive Partnerships program following a new tender process opened late in 2011.

A new consortium led by Aspect was successful in this tender. This consortium is named Partnerships between Education and the Autism Community (PEAC).

## AUSTRALIAN ADVISORY BOARD ON AUTISM SPECTRUM DISORDERS



### Australian Advisory Board on Autism Spectrum Disorders

We are proud to be involved with the work of the Australian Advisory Board on Autism Spectrum Disorders, the national peak body representing people who have an ASD, their families, carers and helpers. Through its member organisations, including Aspect, the Advisory Board represents over 25,000 people who live with an ASD and who are themselves members of, or who obtain services from, the Advisory Board's member organisations. There are many more people who have an ASD (often accompanying other conditions) but whose needs are met either privately or through other disability programs.

The focus of the Advisory Board is working with Australian Government to develop appropriate policies for the people we represent, disseminating information about ASDs and working with the Australian ASD community to build skills.

We are represented on the Australian Advisory Board on Autism Spectrum Disorders by our CEO, Adrian Ford, who is the Board's Treasurer, Secretary and a former Chairperson.

#### ACN 085 018 408 2011 ANNUAL GENERAL MEETING CHAIRPERSON'S REPORT FOR THE FINANCIAL YEAR 2010-11

The Australian Advisory Board on Autism Spectrum Disorders is the national peak body representing the autism spectrum community. Through its members, the Advisory Board represents a significant number of Australian citizens who live with an ASD and who are members of, or who obtain services from, the Advisory Board's member organisations.

During the reporting period, the Board has worked with enthusiasm within the limited resources available to advance strategic directions that ensure effective advice is provided to the Australian Government on the issues affecting people with an ASD and their families.

The key priorities for the Board in 2010-11 have focused on broadening our influence, identifying and articulating the needs of the autism spectrum community and raising awareness. This has been achieved through various activities including the development of position papers and policy submissions, meetings with Ministers and relevant senior bureaucrats, making representations for funding to support the role of the Board and planning significant events such as Autism Month and the Asia Pacific Autism Conference.

The Board updated and released the National Call to Action as part of Autism Month April 2011, generating some media activity at a National level.

The Board and its member organisations participated in a National Autism Summit held on the eve of World Autism Awareness Day (2 April 2011). The Summit was attended by a range of key stakeholders from the autism community and there was unanimous approval from the delegates to work together with the Australian Advisory Board on Autism Spectrum Disorders to further enhance the national peak body with additional representation from interest groups in the autism community. This has culminated in the Board appointing two additional directors that will enhance connections with the research community and professional groups. Further discussions continue regarding the opportunities available for broader engagement with the autism community. The Board submitted a proposal to Senator Jan McLucas regarding project-based funding to support national activities of the Board and was still endeavouring to secure a meeting during the reporting period.

It has been a significant year for the disability sector and the autism community. The Productivity Commission released a report on the proposed National Disability Insurance Scheme (NDIS). The Productivity Commission said that "The disability support 'system' is inequitable, underfunded, fragmented, inefficient and gives people with a disability little choice. It provides no certainty that people will be able to access appropriate supports when needed." There are still many unanswered questions for people with an ASD and their families about the proposed scheme. There are certainly some concerns. The submission prepared by the Australian Advisory Board is available on our website and a family factsheet was also developed and widely circulated. The Board will continue to provide considered advice to the Australian Government to ensure that everyone with an ASD can access essential support, therapy, equipment, early intervention and training. Traditionally, there has been an inadequate appreciation of the size and complexity of the autism spectrum community. ASD is more common than Cerebral Palsy, Cystic Fibrosis, Down syndrome, vision impairment and hearing loss combined. The prevalence is growing at a faster rate than any other disability. As such, it is critical that the proposed NDIS will ensure a recognition and appreciation of the unique characteristics of ASD within all stages and elements of design and development.

The Federal Budget was also announced in April 2011 with the Australian Government confirming the continuity of the Helping Children With Autism (HCWA) package and providing an additional \$29 million to meet increased demand for early intervention services in 2010-11 and 2011-12. The budget also incorporated a new initiative referred to as "Better Start", essentially building on the success of the early intervention outcomes of HCWA for a broader range of diagnostic groups. Given the extensive experience of the Board in relation to this area, we were called upon to provide advice to the disability sector.

The Board continued to have nominated representation on the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) for the Positive Partnerships

national training program. The Board also co-ordinated advice from around Australia for the review of HCWA undertaken by the Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).

Throughout the reporting period, the Board also participated in the review of Disability Standards for Education 2005 undertaken by The Honourable Peter Garrett and the Mental Health Reform undertaken by The Honourable Mark Butler.

The Board worked throughout the year to finalise a position paper on the assessment and diagnosis of Autism Spectrum Disorders in Australia. This was launched and released in July 2011. All Australians are entitled to early, affordable and comprehensive assessment and diagnosis. As early diagnosis provides the best opportunity for positive outcomes, ASDs should be diagnosed in early childhood. Everyone who works with children in regional and metropolitan Australia ought to be aware of the signs of ASD and regularly monitor children as they develop, working to national diagnostic guidelines. The full position paper is available on our website.

The Board committed in-kind contributions to the Autism Cooperative Research Centre and was acknowledged as a non-essential partner in the final proposal that was submitted. The Cooperative Research Centres (CRC) program is an Australian Government initiative administered by the Department of Innovation, Industry, Science and Research and provides an exciting opportunity for the autism community in Australia.

Finally, as co-hosts of the Asia Pacific Autism Conference, the Board operated under a Memorandum of Understanding to support the Autism Association of Western Australia in the planning of the conference to be held in Perth, September 2011. The Board also initiated the concept of a national awards program which will be launched at this conference. Progress has already been made by Autism SA for APAC 2013. Conference dates are 8-10 August 2013, the theme will be "True Colours - Be bold, Be Brave, Be Brilliant" and the event will be held at the Adelaide Convention Centre, South Australia.

We are very reliant on the commitment of our directors and member organisations to ensure that the organisation continues to progress. It is important to recognise that valued contribution of all Board members who bring a range of skills to their governance roles and responsibilities. I want to thank all members of the Board for their contribution to the Australian Advisory Board on Autism Spectrum Disorders.

Our ongoing challenge is to ensure that the Board provides effective advice and advocacy to ensure that quality services continue to be developed to meet the sustained and growing demand.

**Jon Martin**  
Chairperson

## Our people & partners

### DONORS & SUPPORTERS

Quite simply, Aspect could not do the work we do without support from the community. In this report we are able to mention a few of our supporters by name. We would also like to extend our warmest thanks to each and every person or organisation who made a donation, undertook some fundraising or gave their time in 2011.

Some highlights for 2011 include:

- The number of people supporting us by making a donation grew by just over 40% in 2011 with 6,500 people making their first ever donation last year
- Our Spectrum Friends group made up of people who give to Aspect fortnightly or monthly grew by 291%
- 360 individuals and groups fundraised for Aspect in 2011 – taking part in Drawtism, running, walking or swimming for Aspect and holding events
- 26 registered clubs supported us through the Club Grants program
- We were privileged to receive significant support from 35 trusts and foundations and 23 companies
- David Epper and his team at Accident & Health ran the 11th annual Golf Day and raised enough to take the net fundraising total over the last 11 years to over \$750k
- Peter and Andrea Werner helped make Comedy Night 2011 a great success with 400 people attending. We are looking forward to an even bigger tenth anniversary year in 2012

- The community of Newcastle and the Hunter got behind Aspect's Evening with Roy & HG held at Wests Leagues. We raised \$100,000 on the night which was a great start to our fund to help us build our new school in Thornton
- Our schools Parents and Friends Committees provided tremendous support to all of our schools, organising gala dinners, trivia nights, and fashion shows
- We are indebted to the people whose bequests we realised in 2011 for their generous foresight and difference they have made to people with autism
- We welcomed new members into our Acacia Circle; a special group of valued supporters who have confirmed their intention to leave a bequest to Aspect in their will.

We look forward to working with our existing supporters in 2012 and beyond as well as recruiting even more new donors to help support our vital work.

As well as the programs we fund every year thanks to the generosity of our community of supporters we will be focusing in 2012 on continuing our capital campaign to raise money for our new Aspect Hunter School in Thornton as well as for our Aspect South East Sydney School at Kirrawee.

Thank you to our supporters.



*"I have been organising a Comedy Night for Aspect every year for the past ten years. Thanks to some wonderful comedians we have raised over half a million dollars.*

*We started the night as a way to give back to Aspect. I have three children and am very proud of each of them. They are developing into amazing young adults. But I know things could have been very different.*

*My middle child, Harry, has autism. As a young child he was withdrawn and wouldn't interact with us or the world around him. Soon after his diagnosis we found Aspect. Aspect understood Harry like no-one before. Slowly we watched our little boy come out of his shell. Since then Aspect has helped our whole family.*

*The parent support network has been great and the siblings program just invaluable for my daughters. We now know that among all the challenges of living with autism, there are many triumphs. I would like every family affected by autism to be supported in the way that we have".*

Andrea, mother of Harry

## Thank you to our supporters

### ASPECT LEGACIES

Estate of Arthur William Byrne  
Estate of Raymond Anthony Forsyth  
Estate of William George  
Wilson Magill

### ASPECT BENEFACTORS

2CH Massey Park Social Golf Club  
2GO Give Me 5 For Kids  
Accident & Health International  
Underwriting Pty Limited  
AMP Foundation  
Andrew Taylor Management  
George Andrews  
ASX Thomson Reuters Charity  
Foundation  
Baxter Charitable Foundation  
Bonville Golf Resort  
Estate of Kathleen Breen  
Canterbury Hurlstone Park RSL  
Club Ltd  
John & Lynne Church  
De Bortoli Wines  
Dee Why RSL Club Ltd  
John Doyle AM  
Drayton Projects Pty Ltd  
Energy Australia  
David & Megan Epper  
Fairbridge Foundation  
Forestville RSL Club Limited  
Golden Stave Foundation  
Hilton Grugeon AM  
Hunter Land Pty Ltd  
Inner Wheel Club of Wollongong Inc  
Judith Johnson  
George & Carla Kazzi  
Kenneth & Peter Gibbs Foundation  
Liangrove Foundation Pty Ltd  
Macquarie Group Foundation  
Macquarie Street Social Club  
Man Investments Australia Limited  
Michael and Mary Whelan Trust  
Newcastle Permanent  
Charitable Foundation  
Optus Pty Ltd  
Richard Owens OAM  
ROI Properties Pty Ltd  
P & F Aspect Central Coast School  
P & F Aspect Hunter School  
P & F Aspect Riverina School  
P & F Aspect South Coast School  
P & F Aspect South East  
Sydney School  
P & F Aspect Vern Barnett School  
P & F Aspect Western Sydney  
Parramatta Leagues Club  
Greig Pickhaver

Kathleen Pigram  
Estate of George Pitt Wood  
Port Waratah Coal Services  
Ramm Botanicals Pty Ltd  
Mikey Robins  
Rotary Club of Wetherill Park  
Roth Charitable Foundation  
St George Foundation  
Sydney Water Corporation  
The Bluesand Foundation  
The Greater Building Society  
The Primary Club of Australia Inc  
The R A Gale Foundation  
Tudor Capital Australia  
Ulladulla Guest House  
Walter Campbell Memorial Trust  
Peter & Andrea Werner  
Western Suburbs (Newcastle)  
Leagues Club Ltd  
Woodend Foundation

### ASPECT FELLOWS

A W Tyree Foundation  
Pamela Ablaza  
Michelle Adams  
Advam Pty Ltd  
ADW Johnson  
Albury Wodonga & Murray Valley  
Private Hospitals  
Allianz  
R Anderson  
Richard Anderson  
Steven R Anderson  
Andrew J Gallagher (Aus) Pty Ltd  
AON  
AON Benfield  
Labrina Aravanis  
Graham Armstrong  
John Armstrong  
Armstrong Services Pty Ltd  
Anne Arnott  
Simone Arnott  
T Arrivoli  
Artarmon Masonic Hall Company  
Pty Ltd  
Arthur Gordon Oldham  
Charitable Trust  
Athanase Yenibis Foundation  
Anne Athanasi  
Maria Atzemis  
Autotech Engineering  
AWS (Architectural Window Systems  
Pty Ltd)  
AXE Group  
Joseph Ayoub  
Maxine Baird  
Ryan & Megan Baird

Peter Banks  
Edward Baptist  
Ian Barnett  
Margaret Barrett  
Rita Battye  
John R Baxter  
Beauty by Erin  
Diane Beers  
Patricia Bell  
Bellambie Blue Bottles Swimming Club  
David Bennett AC QC  
Hazel Berecny  
Mick & Pat Berghuis  
Bexley RSL Club  
Sonia Bianco  
Ralph Bierbaum  
I Bitel  
Peter J Black  
Richelle Blades  
Kalman Bloch  
A Boerkamp  
Border Bandag Tyre Services  
Border Trust  
Donna Boughton  
Andy Bowen  
Michael & Rhonda Brighton Hall  
Helen Bristow  
Penny Bristow  
Peter Brockhoff  
Diane Brown  
Geffrey Brown  
Robert Brown  
Vanessa Brown  
Jim H Bryant  
Frank Buck  
Judith Buckley  
Karen Buda  
Marc Buman  
Geoffrey Burfoot  
Belinda Bussell  
Cabra-Vale Campbelltown RSL Club  
M Cahill  
Bruce Caithness  
D M Campbell  
Lizette Campbell  
Lesley Campion  
David Cantor  
Dave Capill  
Henry Capra  
Verne Caradus  
Mabel Carder  
Carers NSW Incorporated  
John Carrick AC KCMG &  
Diana Carrick AO  
Carsales.com.au  
Mona Carson  
Castellorizian Ladies Auxiliary

CGU Insurance  
Wai Fong Jacqueline Chan  
Margaret Channon  
Jennifer Chapman  
Peter Cheesman  
Chester Hill - Carramar RSL Club  
Jenny Choo  
Church & Grace  
City of Ryde  
Trevor Clark  
A Clarke  
Dave Clarke  
Dorothy Clarke  
Clearswift  
Brian Close  
Club Rose Bay  
Coca Cola Australia Foundation  
T Cohen  
Collier Charitable Trust  
Commercial Club Albury Ltd  
Commonwealth Bank  
Community Fund  
Margaret A Conway-Mann  
Peter Coroneos  
Angela Counsel  
Michael C Coventry  
Geoffrey Cowell  
Margaret Cox  
Brett Crocker  
Charles Crossley  
Betty Crouch  
Ian Cull  
Barbara Cummins  
Nelly Cunningham  
Sonja Daly  
Daracon  
Alison Davey  
David Benn Fine Jewellers  
Brian Davies  
Joan Davies  
Lois Dawson  
Sarah Day  
Delta Club Swansea  
Delta Sigma Delta Fraternity  
Denistone East Solo Group  
Barry Densley  
D J Derry  
P & M Devlin  
Direct Freight Express  
Dockside Group  
Lisa Doherty  
Vince Dore  
Kim Dowding  
David Down  
Surendra Kumar Dubey  
John Duckworth  
Doug Duncan

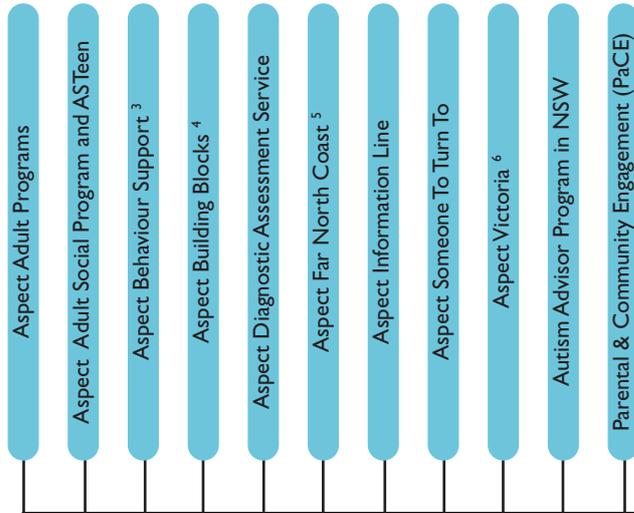
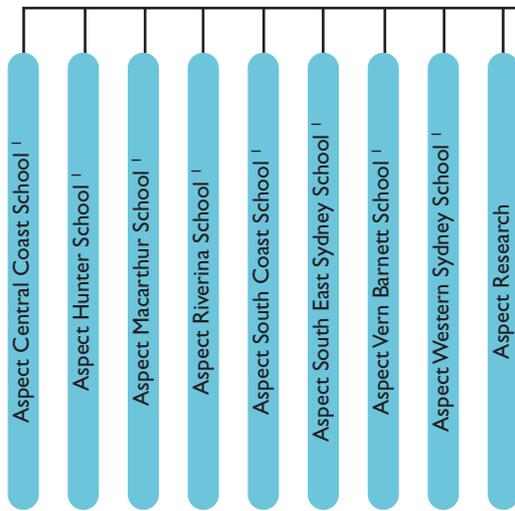


Nicole Duncan	P J Gregory	Milos Ilic-Miloradovic	Liverpool Catholic Club
Dynamiq	M Greig	Illawarra Catholic Club Ltd	Carmela Logiotatos
Earlwood-Bardwell Park RSL Club Ltd	Scott Grove	Illawarra Jazz Club	Eva Lopez
Eastern Suburbs Law Society	Guild Accountants Pty Ltd	IMC Pacific Foundation	Elisabeth Lord
Susan Edmondson	Giovanni Gulli	Jonathan Irving	Harry C Loughnan
Walter Einstein	Bruce Gunter	Louella Israel	Shi Ming Luo
George Eldred	Roger Gurr	ITC	Edna Lyle
Elisabeth Murdoch Trust	Annette Guterres	ITW Proline	W L Lynch
Don Elliott	Guy Carpenter	J & J Carroll Pty Ltd	Lisa Maalouf
Lee Elliot	GWH Constuctions	J A Wales Pty Ltd	M M Macarthur
Neil & Janice Elvy	Hachette Australia	Rachael James	John A MacDonald
Adrian Emanuel	Julie Hamblin	Milada Janecek	Neil Maclean
Enigma	Bruce Hamilton	Jardine Lloyd Thompson	Macquarie Engineers
Enrizen Financial Group	Jim Harding	Kara Jeffree	Grant Maguire
Ernst & Young	Lizzie Harris	Job Centre Australia	Claudia Maher
Bruce N Etheridge	Harris Friedman Lawyers	A Johnson	Makira Pty Ltd
Ettalong Beach Club	Janet Harrison	Aidan Johnson	Helle Margetson
Chris Evangelidis	Amelia Hart	Brian A Johnson	Eduardo Marmolejo
Carole Evans	Jo Haslam	Brian Johnson	Marsh & McLennan Agency
Christine Evans	Ian Hatch	Ellen Johnson	M Martin
Peter Evans	Jennifer Havebond	Gwen Johnson	Malcolm Matthews
RT Fahey	Glen Hawke	Karen Johnson	Jean Mayhew
J O Fairfax	Julie Hawkins	B Jones	McCabe Terrill Lawyers
Farrow Wyatt	James Hayes	Patrick M Jones	Paul McCarthy
Klaus & Judyth Fegebank	Leonie Hayne	Richard Jones	McCloy Group
Cathy Fink	Douglas Haynes	Shirley Jones	McDonald Jones Homes Pty Ltd
Shane & Michelle Finlay	John Heathers	Peter & Margaret Kaill	Therese McGee
Finn Foster APB Pty Ltd	T & A Henderson	Katoomba RSL Club Ltd	Elizabeth McKeand
Paul Fitzgerald	Henning Family Foundation	Kemp Strang	A McKern
Judith Fitz-Henry	Brendan M Heslin	Noelene Kennon	Anne McMullen
L M Foote	Michael High	Marie Kerridge	Lyndall McNally
Adrian Ford	Hills Industries Ltd	Laura Kingsbury	James P McNeice
Catherine Forster	Brian Hilton	Kingsgrove RSL Club Limited	Margaret McWilliam
Darren Forward	Richard W Hodder	Jeff Kingston	Robert W Meek
Foundation for Rural & Regional Renewal	Rodney G Holzwart	Jennifer Kirkman	Rania Megally
Joseph Francis	Mandy Honeysett	Sylvia Klineberg	Melbourne Community Foundation
N Frow	Patricia Hookham	Knights Allan St Ruth Annuity Fund	Carlos Mendes
G & S Harris Builders Pty Ltd	Hornsby RSL Club Limited	Gregory Knowles	I Mensdorff-Pouilly
Tracey Gainey	Hazel Hoss	Coral Kolmann	Gwen Michael
Gallery Red	George Host	Nathalie Kulakowski	Richard Miles
Galloway Conveyancing	Lynette Howard	S G Kurtz	Anita Millard
Galston Aquatic Centre	Esme Howitt	James Wan Ping Lai	A Milston
James Garvey	Barbara Hughes	Rachel Laidlaw	Lisa Ming
Debbie Gee	Sean Hughes	James P Laphorne	MLC Community Foundation
George Weston Foods Ltd	Nancy Hunt	Florence J Lassau	Anya Moore
Ione Gilbert	Peter Hunt	David Leach	Geoff & Geraldine Moran
Adel Girgis	Terence Hunt	June Leach	Moriarty Financial Services
Givaudan Australia Pty Ltd	Hunter Land Pty Ltd	Christopher Lee	Pam Morris
Global Red	Hunter Motor Group	Myra Lee	Mosman Council
L Glynn	Hunter Pods	Brenda Leece	Mt Beulah Chapter No. 5
Joe Gonzales	Hunter Readymixed Concrete	Alison Lees	Peter J Mugford
Goodwin Financial Services	Hunter Steeline	Virginia Leitch	Pat & Joan Murphy
Gary D Gould	Pauline Hunter-Knight	Rozanna Lilley	Robert Murphy
Dani Graczyk	D Hurwood	Lions Club of Alstonville	W J Murphy
Grant Thornton	Linda Hutchison	Lions Club of Charlestown	NBN
Jeanette Gray	Geoffrey A Hyde	Lions Club of Woonona	Peter Nelmes
	Donna Hyson	Catherine Liston	Newcastle District Bowling Association

Newcastle Jockey Club	Quota International of the Leisure Coast Inc	Nicholas Skagias	Trinity Grammar School
Glenn Newell	Matthew Raad	Ian Skinner	Peter Tselepi
Caroline Newman	Joyce Rainsford	Peter L Skinner	Bill & Lisa Tsui & Ming
Cliff Newman	Trina Rambaldini	Skyglobe Pty Ltd	Alyce Tulich
Anthony Ng	Ramsgate RSL Memorial Bowling Club	SLE Worldwide	James Turner
Nicole Ng	RBA Bathroom Products	Robert A Small	University of Wollongong
NIB Health Funds	Pamela Reisner	Ernest Smith	Dean Utian
Ronald Nicolle	Revesby Dental Centre	Fredrick Smith	Rene Vandervaere
Cornelis Nieuwendyk	Patricia Richardson	J P Smith	Carrie Vernon
North Ryde RSL Community Club	Ritchies Stores Pty Ltd	Jennifer Smith	Judith Vipond
NRMA Salamander Bay	Riverwood Legion & Community Club Ltd	Joan Smith	Votrant No. 4 Pty Ltd
Oasis Australasia	J Roach	Smyth Estate Agents	Jodie Wagner
Jenny O'Brien	Ken Robbins	Barbara Spode	Angela Walker
Mark & Elizabeth O'Brien	Katharine Roberts	Ian Spring	Michael Wall
Kiaran F O'Callaghan	Noel Robinson	Lynne Spring	Greg Wallace
Pauline O'Connor	Tim Robinson	R Sproule	Audrey Waller
Offis Pty Ltd	Robinson Property	St John the Baptist Association	Leah Walsh
Perry O'Leary	Rockend	St Mary - St Joseph Primary School	Karen Walton
Isabel Oliver	Jeanne Rockey AM	David Starte	Luke Webster
Colin O'Neil	James Rolfe	Mike & Kathy Stein	H Werner
Pauline Ongley	Rotary Club of Albury Hume	Stephens Tilley	West Engadine Pharmacy
Lynette Opeskin	Rotary Club of Caringbah Inc	Valma Steward	Westfield Kotara
Stephanie Orlando	Rotary Club of Cobar	David & Carol Stiles	James & Marian Weston
Oroton Group	Rotary Club of Frenchs Forest Inc	Rod Stiles	Westpac Community Involvement
Outlook Financial Solutions	Rotary Club of Rutherford-Telarah Inc	Stockland Green Hills	Wests Ashfield Leagues Club Ltd
Davina Owens	Rotary Club of Terrigal	William Stoermer	Anne Whatmore
Jonathan Paetzholdt	Rotary Club of West Albury Inc	Caitlin Stokes	Susan Whisker
Armando J Papallo	Rotary Club of Wollongong North	Allan Sturgess	Luke Whitcher
Lee Pattison	Dean & Amanda Rounsley	Gerard R Sutton	Rod White
Zoe Paull	Geoff Rowley	Rebecca Swan	Whitebridge High School
Olive Pearse	Bronwyn Rumbel	Paul Swinhoe	Beverly Whitehouse
Penrith RSL Club Ltd	Chris Russell	Sydney Attractions Group	Colin & Catherine Williams
Penrith Rugby Leagues Club	K Russell	George & Jazelle Tabbiche	Peter Williams
Dee Percuoco	Kathleen Ryan	David Tabrett	Terence L Williams
Stuart Perritt	Ryde-Eastwood Leagues Club	Stuart Tabrett	Michael Willis
Matt Petersen	Zena Sachs	Frank Talarico	Jennifer Wilson
Gordon A Phillips	Katherine Samaras	D Talbot	Wilson Transformers Co. Pty. Ltd.
Margaret Phillips	Monica Saunders-Weinberg	Carina Tanna	Khin Winchester
Noel & Anthea Pilcher	Timothy J Savage	Alastair J Taylor	Ellen Winchester
Pillar	Maryellen Scanlon	K Taylor	James Winchester
PinPoint Pty Ltd	Margaret Scott	M Taylor	Neil R Windle
Pioneer Fitness	Scott & Broad Pty	Jack Teo	Wollongong RSL Bowling Club Limited
Pittman Building Services	Sealy Of Australia	Terrigal School Care Inc.	John R Woodman
Pittwater RSL Club Limited	Norman Seckold	The Ahepa Foundation Inc	Woolshed Creek Community Group
Vessa Playfair	Ramanathan Shankar	The Good Guys Bankstown	R Wright
Frances Polito	Shead Property	The Good Guys Warrawong	Susan Xenos
Lisa Pont	Clytie Sheehan	The Creatorex Foundation Pty Ltd	Patrick Yip
John Porter	Frances Sherwin	The Professionals	YMCA of Newcastle and Central Coast
Brent Potts	Robert Shield	The Stephen Wiltshire Gallery	Jenny Young
Kerrie-Ann & Timothy Powell	Fiona Siderides	Greg Thomson	Victor Zeitoun
Jim & Gwen Power	George Siderides	Tibco Software	Karla Zolshan OAM
Allen Pratt	Silo Restaurant & Lounge	Tim Stone Pty Ltd	Nick Zоргios
Prime Communications Solutions	Simhil Developments	Tina's Kindergarten	Stefanos Zоргios
Stuart Prior	R M Simms	James Tocci	Tom & Sonia Zоргios
J D Putnins	Peter Simpson	Towers Watson	
QGC	Jill Sindel	Phuong Tran	
Quality Healthcare		Travelworld On King	
		David Treloar	

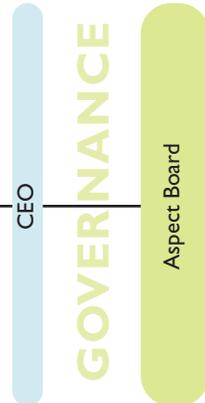
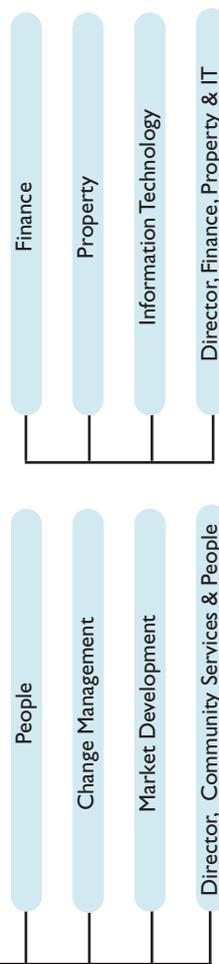
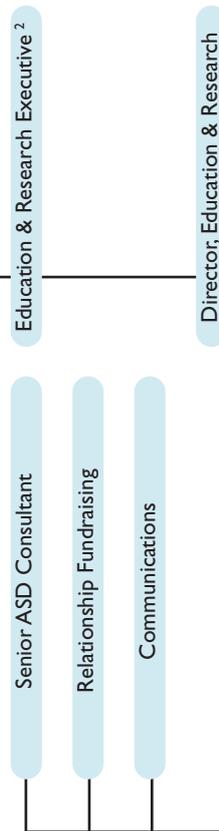
People with an autism spectrum disorder and their families

SERVICES



- 1 All schools include Aspect Additional Services (eg Aspect Educational Outreach)
- 2 Including Aspect Educational Consultancy in Victoria
- 3 Aspect Behaviour Support includes Aspect Adolescent Support, Aspect Behaviour Intervention Service and Aspect Recipe for Success
- 4 Aspect Building Blocks includes early intervention services in NSW and the ACT and Early Childhood Development Program and Early Intervention Readiness Program
- 5 Aspect Far North Coast services include Aspect Building Blocks, Aspect Behaviour Support, Autism Advisor and Aspect Behaviour Intervention Services
- 6 Aspect Victoria services include Aspect Building Blocks and Aspect Behaviour Support

CORPORATE SUPPORT



## ASPECT'S MANAGEMENT TEAM

(as at 30 April 2012)

### SECRETARIAT

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Adrian Ford	CEO & Company Secretary
Laura Kingsbury	Manager, Community Fundraising
Sarah Pieters	Manager, Individual & Planned Giving
Lauren Tanfield	Manager, Communications
Anthony Warren	Senior ASD Consultant

### Positive Partnerships

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Jacqui Borland	Project Manager, Education Sectors & Program Development, Positive Partnerships
Karen Jones	Project Manager, Parent/Carer Networks & Organisational Development, Positive Partnerships

### EDUCATION & RESEARCH

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Dr Trevor Clark	Director, Education & Research
Dr Debra Costley	General Manager, Education Development & Research
Elizabeth Gadek	General Manager, Schools
Pam Lea	General Manager, Schools Development
Lara Cheney	Principal, Aspect Vern Barnett School
Giovanni Gulli	Principal, Aspect Western Sydney School
Janet Millhouse	Principal, Aspect Central Coast School
Liz Murray	Principal, Aspect Hunter School
Kristen Ody	Principal, Aspect Riverina School
Rowena Perritt	Principal, South East Sydney School
Bruce Rowles	Principal, Aspect South Coast School

### COMMUNITY SERVICES & PEOPLE

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Mark Schlosser	Director, Community Services & People
Brendan Frawley	Manager, Market Development
John Kelly	Change Management Leader

### Community Services

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Dr Peter Di Rita	Manager, Adult Programs & Community Development
Vicki Gibbs	Manager, Diagnostic Assessment Services
Rachel Kerslake	Manager, Building Blocks
Jodi Rogers	Manager, Far North Coast
Beth Sutcliffe	Manager, Aspect Victoria
Dr Tom Tutton	Principal Consultant, Behaviour Support

### People

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Michelle Feros	Manager, Learning and Development
Sophia Pratt	Manager, Human Resources

### FINANCE, PROPERTY & IT

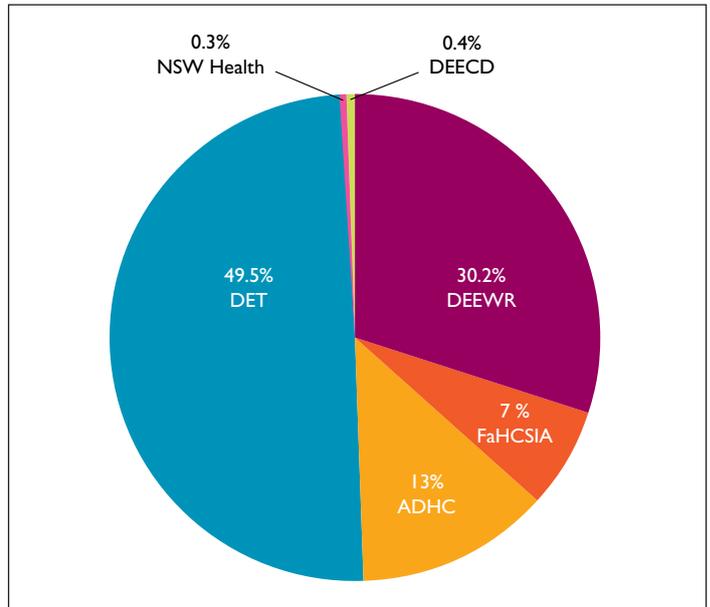
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David Renneberg	Director, Finance, Property & IT
Peter Dewar	Manager Information Technology (IT)
Peter Nuchtern	Manager, Property
Stuart Tabrett	Manager, Finance

## GOVERNMENT FUNDING PARTNERS

The Australian and NSW State Governments provide the majority of our funding. This support is instrumental in sustaining the comprehensive and essential services we provide to people with an autism spectrum disorder, their families and communities.

Below is a list of the government agencies that provide us with support. On behalf of the autism community, thank you for your continued confidence and belief in the work we do.



	2011 \$M
Australian Government Department of Employment, Educations and Workplace Relations (DEEWR)	
Positive Partnerships	2.85
Capital Projects	0.23
Recurring School Funding	9.07
Australian Government Department of Families, Housing, Community Services & Indigenous Affairs (FaHCSIA)	2.72
Ageing, Disability and Home Care, NSW Department of Family and Community Services (ADHC)	5.10
NSW Department of Educations & Training (DET)	19.81
NSW Department of Health (NSW Health)	0.11
VIC Department of Education and Early Childhood Development (DEECD)	0.15
<b>Total</b>	<b>40.04</b>



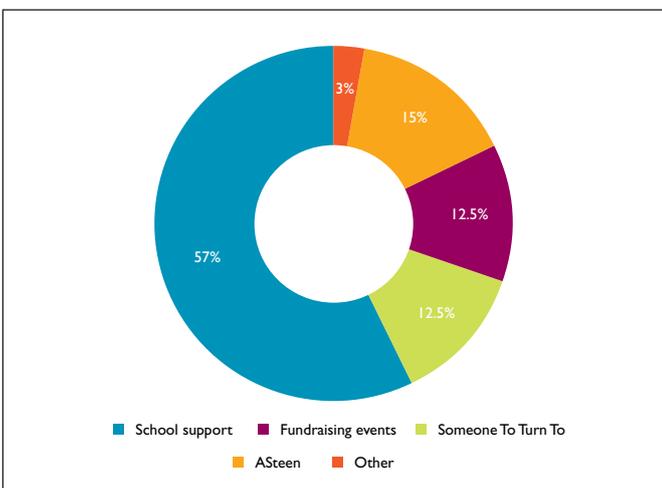
## OUR STAFF & VOLUNTEERS

At Aspect, our strength comes from the skill and dedication of our people and their commitment to high service standards. In 2011, our 672 paid staff were supported by a staggering 400 volunteers; all dedicated to serving people with an ASD and their families. We encourage and support both staff and volunteers by providing ongoing training and development, feedback and recognition.

### Volunteers

We recognise that volunteers play an integral role in extending and enriching the delivery of services for people with an autism spectrum disorder: Aspect volunteer numbers grew by around 10% in 2011 compared with the previous year. As shown in the graph below, 400 volunteers made a substantial impact to our services including in providing support to staff and students in school classes, running the ASteen social program, operating the Someone To Turn To parent support network as well as event, corporate and administrative tasks. Parents at our eight schools also provided tireless support and dedication through our Parents & Friends Committees.

We have a comprehensive policy framework to support us in engaging volunteers across the organisation. It covers issues relating to screening, learning and development, work health & safety (WHS) and recognition through our annual awards scheme and at locally organised events.



## Employee engagement

During 2011, we undertook our fifth biennial engagement survey with paid staff and once again, achieved a very high response rate of 92%. The survey results reflected a strong sense of engagement (81% favourable) and importantly, provided an opportunity for staff to identify challenges for Aspect. The priorities identified in the survey's results are addressed through improvement plans at both a team level and Aspect-wide.

## Equal Employment Opportunity

Aspect is committed to Equal Employment Opportunity practices and has policies in place to support fair and equitable recruitment practices and in the management of our people.

The Aspect Diversity Committee, which supports improved community access to services, took a number of significant steps during 2011 towards better understanding the diversity of our staff and clients through discussions and surveying employees. We continue to focus on ways to further improve the celebration of diversity and support equal opportunity for all current and future staff.

## Deployment of people across our services

With total staff numbers increasing by approximately 9% in 2011 on the previous year, we continued our strong recruitment program to replace natural attrition and to address increased needs across the organisation.

As at November 2011, we employed 672 people as paid staff on a mixture of full and part-time, permanent and fixed term arrangements. Of these, 508 people were working in Aspect Education & Research, 122 in Aspect Community Services and 7 in Positive Partnerships with a total of 35 people engaged in corporate and administrative support roles.

## Work Health & Safety (WHS)

In mid-2011, Aspect undertook a major review of our Work Health and Safety (WHS) Program. This highlighted areas for improvement and an action plan was developed to address these. This is now being progressively implemented.

One of the important outcomes of the review was a strengthening of Aspect's WHS team to enable a stronger focus on prevention of injuries. Another outcome was a decision to upgrade our systems to improve the management of workers compensation claims.

## Learning & Development

We refocused our approach to Learning and Development (L&D) in 2011. Initiatives undertaken during the year included developing Aspect's Integrative L&D Approach to strengthen our culture of continuous learning; re-design of the employee induction process and launch of new online induction modules to support new starters in all our locations settle into their role as quickly as possible, updating the Aspect Learning Portal to provide all staff



access to current and useful ASD specific information and online resources to help them in their daily work.

2011 was also an important year for conferences. In May, 500 Aspect staff participated in a virtual staff conference from seven locations across NSW, Victoria and ACT. A highlight of the conference was the keynote address from international autism expert and author, Dr Brenda Smith-Myles.

In August, 30 Aspect employees travelled to Perth for APAC, the biennial Asia Pacific Autism Conference. Aspect was well represented on the APAC 11 speakers program with Aspect staff presenting 9 oral papers and 23 poster presentations. All presentations were recorded as webinars to capture and share the knowledge with all staff via the Learning Portal.



### Staff Long Service Awards

After discussions with staff, Aspect changed the qualification criteria for our Long Service Recognition Awards. As a result, staff can receive a Long Service Recognition Award after 10 years of employment regardless whether this has been full time or part time.

The following staff reached long service milestones as at 31 March 2012:

#### 25 years

- Chris Frost
- Romana La Rosa
- Fay Gray
- Laraine Nakalevu

#### 20 years

- Margaret Bamford
- Annabelle Vant

#### 15 years

- Marina Bailey
- Catherine Boyd
- Julie Chestnut
- Shirley Clark
- Stuart Davis
- Mark Durie
- Rayna Flanagan
- Christine George
- Margaret Hayes
- Robin Hawkes
- Bronwyn Jones
- Ana Keramea
- David Kettley
- Lynne Miller
- Robyn Missen
- Catherine Thomson

#### 10 years

- Tina Angus
- Kaye Anthony
- Sharyn Barnes
- Dorothy Brooks
- Raymond Brooks
- Jackie Chan
- Ellen Clarke
- Joy Clinton
- Rita Costello
- Grace Curbelo
- Jacqueline De Graaf
- Lenore Elliott
- Michele Elliott
- Desiree Fasanella
- Stephanie Francis
- Anita Gardner
- Josephine Gomez
- Marie Gough
- Lynda Greenwood
- Valerie Hayes
- Carolyn Healy
- Sarah Hill
- Lyn Howard
- Elizabeth Jones
- Katrina Kemp
- Raeleigh Kerr
- Hellen Liopsis
- Sandra Manning
- Jennifer McMahon
- Haty Mehmet
- Leanne Micallef
- Stuart Miller
- Fay Nash
- Jill Osthoff
- Nicholas Paciente
- Annemarie Pelcz
- Emma Pierce
- Sarah Pieters
- Peter Sghabi
- Philippa Sherington
- Maree Slater
- Lynne Spring
- Meghan Williams
- Amanda Yates

### Conference presentations

During 2011 the following staff made presentations at external conferences and events:

- **Dr Trevor Clark** – APAC 11 Conference Keynote Address – The key elements in the successful education of students with an ASD
- **Elizabeth Gadek** – APAC 11 Conference – The Interaction of parental communication about autism with peer support initiatives
- **Dr Tom Tutton and Steve Davis** – APAC 11 Conference – ‘I’m a Person, Not a Behaviour’; Changing behaviour plans to present a more person-centred approach with improved contextual fit
- **Vicki Gibbs** – APAC 11 Conference – A Comparison of Diagnostic Outcomes Using DSM 4 versus the Proposed DSM 5 Criteria
- **Mary-Ann Bedwani and Meaghan Beretta** – APAC 11 Conference – Supporting & Empowering Families of Young Children with Autism on Norfolk Island
- **Dr Debra Costley** – APAC 11 Conference – Continuous Improvement through self-review by the Aspect School Communities
- **Dr Debra Costley, Roselyn Dixon, Irina Verenikina and Kath Tanner** (University of Wollongong) – APAC 11 Conference – The use of the Interactive White Board (IWB) with children with Autism Spectrum Disorders: planned and emergent classroom experiences

- **Dr Debra Costley and Dr Chris Kilham** (University of Canberra) – APAC 11 Conference – Implementing Pivotal Response Treatment with students with autism: Insights from an independent outcome study
- **Dr Fiona Aldridge and Dr Debra Costley** – APAC 11 Conference – Sexuality education for adolescents with high functioning autism or Aspergers disorder: A review of the literature
- **Susanna Baldwin** – APAC 11 Conference – Development of a manual for teachers of students with autism spectrum disorders in senior high school; APAC 11 Conference – Effectiveness of social skills training for children with autism: preliminary findings
- **Lara Cheney** – APAC 11 Conference – 'Positive Partnerships Professional Networking Component'
- **Melissa Murphy and Bruce Rowles** – APAC 11 Conference – Literacy and ASD
- **Tina Angus** – APAC 11 Conference – ICT as a tool for differentiation of educational experiences in an ASD classroom
- **Caroline Mills** – APAC 11 Conferences – 'Autism, Teaching and Therapy: Classroom Based Sensory Processing Intervention for Children with ASD'
- **Jo Merrick** – APAC 11 Conference – Visiting Teacher Autism Model
- **Dwayne Isaacs** – APAC 11 Conference – Empowerment: Taking the theoretical term to a practical construct
- **Robyn Hawkes and Jo Tisdell** – APAC 11 Conference – Personal Development Programme for Students with Autism Spectrum Disorder: Providing information about their Growing and Changing Bodies
- **Bronwyn Thoroughgood** – APAC 11 Conference – A partnership with an Aboriginal Community to support students with autism
- **Jacqui Borland** – APAC 11 Conference – Let's Work Together! Strengthening the Partnerships between Vietnamese Parents/Carers of Children with ASDs and schools
- **Yuriko Kishida** – APAC 11 Conference – Effective Professional Development for Teachers of Students with Autism Spectrum Disorders
- **Maureen O'Donnell** – APAC 11 Conference – Strategies for Engaging Fathers in the Education of their Child with Autism
- **Dr Felicity Bewley** – APAC 11 Conference – Attachment Style and ASD
- **Ellen Witzlspurger** – APAC 11 Conference – Parent Coping Styles
- **Stephanie Francis and Mary Nicola** – APAC 11 Conference – Hanen
- **Rebekah Bush** – APAC 11 Conference – Social Skills
- **Olivia Blackmore** – APAC 11 Conference – Joint Attention
- **Maryanne Pease** – APAC 11 Conference – Teaching practices for children with ASD
- **Siobhan Quinn and Lara Cheney** – NSW Institute of Psychiatry: Child and Adolescent Psychiatry 'Schools for Children with Autism Spectrum Disorders: Enrolment Processes & Support'
- **Brendan Chippendale** – Aspect Research Forum – Our Student Voice Project
- **Craig Smith and Heath Wild** – NDCO Conference – New Music Technologies in the Classroom
- **Craig Smith** – NDCO Conference – Using Movie Making Technologies to Extend Communication and Literacy Outcomes for Students with an ASD
- **Katrina Kemp** – Hunter Early Intervention Expo
- **Caroline Mills** – National Occupational Therapy Conference – Oral Presentation: An Occupational Therapist in China: Implications for Local and International Community Development
- **Sarah Crook** – Centre for Community Welfare Training (CCWT) Autism

### Staff on external committees

The following staff were involved in external committees as at 31 December 2011:

- **Adrian Ford**, Chief Executive Officer: Chairperson of the NSW Expert Advisory Committee for Children & Young People with a Disability and their Families auspiced by Ageing, Disability and Home Care, an agency of Family & Community Services; and Elected Member of the NSW State Committee of National Disability Services
- **Anthony Warren**, Senior ASD Consultant: NSW National Disability Services (NDS) sub-committee on Children, Young People and Their Families; National NDS Committee on Children, Young People and Their Families; Macquarie University/Aspect Early Intervention Research Committee
- **Dr Trevor Clark**, Director, Education & Research: National Independent Special Schools Association (NISSA)
- **Sarah Pieters**, Manager, Individual and Planning Giving: Include a Charity Consortium
- **Dr Peter DiRita**, Manager, Adult Programs and Community Development: Australasian Society for Intellectual Disability (ASID); and MetNorth Behaviour Symposium Committee.
- **Dr Tom Tutton**, Principal Behaviour Consultant: MetNorth Behaviour Symposium
- **Greg Mealey**, Program Coordinator, Adult Programs: NGO Ageing, Disability and Home Care (ADHC) Clinical Forum and Met South NGO Forum

- **Katie Hodges**, Autism Advisor: Kites for Kids
- **Anna Jordan**, Autism Advisor: Kites for Kids
- **Tahni Aitken**, Coordinator Autism Advisor Program: Autism Specific Early Learning & Care Centre (ASELCC) Reference Group
- **Hannah Bradley**, Autism Advisor: Autism Specific Early Learning & Care Centre (ASELCC) Reference Group
- **Rhiannon Bray**, Early Intervention Specialist – Speech Pathologist: Early Childhood Information Team (ECIT) Committee
- **Rachel Kerslake**, Manager, Aspect Building Blocks: SDN Steering Committee
- **Mark Schlosser**, Director, Community Services & People: SDN Steering Committee
- **Sue Finn**, Early Intervention Specialist – Teacher: ACT Early Childhood Intervention Australia (ECIT) Committee
- **Maryanne Pease**, Early Intervention Specialist – Psychologist: ACT Early Childhood Intervention Australia (ECIT) Committee
- **Fay Nash**, Early Intervention Specialist – Teacher: Central Coast Early Childhood Intervention Coordination Program (ECICP) Committee
- **Sarah Crook**, Lead Practitioner – Occupational Therapist: St George/Sutherland Occupational Therapy Committee
- **Elizabeth Gadek**, General Manager, Schools: Chair NISSA
- **Dr Debra Costley**, General Manager, Educational Development & Research: Australasian Evaluation Society & International Reader for the Australian Research Council (ARC); NISSA
- **Pam Lea**, General Manager, Schools Development: NISSA
- **Lara Cheney**, Principal, Aspect Vern Barnett School: NISSA
- **Giovanni Gulli**, Principal, Aspect Western Sydney School: Secretary, NISSA
- **Kristen Ody**, Principal, Aspect Riverina School: NISSA
- **Rowena Perritt**, Principal, Aspect South East Sydney School: Treasurer NISSA
- **Janet Millhouse**, Principal, Aspect Central Coast School: ECIC committee & NISSA
- **Liz Murray**, Principal, Aspect Hunter School: NISSA, Newcastle University Special Education Centre Advisory Board, Hunter Joint Training Consortium Initiative
- **Bruce Rowles**, Principal, Aspect South Coast School: NISSA, Interchange Board and member of the Diocese of Wollongong Council for People with Disabilities
- **Mark Durie**, Coordinator, Aspect Hunter School: Hunter Joint Training Consortium Initiative
- **Katrina Kemp**, Coordinator, Aspect Hunter School: First Chance (Newcastle University) Advisory Board, Early Intervention Service Coordination Agency
- **Catherine Thomson**, Coordinator, Aspect Western School: Committee Member NISSA

### Elizabeth Hoyles Fellowship

Each year, we award the Elizabeth Hoyles Fellowship, named after a former teacher at the Aspect Vern Barnett School, to one of our staff members, for research or a project which will benefit Aspect or the broader ASD community.

In 2011, based on extensive interest from parents and the media, Kristy Logan, a teacher from our Aspect Riverina School, was awarded the Elizabeth Hoyles Fellowship for a second time.

Kirsty's 2010 research explored students using a specific iPad application called Proloquo2go. This new study will explore the use of iPad's to improve the communication skills of primary school students with ASD on a much larger scale.



*“I am the mother of two children with autism. My son Zeke was diagnosed first but it soon became clear that Sierra had autism too. Her behaviour was wildly unpredictable. Feelings are the hardest thing for Sierra. She finds it difficult to read faces, body language and emotions.*

*She doesn't understand that what she does can be painful or dangerous. She can't stand a breeze on her skin. She jumps constantly and can't stay still.*

*Routine is vital. She has to have the same spoon every day or she will have a meltdown. But for the last year we have been working with Aspect Building Blocks and she's already come so far.*

*We now have practical ways to help Sierra when she feels overwhelmed. We have a fairy garden in our back yard where she can go to calm down.*

*Things are not easy but Sierra was able to start at a mainstream school this year. Something I would not have thought possible a year ago.”*

Nicole, mother of Zeke and Sierra

# Governance

## GOVERNANCE STATEMENT

### INTRODUCTION

The Board and management of Autism Spectrum Australia (Aspect) place considerable importance on high standards of ethical behaviour, governance and accountability in Aspect's day to day operations and business and has therefore developed this Corporate Governance Statement.

The adoption and application of this Corporate Governance Statement is also aimed at preserving and safeguarding Aspect's reputation and its ability to properly fulfil its obligations to people with an autism spectrum disorder (ASD) and their families, carers or guardians.

Aspect is a company limited by guarantee. It operates as a not for profit charity with the status of a public benevolent institution. It is governed by a constitution approved by its members.

This statement provides an overall governance framework and identifies the respective roles and responsibilities of the Board and management in setting the strategy and direction of Aspect and in managing and controlling the organisation.

### VISION, MISSION & VALUES

Aspect is committed to conducting its work with the highest standards of personal and corporate integrity.

Aspect's vision (or aspiration) is:

***Overcome the isolation of autism.***

Aspect's mission (or what it does) is:

***Autism Spectrum Australia (Aspect) builds confidence and capacity with people who have an autism spectrum disorder, their families and communities by providing information, education and other services.***

Aspect's values are:

*Aim high*

*Understand & communicate clearly*

*Take personal responsibility*

*Inspire & innovate*

*Show empathy*

*Make a difference*

### THE MEMBERS

Membership of the company comprises three classes of members: Ordinary Members who pay a membership fee, Life Members and Life Governors. Aspect's Constitution provides that a Life Member is a person whom the Board from time to time determines have given a sum of money or rendered a level of services in-kind to Aspect of such magnitude to be appointed as a Life Member of

Aspect. Life Governors are referred to in the Aspect Constitution as persons that have given a sum of money or rendered a level of services in-kind to Aspect of significantly greater magnitude than a person who is eligible to become a Life Member and that the Board from time to time determines is worthy of a grant of Life Governorship.

### THE BOARD

#### Role of the Board

The Members may elect up to 10 persons to the Board of Aspect. The Aspect Constitution provides that Board may appoint up to two further persons as Directors of Aspect. The tenure of Board-appointed Directors expires at the next Board meeting to occur after every Annual General Meeting of the Company.

The Board of Directors exercises the powers vested in it by the Corporations Act 2001, Aspect's Constitution and its Regulations.

The Board determines the direction of Aspect and monitors Aspect's performance on behalf of its members and other stakeholders. It accomplishes this by:

- ensuring a skilled, effective and diverse Board with appropriate operating standards and procedures;
- appointing, supporting, delegating to, evaluating and remunerating the Chief Executive Officer and providing for a management succession plan;
- determining Aspect's vision, the strategic direction and objectives of Aspect in consultation with management;
- ensuring sufficient resources are available for Aspect to achieve its goals by developing with management and approving Aspect's Strategic Plan, from which is developed Aspect's annual Action Plans and budget, and by regular monitoring of management's performance using the Key Performance Indicators (KPIs) the plans and Aspect's operating and capital budgets;
- advising, approving and monitoring management's activities and performance to ensure the Strategic Plan is met;
- ensuring a risk management framework is in place to identify and manage those risks to ensure the preservation of Aspect's the reputation, earnings, assets and capacity;
- approving appropriate policies, guidelines and procedures and ensuring there is a compliance process in place to monitor adherence;
- ensuring the integrity of internal controls for financial and management information systems;
- maintaining adequate personal liability insurance for current and past Directors, and
- ensuring Aspect's activities are conducted ethically and transparently.

The authorities retained by the Board are:

- the appointment, evaluation and remuneration of the Chief Executive Officer;
- material transactions not in the ordinary course of business of Aspect;
- the approval of the Strategic Plan and the operating and capital budgets;
- the development, refinement and approval of Aspect's vision, mission and values;
- preparing and approving Aspect's regulations;
- approval of Aspect's statutory accounts including the Directors' report;
- insurance policy renewals for Directors and Officers insurance; and
- ensuring appropriate performance of, and undertaking ongoing due diligence with, Aspect's external auditors.

Aspect's activities are regulated by the Corporations Act 2001 and other state and federal laws as applicable.

### **Role of Management**

The Board delegates responsibility for day-to-day management of Aspect's activities to the Chief Executive Officer who is appointed by the Board and is responsible for the implementing the Strategic Plan approved by the Board through Aspect's management team which he/she leads. Contractual, remuneration and other matters related to the Chief Executive Officer's appointment are reviewed by the Nomination & Remuneration Committee.

The Chair is the Board's principal formal contact with the Chief Executive Officer; however, the Chief Executive Officer has unrestricted access to all Board Members and vice versa.

The Executive comprises:

- Chief Executive Officer;
- Director, Community Services & People;
- Director, Education & Research; and
- Director, Finance, Property & IT.

### **The Office Bearers of the Board**

The Board elects annually the Chair and the other office bearers of the Board as set out in the Constitution.

### **Role of the Chair**

The main internal tasks of the Chair are to:

- lead the Board and facilitate Board meetings;
- ensure the Board is focused on achieving Aspect's vision, mission and strategic goals;

- ensure that each Director has an opportunity to express their views freely and frankly during Board meetings;
- maintain a professional working relationship and be the Board's principal point of contact with the Chief Executive Officer;
- set the agenda for each Board meeting in conjunction with the Chief Executive Officer;
- ensure the Board carries out appropriate assessments of its own performance; and
- ensure meetings are conducted effectively and that the adequate minutes are taken of each meeting.

The main external tasks of the Chair are to:

- represent the Board and Aspect, as appropriate, to its various stakeholders;
- act as a spokesperson, where appropriate, in conjunction with the Chief Executive Officer; and
- chair each annual general meeting of members and all other general meetings of members.

### **Role of the Deputy Chair**

The role of the Deputy Chair is to act for the Chair in his or her absence in performing the tasks identified above.

### **Role of the Honorary Treasurer**

The main tasks of the Honorary Treasurer are to:

- chair the Finance and Audit Committee and through this Committee;
  - provide Board leadership in overseeing Aspect's financial management; and
  - give due consideration to key strategic financial decisions that are made by Aspect.

### **Role of Individual Directors**

The role of individual Directors under general law and the Corporations Act 2001 include:

- acting in good faith and in the best interests of Aspect;
- exercising their powers for proper purpose;
- avoiding conflicts of interest and disclosing conflicts of interest, where arising, in accordance with the Corporations Act 2001;
- acting honestly;
- acting with the degree of care and diligence that a reasonable person in a like position in a corporation would exercise in the corporation's circumstances; and
- not misusing information or their position so as to gain directly or indirectly an advantage for that Director; for any other person or to cause detriment to Aspect.

Other roles include to:

- make reasonable inquiries to ensure that Aspect is operating efficiently, effectively and legally towards achieving its goals, and
- undertake diligent analysis of all proposals placed before the Board.

### Confidentiality

A Director shall keep confidential all information disclosed to them in their capacity as Directors of Aspect; and shall not disclose it to any person, except as required by law; with the prior written consent of Aspect; or to Aspect's agents, employees or advisers in the performance of the Director's responsibilities and duties.

No Director shall use any confidential information for the benefit of any person other than Aspect.

If any confidential information is lawfully within the public domain, then to the extent that the confidential information is public, a Director's obligations shall cease in respect of that confidential information.

If there is uncertainty as to whether any information is confidential information; or any confidential information is lawfully within the public domain, then that information is deemed to be confidential information and not within the public domain, unless the Director is advised by the Chair in writing to the contrary.

A Director shall maintain proper and secure custody of all confidential information; and use his or her best endeavours to prevent the use or disclosure of the confidential information by third parties.

A Director shall immediately deliver to Aspect all confidential information that is physically capable of delivery when the person's term as a Director ceases; and at any time at the request of a person authorised by the Board. Alternatively, the Board may direct the Director to destroy confidential information and certify in writing to Aspect that the confidential information has been destroyed. The Board may also direct that confidential information contained in computer software or data be destroyed by erasing it from the magnetic media on which it is stored so that the information cannot be recovered or reconstructed.

A former Director may access Board records for purposes which are properly referable to the Director's present or former office as a director or other officer of Aspect, including but not limited to the defence or prosecution of administrative or legal investigations or proceedings involving the Director; and/or Aspect.

A Director must not make any copy or summary of any confidential information, except if required to do so in the course of his or her duties as a Director. If a Director is required to make a copy or summary of confidential information in the course of the Director's duties and functions as a Director, the copy or summary belongs to Aspect.

A Director shall comply with these obligations regarding confidentiality at all times during and after that person's term as a Director.

### Conflicts of Interests

The common law fiduciary duty of Directors is to act honestly and in the best interests of Aspect. This also overlaps with the Corporations Act 2001 that includes requirements that Directors act honestly, disclose conflicts of interest and not misuse their position or any information to which they have access to gain an unfair advantage for themselves or others to the detriment of Aspect.

Potential conflicts of interest may include:

- a contract between Aspect and the Director or a person or company related to Director or in which the Director has an interest;
- using confidential information for personal gain, and
- profiting from an opportunity that rightfully belongs to Aspect.

To manage conflicts of interests for Directors, Directors must:

- declare existing or potential conflicts to the Company Secretary;
- when a conflict of interest arises during the course of a Board meeting, immediately advise the Chair;
- if they have a direct or indirect pecuniary interest in the matter for discussion and , subject to the requirements of the Corporations Act 2001, not be present while the vote is taken;
- not receive a financial or other benefit and must procure that no financial or other benefit is given to a related party of the Director unless previously approved by the Board; and
- procure that the Company Secretary maintains a register of Interests.

The Board considers that independence from management is essential for impartial decision making and effective governance. Accordingly, Directors may not be current employees of Aspect, or employed by Aspect within the two years prior to their appointment or election as Directors of Aspect.

### Board Composition and Size

Aspect's Constitution provides that the Board shall consist of not less than eight persons and not more than twelve persons. The Constitution provides that of those twelve persons, up to ten persons may be elected by Members, each of whom holds tenure as Directors for a term of three years. The Constitution also provides for the Board to appoint up to two further Directors.

At least one third of Member-elected Directors must retire from office at the Annual General Meeting each year; however, such retiring Directors are eligible for re-election. For the purposes of determining the number of Directors required to retire, the number is reduced by each Member-elected Director who has retired or been removed since the last Aspect Annual General

Meeting. This requirement is also subject to Clause 13.1(d) of the Constitution which states that no Member-elected Director will have his/her term automatically expire more than once in every three years.

The term of Board-appointed Directors expires at the next Board meeting to occur after every Annual General Meeting. Each Board-appointed Director whose tenure expires may then be re-appointed by the Board as a Board-appointed Director.

Directors appointed to fill casual vacancies hold office until the next Aspect Annual General meeting following their appointment and are eligible for election by Members for a further term of three years at the Annual General Meeting.

Directors should ideally bring to the Board sound business judgement and a performance focus, empathy for people with an ASD and their families, broad strategic thinking, a collegiate and team playing approach, a philosophical commitment to the objectives of Aspect, and a willingness and capability to devote the required time to the Board's affairs.

### **Nomination of New Directors**

Any Members wishing to nominate a candidate for election as a Member-elected Director at an AGM must comply with the nomination process prescribed in the Constitution. The Chief Executive Officer then arranges for all member nominees to meet with the Chair of the Nomination and Remuneration Committee, the Chair of the Aspect Board and at least one other Director to discuss the rights and responsibilities associated with becoming an Aspect Director. The Committee also arranges a meeting of the nominee with the Chief Executive Officer. This process is designed to ensure that candidates for appointment as potential Directors of Aspect are fully aware of the scope of the role and will be prepared to become part of an effective team governing the organisation once they are appointed.

The Board aims to achieve a mix of qualifications, skills and experience, by taking into account the existing diversity of experience in the current Board and Aspect's strategic direction.

This process applies equally to a candidate for appointment as a Board-appointed Director; and must be completed prior to a decision being made by the Board regarding the appointment.

All new Directors are required to undertake an induction program which covers the Board and Aspect, its issues, current concerns, Aspect's staff and financial position. This induction process may include meetings with Aspect's Executive, and may include Australian Institute of Company Directors training on board responsibilities and obligations, or such other training as the Board considered appropriate.

The current composition of the Board and Board Committees, together with background details on each Director, is set out in Aspect's Annual Report and on Aspect's web site.

### **Directors' Indemnity and Insurance Cover**

Aspect's Constitution provides that Aspect must indemnify all present and past Directors. As with other insurable risks, Aspect has insured Directors and officers against liabilities incurred by those persons in connection with the performance by them of their position with Aspect. Liability arising out of conduct involving wilful breach of duty or contravention of the Corporations Law is not covered by this policy.

### **Meetings of the Board and their Conduct**

The Board meets seven times each year. Additional meetings may be held as required to address specific issues or as the need arises. The Board decides on an annual schedule of major items that are considered over the seven meetings along with regular items to monitor Aspect's performance.

Meeting agendas are determined by the Chair in consultation with the CEO to ensure adequate coverage of strategic, financial and operating matters throughout the year. Details of meetings and attendances are set out in Aspect's Annual Report.

### **Meeting Procedures**

To ensure Board meetings are conducted efficiently and effectively, the Board has adopted the following procedures:

- proper and timely notice of meetings is provided to all Directors with an outline of the proposed business for the meeting;
- Board papers, that include resolutions on all papers for decision, are ordinarily provided one week in advance of the meeting;
- the majority of the Board's time is spent on strategic issues rather than the day-to-day responsibilities which are dealt with by management;
- an action schedule is maintained to ensure that all outstanding items or progress on implementation of approvals are dealt with;
- a quorum is maintained throughout the meeting;
- focus is maintained on the issue during debate;
- debate occurs because it is essential to ensure the right decisions;
- open questions are posed to encourage debate;
- Board meetings are chaired and facilitated by the Chair;
- within five working days of each meeting, the minutes are produced and circulated to Directors;
- minutes are recorded in such a way that resolutions can be actioned and monitored; and
- the minutes of each Board meeting are approved by the Board as true and correct record of the meeting at the next following Board meeting.

## Board Decision Making

The Board when making a decision may need to take into account a number of factors including:

- their duties and responsibilities as Directors;
- strategic fit;
- ethical fit;
- financial considerations;
- strategic and operational risks;
- resource availability (internal/external and alternative use of resources);
- political impacts;
- key drivers and sensitivities;
- the inclusion of third party information on key assumptions;
- synergy effect for the business as a whole;
- community and stakeholder's perception of the decision;
- contingency plans in place to deal with unexpected developments; and
- monitoring and accountability mechanisms (if approved) incorporating key milestones and anticipated benefits.

The objective of the evaluation process is to ensure an appropriate balance of risk and return is achieved in the context of Aspect's operations, its vision and strategic objectives.

Although formal meeting practices can assist the efficient conduct of a meeting, such practices should not be used to stifle discussion or push for a particular outcome which is obviously not accepted by a majority of the Board. In general, voting or calling for motions is not a practice encouraged on the Aspect Board as such practices can risk factionalising the Board.

In circumstances where there is no consensus regarding commitment to an outcome or where there is the situation where voting is required and/or directors wish to record an abstention, the Chair must clarify the information required to assist the undecided directors and allow time for further discussion and consultation in order to reach a consensus. Once a decision is reached which is supported by a majority of Directors, all Directors are expected to abide by the decision in all actions whether in and outside the Board meetings.

## Representation of Aspect

The Board expects the Chief Executive Officer to speak for Aspect and to manage communications with members, other stakeholders and the community generally. Directors other than the Chair and the Chief Executive Officer must not comment publicly on Aspect issues, unless specifically authorised by the Chair.

The Chair and the Chief Executive Officer would normally confer with each other before making a significant public comment. Copies of all significant press releases are forwarded to Directors on the day of release.

Directors are expected to keep the Chair and the Chief Executive Officer informed of any significant feedback about Aspect they receive from their networks.

## Media

Aspect's media policy aims to maximise opportunities for coverage of activities and achievements and to minimise adverse publicity and publication of any misleading information.

On significant media issues for Aspect, the Chief Executive Officer is the primary spokesperson. The Chief Executive Officer may from time to time authorise other members of the Executive and subject specialists to act as spokespersons on particular issues.

## The Review of Board Performance

The Board undertakes a review of its performance annually by way of a survey of its Directors to ensure that the expectations of all Directors are aligned, to confirm areas of successful performance and to identify those areas requiring further improvement as part of Aspect's commitment to continuous improvement throughout the organisation. The results of the survey are discussed by the Board and actions identified as part of the Board's commitment to continuous improvement.

The review of Board performance includes an assessment of:

- Directors' understanding of Aspect's goals and policies, the governance statement and conflicts of interest;
- performance in relation to ethics, integrity and probity;
- compliance with legislation;
- Board communication and communication between the Board and Senior Management; and
- Board composition, committee structure, workload and procedures to ensure effective decision making.

## Board Committees

The Board has established a number of Committees to assist in the execution of the Board's responsibilities. These Committees recognise that some areas of Aspect's activities require more concentrated effort and specialist skills and are an efficient use of Board resources. They do not abrogate any Director from his/her responsibilities and Committees are obliged to properly inform the full Board of their activities.

Each Board Committee is chaired by a Director. At least one other Director must sit on each Committee. Committee membership must be approved by the Board. Directors and external individuals invited by the Board to sit on the Committee are members of the Committee and have a right to vote on matters considered by the Committee, while members of staff who attend and provide advice to the Committee do not have the right to vote on any matter. Committee meetings are to be conducted using the same meeting procedures as are provided for the Board in the Constitution, for example, a quorum for a Committee is 50% of its members.

An exception to this rule is the Finance & Audit Committee where a quorum of three is required and all decisions of the Committee must be unanimous.

At present, the Board has three Committees. They are:

- Finance & Audit Committee,
- Research & Innovation Committee, and
- Nomination & Remuneration Committee.

From time to time the Board may also establish ad hoc committees to assist with specific issues or projects. The terms of reference for each Committee are set out in Aspect's Regulations which are available on Aspect's website. Committee meetings and attendances by Directors are set out in Aspect's Annual Report.

In addition to the above committees, the Board has established a Strategic Think-Tank on Aspect's Client Priorities to replace the former Client Services Committee. The Think-Tank is comprised at least four Board members, together with community representatives and relevant staff. The role of the Think-Tank is to explore key strategic ideas and issues relating to Aspect's client priorities. The outcomes of meetings of the Think-Tank are reported to the Board and management for their respective consideration and actions. This Think-Tank is designed to continually refine Aspect's strategic priorities with clients. As its style of operation is more of a workshop than a committee, the Think-Tank is co-facilitated by a Board member and a member of the Executive. Appointments of Board members and external representatives to the Think-Tank must be approved by the Board. Responsibility for leading the Think-Tank is shared between a Director appointed by the Board and the Chief Executive Officer.

## Remuneration

As provided in Aspect's constitution, no Directors receive any remuneration from Aspect. Out of pocket expenses relating to their director activities may be reimbursed by Aspect. The Chief Executive Officer's remuneration is governed by a contract of employment.

## ASPECT'S KEY PROCESSES

### Strategic Planning

The strategic plan charts the course for Aspect for the ensuing three years. Aspect's approach to strategic planning is primarily based on Graham Kenny's Strategic Factors which has been designed to provide flexibility in order to cope with changes in the not for profit sector.

It is Aspect's commitment to monitor the plan at its Board meetings, Executive meetings and management network meetings to ensure that the plan is being implemented. Any changes which impact on the plan are progressively factored into the plan. The plan as a whole is reviewed annually and stepped out one more year so as to ensure that the plan always operates on the basis of a three year period.

Aspect's strategic plan is built on a system which ensures that its strategies:

- produce competitive advantage;
- are linked directly to quantifiable objectives; and
- are implemented.

Aspect's strategy development and financial projections in the plan take place within a scope defined by the following guidelines:

- plan 3 years ahead;
- have an action plan for the immediate year ahead;
- have measureable Key Performance Indicators that are reported against at each Board meeting; and
- be financially sustainable.

Integral to Aspect's success and the development of winning strategies are its key stakeholders, that is, those organisations and individuals with whom Aspect proactively seeks engagement in order to build and maintain ongoing relationships. This identification allows Aspect to focus its strategies on meeting their expectations and gaining competitive advantage, with particular reference to its external stakeholders.

Aspect's three external key stakeholders are:

1. people with an ASD and their Families;
2. State and Federal Government; and
3. Donors and Supporters.

Aspect's two internal key stakeholders are:

1. Aspect's staff which include employees (paid staff) and volunteers (unpaid staff); and
2. Aspect's Board of Directors (who represents Aspect's collective membership).

Two central concepts in Aspect's planning process are the objectives and strategic factors for each stakeholder. The objectives are what Aspect wants from its key stakeholders. The strategic factors are what the key stakeholders want from Aspect.

If Aspect is to achieve its objectives with its key stakeholders, then it must meet the strategic factors expected by its stakeholders. Each strategic factor has a strategy. The actions listed against each strategy are designed to implement that strategy. The result of each action is reported to the Board or one of its Committees.

At the October 2008 Board meeting, the Board resolved to approve the strategic planning cycle based on Geoffrey Kiel's model of *The Strategic Board*. Kiel's cycle for planning was able to be incorporated into the existing approach. Its advantage was that it clearly differentiated the tasks of Board and management.

The significant additional step proposed by Kiel was the development of a high level corporate document known as *The Strategic Directions Document* which outlined the corporate strategy of the organisation for the ensuing three years.

The strategic directions for the ensuing three years are developed in an annual workshop comprising Directors and the Executive, and are then approved by the Board at its June meeting.

With this high level corporate document in place, it is the task of the Executive and other leading managers to use the strategic directions to develop the Strategic Plan for the next three years by taking Aspect's current Strategic Plan out one more year. The new Strategic Plan is then brought to the Board for approval at its August meeting. At the following Board meeting (held in September) the specific Action Plan for the coming year based on the three year plan is presented to the Board for approval. This forms the basis of the budget planning for the coming year.

### Key Financial Processes

Aspect's financial year is the calendar year. The operating and capital budgets are prepared for the coming year for presentation and approval at the December Board meeting. The Finance Team also collects financial information from the Management Network up to three years in advance based on the form of funding the program receives. Such financial information that is beyond the annual budget framework is regularly reviewed to ensure as much accuracy as possible in the forecasts for years two and three of the strategic plan whenever this is known and a reasonable prediction can be made.

The management accounts are presented to the Finance & Audit Committee for approval each month. Any variations to the approved budget are presented to the Finance & Audit Committee for approval.

The statutory accounts are prepared for approval by Aspect's members at the AGM held in May each year. The Board approves the statutory accounts at its April meeting based on the recommendation of the Finance & Audit Committee.

### Management Accountability

The Chief Executive Officer provides a report at each Board meeting on the key issues facing the organisation.

The Executive tables a report at each Board meeting on important activities that have taken place since the previous Board meeting that identify how Aspect is achieving its strategic plan.

Each corporate group reports annually to the Board other than Finance, Property & IT which is regularly reporting its activities to the Finance & Audit Committee.

Key issues are reported separately to the Board or its committees.

### Corporate Risk Management

The Board is responsible for monitoring and reviewing Aspect's Corporate Risk Management activities. To assist the Board in this role it has delegated management of the task to the Corporate Risk

Management Committee chaired by the Director, Community Services & People. The Committee reports directly to the Board four times a year and includes one Director in its membership. The Committee is tasked with both measuring risk as well as proactively working to reduce key risks facing Aspect through Corporate Risk Management.

Aspect recognises that there are inherent risks in all that it does. Risks include:

- hazard risks or the threat of negative events occurring – these are risks that organisations typically insure against;
- opportunity risks or the possibility of positive events not occurring resulting in lost opportunities; and
- uncertainty risks where actual results do not equal anticipated results – through, for example, changes in the regulatory environment or reliance on a source of income that fails to deliver.

Aspect's task is to identify the likelihood and the consequences of the main risks it faces, with particular reference to those risks that are considered a moderate risk, a high risk or an extreme risk.

### Continuous Improvement

Aspect has developed a specific continuous improvement approach known as the *Comprehensive Continuous Improvement Approach (CCIA)* based on ten principles that apply across the organisation.

Aspect recognises that a commitment to its Comprehensive Continuous Improvement Approach (CCIA) is essential for its long term success as a leading service provider in the field of autism spectrum disorders.

The ten principles that comprise the CCIA are drawn widely from Aspect's culture to give a more comprehensive overview of what is involved in continuous improvement for the entire organisation compared with the more traditional view of continuous improvement. It also goes beyond the quality assurance approach which is about meeting standards.

Continuous improvement activities and outcomes are regularly reported to the Board and its committees as well as to management.

External quality assurance programs with which Aspect is required to comply are maintained through regular auditing by third parties.

*Aspect's Corporate Governance Statement was originally approved by the Board on 30 August 2006. It was updated on 30 April 2007, 21 August 2007, 10 September 2008, 30 April 2009, 17 May 2010, 4 August 2010 and 8 September 2010 to include any administrative or Board-approved changes. This revision was approved by the Board on 15 February 2012.*

## MEMBERSHIP OF BOARD COMMITTEES

In accordance with our Governance statement, each Board Committee is chaired by a Board Director and the membership is approved by our Board. The Board thanks the members of these Committees for their contribution and commitment to this important task.

The Membership of Aspect's Board Committees as at 30 April 2012 were:

### **Finance & Audit Committee**

Rob Brown (Chair)  
Henry Capra  
David Foster  
Keith Perkin  
Jenny Young

### **Research & Innovation Committee**

Dr D Starte (Chair)  
Mr M McEwen

#### *Independents*

Associate Professor M Carter, Macquarie University, NSW  
Professor S Einfeld, University of Sydney, NSW  
Dr C Kilham, University of Canberra, ACT  
Dr N Silove, University of Sydney, NSW  
Associate Professor D Evans, University of Sydney, NSW  
Professor J Roberts, Griffith University, QLD  
Professor K Williams, University of Melbourne, VIC

### **Strategic Think-Tank on Aspect's Client Priorities**

Mr R Pesavento, Board Director and Mr A Ford CEO, (Co-Chairs)  
Ms J Hamblin  
Ms J Young  
Mr I Joseph

#### *Independents*

Ms L Beavan  
Ms A Green

#### *Management Representatives*

Dr T Clark  
Mr M Schlosser  
Mr A Warren

### **Nominations & Remuneration Committee**

Peter Werner (Chair)  
Malcolm McEwen  
Keith Perkin

# Financial Report for the year ended 31 December 2011

## Autism Spectrum Australia (Aspect)

(A company limited by guarantee)

ABN 12 000 637 267

### Directors' Report

The Directors present their report together with the financial report of Autism Spectrum Australia (Aspect) for the year ended 31 December 2011 and the auditors' report thereon.

#### Directors

The names of the directors in office at any time during or since the end of the year are:

##### Keith Perkin

##### Chair

##### Qualifications

B.Bus., CPA, is the CEO of Big Brothers Big Sisters Australia Limited. Keith has an extensive commercial background primarily in the fields of management and marketing, having held senior positions at BP, Dymocks and Retravision. He joined the Board in 2004 and is a member of the Finance & Audit Committee and the Nominations and Remuneration Committee. Keith is a Member-elected Director.

##### Jeanie Young

(known as Jenny)

##### Deputy Chair

##### Qualifications

B.Bus., is Executive Director, NBN Transition at Telstra Corporation Limited. She has held senior marketing positions for Unilever, Lion Nathan, Pepsi and Telstra, and has worked in New Zealand, the United Kingdom and Australia. Jenny has a son with an autism spectrum disorder. She joined the Board in March 2010 and is a Member-elected Director. Jenny is a member of the Strategic Think-Tank on Aspect's Client Priorities and Finance & Audit Committee.

##### Robert J. Brown

##### Honorary Treasurer

##### Qualifications

B.Sc., M.A., Grad, Dip. Applied Finance, is Head of Client Management with HSBC Securities Services, Australia. Rob was formerly a principal with Alford Brown & Associates and has also held senior executive roles with Westpac, the Commonwealth Bank and State Street Bank & Trust. He is experienced in the governance of not-for-profit organisations, and has a personal interest in special education and the needs of children with learning difficulties. Rob joined the Board in June 2008 and chairs the Finance & Audit Committee. Rob is a Member-elected Director.

##### Henry Capra

##### Director

##### Qualifications

(B.Ec., ACA) is the Chief Operating Officer at BlackRock. Henry has more than 22 years of senior management and finance experience in the financial services industry. He has held senior positions at AMP Capital, Colonial First State Investments, BNP Paribas Asset Management and Barclays Global Investors after commencing his career with chartered accountants KPMG. Henry joined the Board in December 2010 as a Board-appointed Director and is a member of the Finance and Audit Committee.

##### David Epper

##### Director

##### Qualifications

A.N.Z.I.I.P. (Senior Assoc) is the Managing Director of Accident and Health International Underwriting Pty Ltd and is also a Board member of SLE Holdings Pty Ltd and Dynamiq Pty Limited. He has extensive insurance industry experience, specialising in Accident and Health. David has a son with an autism spectrum disorder. He joined the Board in 2001 and is a Life Governor of Aspect. David is a Member-elected Director.



<b>David Foster</b>	<b>Director</b>
Qualifications	B.E., F.I.E. (Aust), is a retired engineer with management experience at Pacific Power. David has an adult son with autism. He is particularly interested in services for adults and also convenes a group associated with the Norton Road Specialist Supported Living Village. David joined the Board in 1975, is a member of the Finance & Audit Committee and represents the Board on the Corporate Risk Management Committee. He is a Life Governor of Aspect and a Member-elected Director.
<b>Julie Hamblin</b>	<b>Director</b>
Qualifications	B.A., LL.B (Hons) (Syd), LL.M (McGill), is a partner of HWL Ebsworth, providing specialised legal and policy advice to the health sector. She also manages the firm's pro bono program. She has served on numerous government and non-government advisory bodies including international work with the UN on HIV policy. Julie is a Director of Plan International Australia. She joined the Board in April 2010 and is a Member of the Strategic Think-Tank on Aspect's Client Priorities. Julie is a Member-elected Director.
<b>Ian Joseph</b>	<b>Director</b>
Qualifications	B.Bus., Grad Dip Ed, FAMI, AFAIM, is a private banking and finance industry consultant and Chair of the Agribusiness Council of Australia. He was formerly Head of Strategy – Service and Sales, with Regional and Agribusiness Banking at the Commonwealth Bank. Ian and his family care for his sister, Sara, who has an autism spectrum disorder. Ian joined the Board in March 2011, and is a Board-appointed Director. He is a member of the Strategic Think-Tank on Aspect's Client Priorities.
<b>Malcolm McEwen</b>	<b>Director</b>
Qualifications	B.Bus., M.Bus., is an executive search and selection consultant with Carmichael Fisher. Malcolm is the father of a child with an autism spectrum disorder. He joined the Board in 2004, is a member of the Nominations & Remuneration Committee and the Research & Innovation Committee. Malcolm is a Member-elected Director.
<b>Robert Pesavento</b>	<b>Director</b>
Qualifications	General Manager, Consumer Operations, with SingTel Optus Pty Limited. Robert is the father of a son with an autism spectrum disorder. He joined the Board in 1999 and co- chairs the Strategic Think-Tank on Aspect's Client Priorities. Robert is a Life Member of Aspect and a Member-elected Director.
<b>Dr David Starte</b>	<b>Director</b>
Qualifications	M.B.B.S., M.R.C.P.(UK), F.R.A.C.P., is the Service Director of the Royal North Shore Hospital's Child Development Service, and a Clinical Associate Lecturer in the Department of Paediatrics and Child Health, School of Medicine, University of Sydney. His interests include development paediatrics, including autism spectrum disorders, attention deficit hyperactivity disorder, and audiology. David joined the Board in 2004 and chairs the Research & Innovation Committee. David is a Member-elected Director.
<b>Peter Werner</b>	<b>Director</b>
Qualifications	B.Comm., is an Associate Director of the Emerald Group, an international executive search and selection firm. He has previously worked in the banking industry with BT Australia and Citibank. Peter is the father of a child with an autism spectrum disorder. He joined the Board in 2001, and chairs the Nominations & Remuneration Committee. Peter is a Life Governor of Aspect, a former Chair of the Board and is a Member-elected Director.

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

## Meetings of Directors

	Directors Meetings		Finance & Audit Committee		Client Services Committee		Research Committee		Nominations & Remuneration Committee	
	No. of meetings attended	No. of meetings held	No. of meetings attended	No. of meetings held	No. of meetings attended	No. of meetings held	No. of meetings attended	No. of meetings held	No. of meetings attended	No. of meetings held
Mr K Perkin	8	8	10	10					1	1
Ms J Young	7	8	9	10	2	3				
Mr R Brown	6	8	9	10						
Mr H Capra	6	8	9	10						
Mr D Epper	5	8								
Mr D Foster	8	8	9	10						
Ms J Hamblin	7	8			2	3				
Mr I Joseph	7	7								
Mr M McEwen	6	8					1	1	1	1
Mr R Pesavento	3	8			2	3				
Dr D Starte	7	8					1	1		
Mr P Werner	7	8							1	1

### Company Secretary

The following person held the position of company secretary at the end of the financial year:

Name & Qualifications	Appointment date:
Mr Adrian Ford (Fellow Aust. Inst. Co. Directors)	2000

### Principal Activities

The principal activities of Autism Spectrum Australia (Aspect) are to provide a range of services to children, young people and adults with an autism spectrum disorder (ASD). These include information services, diagnostic and assessment services, early intervention for young children, educational services for school-aged children to prepare them for transition to environments that are not autism-specific, community participation programs for adults with an ASD and other disabilities and behaviour support programs for people with an ASD and other disabilities of all ages. A range of support services are provided to families of people with an ASD. The provision of training and consultation to other professionals and parents in ways of working with people with an ASD also continues as does Aspect's research program. There were no significant changes in the nature of its activities during the year.

### Short and Long Term Objectives

Autism Spectrum Australia (Aspect) builds confidence and capacity with people who have an autism spectrum disorder; their families and communities by providing information, education and other services. The long term objective is to overcome the isolation of autism experienced by people on the autism spectrum and support their families and carers.

### Strategies for Achieving those Objectives

Aspect's strategies for achieving these objectives include:

- increasing Aspect's client base by offering services that are accessible, affordable, of high quality and that deliver outcomes to people with an ASD and their families;
- working with governments to ensure that Aspect remains recognised as a quality organisation that is outcome focused, a valuable partner, and a specialist ASD service provider;
- growing our relationship with donors and supporters; and
- attracting the best people to work at Aspect, ensuring high levels of engagement and staff retention.

The Board continuously reviews the entity's performance against these strategic objectives using a set of key performance indicators which include indicators on service performance, funding from government and fundraising, media awareness, human resource management and financial performance.

### **Operating results**

The operating result for 2011 was a surplus of \$2,835,068 (2010: surplus \$4,994,072).

### **Review of operations**

The community's awareness of people with an autism spectrum disorder continues to rise. In response Autism Spectrum Australia (Aspect) continues to extend its services to meet this ever growing need.

Government grants continued to provide the major operational income for Aspect supported by fundraising and a contribution by clients' families for some of the services through a fee for service charge. Income from these three sources increased in 2011 to \$49,183,251 compared with \$46,389,343 in 2010.

Aspect's investment portfolio in equities (or non-current other financial assets) decreased from \$3,922,657 in 2010 to \$1,465,070 in 2011. However, Aspect's investment portfolio as a whole which includes equities and long term cash reserves only decreased from \$4,627,293 in 2010 to \$3,723,745 in 2011 after taking into account a withdrawal of \$750,000 to fund prepaid government contracts. The reduction in value was in line with general market conditions.

### **Contribution in winding up**

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the entity. At 31 December 2011, the total amount that members of the company are liable to contribute if the company wound up is \$6,900 (2010: \$6,960).

### **Significant changes in state of affairs**

In the opinion of the directors, there were no significant changes in the state of affairs of Aspect that occurred during the financial year under review not otherwise disclosed in the report or the financial statements.

### **After balance date events**

Since the end of the financial year, the Australian Government has selected the PEAC (Partnerships between Education and the Autism Community) Consortium of which Aspect is the lead agency to undertake the national program known as Positive Partnerships from 2012 to 2015. The consortium will provide training to teaching staff and to parents of students with an autism spectrum disorder. In the opinion of the directors of Aspect this is the only item, transaction or event of a material and unusual nature that will affect significantly the operations of Aspect, the results of the operations, or the state of affairs of Aspect, in subsequent financial years.

### **Auditor's Independence Declaration**

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 37 and forms part of this report.

Signed in accordance with a resolution of the Board of Directors:



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Keith Perkin  
Board Chair

Dated this 11 day of April 2012 at Sydney

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**Auditor's Independence Declaration  
To the Directors of Autism Spectrum Australia (Aspect)**

In accordance with the requirements of section 307C of the Corporations Act 2001, as lead auditor for the audit of Autism Spectrum Australia (Aspect) for the year ended 31 December 2011, I declare that, to the best of my knowledge and belief, there have been:

- a no contraventions of the auditor independence requirements of the Corporations Act 2001 in relation to the audit; and
- b no contraventions of any applicable code of professional conduct in relation to the audit.



GRANT THORNTON AUDIT PTY LTD  
Chartered Accountants



C F Farley  
Partner – Audit & Assurance

Sydney, 11 April 2012

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## Statement of Comprehensive Income For the year ended 31 December 2011

	Notes	2011 \$	2010 \$
Revenue from rendering of services		5,466,404	4,455,401
Federal/State grants and salary subsidies		40,045,152	43,714,740
Fundraising		3,899,693	1,781,571
Other revenue		811,464	926,448
<b>Total revenue</b>	3	<u>50,222,713</u>	<u>50,878,160</u>
Employee expenses		(37,897,325)	(33,928,571)
Transportation costs		(1,150,340)	(1,521,747)
Insurance expense		(604,977)	(805,362)
Depreciation and amortisation expenses	4	(1,011,721)	(701,666)
Finance costs	4	(127,628)	(13,700)
Services		(1,950,703)	(5,038,338)
Other expenses from ordinary activities		(4,644,951)	(3,874,704)
<b>Total Expenses</b>		<u>(47,387,645)</u>	<u>(45,884,088)</u>
<b>Surplus for the Year</b>		<u>2,835,068</u>	<u>4,994,072</u>
<b>Other Comprehensive Income</b>			
Net (loss) / gain on revaluation of investment		169,838	(10,839)
Net loss on sale of investment		(544,660)	(118,579)
Other Comprehensive (Loss) / Income for the Year		<u>(374,822)</u>	<u>(129,418)</u>
<b>Total Comprehensive Income for the Year</b>		<u>2,460,246</u>	<u>4,864,654</u>

The financial statements should be read in conjunction with the accompanying notes.

**Statement of Financial Position**  
**As at 31 December 2011**

	Notes	2011 \$	2010 \$
<b>Current assets</b>			
Cash and cash equivalents	6	4,477,577	2,822,642
Trade and other receivables	7	2,240,464	1,514,688
Other financial assets	8	192,443	191,583
Other assets	9	841,984	1,669,085
Total current assets		7,752,468	6,197,998
<b>Non-current assets</b>			
Other financial assets	8	1,465,070	3,922,657
Property, plant and equipment	10	15,463,654	13,556,164
Total non-current assets		16,928,724	17,478,821
Total assets		24,681,192	23,676,819
<b>Current liabilities</b>			
Trade and other payables	11	4,882,498	7,495,971
Short term borrowings	12	86,781	124,374
Short term provisions	13	1,129,332	1,006,308
Total current liabilities		6,098,611	8,626,653
<b>Non-current liabilities</b>			
Other payables	11	871,059	-
Long term borrowings	12	1,516,472	1,566,277
Long term provisions	13	2,025,033	1,774,118
Total non-current liabilities		4,412,564	3,340,395
Total liabilities		10,511,175	11,967,048
<b>Net assets</b>		14,170,017	11,709,771
<b>Equity</b>			
Asset revaluation reserve	14	(631,822)	(801,660)
Asset realisation reserve	14	(744,778)	(200,118)
Accumulated surplus		15,546,617	12,711,549
<b>Total equity</b>		14,170,017	11,709,771

The financial statements should be read in conjunction with the accompanying notes.

Statement of Changes in Equity  
For the year ended 31 December 2011

	Asset Revaluation Reserve \$	Asset Realisation Reserve \$	Retained Earnings \$	Total \$
<b>Balance at 1 January 2010</b>	(1,142,334)	-	7,987,451	6,845,117
Surplus for the year	-	-	4,994,072	4,994,072
Total other comprehensive income for the year	(10,839)	(118,579)	-	(129,418)
Transfer between opening earnings and reserve for adoption of AASB 9	351,513	(81,539)	(269,974)	-
<b>Balance at 31 December 2010</b>	<u>(801,660)</u>	<u>(200,118)</u>	<u>12,711,549</u>	<u>11,709,771</u>
Surplus for the year	-	-	2,835,068	2,835,068
Total other comprehensive income for the year	169,838	(544,660)	-	(374,822)
<b>Balance at 31 December 2011</b>	<u>(631,822)</u>	<u>(744,778)</u>	<u>15,546,617</u>	<u>14,170,017</u>

The financial statements should be read in conjunction with the accompanying notes.

**Statement of Cash Flows**  
**For the year ended 31 December 2011**

	Notes	2011 \$	2010 \$
<b>Cash flows from operating activities</b>			
Receipts from customers and grants		48,690,529	50,605,078
Payments to suppliers and employees		(48,504,293)	(45,527,005)
Interest received		271,037	167,212
Dividend received		270,057	170,523
Interest paid		(210,754)	(92,893)
		<hr/>	<hr/>
Net cash provided by operating activities		516,576	5,322,915
<b>Cash flows from investing activities</b>			
Proceeds on disposal of investments		2,753,017	879,420
Proceeds on disposal of fixed assets		-	853,551
Payments for investments		(661,925)	(330,000)
Purchase of property, plant and equipment		(864,474)	(5,199,974)
		<hr/>	<hr/>
Net cash provided by/(used in) investing activities		1,226,618	(3,797,003)
<b>Cash flows from financing activities</b>			
Repayment of borrowings		(87,399)	(75,382)
		<hr/>	<hr/>
Net cash used in financing activities		(87,399)	(75,382)
Net increase in cash and cash equivalents held		1,655,795	1,450,530
Cash and cash equivalents at the beginning of the year		3,014,225	1,563,695
		<hr/>	<hr/>
Cash and cash equivalents at the end of the year	6	4,670,020	3,014,225
		<hr/>	<hr/>

The financial statements should be read in conjunction with the accompanying notes.

## Notes to the financial statements

### 1 General information and statement of compliance

The financial report includes the financial statements and notes of Autism Spectrum Australia.

Autism Spectrum Australia has elected to early adopt the pronouncements AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010-2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements to the annual reporting period beginning 1 January 2011.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards' reduced disclosure requirements of the Australian Accounting Standards Board and the Corporations Act 2001.

The financial statements for the year ended 31 December 2011 (including comparatives) were approved and authorised for issue by the board of directors on 11 April 2012.

### 2 Statement of significant accounting policies

#### Changes in accounting policies

##### Overall adoption of Improvements to AASBs 2010 – AASB 2010-4 and 2010-5

The AASB has issued Improvements to AASBs 2010 which consists of AASB 2010-4 Further amendments to Australian Accounting Standards arising from the Annual Improvements Project and AASB 2010-5 Amendments to Australian Accounting Standards, and made several minor amendments to a number of AASBs. The only amendment relevant to the Company relates to AASB 101 Presentation of Financial Statements.

##### AASB 1053 Application of Tiers of Australian Accounting Standards

Aspect has early adopted AASB 1053 from 1 January 2011. This standard establishes a differential financial reporting framework consisting of two Tiers of reporting requirements for preparing general purpose financial statements, being Tier 1 Australian Accounting Standards and Tier 2 Australian Accounting Standards – Reduced Disclosure Requirements. Aspect being classed as Tier 2 continues to apply the full recognition and measurement requirements of Australian Accounting Standards with substantially reduced disclosure in accordance with AASB 2010-2.

##### AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements

Aspect has early adopted AASB 2010-2 from 1 January 2011. These amendments make numerous modifications to a range of Australian Accounting Standards and Interpretations, to introduce reduced disclosure requirements to the pronouncements for application by certain types of entities in preparing general purpose financial statements. The adoption of these amendments has significantly reduced Aspect's disclosure requirements.

#### Summary of accounting policies

The significant accounting policies that have been used in the preparation of these financial statements are summarised below.

The financial statements have been prepared using the measurement bases specified by Australian Accounting Standards for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies below.

All amounts are presented in Australian dollars which is Aspect's functional and presentation currency, unless otherwise noted.

##### a. Income tax

Under Section 50-5 of the Income Tax Assessment Act 1997, the income of Aspect is exempt from income tax.

##### b. Property, plant and equipment

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

## Property

Freehold land and buildings purchased are recorded at cost.

Freehold land and buildings that have been donated, are valued at the fair value of the asset at the date it is acquired, in accordance with the requirements of AASB 1004: Contributions.

## Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Plant and equipment that have been donated are valued at the fair value of the asset at the date it is acquired, in accordance with the requirements of AASB 1004: Contributions.

## Depreciation

The depreciable amount of all fixed assets, excluding freehold land, is depreciated on a straight-line basis over their useful lives to Aspect 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.

The depreciation rates used for each class of depreciable assets are:

<i>Class of fixed asset</i>	<i>Depreciation rate</i>
Buildings	2.5%
Building with demountable classrooms	10%
Leasehold improvements	10%
Plant and equipment	20-33%
Library	10%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

### c. Leases

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

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

### d. Financial assets

#### Initial recognition and measurement

Financial instruments, incorporating financial assets and financial liabilities, are recognised when the entity becomes a party to the contractual provisions of the instrument. Financial instruments are classified and measured as set out below.

### Classification and subsequent measurement

#### Financial assets measured at amortised cost

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are stated at amortised cost using the effective interest rate method.

At each reporting date, Aspect assesses whether there is objective evidence that a financial instrument has been impaired. Such impairment losses are recognised in the Statement of comprehensive income.

#### Financial assets at fair value through other comprehensive income

Aspect early adopted AASB 9 in 2010 and therefore all investments form part of Aspect's investment portfolio and have been classified as financial assets at fair value through other comprehensive income.

Financial assets at fair value through other comprehensive income include investments in the Company's investment portfolio. Financial assets at fair value through other comprehensive income are reflected at fair value. Unrealised gains and losses arising from changes in fair value are taken directly to equity (into the asset revaluation reserve).

Realised gains or losses on the sale of investments are transferred from the asset revaluation reserve into the asset realisation reserve.

Note no impairment is required to be assessed for financial assets at fair value through other comprehensive income.

#### Financial liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

#### Fair value

Fair value is determined based on current last sale prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

#### Impairment of financial assets

At each reporting date, Aspect assesses whether there is objective evidence that a financial instrument has been impaired. Impairment losses are recognised in the statement of comprehensive income.

#### Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed is recognised in profit or loss.

#### e. Impairment of non-financial assets

At each reporting date, Aspect reviews the carrying values of its tangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement. Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

#### f. Employee benefits

Provision is made for Aspect's liability for employee benefits arising from services rendered by employees to balance date. 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, plus related on-costs.

Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits using the government bond rate that represents expected payment.

Aspect contributes to several contribution superannuation plans. Contributions are charged against income in the period to which they relate.

**g. Provisions**

Provisions are recognised when Aspect 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.

**h. Cash and cash equivalents**

Cash and cash equivalents includes 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 short-term borrowings in current liabilities on the balance sheet.

**i. Revenue and other income**

Revenue from the sale of goods is recognised when goods are provided to entities outside Aspect.

Revenue from the rendering of a service is recognised upon the delivery of the service to the stakeholders.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Grant monies and donations are recognised upon receipt of the monies. Where conditions are attached to the receipt of these monies, revenue is only recognised once these conditions have been fulfilled and the company is assured of control of the funds.

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

**j. Restricted assets**

Certain assets reflected in the Statement of Financial Position are subject to restrictive covenants. The Directors are of the opinion that the necessary conditions contained within these covenants will continue to be met, and that it would therefore be inappropriate to raise a provision in respect of any financial penalty that would result from any non-compliance with the conditions of the various covenants.

**k. Goods and services tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the expense of an item. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from or payable to the Australian Tax Office are disclosed as operating cash flows.

**l. Borrowing costs**

Borrowing costs directly attributable to the acquisition, construction or production of assets that necessarily take a substantial period of time to prepare for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use of sale.

All other borrowing costs are recognised in the statement of comprehensive income in the period in which they are incurred.

**m. Government subsidies in advance**

Government subsidies in advance represent funds received by Aspect but unexpected as at balance date as the specific obligations relating to those subsidies has been completed. These funds will be recognised as income of Aspect in the period the related expenditure is incurred.

**n. Comparative figures**

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

**o. Critical accounting estimates and judgements**

The directors evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within Aspect.

## Notes to the financial statements for the year ended 31 December 2011

### Key estimates — Impairment

Aspect assesses impairment at each reporting date by evaluating conditions specific to the company that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use calculations performed in assessing recoverable amounts incorporate a number of key estimates

An impairment review performed at 31 December 2011 resulted in an impairment write down of plant and equipment of \$45,263.

The directors believe that there are no other key estimates or judgements.

	2011	2010
	\$	\$
<b>3 Revenue from Ordinary Activities</b>		
School and residence fees	3,379,975	2,603,478
Other fee for service	2,086,429	1,851,923
Federal grants	14,639,000	18,651,879
Government Capital grants	227,998	3,562,369
State grants and subsidies	25,178,154	21,500,492
Donations and bequests	2,233,321	596,776
Fundraising projects	1,666,372	1,184,795
Other revenue	811,464	926,448
Total revenue from ordinary activities	50,222,713	50,878,160

### 4 Operating Surplus from Operating Activities

Operating surplus from operating activities has been arrived at after charging the following items

Depreciation of:		
- Freehold land and buildings	2,500	3,025
- Leasehold buildings	256,883	155,594
- Office machines and equipment	397,574	299,634
- School library	5,274	5,963
Amortisation of:		
- Lease improvements	349,490	237,450
Total depreciation and amortisation	1,011,721	701,666
Borrowing costs		
- Bank loans and overdraft	127,628	13,700
Net bad and doubtful debts expenses including movements in provision for doubtful debts	55,414	42,273
Net expenses from movements in provision for employee benefits	1,785,002	1,265,425
Operating lease and other rental payments during the year	1,170,004	1,002,143
Net loss/(gain) on disposal of non-current assets	36,937	(530,070)

### 5 Taxation

Aspect is exempt from income tax under Section 50-50 of the Income Tax Assessment Act of 1997 on the grounds that Aspect is a charitable institution.

## Notes to the financial statements for the year ended 31 December 2011

	2011 \$	2010 \$
<b>6 Cash and Cash Equivalents</b>		
Cash at bank	4,474,651	2,817,844
Cash on hand	2,926	4,798
	<hr/>	<hr/>
Cash and cash equivalents	4,477,577	2,822,642

Cash at bank includes special purpose funds (see note 11) that are separately identified and spent in accordance with specific instructions.

### Reconciliation of Cash

For the purposes of the Statement of Cash Flows, cash includes cash on hand, cash at bank and cash equivalents and short-term deposits at call, net of outstanding bank overdrafts. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statements of Financial Position as follows:

	Notes	2011 \$	2010 \$
Cash at bank and on hand		4,477,577	2,822,642
Bank term deposits	8	192,443	191,583
		<hr/>	<hr/>
		4,670,020	3,014,225

### 7 Trade and Other Receivables

Government subsidies and fees	2,173,045	1,471,014
Less: Provision for doubtful debts	(75,774)	(88,345)
	<hr/>	<hr/>
	2,097,271	1,382,669
Other receivables	143,193	132,019
	<hr/>	<hr/>
	2,240,464	1,514,688

The organisation does not have any material credit risk exposed to any single receivable or group of receivables.

At 31 December, the ageing analysis of trade receivables was as follows:

	Total	0-30 days	31-60 days	61-90 days	+ 91 days
2011	2,173,045	1,937,167	12,473	147,631	75,774
2010	1,471,014	1,248,854	8,400	125,415	88,345

Trade receivables are non-interest bearing loans and generally on 30-day terms. A provision for impairment loss is recognised when there is objective evidence that an individual trade receivable is impaired. A charge of \$55,414 was made in 2011 (2010: charge of \$55,874)

**7 Trade and Other Receivables (continued)**

	2011 \$	2010 \$
Balance 1 January 2011	88,345	46,072
(Credit)/charge for the year	55,414	55,874
Amounts written off	(67,985)	(13,601)
	<hr/>	<hr/>
Balance 31 December 2011	75,774	88,345

Receivables past due but not considered impaired are:

31-60 days	\$12,473	(2010: \$8,400)
61-90 days	\$147,631	(2010: \$125,415)

These receivables relate to fee for service charges for school fees and other assessment services and contracted government grants. These receivables are not considered impaired as, based on historic recoverability patterns, they are recovered before ageing beyond 90 days.

**8 Other Financial Assets****Current**

Bank term deposits	192,443	191,583
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**Non-current**

Available for sale financial assets	1,465,070	3,922,657
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**9 Other Assets**

Accrued income	612,424	1,545,250
Prepayments	229,560	123,835
	<hr/>	<hr/>
	841,984	1,669,085

**10 Property and Equipment**

Freehold land and buildings – at deemed cost	2,760,000	660,000
Less: Accumulated depreciation	(17,607)	(15,107)
	<hr/>	<hr/>
	2,742,393	644,893
Leasehold buildings – at cost	10,447,063	10,426,402
Less: Accumulated depreciation	(1,173,276)	(916,393)
	<hr/>	<hr/>
	9,273,787	9,510,009
Leasehold improvements – at cost	3,525,479	3,256,325
Less: Accumulated depreciation	(1,221,876)	(872,386)
	<hr/>	<hr/>
	2,303,603	2,383,939
Office machines and equipment – at cost	2,709,383	2,244,369
Less: Accumulated depreciation	(1,580,997)	(1,255,500)
	<hr/>	<hr/>
	1,128,386	988,869
School library – at cost	62,153	81,527
Less: Accumulated depreciation	(46,668)	(53,073)
	<hr/>	<hr/>
	15,485	28,454
<b>Total property, plant and equipment</b>	<hr/>	<hr/>
	15,463,654	13,556,164

## 10 Property and Equipment (continued)

	Freehold land and buildings (a) \$	Leasehold buildings \$	Leasehold improvements \$	Office machines and equipment \$	School library \$	Total \$
<b>Asset gross carrying amount</b>						
Balance at 1 Jan 2011	660,000	10,426,402	3,256,325	2,244,369	81,528	16,668,624
Additions (b)	2,100,000	20,661	269,154	574,660	-	2,964,475
Disposals	-	-	-	(109,646)	(19,375)	(129,021)
Balance at 31 Dec 2011	2,760,000	10,447,063	3,525,479	2,709,383	62,153	19,504,078
<b>Accumulated depreciation and impairment</b>						
Balance at 1 Jan 2011	(15,107)	(916,393)	(872,386)	(1,255,500)	(53,074)	(3,112,460)
Depreciation	(2,500)	(256,883)	(349,490)	(397,574)	(5,274)	(1,011,721)
Disposals	-	-	-	72,077	11,680	83,757
Balance at 31 Dec 2011	(17,607)	(1,173,276)	(1,221,876)	(1,580,997)	(46,668)	(4,040,424)
<b>Carrying amount 31 December 2011</b>	<b>2,742,393</b>	<b>9,273,787</b>	<b>2,303,603</b>	<b>1,128,386</b>	<b>15,485</b>	<b>15,463,654</b>

- (a) The estimated fair value of land and buildings at 31 December 2011 is \$15,253,000. These estimates include a land valuation conducted in December 2010 for the Hunter School (\$2,100,000) and building valuations performed in September 2011 for the South Coast School (\$1,600,000), the Central Coast School (\$2,800,000), the Western Sydney School (\$3,193,000), and the Vern Barnett School at Forestville (\$5,560,000) which are reflected in our insurance coverage.
- (b) Additions include a plot of land (2 hectares) valued at \$2,100,000 donated by ROI Proprietary Limited for the construction of the new Hunter School.

## 11 Trade and Other Payables

	2011 \$	2010 \$
<b>Current</b>		
Trade creditors	551,794	684,593
Other creditors and accruals	2,388,696	1,807,190
Goods & services tax payable	5,711	258,296
Special purpose funds (a)	601,663	131,794
Government subsidies in advance	1,334,634	4,614,098
	4,882,498	7,495,971
<b>Non-current</b>		
Government subsidies in advance	871,059	-
	871,059	-

- (a) The special purpose funds represent the balance of money provided to Aspect from time to time, on the basis of being spent in accordance with specific instructions.

	2011 \$	2010 \$
<b>12 Borrowings</b>		
<b>Current</b>		
Bank loan – secured	86,781	124,374
<b>Non current</b>		
Bank loan – secured	1,516,472	1,566,277

**Bank loan**

There are two bank loans denominated in Australian dollars. The amount in current liabilities comprises the portion of Aspect's bank loans payable within one year. The non-current balance represents the portion of Aspect's bank loans not due within one year.

The two bank loans (the business loan and the bank bill business loan) with Westpac are secured by first mortgage over Aspect's land at Thornton and Corrimal, as well as the lease at Terrigal and a Fixed / Floating charge over Aspect's assets. The business loan bears interest at 9.54% (2010: 9.79%) per annum, payable monthly and is expected to be repaid off by April 2014. The purpose of the loan was to finance the administrative building at Forestville.

To accommodate the growth of the organisation, the Central Office was moved to Frenchs Forest and Aspect used the vacant building to provide additional classrooms for the Vern Barnett School that currently occupies the site. To complete the project, a Margin Loan facility was established in December 2009 with a 20 year term for \$1.6 million at 8.69% variable secured against the BT Investment portfolio with a maximum gearing of 50%. In order to lift the restriction on Aspect's investment portfolio, the margin loan was replaced by Westpac's bank bill business loan at 6.91% variable in April 2011.

In addition, interest of the above mentioned loans are partly subsidised by the Department of Education NSW. The rate varies and is currently reimbursed at about 5% per annum.

**Financing Arrangements**

Aspect has access to the following financial facilities:

Total facilities available:

Bank overdraft	750,000	750,000
Bank loans	1,603,253	1,690,652
Facilities utilised at balance date: Bank loans	1,603,253	1,690,652

**13 Provisions****Current**

Provision for long service leave	475,491	400,316
Provision for annual leave	653,841	605,992
	1,129,332	1,006,308

**Non-current**

Provision for long service leave	1,916,709	1,686,522
Provision for annual leave	108,324	87,596
	2,025,033	1,774,118
Total	3,154,365	2,780,426

## 14 Reserves

The asset revaluation reserve records revaluations in its available for sale financial assets. The asset realisation reserve books the gain or loss on disposal of financial assets.

## 15 Commitments

	2011 \$	2010 \$
<b>Non-cancellable operating lease expense commitments</b>		
Future operating lease rentals not provided for in the financial statements and payable:		
Within one year	1,191,709	1,302,868
One year or later and not later than five years	2,543,281	851,123
Greater than 5 years	68,734	68,825
	3,803,724	2,222,816

Aspect leases property and equipment under non-cancellable operating leases expiring from 1 to 76 years. Leases generally provide Aspect with a right of renewal at which time all terms are renegotiated.

## 16 Additional Financial Instruments Disclosure

Fundraising appeals conducted during the financial period included mail and telephone appeals, payroll giving, raffles, Comedy Night, Celebrity Golf Day, adventure challenges, merchandise sales, applications to trusts, foundations and registered clubs, donations provided by corporate, community group and club fundraising events and the general receiving of directly and indirectly solicited donations and bequests.

This money helped to supplement the income received from governments and fees. As a result Aspect was able to expand the range and level of the services provided for people with autism and their families.

In particular this income was used to fund part of the redevelopment of Aspect's schools, resources for Aspect schools, Aspect early intervention services, Aspect Someone To Turn To, Autism Information Line, some services for adults with autism and some of the work of the Aspect Research team.

The costs of raising these funds was 23% (2010: 36%) of the gross revenue received. This included the costs of events, all promotional activity and the payment for all administrative services including salaries for Relationship Fundraising staff.

### Results of fundraising appeals

Gross proceeds from fundraising appeals recognised in current year	3,899,693	1,781,571
Less: Total costs of fundraising appeals	(1,018,737)	(666,265)
Net surplus	2,880,956	1,115,306
Less: Reserve from prior year	(131,794)	(77,082)
Add: Proceeds reserved for future commitments	601,663	131,794
Underlying surplus	3,350,825	1,170,018

### 17 Related Party Transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

### 18 Transactions with key management personnel

Key management within the Company are the executive members of Aspect.

Key management personnel remuneration includes the following expenses:

	2011	2010
	\$	\$
Total key management personnel remuneration	1,017,894	978,144

The Directors of Aspect receive no remuneration.

### 19 Events subsequent to reporting date

On 20th February 2012 Aspect as the lead agency of the Partnerships between Education and Autism Community (PEAC) Consortium was notified that it had successfully tendered for the Positive Partnerships program 2012 – 2015 funded by the federal Department of Education, Employment and Workplace Relationships. This will result in Aspect, as lead agency, receiving \$19,217,318 (GST exclusive) over the next 3.5 years on behalf of the Consortium.

## Directors' Declaration

In the opinion of the directors of Autism Spectrum Australia (Aspect):

- a the financial statements and notes of Autism Spectrum Australia (Aspect) are in accordance with the Corporations Act 2001, including
  - i giving a true and fair view of the financial position as at 31 December 2011 and of the performance for the financial year ended on that date; and
  - ii complying with Australian Accounting Standards Reduced Disclosure Regime (including the Australian Accounting Interpretations) and the Corporations Regulations 2001; and
- b there are reasonable grounds to believe that Autism Spectrum Australia (Aspect) will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



Keith Perkin  
Board Chair

Dated this 11<sup>th</sup> day of April 2012

## Declaration by Chief Executive Officer in respect of fundraising appeals

### Opinion

I, Adrian Ford, Chief Executive Officer of Autism Spectrum Australia (Aspect) declare, in my opinion:

- a the financial statements give a true and fair view of all income and expenditure of Autism Spectrum Australia (Aspect) with respect to fundraising appeal activities for the financial year ended 31 December 2011;
- b the Balance Sheet gives a true and fair view of the state of affairs with respect to fundraising appeal activities as at 31 December 2011;
- c the provisions of the Charitable Fundraising (NSW) Act 1991 and the Regulations under that Act and the conditions attached to the authority have been complied with during the period from 1 January 2011 to 31 December 2011; and
- d the internal controls exercised by Autism Spectrum Australia (Aspect) are appropriate and effective in accounting for all income received and applied from any fundraising appeals.



Adrian Ford  
Chief Executive Officer

Dated this 11<sup>th</sup> day of April 2012

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### **Independent Auditor's Report To the Members of Autism Spectrum Australia (Aspect)**

We have audited the accompanying financial report of Autism Spectrum Australia (Aspect) (the "Company"), which comprises the statement of financial position as at 31 December 2011, the statement of 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, the directors' declaration of the company and the declaration by the Chief Executive Officer in respect of fundraising appeals.

#### **Directors responsibility for the financial report**

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view of the financial report in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Corporations Act 2001. This responsibility includes such internal controls as the Directors determine are necessary to enable the preparation of the financial report to be 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 which require us to 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 auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error.

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In making those risk assessments, the auditor considers internal control relevant to the Company'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 Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Directors, 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.

### **Independence**

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001.

### **Auditor's opinion**

In our opinion the financial report of Autism Spectrum Australia (Aspect) is in accordance with the Corporations Act 2001, including:

- a giving a true and fair view of the Company's financial position as at 31 December 2011 and of its performance for the year ended on that date; and
- b complying with Australian Accounting Standards - Reduced Disclosure Requirements and the Corporations Regulations 2001;
- c the financial report and associated records have been properly kept during the year in accordance with the Charitable Fundraising Act 1991 and the regulations;
- d monies received as a result of fundraising appeals conducted during the year has been properly accounted for and applied in accordance with the Charitable Fundraising Act 1991 and its regulations; and
- e there are reasonable grounds to believe Autism Spectrum Australia (Aspect) will be able to pay its debts as and when they fall due.

GRANT THORNTON AUDIT PTY LTD  
Chartered Accountants

C.F. Farley  
Partner - Audit & Assurance

Sydney, 11 April 2012

## Seeing the Spectrum

Below is a sample of the work produced by our artists in Aspect Adult Programs. These were among the artworks displayed for exhibition and sale during Autism Month 2011.



Alexis Atkinson



Nicholas Athanasi



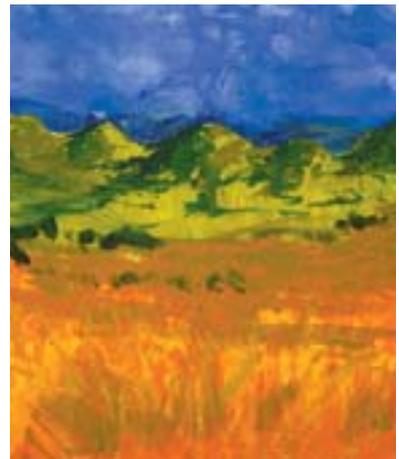
Christina Halkiadakis



Rodney South



Jonathon Israel



Patrick Benson



Thomas (TJ) Stines



Scott Harrison

# Andrew Vern-Barnett AM MBE



Aspect's co-founder, Dr Andrew-Vern Barnett passed away peacefully on July 15, 2011, aged 88 years.

Andrew was the dearly loved husband of Margaret (deceased). He was a father to Christine, Timothy, Mark and Susan, grandfather of five and great-grandfather of five. Aspect CEO Adrian Ford, was honoured to be asked to speak at a service to celebrate Andrew's remarkable life. The following is an excerpt from that speech.

*"Andrew Vern-Barnett was a giant for the world of autism. With his wife, Margaret, and five other families, they began the Autistic Children's Association of NSW in 1966.*

*There were all sorts of theories at that time about autism but Andrew cut through all that. He recognised that it was a disability and that with specific interventions, life could be better for people with autism and their families. Andrew and Margaret did all this while caring for Susan, their daughter with an autism spectrum disorder.*

*Andrew was relentless in building our organisation from scratch. I read the second annual report of our fledgling organisation written in 1968 – where the first class for seven children had been in progress for less than a year. Andrew wrote: "The existing school must continue to function, and must not, come hell or high water, be allowed to fail."*

*He had such belief so it is perhaps not surprising, but nevertheless still amazing that within three years this dynamic group had opened a \$200,000 school at Forestville now proudly known as the Aspect Vern Barnett School.*

*He concluded his report with this remarkable statement. "Our philosophy of action must be to give everything for the sake of life – in that way we can show that real generosity [for] the future lies in giving all to the present". Andrew Vern-Barnett generously gave all in order that there would be a better future for people with autism and their families.*

*All of us are indebted to the vision and tenacity of Andrew Vern-Barnett. His legacy remains our challenge – do all that we can today so that people with autism and their families can have ever more opportunity. That will be our gift to the future as was Andrew's extraordinary gift of his life to us today.*

## LIFE GOVERNORS

Ian Barnett	Betty Hatch
Jim Bryant	Larry Rawstorne
Rick Damelian	Ray Seager
David Epper	Peter Werner
David Foster	A. Whelan
Gerry Harvey	

## LIFE MEMBERS

Roger Allen OAM	Marjorie McDonald OAM
George Andrews	Jill McGrath
Julie Anthony AM OBE	Tony McGrath AM
Mark Bowen	Shirley McIntosh
Val Browne OAM	Cath Mount
Geraldine Bryant	Ron Mulock
John Crow	Claire O'Keefe
Peter Dodd	Robert Pesavento
H. Emanuel	Kathleen Pigram
Mark Fogarty	Ostilio Pisanu
John Gerahty	Gretchen Poiner
Patricia Gibbs	A. Polyblank
Marie Goodare	Ken Robbins
Sybil Joel	Jacqueline Roberts
Judith Johnson	Weston Ryan
Olivia Keighley	Basil Sellers AM
Joyce Kennedy	John Shand
Marion Kingston	Jean Slaughter
Errol Larbalestier	Paul C. J. Smith
P. Mayne	Margaret Stead
Michael McColm	Andrea Werner

In 2011 we were saddened by the passing of Life Member Mr John Gibbs who was a long term supporter, and Life Member Mrs Nancy Graham-Taylor who was one of the teachers at our first school in Belrose in 1966 and who remained actively involved through volunteering.

In early 2012 we received sad news about the loss of Life Member and long term supporter Mr David Stead. David played a pivotal role in helping to establish our services and served on our board from 1983 until 2003.

We thank them all for the significant contribution they made to our work and the lives of people and families living with autism.



autism spectrum  
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