



2021

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Photo: students from Bellambi Public School Satellite class

Autism Spectrum Australia (Aspect) is a child safe organisation committed to protecting the rights and interests of children and vulnerable people by providing them with a safe environment. This commitment extends to ensuring a culturally safe and inclusive environment that recognises and respects an individual's heritage, relationships and cultural practices.

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 Australia Taxation Office (ATO).

In addition, Aspect holds NSW Charitable Fundraising Authority Number 10991, ACT Charitable Collection Authority Number 19000299, Victorian Fundraising Registration Number 10688, QLD Certificate of Registration as a Charity Number CH2466, WA Charitable Collections Licence CC21640 and SA Collections for Charitable Purposes Licence Number CCP2016. Aspect is also authorised to fundraise in Northern Territory and Tasmania.

Aspect promotes an awareness and understanding of the national and state-based Carers Recognition Acts.

In preparing the annual report for the year ending December 2021, we have reduced our impact on the environment by retaining it on our website and producing only a limited number of copies in print.

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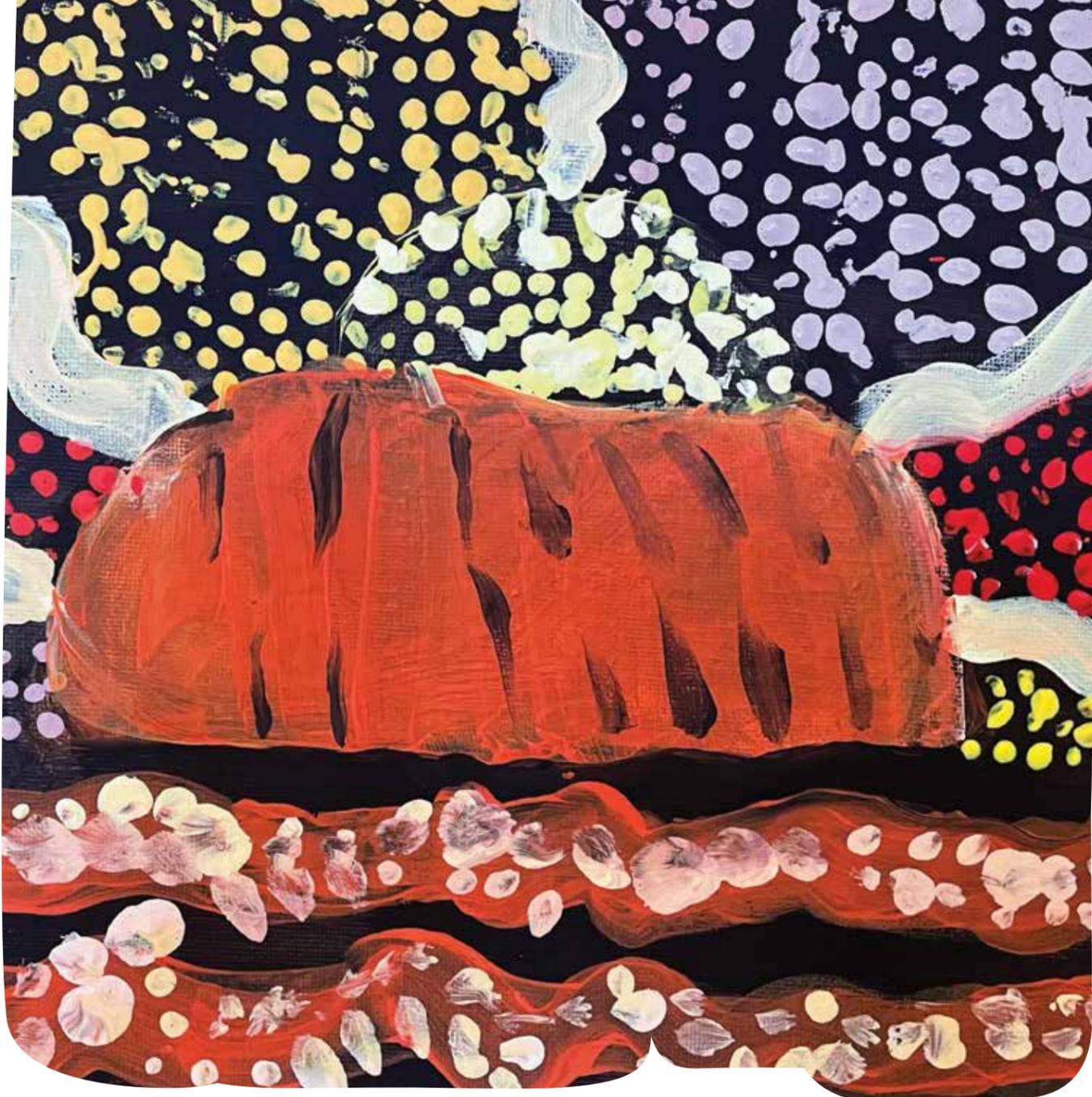
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Acknowledgment of Country

Autism Spectrum Australia (Aspect) acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the many lands on which we work and live. We pay our respect to their Elders past, present and emerging.

Painting: 'Uluru'
by Daniel from Aspect South East Sydney School

Aspect Inclusion Statement

This statement aims to highlight the importance of a culture of inclusion and the need to explicitly communicate this inclusion with our staff and stakeholders.

The statement was co-developed with Autistic staff in 2020 and lets people know that they are welcome to be their authentic selves during a meeting, encouraging people to do whatever they feel they might need to, in order to facilitate better participation.

The Inclusion statement is read at the beginning of formal meetings and acknowledges that strategies, such as walking around, using a fidget toy, turning off a camera during a Zoom meeting, or simply recognising that there is a child in the background, can help some people feel more productively engaged with a meeting or event.

The Inclusion Statement is also proudly displayed at all Aspect schools and offices across Australia.

Aspect wants you to know that you are welcome to be your authentic self here without judgement.

Please let us know if there is anything we can do that would make you feel more comfortable - for instance show you to a quieter area or provide an interpreter service.

You are also welcome to use your own strategies to help you feel engaged and relaxed.



Photo: Students from Aspect Treetop School

Our Purpose

a different brilliant[®]
 understanding, engaging & celebrating the strengths, interests & aspirations of people on the autism spectrum

Our 2021-2023 Strategic Plan

Our Strategic Plan is our roadmap to delivering on our vision - **creating the best opportunities for people on the autism spectrum**. The plan is set in the context of our purpose - **a different brilliant[®]** - and our values - **we are passionate about people, about being positive and about what's possible** - and is underpinned by our people, our systems and processes and our supporters.

Our strategic goal
Where we are heading

By 2023 Aspect will be the partner of choice for anyone looking for autism-specific education, individual and community services and support.

Our strategic plan
How we will get there

Deliver quality best practice, evidence informed services



- Prioritise research activities that focus on the Aspect Comprehensive Approach.
- Continuous improvement to Aspect's autism-specific education.
- Embed and regularly report on diversity and inclusion at Aspect.



Work in partnership with people on the autism spectrum

- Implement Aspect's Disability Access and Inclusion Plan.
- Develop and implement the "Working in Partnership with People on the Autism Spectrum Charter".
- Attract, develop and retain Autistic people across a range of roles at Aspect.



Extend Aspect's reach and enhance people capabilities

- Train our staff and enhance our critical skills.
- Create a customer-centric culture at Aspect.
- Build Aspect's brand identity.

Strategic investment in physical and digital infrastructure



- Deliver the Aspect Capital Works Program for Aspect schools.
- Develop innovative facilities that are co-designed with Autistic people to better reflect their needs.
- Advance Aspect's digital platforms to facilitate collaboration and communication.



Annette Gallard

Message from the Chair

the Chair

It is with great pleasure that I present Autism Spectrum Australia's (Aspect) 2021 Annual Report.

The combination of a third wave of the COVID-19 pandemic and the Disability Royal Commission had the effect of shining a bright light onto our most vulnerable communities in 2021, highlighting the importance of continuity of support during a crisis. I am proud of the work Aspect has done, and continues to do, in adapting its services to ensure participants and students continue to receive the services and support they need.

Despite the many challenges that Aspect faced in 2021, I was pleased to see the adaptation and transformation of many of Aspect services as, and when, needed, and the successful delivery of the 2021 objectives of the Capital Works Program Master Plan. This included the opening of South East Sydney School's Loftus Campus, completion of the stage three project at Aspect Treetop School, procurement of property in the Hunter region, and commencement of optimisation programs in existing Aspect schools. This work will provide Aspect with a solid foundation for future growth.

In 2021, the Aspect Board undertook a Board Effectiveness Review to ensure that we were meeting good governance practices and contributing effectively to Aspect's performance.

Recommendations are now being implemented to drive an enhanced strategic focus, strengthened Board Committee structure, and more streamlined Board practices. This was a valuable piece of work and will provide renewed thinking around strategic governance for 2022 and beyond.

At the start of 2021 the Aspect Board signed off on Aspect's Business Plan, which had a broad vision to;

- continue to work in partnership with people on the autism spectrum
- have an annual turnover approaching \$130m
- consolidate its position as the premium national provider of autism-specific services, and
- build a strong reputation as a national and international leader in autism practice and research.

I am incredibly proud to say that Aspect made significant progress against those four key objectives, while continuing to provide invaluable evidence-informed education and services for thousands of people on the autism spectrum and their families/carers.

Aspect's commitment to the delivery of inclusive high-quality services informed by autism practice research, was reflected by a total investment in 2021 of more than \$1.5m into Aspect Research and Aspect Practice.

In a year where everything was turned on its head, Aspect not only survived but thrived, and the Board is proud of the work Aspect completed to adapt its services to suit the quickly evolving environment, while ensuring that people on the autism spectrum remained central to all that it did.

Financially, Aspect continued to grow, with a total income for 2021 of \$122.6m, and a total comprehensive income of \$18.6m, which reflects the disciplined commitment of management and staff despite significant broader sector pressures.

I want to congratulate Aspect's management for this result, along with Aspect's many supporters who generously gave an extraordinary \$6.3m, which enables Aspect to continue to offer the best opportunities to people on the autism spectrum and their families/carers.

I want to again thank Aspect's dedicated and innovative Executive team, led by Jacqui Borland, who have provided exceptional leadership to Aspect staff during what has been another unprecedented year.

My sincere thanks also go to my fellow office bearers, committee chairs and members of the Board for their hard work, exceptional vision and continued strong direction.

Chair of the Aspect Board
Annette Gallard

Message from the CEO

The second year of the global pandemic provided yet another set of challenges for Aspect, as constantly changing restrictions across Australia required careful monitoring and management.



Jacqui Borland

Closures of schools, centres and programs, stay at home orders, and the vaccination rollout all had a significant impact on our students, participants, families and our staff. Despite these challenges, Aspect continued to deliver quality services and supports to over 3,000 participants and 1,200 students with a strong focus on keeping everyone, including staff, safe and well.

Aspect continued to experience pressure related to the NDIS services it delivers. External sector pressures remained consistent and included:

- narrower margins for supports that Aspect delivered due to no price increases and increased staff costs,
- complex NDIS systems and policies and significant administrative burden of compliance,
- whole of sector workforce shortages.

Aspect Therapy and Aspect Assessments flexibly provided teleservices and face to face services as conditions allowed, and Positive Behaviour Support, Support Coordination and Allied Health Assistant services increased. Aspect Individual and Community Services completed an NDIS audit receiving 16 best practice recommendations, demonstrating the high quality supports Aspect provides.

The 2021 plan for Adult Community Services was significantly impacted by COVID-19. While progress was made on service quality, staff engagement and

safeguarding, the primary impediment to building a sustainable position continued to be participant numbers, which were adversely affected by service closures and ongoing COVID-19 outbreaks.

Within Education, Aspect schools continued to deliver autism-specific education underpinned by the Aspect Comprehensive Approach (ACA) and National Curriculum. From May, all Aspect schools were disrupted to some extent. Six Aspect Schools in Greater Sydney delivered on-line learning from July, other NSW schools from August until October. Aspect Treetop School had short periods of closure. Whilst negotiating so much uncertainty, all schools implemented their annual School Improvement Plans, focussed on student learning and wellbeing, leadership and teacher capability, which was truly a reflection on the commitment and passion of Aspect staff.

Despite the challenges, Aspect delivered the 2021 objectives of the Capital Program Master Plan supporting strategic growth in Aspect Education through opening of South East Sydney School's Loftus Campus, completion of the stage three project at Aspect Treetop School, and acquisition of property in the Hunter region. Refurbishment and upgrade of current Aspect school facilities commenced. Detailed design guidelines based on research, and input from Aspect Research Centre for Autism Practice (ARCAP), Autistic stakeholders and school communities, are in development.

Our strategic focus in 2021 continues to support our purpose, *a different brilliant*[®] - understanding, engaging and celebrating the strengths, interests and aspirations of people on the autism spectrum, concentrating on four main strategy areas:

- **Core Strategy One** - Work in partnership with people on the autism spectrum.
- **Core Strategy Two** - Deliver best practice evidence informed services.
- **Core Strategy Three** - Extend aspect's reach and enhance people capabilities.
- **Core Strategy Four** - Build aspect's future through investment in physical and digital infrastructure.

To enable the strategy, we welcomed two new members to the Aspect Executive who will help us to continue to grow Aspect's work and deliver high-quality autism-specific services to even more Autistic people, and to build efficient and well-coordinated teams and systems that support those services. Those two new positions are Chief Operating Officer (COO), Carmen Izurieta and Chief Marketing Officer (CMO), Robyn Eicker.

You can find out more about the work undertaken for each of these core strategy areas in this report.

So, at the end of what was yet another remarkable year, I would like to sincerely thank all of our staff for their ongoing contribution, passion and commitment to our

students, participants and families/carers. Perhaps particularly to our frontline staff who have continued to provide vital services to our participants and students in often difficult and uncertain situations. I am truly humbled by the dedication I continue to witness firsthand in our team of staff.

I also want to recognise the Aspect Board of Directors who generously gave their time in 2021 to support myself and the Aspect Executive, and who continue to passionately guide Aspect and its work on to bigger and better things.

In closing, I thank all who have accessed Aspect services, as we continue to grow and improve our programs, support, opportunities and practices. Our focus remains strongly on understanding, engaging and celebrating the strengths, interests and aspirations of people of all ages on the autism spectrum and proudly supporting their families and carers.

A handwritten signature in black ink that reads "Jacqui Borland".

CEO
Jacqui Borland

Our impact in 2021



1,200
students
in schools



15,454
hours of
teletherapy
delivered



582
assessments
completed in
2021



1,227
staff employed
at Aspect

3,074
participants
using individual
funding



12,500
enquiries about
services



1,226
people attending
webinars and
workshops

164,426
people engaged
on social media
platforms



51,390
hours of therapy
delivered



528,456
people seeking
information from our
website over the year



14,000
podcast
downloads

Work in Partnership with people on the Autism Spectrum

The first of Aspect's four core strategies in the 2021- 2023 Strategic Plan is to 'Work in partnership with people on the autism spectrum'. The projects scheduled under this strategic goal for 2021 included; Implement our Disability Access and Inclusion Plan, Work in Partnership with People on the Autism Spectrum Charter and Employ Autistic people across a range of roles. To assist in facilitating Working in Partnership, as well as being responsible for Aspect's Disability Access and Inclusion Plan (DAIP), an Autistic Working in Partnership Officer was employed in January 2021.

Some of the positive outcomes in relation to core strategy one are listed below.

Aspect Advisory Council

Aspect's Advisory Council is critical to Aspect's Working in Partnership Charter and provides an Autistic lens to Aspect's governance and strategic planning. 2021 was the fourth full year of operations for the Council, who acknowledged the challenges of continuing to meet remotely and a strong preference for the connections they felt when they were able to meet face to face! Despite the challenges, the Advisory Council made important contributions to areas ranging from Education and Employment to Research, Quality and Safeguarding.

In 2021 the Advisory Council welcomed two new members, Elisa Muller and Andrew Radford. Elise is an Autistic, Aboriginal woman, an elite sports person, AFL Disability Ambassador, and mentor for young people through her program Active Support Services. Andrew is an alumnus of the Sylvia Rodger Academy/Aspect Future Leaders Program, a Board member for the Council for Intellectual Disability, an experienced conference speaker and a passionate self-advocate. Ainslie Robinson stepped down from the Advisory Council in 2021 to take up a role as Aspect's Working in Partnership Officer.

Working in Partnership Charter

In 2021 Aspect began developing a Working in Partnership Charter to provide an overarching set of principles to guide Working in Partnership at Aspect into the future. This charter will be finalised in 2022 and rolled out across the organisation to provide guidance and support to Autistic and non-Autistic staff around what working in partnership looks like.

Build Aspect's Autistic Workforce

Throughout 2021, Aspect evaluated how we could better support Autistic employees. The information used for the evaluation was collected as part of the 'Employee Lifecycle Working Group', and the data and recommendations that have come from this working group will guide the development of a framework to better support our Autistic staff and grow our Autistic workforce.



Photo: Aspect participants at the 2021 Mardi Gras Parade

RISE - Mardi Gras 2021

In 2021 Aspect participated in the Sydney Gay and Lesbian Mardi Gras Parade for the third year.

The event was held in March at the Sydney Cricket Ground, and Aspect marched with pride under the Neurodiversity Rainbow, to represent the Autistic LGBTQIA+ community.

The Aspect Mardi Gras working group, which is made up of Aspect staff and members of the LGBTQIA+ Autistic community, ensured that everyone had a fantastic time dressed in gold to celebrate the 2021 Mardi Gras theme 'Rise'. It was an incredible experience for all. Mardi Gras is an important event for Aspect as we remain committed to supporting people living under the double rainbow intersection of both the disability and LGBTQIA+ communities.

Co-design Programs

In 2021 individual Autistic consultants worked with Aspect business units to co-design a number of programs, such as Aspect Therapy's workshops, Learning & Development's 'Supported Decision Making' module, Quality's redress scheme, and many of Aspect Research Centre for Autism Practice's (ARCAP) research projects.

Disability Action and Inclusion Plan (DAIP)

In 2021 the DAIP introduced a protocol for all Aspect teams to establish accommodations or preferences in regard to meetings; training for Aspect employees to better work with Autistic colleagues; delivery of online inclusion modules via AcadeMe; sharing inclusion success more proactively across Aspect; and assisted with the completion of ACA documentation, including chapter reviews, checklists, guidelines and an internal website.

Think Tank and Communications Working Group

The Aspect Think Tank and Autistic Communications Working Group partnered with Aspect in 2021 on a practice level to contribute an Autistic perspective to strategy, policy, practice and communications.

Deliver best practice evidence informed services

Aspect's second core strategy in the 2021 - 2023 Strategic Plan is to "Deliver best practice evidence informed services". This core strategy sees our research play an important role in informing our work and services.

Projects scheduled under this goal for 2021 included focusing our research activities to prioritise the Aspect Comprehensive Approach (ACA), continuous improvements for our autism-specific education and developing a diverse and inclusive workforce. A number of important and positive projects were undertaken in 2021 to support the strategic goal, including:

Research to Practice - our inaugural Aspect Research Centre for Autism Practice (ARCAP) conference

The inaugural Aspect Research Centre for Autism Practice (ARCAP) Conference was held in October 2021. Originally planned as a hybrid conference, the decision to change to a totally virtual event was made with the onset of further COVID-19 lockdowns.

The conference program included over 40 national and international speakers including Aspect staff and Autistic researchers covering a range of autism practice research topics, across three conference streams: Education, Inclusion and Supportive Practice. Over 230 delegates attended the conference and the feedback from attendees was overwhelmingly positive. Hearing from Aspect presenters highlighted the great work the team does around autism practice research and the positive implications this has for embedding this work in our Aspect Comprehensive Approach and our Aspect services.

Participants having a say using photos - Photovoice

Aspect's Individual and Community Services (ICS) have piloted a program called Photovoice for participants. Photovoice is a participatory method of collecting information relating to what is meaningful to the individual through the use of a visual medium, a photo. The photo acts as a prompt for discussion and engagement and can be used in combination with prompt questions to elicit responses.

Photovoice will be available for all of our participants, no matter their age or communication ability. It will be an additional tool used to provide opportunities for our participants to share meaningful change over time or achievements within our programs. Their first-hand perspective helps us to reflect and evaluate our supports, and develop better ways to improve their quality of life within the supports that we provide. Participants can comment on their progress and work towards meaningful individual goals. We continue to support a person-centred approach at all times within our service delivery model.

Research priorities and CRC Award

In line with Aspect's approach to working in partnership, the Research Priorities Project engaged with Autistic people and their families in 2021 to ensure our research is relevant, respectful and positively impacts the lives of people on the autism spectrum and those who support them.

The landmark study, the Aspect Research Priorities Project, was shaped by an Advisory Group made up of Autistic people, parents of Autistic people, Aspect practitioners and researchers to provide advice and guidance on the design and rollout of the study, and has generated a ranked list of priority areas for research.

"Genuinely partnering with Autistic people and their families in the design and implementation of our research and ensuring that we deeply listen to their perspectives is the only way to ensure our future research agenda is respectful and meaningful to people on the spectrum," says Dr Trevor Clark, National Director of ARCAP.

This project has set a new standard in practice research. In recognition of this innovative approach, ARCAP won the Inclusive Research Category in the 2021 Autism CRC Achievement in Autism Spectrum Research Awards. The award recognises ARCAP's outstanding commitment to inclusive autism research practices demonstrated through the Aspect Research Priorities Project, which will inform the future focus of ARCAP's research. Dr Clark received the award together with Krishna Sadhana, an Autistic social worker who is a member of the Aspect Advisory Group that shapes and steers the Research Priorities Project.

The Aspect Comprehensive Approach (ACA)

In 2019 Aspect decided to extend the ACA from just Education, to the whole organisation. In 2021 under the guidance of the ACA Governance Committee, and working closely with specialist staff across Aspect, the ACA was updated to include comprehensive reviews of the latest autism practice literature and new input from Autistic adults. The updated version has a much broader focus on health and wellbeing.

In addition to the above, specific ACA Working Groups were also established to help support staff in their use and understanding of the ACA, and to measure its use in practice.

Aspect Research Centre for Autism Practice (ARCAP) achievements

 **13** journal articles

3 webinars conducted 
(Sept 2020 to Sept 2021)

 **13** field-based research studies

2 literature-based studies 

Extending Aspect's reach and enhancing people capabilities

The third core strategy in the Aspect 2021- 2023 Strategic Plan is to 'Extend Aspect's reach and enhance people capabilities'. The projects scheduled under this strategic goal for 2021 included; enhancing Aspect's staff critical skills, developing a customer-centric culture and continuing to deliver a strong and trusted brand identity. Other important projects delivered in 2021 to extend our reach include:

Autism Friendly partnerships

An important part of Aspect's work is creating inclusive environments to ensure everyone can access places and events. In 2021 Aspect extended its Autism Friendly support to cultural, leisure and sporting organisations in Australia, including NSW Transport, Yarra Trams and Travellers Aid in Melbourne, Westfield and Stockland Malls and The Athlete's Foot.

Aspect also began a partnership with Bayley House in 2021 to deliver the Sunflower Hidden Disabilities Lanyard Scheme in Australia. Originating in the UK, the scheme is internationally recognised and allows people with hidden disabilities to become more visible to those around them. Sunflower partner organisations include Art Gallery of NSW, Australian National Maritime Museum, Madame Tussaud's, Wildlife Darling Harbour and the National Centre of Indigenous Excellence.

Expansion of school facilities

ASPECT TREETOP SCHOOL

Aspect's Treetop School is located in Ashford, South Australia and caters for 66 primary and secondary students. With an ongoing demand and a waitlist for Aspect's education services in South Australia, the Board approved an expansion of the existing school in November 2020.

This stage three expansion was completed in July 2021. The \$3.6 million budget signifies the importance Aspect is placing on ensuring ongoing investment in our school facilities. Importantly, the expansion incorporates the latest learning practices and autism friendly design, involving significant stakeholder engagement both within the Aspect team and externally across the autism and Autistic communities. Further upgrades to existing older buildings on the school grounds will commence by mid-2022 (stage four).

LOFTUS SCHOOL

In early February 2021, we welcomed 36 students on the autism spectrum aged from five to 12 years to their new campus at Loftus in South East Sydney. Soft green walls and pastel classrooms support children on the autism spectrum and provide a soothing sensory environment. Small classes mean that teachers can cater for each individual student's needs with the aim of helping them to make the transition to a more inclusive school environment down the track.

The new Loftus campus was made possible by the significant generosity of our funding partners Aberdeen Standard Investments Australia, David Epper and Goodridge Foundation - who immediately connected with the vision and understood the impact that the new school would bring to students and their families for years to come.

"It gives us great pleasure to be able to contribute to making a difference to lives of the children and families who will attend this wonderful new Loftus facility." Nora Goodridge OAM, Goodridge Foundation.

Reaching remote areas and those affected by COVID-19

TELEPBS

Access to behaviour support services for people with disability in rural and remote regions of Australia is significantly impacted by a lack of practitioners. The emergence of COVID-19 has amplified the need for solutions in the delivery of behaviour support where individuals are isolated due to public health orders and cannot access in person services.

In 2021, the NDIS Quality and Safeguards Commission funded Aspect to develop a range of resource materials to support Behaviour Support Practitioners to conduct TelePBS in a safe, competent and effective manner that meets the NDIS Quality and Safeguards Commission's PBS Capability Framework and practice standards. Resources developed include guides to TelePBS for participants and practitioners, videos and a range of podcasts.

Telepractice is an emerging and promising methodology that has become more of a necessity than a choice. Whilst the literature is still emerging, telepractice can deliver timely, cost effective and accessible behaviour support for people with disability and their support teams no matter where they live.

ALLIED HEALTH ASSISTANTS (AHA) PROJECT EXPANDED

There are considerable barriers in accessing regular therapy services in regional, rural and remote areas of Australia. Long wait lists, lack of choice of service providers, extensive travel, and difficulties in recruiting and retaining staff can be challenging.

Aspect was funded by the Federal Department of Social Services, Jobs and Market Fund to develop the Allied Health Assistant Project to provide local therapeutic and program-related support through Allied Health Assistants (AHAs) under the direct supervision of our therapists to five regional and remote communities: Deniliquin, Broken Hill and Bega Valley in NSW, Maryborough in Queensland, and North Western Tasmania.

AHAs help provide access to high quality supports in regional, rural and remote communities where the challenges of workforce shortages are so much greater. In 2021 Aspect continued to deliver these important disability support services for individuals and their families/carers.

"Working as an AHA in my town of Deniliquin is giving local families the opportunity to access services and support that they would normally have to travel upwards of two to three hours to receive. Travelling monthly, fortnightly or weekly is just not an option for the families that require this type of support," stated Ashlee Huntley, AHA at Aspect.

TELEHEALTH ASSESSMENTS

The COVID-19 pandemic has seen a rapid increase in the use of telehealth to deliver services to individuals and their families. Research into the provision of autism assessments via telehealth is limited and few studies have explored clinician perspectives of conducting diagnostic assessments for autism in this way.

In 2021, Aspect conducted research into the experiences and perspectives of Autistic adults, parents and carers as well as clinicians on accessing assessments via telehealth. The results were overwhelmingly positive. The majority of participants reported feeling comfortable interacting with the clinician and were willing to undergo future assessments online. They all felt it was convenient and being in a familiar environment, they were more relaxed.

Whilst teleassessments may not suit everyone, it's a great alternative for those in rural and remote communities or those having to isolate due to COVID-19.

Building strong leaders

In 2021, a review of the Aspect Leadership Framework was undertaken to ensure our people have the necessary skills to address leadership in a holistic manner at the individual, team and organisational level.

The framework's principles sit under the five domains of 'Lead Self', 'Lead Others', 'Lead Strategy', 'Lead Operations' and 'Lead Innovation & Change'. Each domain is described in detail, outlining its meaning, importance and application to build a shared understanding of our leadership approach. The framework will be brought to life in a range of ways, including during recruitment, induction and performance planning. It will also serve as the foundation of our leadership development resource curation and ongoing professional development activities.

By having a shared understanding of the attributes that leaders need at Aspect, we will further strengthen our culture and better prepare our teams to deliver toward our vision.

Build Aspect's future through physical and digital infrastructure

Aspect is committing to building new and improved services to meet the challenges of today and to future proof ourselves against the challenges of the future, as reflected in our fourth core strategy, "Build Aspect's future through physical and digital infrastructure".

The projects scheduled under this strategic goal for 2021 include; delivering on an extensive capital works program for Aspect schools, developing innovative facilities co-designed with Autistic people and new digital platforms that facilitate collaboration and communication. Some of the projects delivered in 2021 under core strategy four include:

Capital works plan

In 2020, Aspect Education embarked on a \$20m Optimisation Program of Works across some of Aspect's larger schools to upgrade and improve classrooms, staffing and administration offices, playgrounds and external areas, signage, furniture and equipment.

Building on the works already completed in 2020, Aspect successfully completed a number of development projects in 2021.

- In February 2021, our new Loftus School in South East Sydney opened its doors and welcomed 36 students on the autism spectrum aged from five to 12 years.
- The expansion of Aspect Treetops School in Adelaide included four new classrooms, a fully equipped gymnasium including bouldering wall, catering kitchen, meeting rooms and administration offices.
- A new modular development at St Pius School in Unanderra provided a new satellite class for the Aspect South Coast school portfolio.

In December 2021, refurbishment works began at Aspect Central Coast Primary and Secondary Schools, Aspect South Coast (Corrimal) and Aspect Riverina. We also received DA approval for works at Aspect Vern Barnett (Forestville) and we lodged the DA for Aspect Western Sydney (Wetherill Park) and Aspect Treetop Schools stage four, with works scheduled to take place in 2022.

As part of a targeted growth strategy to bolster our presence in key regions and in line with Aspect's Capital Program Master Plan strategy, Aspect acquired a new parcel of land at Cardiff Heights in October 2021 to create a new school. With the growth in Newcastle and over 5,500 children on the autism spectrum residing in the Hunter-Newcastle region according to the NDIS, more supports and services for children and families/carers are vital. When open, it is projected the school will cater for approximately 50 to 60 students.



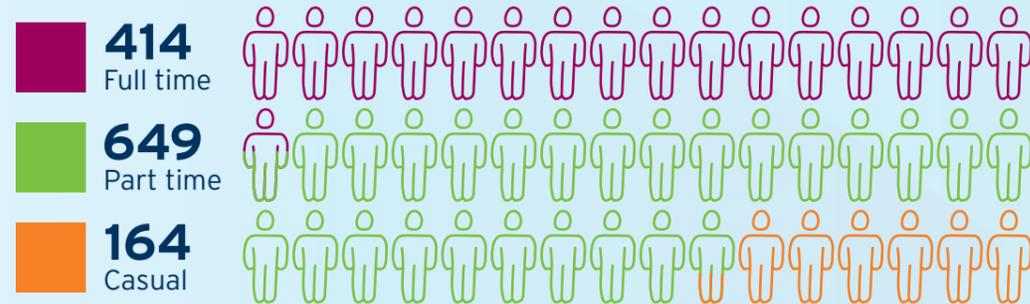
Photo:
students at Aspect
Treetop School

Our people

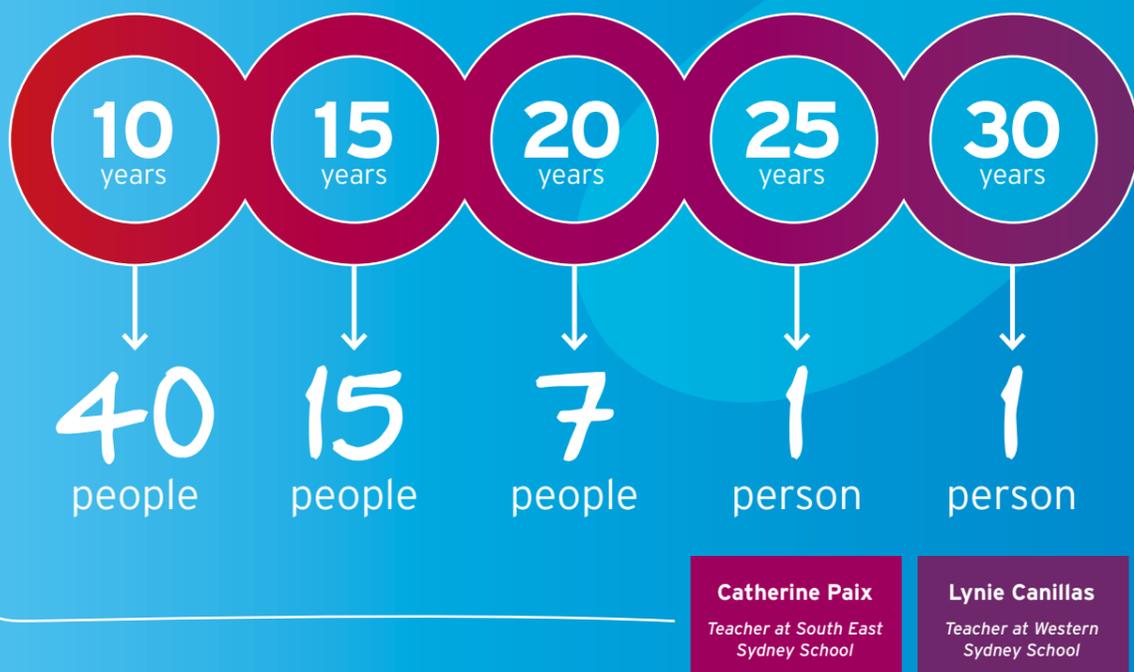
Thanks to all our amazing staff who go above and beyond to support our students and participants.

Staff total **1,227**

Staff Breakdown



Long Service Awards 2021



Staff Sentiment



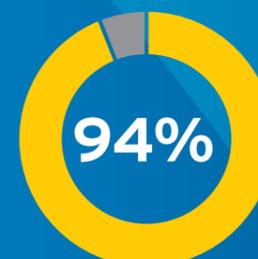
believe in Aspect's purpose - a different brilliant®



like the work they do at Aspect



believe that Aspect supports the reporting of allegations of abuse and neglect of people with a disability



believe in Aspect's vision and mission



Photo: Autism friendly event at the Australian Museum



Photo: Teacher and student from Aspect Treetop School cooking



Photo: teacher and student at Briar Rd Satellite class

Our supporters and partners

2021 was a fantastic year for Aspect Fundraising. With the help of our supporters, Aspect raised over \$6.3 million. It is once again humbling to see the generosity displayed by individuals, organisations, trusts and foundations with every dollar raised having a significant impact on our students and participants.

Highlights from 2021

- We opened our new Loftus School campus, generously supported by funding partners abrdn, the Epper Family and the Goodridge Foundation.
- Our Walk for Autism and Run for Autism events raised over \$2.5 million to support programs across our schools and community services.
- Generous donations from individuals, corporates, trusts and foundations have enabled Aspect to deliver on our mission and purpose, some of which included:
 - delivering a life skills program such as 'Money in Confidence' for high school students
 - providing dance classes to children aged three to five years
 - developing employment programs to ensure senior students learn valuable work skills to transition into employment after school - including a coffee van
 - adding a multi-purpose room as part of the Vern Barnett School refurbishment that would otherwise not have been included
 - ensuring all Aspect schools have digital signage through the Community Building Partnership grant from the NSW Government
 - providing much needed music and IT equipment for schools.

"Our fundraising team provides invaluable pathways for Aspect schools to develop unique program offerings 'beyond the classroom door'.

For example, funds raised this year have helped develop new work education programs that support our senior students and develop important employment skills to enter the workforce when they leave school. These inspirational programs are an exciting extension to the programs that Aspect schools already provide."

- Maryanne Gosling
National Director Education at Aspect

"Aspect Leisure Links Dance program for children three to five years is a perfect example of the services we can provide as a result of supporter funding.

These children are gaining the skills which will support them to successfully transition to mainstream dance class."

- Rachel Kerslake
Aspect National Director Individual and Community Services at Aspect



A special thank you to our major supporters:

Sutcliffe Family	James N Kirby Foundation
The Redan Foundation Limited	DOOLEYS Lidcombe Catholic Club
Greater Charitable Foundation	CompNow
Sargents Charity	abrdn
Woodend Foundation	Dalwood-Wylie Charitable Foundation
Baxter Charitable Foundation	EA and N Hulak Foundation
Waratah Education Foundation	Jenny and Guy Reynolds AO
Suan Yeo and Family	Order of the Eastern Star - Mortdale Chapter
Shoes & Sox	Walter Richard Salmon Foundation (WRS Foundation)
Apex Foundation	Good360 Australia
The Primary Club	Epper Family
Coca-Cola Australia Foundation	Dell Technologies
FDC	RSM
Kenneth & Peter Gibbs Foundation	BAC Insurance Brokers
Pinoak Capital Charity Fund	Western United
The Wests Group Australia (Wests Newcastle)	Jamie O'Rourke
The Lionel And Yvonne Spencer Trust	Clubs NSW
Mary MacKillop Today	NSW Department of Family and Community Services
The Bluesand Foundation	Wests Tigers Rugby League Football Club
Dee Why RSL Club	JasonL Office Furniture



Gifts in Will made by:

Knights Allen St Ruth Annuity Fund	Estate of the late Janice Pryor
Estate of the late Yvonne Mavis Byrne	Estate of Betty Roslyne Kalnin
Estate of the late Geoffrey Robert Burfoot	Estate of Kathleen Breen

Fundraising in 2021



1,914

organisations supporting Aspect through fundraising



68,095

active individual supporters providing funding for programs



13,217

active participants in Walk and Run for autism



\$120,000

donated goods for our school community



2

teachers employed for our employment education program worth more than \$200K a year



Provided sponsorships of **1,672** diagnostic assessment hours for disadvantaged families



Provided sponsorships for **13 students** at Aspect schools



3,450

regular givers



\$85,000

raised at Aspect Golf Day (21st year)



1,000 care packs were sent to families

Worth approximately **\$40,000**

Total amount raised **\$240,000**

Valued at approximately **\$82,000**

Our Patron, Life Governors and Life Members

Our Patron

Mr John Doyle AM

Life Governors

Dr Ian Barnett
Mr David Epper OAM
Mr Adrian Ford
Mr Hilton Grugeon AM

Mr Gerry Harvey
Mrs Betty Hatch
Mr Larry Rawstorne
Mr Peter Werner

Life Members

Mr Roger Q Allen OAM
Mrs Clasina Andrews
Ms Julie Anthony AM OBE
Mr Mark Bowen
Ms Judy Brewer AO
Mr Robert Brown
Mrs Diane Brown
Mrs Geraldine Bryant
Mr Henry Capra
Mrs Barbara Cummins
Professor Peter Dodd
Mr Peter Drayton
Mrs H Emanuel
Mr Mark Fogarty

Mr John Gerahty
Ms Julie Hamblin
Mr Laurie Horin
Lady Sybil Joel
Ms Judith Johnson
Mr Errol Larbalestier
Mr Peter Mayne
Mr Michael McColm
Mr Malcolm McEwen
Mr & Mrs Tony & Jill McGrath
Mrs Shirley McIntosh
Mr Richard Owens AM
Mr Keith Perkin
Mr Robert Pesavento

Mrs Kathleen Pigram
Mr Ostilio Pisanu
Dr Gretchen Poiner
Dr A Polyblank
Dr Jacqueline Roberts
Mr Weston Ryan
Mr Basil Sellers AM
Mr John Shand
Mrs Jean Slaughter
Dr David R Starte OAM
Mrs Margaret Stead
Mrs Andrea Werner
Ms Jenny Young



Board of Directors



Annette Gallard (Chair of the Board)

Annette Gallard, PSM, B. Soc. Stud., M. Comm, has more than 20 years' experience as a senior executive in the NSW Public Service in both the housing and community services portfolios. She retired from the position of Chief Executive of the NSW Department of Community Services in 2011, and has since focused on assisting the not-for-profit sector as a Board Member. She was awarded the Public Service Medal in 2012 for services to disadvantaged communities, particularly Aboriginal people. Annette joined the Board in March 2014, and is a Member of the Governance Committee and the Education Strategy Oversight Committee. Annette is a Member-elected Director and was elected as Chair of the Board on 1 October 2020.



Karen Orvad (Deputy Chair)

Karen Orvad, B.Comm, MBA (Exec), CA, GAICD has over 20 years' experience in risk, internal audit, governance, board advisory and strategic human resources including executive coaching, culture assessment and change management. She is a former KPMG Partner and has worked with some of the worlds most recognised brands in the corporate, government, financial services and not-for-profit sectors. Karen is a specialist adviser in the areas of risk, culture and behaviour and in assisting organisations identify and address both the human and structural elements needed for effective governance. She joined the Board in 2019, and is a Member of the Finance, People and Audit Committee and the Strategy Committee. Karen is a Member-elected Director.

Paul Khoury (Honorary Treasurer)

Paul Khoury, B.Sc, GD Ed, MA, GD App Finance, SF Fin, GAICD has more than 25 years' experience in the Investment management & security services industries across the US, UK and Asia-Pacific regions having held numerous senior positions at the Director, CEO and COO levels. Paul is currently CEO of Link Fund Solutions, a Board member of St Patrick's College Strathfield and consultant to the financial services industry specialising in business strategy, governance and operations transformation. Previously, he held senior roles in the areas of investment management, operations management and actuarial consulting for a number of domestic and international investment managers and industry service providers, including State Street Corporation, Focus IM, Hambros Hopkins, GIO, MIRA Consultants and IFA Australia. Paul joined the Board in March 2018, and chairs the Finance, People and Audit Committee and is a member of the Strategy Committee. Paul is a Member-elected Director.



Robert Dolk (Director)

Robert Dolk BEc, ACA, GAICD worked as an auditor with PwC Sydney and then for some 25 years as a banking executive with HSBC, Deutsche Bank, and BNPParibas in Sydney, Hong Kong, Frankfurt, Singapore, Tokyo and Paris. Since returning to Sydney, Robert has been a Non-Executive Director with Zurich Insurance Australia, Lawcover, and Alinta and is currently an Asian Development Bank representative Commissioner for Indonesia Infrastructure Finance. He joined the Board in March 2019, and chairs the Education Strategy Oversight Committee and is a Member of the Governance Committee and the Fundraising and Communications Committee. Robert is a Member-elected Director.



Marielle Latour (Director)

Marielle Latour, B.Ec, Exec MBA, GAICD, has over 30 years' experience within the financial services industry. She is currently a non-executive director of CBHS Health Fund Limited and CBHS Corporate Health Fund Pty Ltd. She Chairs the Audit and Risk Committee for CBHS Health Fund and is a member of CBHS Corporate Health's Audit & Risk Committee. Her previous board directorships include My Credit Union Limited and the Australian Handball Federation. Her professional experience is in consulting, marketing and distribution, stakeholder management and managing businesses. She has held senior executive positions at Colonial Group, Commonwealth Bank, TAL and a start-up business. She joined the Aspect Board in November 2018, and chairs the Fundraising and Communications Committee and is a Member of the Strategy Committee. Marielle is a Member-elected Director.

Pamela Rutledge (Director)

Pamela Rutledge AM, BA Dip Social Work, MAICD, FIPAA, has over 40 years' experience managing and leading complex health, community services and mental health services. In her early career, Pamela worked as a Social Worker in front-line mental health service delivery, and was the Executive Officer of the Richmond Inquiry, which significantly influenced the delivery of services for people with a mental illness and those with a developmental disability. Before joining the not-for-profit sector, Pamela had extensive experience in senior roles in the NSW government, including experience in health, housing, and ageing and disability. Pam moved to the not-for-profit/community-managed sector in 2009, to become CEO and Company Secretary of Richmond Fellowship of NSW and then CEO of the merged Flourish Australia (RichmondPRA Ltd), a role she retired from in 2017. She joined the Board in 2018, and chairs the Governance Committee and is a Member of the Fundraising and Communications Committee and the Strategy Committee. Pamela is a Member-elected Director.



Paul Vevers (Director)

Paul Vevers, PSM, GAICD, BA (Hons), CQSW, Dip Management Studies is a Deputy Secretary at the Department of Family and Community Services, where he manages three of the department's districts which provide child protection, out of home care and public housing services and coordinates the management of public housing tenancies across NSW. Paul worked for one year as a group parent in a Rudolph Steiner home in Switzerland before embarking on a career in child protection in London, UK. He subsequently worked for Fujitsu UK (ICL) for three years and then joined the UK Audit Commission. Since 2000, Paul has worked in various regional management roles in the then Housing NSW and now in the Department of Family and Community Services, where he is responsible for services across Sydney, Western and Far West NSW and Southern NSW and the Illawarra. Paul was awarded the Public Service Medal for services to homeless people. Paul joined the Board in August 2018, and chairs the Strategy Committee and is a Member of the Education Strategy Oversight Committee. Paul is a Member-elected Director.



Dr Emily Russo (Director)

Emily Russo, BA, B.Ec. (Hons), M.I.A., Ph.D., has over 20 years' experience in talent management, consulting, strategy, business development and academia. She has completed a Ph.D. in global talent management, has research interests in the areas of talent management, neurodiverse talent and organisational gender diversity, and has presented her research at conferences internationally. Emily advises firms on talent management and is co-founder of a firm focused on the development of talented women in multinational organisations. Emily has a background in professional services and was a Director at CEO Forum Group, now part of Gartner Inc, and also worked for KPMG Consulting in both Australia and the USA. Emily joined the Board in March 2020, and is a Member of the Finance, People and Audit Committee and the Fundraising and Communications Committee. Emily is a Member-elected Director.



Tori Haar (Director)

Tori Haar, BBehavSc(Psych), BA, DipGov, MDisSt has over seven years' experience in the government and not-for-profit sectors including project coordination, policy development, research administration and data analysis. She is an Autistic woman and has been active in the Autistic community since receiving her diagnosis in 2013. From September 2016, onwards Tori has worked for the Autism CRC, of which Aspect is an essential participant, in a variety of roles including as secretary for the Australian Autism Research Council and developing the current version of the Sylvia Rodger Academy Future Leaders program. Prior to this, she worked in the federal public service for the Department of Social Services. Tori received a Westpac Social Change Fellowship in 2019, to recognise and further her work around leadership and capacity building in the Autistic community and was formerly a founding member of the Aspect Advisory Council. Tori joined the Board in December 2020, and is a Board-elected Director.

Treasurer's Report

Treasurer



Overview

In my capacity as Treasurer, I'm delighted to present a pleasing result for Aspect for the 2021 financial year.

2021 was another challenging year to navigate for all of us. Against a backdrop of the third wave of the COVID-19 pandemic and continued uncertain economic conditions, Aspect's strong result reflected its efficiency and ongoing effective management of resources. The Total Comprehensive Income for the year of \$18.61m was an exceptional achievement, which demonstrates Aspect's resilience during these difficult times and reinforces its capacity.

Aspect continued to invest in its quality and service offering in 2021, highlighted by capital works across several sites, including the expansion of Aspect Treetop school and the procurement of a new school site in the Hunter region. There were further investments in Aspect's Enterprise Resource Planning system and cybersecurity to enhance client data management as part of Aspect's commitment to quality and efficiency.

Despite the impact from COVID-19, Aspect was able to extend its footprint. The total number of registered student places in schools increased by 19 during the year to 1,206. Aspect's NDIS Services also demonstrated its agility, adapting to the external environment by converting face-to-face service to teleservice when needed, with 3,091 participants choosing Aspect as their preferred service provider.

In the years ahead, the accumulated surplus will provide the necessary funds to allow Aspect to invest in areas that are pivotal to its future success, potentially including some of the following initiatives:

1. Expansion of Aspect Education's reach through upgrades of existing school facilities, potential land acquisition and partnership opportunities in key target regions. Aspect committed an additional \$11.25m during 2021 towards several capital projects aimed at improving its school facilities.
2. Further investment into Aspect's research and training of all staff in the Aspect Comprehensive Approach to strengthen Aspect's point of difference.
3. Delivery of Autism Friendly and Inclusive Projects which provide opportunities for those on the autism spectrum to be included in communities and workplaces in a safe and meaningful way.
4. Continued enhancement of Aspect's digital infrastructure aiming to deliver superior customer service and better meet the needs of participants.

Revenue

Total revenue for the year was \$122.65m (Graph 1). Government funding (Education, NDIS and other Government funding) continued to be the primary source of revenue for Aspect, representing 86.50% of total revenue, which is 2.715% lower than the previous year due to the one-off Government support received in 2020.

Total fees for services, including school fees, was \$8.54m (\$7.94m in 2020), which accounted for 6.96% (6.01% in 2020) of total revenue. The increase in fee for services revenue reflects a gradual recovery of services from the 2020 COVID-19 outbreak.

Gross fundraising revenue for 2021 was \$6.32m, which was an increase of \$1.16m from 2020. Aspect appreciates the continuing support from donors during what has been a difficult year. Fundraising continues to represent a vitally important part of Aspect's revenue that allows Aspect to provide services that are either not government funded or where the costs are not fully met.

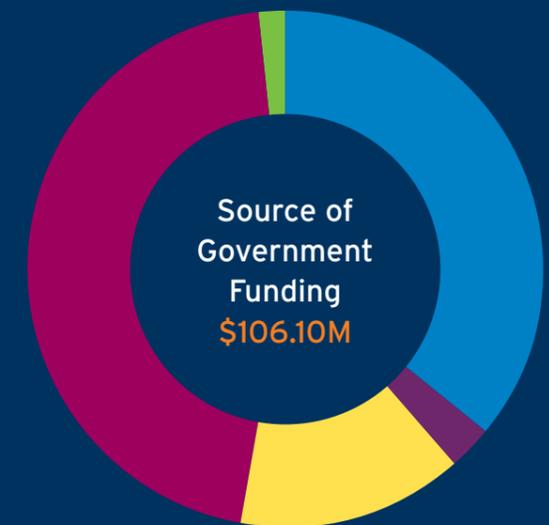
Government funding decreased by \$11.74m to \$106.10m (Graph 2) due to the one-off government support received in 2020. When this amount was excluded, government funding increased by \$7.99m resulting from student numbers and per capita funding growth.

Graph 1: Source of Revenue



- Fundraising \$6.32m (5.15%)
- Fee for Services \$8.54m (6.96%)
- Education and other government fundings \$90.99m (74.19%)
- NDIS Funding \$15.11m (12.32%)
- Other Revenue \$1.69m (1.38%)

Graph 2: Source of Government Funding



- NSW Department of Education \$38.24m (36.04%)
- SA Department of Education \$2.79m (2.63%)
- National Disability Insurance Agency \$15.11m (14.24%)
- Commonwealth Department of Education, Skills and Employment \$48.28m (45.51%)
- Commonwealth Department of Social Services \$1.68m (1.58%)

Treasurer's Report continued

Treasurer



Expenses

Total expenses for 2021 was on par with the prior year at \$104.44m (Graph 3). This was due to staff and other costs associated with offering current and additional services under a COVID-safe environment similar to the prior year. Each business unit manager was responsible for their unit's expenditure and monitored expenses closely to ensure Aspect resources were being used efficiently. The Board is appreciative of Aspect's ability to manage such a large cost base whilst continuing to grow the business strongly.

Aspect Education accounted for 57.18% of total expenses by business group, followed by Aspect Individual and Community Services 20.67%. By expense type, salary costs were \$86.22m representing 82.55% of total expenditure, which was in line with our ongoing strategy to invest in service quality and efficiency (2020: 84.46%). Other expenses, excluding salary expenses, increased by \$1.86m, from \$16.36 in 2020 to \$18.22 in 2021.

Capital expenditure in 2021 was \$10.07m compared to \$6.08m in 2020, a considerable portion of which was related to the expansion of Aspect Treetop school and the procurement of a new school site in the Hunter region. The remainder related to a range of improvements, such as facilities' improvements, interactive smartboards and other technology upgrades.

Graph 3: Where the money was spent



- Investments and Loans \$0.12m (0.12%)
- Aspect Fundraising \$2.1m (2.01%)
- Aspect Practice \$0.95m (0.91%)
- Aspect Research \$0.98m (0.93%)
- Education \$59.72m (57.18%)
- Aspect Individual and Community Services \$21.59m (20.67%)
- Positive Partnerships \$5.07m (4.86%)
- Shared Services \$13.91m (13.32%)

Assets and Reserves

Overall net assets of the organisation increased by \$18.61m to \$89.50m in 2021 from \$70.89m in 2020, placing Aspect in a stronger financial position.

Aspect's Investment Reserve increased by \$9.97m from December 2020 to \$16.68m as at 31 December 2021. The portfolio is actively managed in conjunction with Aspect's investment advisers, Perpetual, and the portfolio's performance is measured against defined benchmarks aligned with Aspect's strategic objectives, liquidity considerations, and risk profile. The Reserve will create further financial resilience and safeguard Aspect's future. It may also be used in the event Aspect needs to fund a major Board-approved capital investment that is consistent with Aspect's strategic plan or to address a significant business event.

The cash position fluctuated throughout the year and was influenced by the timing of government funding and school fees which were invoiced in three instalments. Ending period cash and cash equivalent balances decreased from \$58.99m in 2020 to \$55.58m in 2021.

As for the liabilities, the service contract liabilities of \$6.19m primarily reflected government funding revenue, which was received in advance and will be expended on programs during 2022. The provisions balance, which totals \$16.18m, mainly comprises annual leave and long service leave liabilities accrued for Aspect staff members.

Conclusion

A strong financial base for Aspect is an essential element of delivering long term sustainable and quality services. The financial result for 2021 enables Aspect to execute its strategic plan and increase the range of services and the geographical area in which it delivers its services. The NDIS and changes in education funding provide both ongoing challenges and opportunities that Aspect can best respond to from this position of financial strength.

The Board and management continue to develop tools and processes to enhance Aspect's ability to engage with the changing environment proactively.

I would like to acknowledge the contribution of the Finance team, who have continued to improve effective financial reporting processes during 2021, and the Executive team as a whole for their continued focus on supporting Aspect's financial dimensions.

Finally, I offer my sincere thanks to my colleagues on the Board, particularly those on the Finance, People and Audit Committee for their support during the year.

Paul Khoury

Honorary Treasurer
Paul Khoury

Statement of profit or loss and other comprehensive income

For the year ended 31 December 2021



	Notes	2021 \$	2020 \$
Revenue from continuing operations			
Revenue from the provision of services		114,636,716	106,052,565
Donations, bequests and other grant funding		6,318,384	24,888,199
Other income		1,691,423	1,148,949
Total revenue from continuing operations	3	122,646,523	132,089,713
Expenses			
Employee expenses	4	(86,224,009)	(88,926,705)
Transportation costs		(991,226)	(962,694)
Depreciation and amortisation expenses	4	(3,720,552)	(3,588,147)
Finance costs	4	(140,423)	(121,430)
Services costs		(5,291,255)	(4,283,177)
Other expenses from ordinary activities		(8,077,315)	(7,410,073)
Total expenses		(104,444,780)	(105,292,226)
Surplus for the year		18,201,743	26,797,487
Other comprehensive income			
Net changes in the Fair Value through Other Comprehensive Income (FVOCI) financial assets		406,106	105,605
Other comprehensive income for the year		406,106	105,605
Total comprehensive income for the year		18,607,849	26,903,092

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

Statement of financial position

As at 31 December 2021

	Notes	2021 \$	2020 \$
Current assets			
Cash and cash equivalents	5	55,576,600	58,994,105
Trade and other receivables	6	687,718	841,050
Financial assets	7	296,483	317,174
Other assets	8	1,447,623	1,285,513
Total current assets		58,008,424	61,437,842
Non-current assets			
Financial assets	7	26,677,058	6,710,973
Property, plant and equipment	9	33,749,907	25,539,685
Intangible assets	10	1,814,585	2,368,661
Right-of-use assets	11	5,133,330	3,645,794
Total non-current assets		67,374,880	38,265,113
Total assets		125,383,304	99,702,955
Current liabilities			
Trade and other payables	12	4,410,119	3,304,944
Service contract liabilities	13	6,193,520	6,592,159
Borrowings	14	-	-
Provisions	15	13,481,567	12,330,008
Lease liabilities		886,823	1,191,943
Total current liabilities		24,972,029	23,419,054
Non-current liabilities			
Borrowings	14	3,916,141	-
Provisions	15	2,697,638	2,884,010
Lease liabilities		4,294,426	2,504,670
Total non-current liabilities		10,908,205	5,388,680
Total liabilities		35,880,234	28,807,734
Net assets		89,503,070	70,895,221
Funds			
Fair value through Other Comprehensive Income (OCI) reserve		376,389	820,717
Accumulated funds		89,126,681	70,074,504
Total funds		89,503,070	70,895,221

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

Statement of changes in funds

For the year ended 31 December 2021



	Fair Value Through OCI Reserve \$	Asset Realisation Reserve \$	Accumulated Funds \$	Total \$
Balance at 1 January 2020	715,112	-	43,277,017	43,992,129
Surplus for the year	-	-	26,797,487	26,797,487
Other comprehensive income for the year	105,605	-	-	105,605
Balance at 31 December 2020	820,717	-	70,074,504	70,895,221
Surplus for the year	-	-	18,201,743	18,201,743
Other comprehensive income for the year	406,106	-	-	406,106
Transfer	(850,434)	-	850,434	-
Balance at 31 December 2021	376,389	-	89,126,681	89,503,070

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

Statement of cash flows

For the year ended 31 December 2021



	Notes	2021 \$	2020 \$
Cash flows from operating activities			
Receipts from customers and grants		121,678,728	132,130,288
Payments to suppliers and employees		(98,588,387)	(100,437,884)
Interest received		138,443	577,683
Dividends received		571,200	144,179
Interest paid		(140,423)	(121,430)
Net cash provided by operating activities		23,659,561	32,292,836
Cash flows from investing activities			
Proceeds on sale of investments		-	132,342
Payments for investments		(19,559,979)	(611,545)
Purchase of property, plant and equipment		(10,065,240)	(6,085,040)
Net cash used in investing activities		(29,625,219)	(6,564,243)
Cash flows from financing activities			
Increase in (repayment of) borrowings		2,527,462	(2,170,313)
Net cash received (used) in financing activities		2,527,462	(2,170,313)
Net increase in cash and cash equivalents held		(3,438,196)	23,558,280
Cash and cash equivalents at the beginning of the year		59,311,279	35,752,999
Cash and cash equivalents at the end of the year	5	55,873,083	59,311,279

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

Notes to the financial statements

For the year ended 31 December 2021

1 Corporate information

Autism Spectrum Australia ("Aspect" or the "Company") is a company limited by guarantee, incorporated and domiciled in Australia. The Company is a not-for-profit entity registered with the Australian Charities and Not-for-profits Commission and under the *Charitable Fundraising Act (NSW) 1991*.

Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements for the year ended 31 December 2021 were approved and authorised for issue by the Board of Directors (who are Aspect's Responsible Entities under the *Australian Charities and Not-for-profits Commission Act 2012*) on 29 March 2022.

The financial report has been prepared on the basis of historical cost and presented in Australian dollars which is the Company's functional and presentation currency.

Principal activities

The principal activities of Autism Spectrum Australia (Aspect) are to provide a range of services to children, young people and adults on the autism spectrum that are person-centred, family-focused and customer-driven. These include customer engagement services, diagnostic and assessment services, therapy services (speech pathology, occupational therapy and psychology) including behaviour support programs, educational services for school-aged children to prepare them for transition to environments that are not autism-specific, short term accommodation services, employment services, individually-funded and block-funded programs for children, young people and adults in response to their individual needs, strengths and capabilities. A range of support services are provided to families of people on the spectrum. As well as the provision of workshops, training and consultation to other professionals and parents in ways of working with people on the spectrum continues as does Aspect's research program. There were no significant changes in the nature of its activities during the year.

Overview of operations

During 2021, Aspect's operations were slightly impacted by the sector and economy wide effects of the ongoing COVID-19 pandemic. The 2021 financial outcome was supported by the Company's management of expenditure. The financial position of the Company at year end provides a significant basis to enable Aspect to execute its strategic plan (including capital works) and increase the range of services and the geographical area in which it delivers its services in the years ahead.

Members' guarantee

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 towards meeting any outstanding obligations of the entity. At 31 December 2021, the total amount that members of the Company would have been liable to contribute if the Company was wound up was \$2,400 (2020: \$2,520).

Economic dependency

Government funding continues to provide the major operational income for Aspect, supported by fundraising and contribution by clients' families for some of the services through a fee for service charge. Income from these three sources increased in 2021 to \$120,955,100 compared with \$111,211,264 in 2020. This represents 98.6% of Aspect's total revenue.

2 Statement of significant accounting policies

Changes in accounting policies

There have been no changes to the accounting policies applied by the Company during the reporting period.

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.

a. Income tax

Under Section 50-1 and 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.

Land and Buildings

Freehold land and buildings are recorded at cost or deemed cost.

Leasehold property

Leasehold property is recorded at cost and depreciated over the useful life.

Plant and equipment

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

Property and equipment are reviewed each year for impairment or whenever events or changes in business circumstances indicate that the carrying value of the assets may not be recoverable. Impairment losses are recognised if expected future cash flows from the assets are less than their carrying values.

Plant and equipment that have been donated are valued at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets, excluding freehold land, is depreciated on a straight-line basis over the useful life to Aspect commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the estimated useful life of the improvement.

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

<i>Class of fixed asset</i>	<i>Depreciation rate</i>
Leasehold improvements (incl. Buildings on leasehold)	2.5-10%
Plant and equipment	20-33%
Freehold land and buildings	Nil-2.5%
Motor Vehicles	20%

Residual values and useful lives of assets are reviewed, and adjusted if appropriate, at each balance sheet date.

The carrying amount of an asset is written down immediately to its recoverable amount if the carrying amount is greater than the 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 profit or loss and other comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

c. Intangible assets

Intangible assets are initially measured at cost. Following initial recognition, intangible assets are carried at cost less:

- any accumulated amortisation, and
- any accumulated impairment losses.

The useful lives of intangible assets are assessed to be either finite or indefinite. Intangible assets with finite lives are amortised over their useful life and assessed for impairment whenever there is an indication that they may be impaired. The amortisation period and method for an intangible asset with a finite useful life is reviewed at least every financial year end.

Changes in the asset's expected useful life, or the expected pattern of consumption of the asset's future economic benefits, are accounted for by changing the amortisation period or method. The amortisation expense on intangible assets with finite lives is recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income in the expense category, consistent with the function of the intangible asset.

Intangibles are amortised over their useful lives as follows:

Computer software 3 - 5 years

Gains or losses arising from the disposal of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset. They are recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income when the asset is disposed.

At the end of each financial year, we review our intangible's residual values, useful lives and amortisation methods, and adjust them if appropriate. A review of intangible assets took place during the year, with those assets that are fully depreciated and no longer in use being written off.

d. Leases

The Company has leased over buildings, vehicles and office equipment.

At the inception of a contract, the Company assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right, then there is no identified asset.

The Company has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.

The Company has the right to direct the use of the asset i.e. decision-making rights in relation to changing how and for what purpose the asset is used.

At the lease commencement, the Company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives.

The right-of-use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy. The right-of-use asset is assessed for impairment indicators at each reporting date.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest

rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Company has elected to apply the exceptions to lease accounting for leases of low-value assets. For these leases, the Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

Make good provisions

Provisions costs required to return certain leased premises to their original condition as set out in the lease agreements are recognised as a provision in the financial report. The provision has been calculated as an estimate of future costs and discounted to a present value and is revised on an annual basis.

Since these future costs are based on the Company's past experience with similar premises and estimates of likely restoration costs determined by the Company's management, these estimates may vary from the actual costs incurred as a result of conditions existing at the date the premises are vacated.

e. Financial assets**Initial recognition and measurement**

The Company classifies its financial assets into the following categories:

1. **financial assets at fair value through profit or loss (FVPL),**
2. **amortised cost,**
3. **financial assets at fair value through other comprehensive income (FVOCI)**

The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and re-evaluates this designation at every reporting date.

Financial assets and liabilities are initially measured at fair value plus transaction costs unless they are carried at fair value through profit or loss in which case the transaction costs are recognised in the income statement.

Purchases and sales of investments are recognised on trade-date, the date on which the Company commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Company has transferred substantially all the risks and rewards of ownership.

The fair value of financial instruments traded in active markets is based on quoted market prices at the balance date. The quoted market price used is the current bid price.

The categories of financial assets are:

Financial assets at fair value through profit or loss

A financial asset is classified in this category if acquired principally for the purpose of selling in the short term or if so designated by management. Assets in this category are classified as current assets if they are either held for trading or are expected to be realised within 12 months of the Statement of Financial Position date.

After initial recognition they are measured at their fair values. Gains or losses on remeasurement are recognised in the income statement.

Financial assets at amortised cost

Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as FVPL or FVOCI): they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows, the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding. After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The Company's cash and cash equivalents, trade and most other receivables fall into this category of financial instruments as well as long-term deposit that were previously classified as held-to-maturity under AASB 139.

Financial assets classified as fair value through other comprehensive income

Investments in equity instruments that are not held for trading are eligible for an irrevocable election at inception to be measured at FVOCI. Under FVOCI, subsequent movements in fair value are recognised in other comprehensive income and are never reclassified to profit or loss. Dividend from these investments continue to be

recorded as other income within the profit or loss unless the dividend clearly represents return of capital.

The fair value of investments that are actively traded in organised financial markets is determined by reference to quoted market bid prices at the close of business on the reporting date.

Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method. The financial liabilities of the Company comprise trade creditors, other payables, borrowings and lease liabilities.

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 balance date the Company assesses whether there is any objective evidence that a financial asset or group of financial assets is impaired. Any impairment losses are recognised in the income statement. The Company considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument.

In applying this forward-looking approach, a distinction is made between: financial instruments that have not deteriorated significantly in credit quality since initial recognition or that have low credit risk ('Stage 1'), and financial instruments that have deteriorated significantly in credit quality since initial recognition and whose credit risk is not low ('Stage 2'). 'Stage 3' would cover financial assets that have objective evidence of impairment at the reporting date. '12-month expected credit losses' are recognised for the first category while 'lifetime expected credit losses' are recognised for the second category.

Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument.

Trade and other receivables

Aspect makes use of a simplified approach in accounting for trade and other receivables and records the loss allowance at the amount equal to the expected lifetime credit losses. In using this practical expedient, Aspect uses its historical experience, external indicators and forward-looking information to calculate the expected credit losses using a provision matrix.

Aspect assesses impairment of trade receivables on a collective basis as they possess credit risk characteristics based on the days past due.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire 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 the statement of profit or loss and other comprehensive income.

Service contract liabilities

Service contract liabilities generally represent the unspent grants or other fees received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided, or the conditions usually fulfilled within 12 months of receipt of the grant or fees.

Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is presented as non-current.

Where the monies are received for the Company to acquire or construct an item of property, plant, and equipment that will be controlled by Autism Spectrum Australia then the funds are recognised as a contract liability and amortised to revenue as and when the obligation is satisfied.

f. 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 or 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 statement of profit or loss and other comprehensive income. 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.

g. Employee benefits provisions

Provision is made for Aspect's liability for employee benefits arising from services rendered by employees up to the reporting 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 plus related on-costs using a high quality corporate bond rate that represents the period to the expected payment.

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

h. 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.

Management continues to review the probability factors used to accurately reflect the liability for long service leave for all staff.

i. Cash and cash equivalents

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

j. Revenue and other income**Revenue recognition policy for revenue from contracts with customers (AASB 15)**

AASB 15 requires revenue to be recognised when control of a promised good or service is passed to the customer at an amount which reflects the expected consideration.

The customer for these contracts is the fund provider.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price
5. Recognise revenue

Revenue from the rendering of a service

Generally the timing of the payment for rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

Revenue from government funding/grant income

Government funding/grant income arising from an agreement which contains enforceable and sufficiently specific performance obligations is recognised when control of each performance obligations is satisfied.

Within grant agreements there may be some performance obligations where control transfers at a point in time and others which have continuous transfer of control over the life of the contract. Where control is transferred over time, generally the revenue is recognised based on either cost or time incurred which best reflects the transfer of control.

Revenue recognition policy for revenue streams which are either not enforceable or do not have sufficiently specific performance obligations (AASB 1058)**Grant income**

Assets arising from grants in the scope of AASB 1058 are recognised at their fair value when the asset is received. These assets are generally cash but maybe property which has been donated or sold to the Company at significantly below its fair value.

Once the asset has been recognised, the Company recognises any related liability amounts (e.g. provisions, financial liabilities).

Once the assets and liabilities have been recognised then income is recognised for any difference between the recorded asset and liability.

Capital grants

Capital grants received under an enforceable agreement

to enable the Company to acquire or construct an item of property, plant and equipment to identify specifications which will be controlled by the Company (once complete) are recognised as revenue as and when the obligation to construct or purchase is completed.

For construction projects, this is generally as the construction progresses in accordance with costs incurred since this is deemed to be the most appropriate measure of the completeness of the construction project as there is no profit margin.

For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the Company.

Donations and bequests (gift in will)

Donations and bequests collected are recognised as revenue when the Company gains control of the asset.

In-kind donations

Services donated by volunteers, goods and facilities donated are included at the fair value to the Company where this can be quantified, and a third party is bearing the cost.

Significant estimates and judgements relating to revenue

For many of the grant agreements received, the determination of whether the contract includes sufficiently specific performance obligations was a significant judgement involving discussions with several parties at the Company, review of the proposal documents prepared during the grant application phase and consideration of the terms and conditions.

Grants received by the Company have been accounted for under both AASB 15 and AASB 1058 depending on the terms and conditions and decisions made.

If this determination was changed then the revenue recognition pattern would be different from that recognised in this financial report.

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 Taxation 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 in the statement of cash flows on a gross basis, except for the GST components of investing and financing activities, which are disclosed as operating cash flows.

I. Reserves

Fair value through other comprehensive income (FVOCI) reserve

This reserve records fair value changes at each reporting date on investments classified at fair value through other comprehensive income. It represents the unrealised fair value excess over cost for investments held.

m. Comparative figures

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

n. Critical accounting estimates and judgements

The preparation of financial information requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

3 Revenue from continuing operations

	Notes	2021 \$	2020 \$
Revenue from the provision of services subject to specific performance obligations			
School fees		6,941,690	5,771,813
Other fees for service		1,599,970	2,172,993
NDIS funding	(a)	15,107,393	17,165,787
Government grant funding subject to service obligations	(a)	90,987,663	80,941,972
Total revenue from the provision of services		114,636,716	106,052,565
Revenue not subject to specific performance obligations			
Donations and gift in will		6,318,384	5,158,699
Government stimulus package	(a)	-	19,729,500
Total revenue not subject to specific performance obligations		6,318,384	24,888,199

	Notes	2021 \$	2020 \$
Other income			
Interest and investment income		709,642	854,204
Other		981,781	294,745
		1,691,423	1,148,949
Total revenue from continuing operations		122,646,523	132,089,713

(a) Grant income includes the following sources of government revenue:

		2021 \$	2020 \$
Commonwealth government			
National Disability Insurance Agency		15,107,393	17,165,787
Department of Education, Skills and Employment		48,279,411	40,017,546
Department of Social Services		1,676,107	1,700,626
Stimulus package		-	19,729,500
		65,062,911	78,613,459
State government			
Department of Education NSW		38,240,008	36,558,410
Department of Education SA		2,792,137	2,668,120
Victoria Department of Health and Human Services		-	(2,730)
		41,032,145	39,223,800
Total government revenue		106,095,056	117,837,259

4 Operating surplus from operating activities

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

	Notes	2021 \$	2020 \$
Depreciation or amortisation of:			
- Freehold land and buildings		88,277	88,520
- Leasehold improvements (incl. buildings on leasehold)		993,559	954,431
- Office machines and equipment		471,144	463,792
- Software		781,793	766,720
- Right-of-use assets	11	1,385,779	1,314,684
Total depreciation and amortisation		3,720,552	3,588,147
Finance costs			
- Bank loans, leases and overdraft interest and fees		124,018	112,911
- Finance costs (Make Good - Lease Provision)		16,405	8,519
Total finance costs		140,423	121,430

	Notes	2021 \$	2020 \$
Net bad and doubtful debts expenses including movements in allowance for credit losses		(56,509)	(135,769)
Lease financing (rental payments previous year)		199,092	(21,965)
Net loss/(gain) on disposal of non-current assets		74,321	4,640
Employee benefits expense			
- Wages and salaries		73,212,192	75,110,965
- Defined contribution plan superannuation expense		6,786,370	7,219,215
- Workers' compensation insurance expense		1,523,656	1,225,168
- Employee leave benefits		4,701,791	5,371,357
Total employee benefits expense		86,224,009	88,926,705

5 Cash and cash equivalents

		2021 \$	2020 \$
Cash at bank		55,576,278	58,991,361
Cash on hand		322	2,744
		55,576,600	58,994,105

Reconciliation of cash and cash equivalents in the Statement of Cash Flows

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, reconciled to the related items in the Statement of Financial Position as follows:

		2021 \$	2020 \$
Cash at bank and on hand		55,576,600	58,994,105
Bank term deposits		296,483	317,174
		55,873,083	59,311,279

6 Receivables

		2021 \$	2020 \$
Fees and government subsidies		947,125	1,078,168
Less: allowance for credit losses		(275,501)	(253,212)
		671,624	824,956
Other receivables		16,094	16,094
		687,718	841,050

7 Other financial assets

	2021 \$	2020 \$
Current		
Bank term deposits	296,483	317,174
Non-current		
Managed fund investments classified as FVOCI	16,677,058	6,710,973
Interest bearing deposit	10,000,000	-
Total non-current financial assets	26,677,058	6,710,973
Total financial assets	26,973,541	7,028,147

The Company holds a mixed portfolio of investments in fixed interest securities, alternative assets, property trust, Australian and international equities in its managed fund held at fair value.

The bank deposit of \$10,000,000 is secured against the borrowing facility - refer Note 14.

8 Other assets

	2021 \$	2020 \$
Accrued income	201,853	267,806
Prepayments	1,245,770	1,017,707
	1,447,623	1,285,513

9 Property, plant and equipment

	2021 \$	2020 \$
Freehold land and buildings - at deemed cost	9,311,191	6,193,461
Less: accumulated depreciation	(854,758)	(766,481)
	8,456,433	5,426,980
Leasehold improvements (incl. buildings on leasehold) - at cost	30,014,663	26,962,363
Less: accumulated depreciation	(6,105,729)	(8,043,266)
	23,908,934	18,919,097
Office machines and equipment - at cost	2,537,820	2,967,549
Less: accumulated depreciation	(1,153,280)	(1,773,941)
	1,384,540	1,193,608
Total property, plant and equipment	33,749,907	25,539,685

Movements in property, plant and equipment are shown as follows:

	Freehold land and buildings \$	Leasehold improvements (incl. buildings on leasehold) \$	Office machines and equipment \$	Total \$
Balance at 1 Jan 2021	6,193,461	26,962,363	2,967,549	36,123,373
Additions	3,117,730	6,033,794	728,557	9,880,081
Disposals	-	(2,981,494)	(1,158,286)	(4,139,780)
Balance at 31 Dec 2021	9,311,191	30,014,663	2,537,820	41,863,674
Accumulated depreciation				
Balance at 1 Jan 2021	(766,481)	(8,043,266)	(1,773,941)	(10,583,688)
Depreciation	(88,277)	(993,559)	(471,144)	(1,552,980)
Disposals	-	2,931,096	1,091,805	4,022,901
Balance at 31 Dec 2021	(854,758)	(6,105,729)	(1,153,280)	(8,113,767)
Carrying amount 31 December 2021	8,456,433	23,908,934	1,384,540	33,749,907

10 Intangible assets

	2021 \$	2020 \$
Software - at cost	4,129,880	3,890,414
Less: accumulated amortisation	(2,315,295)	(1,521,753)
Total intangible assets	1,814,585	2,368,661
	Software \$	Total \$
Asset gross carrying amount		
Balance at 1 Jan 2021	3,890,414	3,890,414
Additions	238,514	238,514
Disposals	952	952
Balance at 31 Dec 2021	4,129,880	4,129,880
Amortisation		
Balance at 1 Jan 2021	(1,521,753)	(1,521,753)
Depreciation	(781,793)	(781,793)
Disposals	(11,749)	(11,749)
Balance at 31 Dec 2021	(2,315,295)	(2,315,295)
Carrying amount 31 December 2021	1,814,585	1,814,585

11 Right-of-use assets

	Buildings \$	Vehicles \$	Total \$
Balance at 1 January 2021	3,317,059	328,735	3,645,794
Additions	2,457,179	416,136	2,873,315
Depreciation charge	(1,152,690)	(233,089)	(1,385,779)
Balance at 31 December 2021	4,621,548	511,782	5,133,330

12 Trade and other payables

	2021 \$	2020 \$
Trade creditors	2,482,825	1,565,658
Other creditors and accruals	1,960,835	1,776,011
Net GST (receivable)/payable	(33,541)	(36,725)
	4,410,119	3,304,944

13 Service contract liabilities

	2021 \$	2020 \$
Capital grants received to acquire or construct an asset	265,762	150,404
Payments for future services and grants received in advance	5,927,758	6,441,755
	6,193,520	6,592,159

14 Borrowings

	2021 \$	2020 \$
Current		
Bank loan - secured	-	-
Non-current		
Bank loan - secured	3,916,141	-

The bank loan with Westpac is secured by first mortgage over land and buildings.

Financing arrangements

	2021 \$	2020 \$
Total facilities available:		
Bank overdraft facility	-	150,000
Bank loans	3,916,141	-
	3,916,141	150,000
Facilities utilised at the reporting date:		
Bank loan	3,916,141	-
Facilities un-utilised at the reporting date:		
Bank loan	7,583,859	-

A term Deposit of \$10,000,000 is secured against the unused and used bank loans, and a further \$1,500,000 of the bank loan is secured against property.

15 Provisions

	2021 \$	2020 \$
Current		
Make-good provision under leases	695,854	60,000
Long service leave provision	9,297,266	8,838,539
Annual leave provision	2,338,447	2,281,469
Workers compensation	1,150,000	1,150,000
	13,481,567	12,330,008
Non-current		
Make-good provision under leases	562,391	1,210,723
Long service leave provision	2,135,247	1,673,287
	2,697,638	2,884,010
	16,179,205	15,214,018

16 Cash Flow Information

Reconciliation of net cash provided by operating activities with surplus:

	2021 \$	2020 \$
Surplus for the year	18,201,743	26,797,487
Non-cash flows in operating surplus:		
Depreciation of property, plant and equipment	1,552,980	1,506,743
Depreciation of right-of-use asset	1,385,779	1,314,684
Amortisation of intangible assets	781,793	766,720
Net loss/(gain) on disposal of an asset	74,321	4,640
Net loss/(gain) on revaluation and realisation of investments	-	(132,342)
Changes in operating assets and liabilities:		
Decrease/(Increase) in receivables and other assets	(31,067)	1,251,969
(Decrease)/Increase in payables and other liabilities	706,537	(1,373,034)

	2021 \$	2020 \$
Increase in provisions	987,475	2,155,969
Net cash flow from operating activities	23,659,561	32,292,836

17 Fundraising appeals conducted during the year

Fundraising appeals conducted during the financial period included direct mail, telephone and digital appeals, regular giving program, corporate giving including payroll giving, applications to trusts, foundations & registered clubs, events including Walk for autism, Run for autism, Ride for autism and other fundraising activities including community raffles and merchandise sales, other solicited and unsolicited donations including gift in will. Gift in will generally does not fall under the definition of fundraising in the Charitable Fundraising Act 1991 (NSW) and are disclosed below for clarity and consistency with Note 3.

Fundraising assists Aspect to create a world where no-one on the autism spectrum is left behind. Money raised supports programs and initiatives not covered by government grants or the NDIS. In particular, this income was used to fund part of the redevelopment of Aspect's schools, resources for Aspect schools, Aspect therapy services, some services for adults on the spectrum, some of the work of the Aspect Research team and work to create an autism-friendly Australia.

Fundraising funds are incorporated into other operational income and applied as set out in the Financial Statements. All funds are applied for Aspect's Charitable purposes.

	2021 \$	2020 \$
Results of fundraising appeals		
Community fundraising	2,925,979	1,956,658
Individual giving	1,971,919	1,669,640
Philanthropy	1,233,567	986,052
Gift in Will	186,919	546,349
Income from fundraising	6,318,384	5,158,699
Less: Total costs of fundraising appeals	(2,096,481)	(1,900,652)
Net surplus	4,221,903	3,258,047
Add: fundraising income deferred in current year	314,975	129,786
Less: fundraising income deferred in prior year, recognised in current year	(105,334)	(231,107)
Cash surplus	4,431,544	3,156,726

18 Related party transactions

a) Key management personnel compensation

The Directors act in an honorary capacity and receive no compensation for their services. Directors may receive reimbursement for direct expenses incurred by the directors in fulfilling their roles.

Key management personnel compensation consists of amounts paid to members of the Executive. Throughout the year, there were some changes in the Executive structure in line with the current business environment. This team continued to fulfil the Executive roles.

	2021 \$	2020 \$
Total key management personnel remuneration	2,124,037	1,700,989

b) Other related party transactions

The Directors and other key management personnel may be donors to the Company.

Nil other related party transactions.

19 Contingent liabilities

Security deposit guarantees of \$13,200 secured against term deposits at Note 7.

20 Commitments

	2021 \$
Capital expenditure commitments	
Aspect Macarthur School	1,200,000
Aspect Riverina School	900,000
Aspect South East Sydney School	900,000
Aspect Central Coast School	2,948,144
Aspect South Coast School	2,790,760
Aspect Vern Barnett School	1,025,000
Aspect Western Sydney School	3,328,551
Total capital expenditure commitments	13,092,455

21 Events subsequent to the reporting date

Nil.



Responsible Entities' declaration

In the opinion of the Responsible Entities of Autism Spectrum Australia (Aspect):

- a. The financial statements and notes of Autism Spectrum Australia (Aspect) are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
 - i. giving a true and fair view of its financial position as at 31 December 2021 and of its performance for the financial year ended on that date; and
 - ii. complying with Australian Accounting Standards - Reduced Disclosure Requirements (including the Australian Accounting Interpretations) and the *Australian Charities and Not-for-profits Commission Regulation 2013*, 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.

The Responsible Entities are the members of the Board of Directors. This declaration is signed in accordance with a resolution of the Board of Directors:

Annette Gallard

Annette Gallard
Chair of the Board

Dated this 29th day of March 2022

Declaration in accordance with the Charitable Fundraising Act 1991 (NSW)

I, Jacqui Borland, Chief Executive Officer of Autism Spectrum Australia (the "Company") declare, in my opinion:

1. The Company is able to pay all of its debts as and when the debts become due and payable;
2. The 31 December 2021 financial statements of the Company satisfy the requirements of the Charitable Fundraising Act 1991 and the Charitable Fundraising Regulation 2021;
3. The contents of the 31 December 2021 financial statement of the Company are true and fair; and
4. The Company has appropriate and effective internal controls.



Jacqui Borland
Chief Executive Officer

Dated this 29th day of March 2022

Independent Auditor's Report



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Independent Auditor's Report

To the Members of Autism Spectrum Australia (Aspect)

Report on the audit of the financial report

Opinion

We have audited the financial report of Autism Spectrum Australia (Aspect) (the "Registered Entity") which comprises the statement of financial position as at 31 December 2021, the statement of profit or loss and other comprehensive income, statement of changes in funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the Responsible Entities' declaration.

In our opinion the financial report of Autism Spectrum Australia (Aspect) has been prepared in accordance with the requirements of Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

1. Giving a true and fair view of the Registered Entity's financial position as at 31 December 2021 and of its financial performance for the year then ended; and
2. Complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Registered Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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Information Other than the Financial Report and Auditor's Report Thereon

Those charged with governance are responsible for the other information. The other information comprises the Declaration in accordance with the Charitable Fundraising Act 1991 (NSW), but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Responsible Entities for the financial report

The Responsible Entities of the Registered Entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, the Australian Charities and Not-for-profits Commission Act 2012, the Charitable Fundraising Act 1991 (NSW) and the Charitable Fundraising Regulation 2021 (NSW), and for such internal control as the Responsible Entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Responsible Entities are responsible for assessing the Registered Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Responsible Entities either intend to liquidate the Registered Entity or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Registered Entity's financial reporting process.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit 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 Registered Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Responsible Entities.
- Conclude on the appropriateness of the Responsible Entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Registered Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Registered Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Grant Thornton Audit Pty Ltd
Chartered Accountants



James Winter
Partner – Audit & Assurance

Sydney, 29 March 2022



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