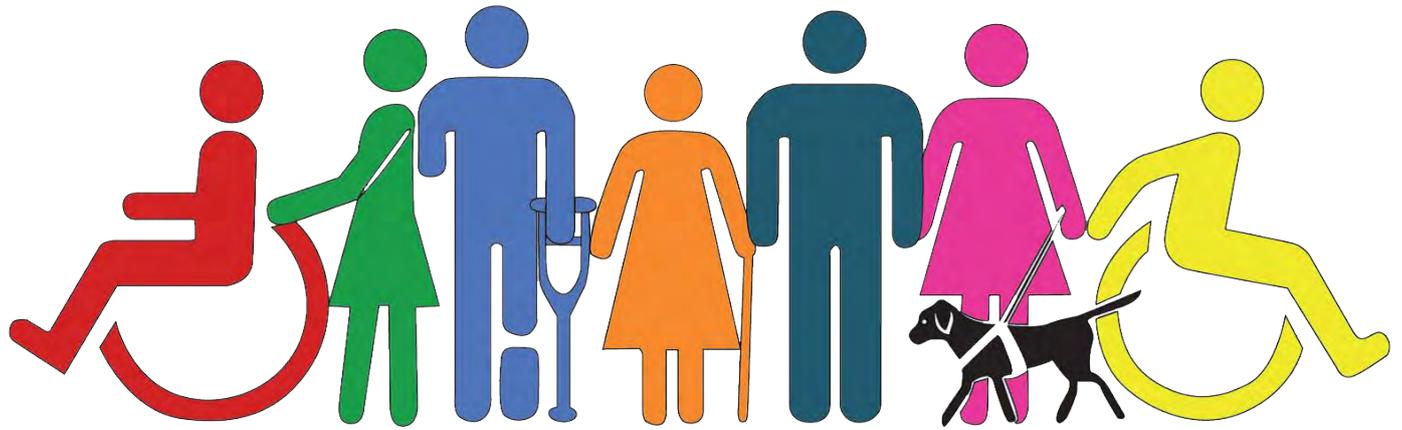




Information on Disability  
& Education Awareness Services



*Getting information has never been easier*

IDEAS  
ANNUAL REPORT  
2014 - 2015



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# ABOUT IDEAS

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## ***Our Organisation***

IDEAS - Information on Disability & Education Awareness Services Inc or IDEAS NSW

## ***Our Values – what we believe in.***

We believe the following are intrinsic to the organisation and everything we do.

We are:

- **Respectful**
- **Inclusive**
- **Ethical**
- **Innovative**

## ***Our Vision – what we seek.***

People with disability live full lives of their own choosing.

## ***Our Mission – What we do***

IDEAS' purpose is to provide access to information and opportunities for people with disability, their supporters and the community to reach their full potential.

## ***Our Strategic Objectives – How we do it***

- Providing accessible information and services for people with disability, their supporters and the community
- Supporting individual and group advocacy by and for people with disability
- Encouraging positive change by identifying gaps in systems and upholding the UNCRPD
- Increasing the knowledge in the community about the needs of people with disability
- Successfully operating a high quality, relevant and responsive service to meet the changing needs of people with disability
- Valuing and respecting all people who participate in our organisation





*Life Friends Work Love Play*



*Family Carers Supporters Community*



*Information to make choices  
for community inclusion*



*Phone People Website Newsletter*



*Collecting Collating Verifying  
Curating Disseminating*



**ideas** | Information on Disability  
& Education Awareness Services



# BOARD MEMBERS

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## IDEAS Board Members



**Bob Gilhome**  
Chairperson



**Chris Dumas**  
Treasurer



**Melinda Patterson**  
Vice Chairperson



**Teresa McMullen**  
Secretary



**Bruce Mumford**  
Member



**Jim Grainda**  
Member



**Jacki Campisi**  
Member



**Wendy Bowles**  
Member



**Dave Reid**  
Member

*Our board members have lived, family and professional experience of disability. They are for inclusion and diversity.*



# STAFF MEMBERS

## IDEAS Staff Members



Left to right: (back row) Rhys Creed, Jennifer Jackson, Angela Van den Berg, Tash van Rijswijk, Carol Quinn, Helen Abric  
(front row) Jenelle Becker, Diana Palmer, Cynthia Maguire, Lucy Choi, Michelle Post, Hillary Wilde  
Absent: Sue Gorman, Lauren Cobden

## PossABLE Expo Penrith Team



# CHAIRMAN'S REPORT

---



*An extensive background in Business administration, currently EO of General Practitioners Australia. Bob has an adult son with disability. Bob has served on the IDEAS Board since 2004.*

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Again, I have the great honour to present the Chairman's Report for IDEAS – Information on Disability & Education Awareness Services Incorporated, this report being for the year to 30 June 2015.

In preparing this report I was tormented by the shadows of reports past. There needs to be the usual references to our ongoing performance, the recognition of the highlights for the year, acknowledgement of the people that made it all possible and then..... the elephant in the room. Despite expending a considerable amount of thought on the matter, I have not been able to conceive a better format. That being said, I do want to devote some time to the elephant in the room.

I can assure you the 2014/15 year has been as productive as any, in terms of the daily provision of information services to our user base. Under clouds of uncertainty, clouds that are almost entirely related to storms not of our own making, our staff have maintained a highly effective and professional operation. For the detail of this work, I recommend the various other reports, financial statements and statistical data that comprise the Annual Report, to you. I am confident you will agree with me that we should be well satisfied in these efforts.

All organisations have responsibilities additional to addressing their core business, in our case, the provision of information to people living with disability and their supporters. Those responsibilities include ensuring the organisation operates efficiently, is resourced appropriately, continues to be qualified to operate in its field of expertise and is positioned to take advantage of opportunities that may present themselves.



To that end, during the year we have restructured our physical presence in certain areas by closing the Ultimo office and co-locating the Wollongong office with the FACS One Service Centre - an efficiency initiative. We have developed a new website, based on best practice principles, to allow our services to be better maintained, presented and accessed. This website was launched in November 2014 – a resourcing initiative. In May 2015 we also gained accreditation under the National Disability Standards and ISO9001:2008. This was a massive impost on the staff, over and above their day to day workload, and I thank them sincerely for their support of the organisation in this undertaking, which relates to maintaining qualifications to operate.

Another feature of our year was the staging of the IDEAS PossABLE Expo in Maitland in November 2014. Conducted specifically in Maitland in recognition of that area being the centre of an NDIS roll out trial, the Expo was a huge drain on IDEAS staffing resources, following as it did so closely on the back of the Newcastle PossABLE Expo the previous year. Despite being compromised by substandard facilities and record breaking temperatures, the Expo was very successful and drew favourable reviews from attendees, exhibitors, key stakeholders and the media. I thank the staff, board members and family members for their efforts and support in conducting this event.

IDEAS has recognised for some time that, to remain viable, it is imperative we develop income streams independent of government funding. Coinciding with this recognition, we have been fortunate to have our Treasurer, Mr Chris Dumas, join the Board. Chris brings with him considerable skills and knowledge in the area of corporate engagement.

We have benefitted greatly from this in two areas in during the year. Firstly, we received very generous sponsorship for the Maitland Expo from Silverstrand Developments. Secondly, after IDEAS had identified an opportunity to acquire an established income generating activity, Chris was again able to negotiate with Silverstrand Developments for a contribution which allowed us to acquire the project without jeopardising our financial security. As a result of this support, we were able to purchase the e-Bility website in April 2015. Obviously we are indebted to Silverstrand Developments for their support and I wish to acknowledge that here.

I can advise that there is much work being done to identify other sources of income available to us, both in terms of the commercial value of our existing knowledge base (and how we can best tap that resource) and developing further relationships with the corporate sector.



I think it is time I spoke of the elephant in the room.

While IDEAS is actively developing independent income streams it still has an unwavering belief that disability information provisions should be funded to ensure the quality, consistency and independence of, and accessibility to information is the same for all. I spent some time in last year's report outlining our concerns should individual persons be responsible for sourcing their information requirements and I would be happy to cover that again should you wish. Suffice to say, and I quote from last year, "IDEAS very strongly believes in the importance of, and, in fact, the absolute necessity for, the independence of information services. There should be no possibility for conflicts of interest to arise in information provision. There should be free access to high quality information for all those who seek to make informed choices about their life."

While there is still no indication from government on the future of funding for disability information services under the NDIS, IDEAS has been working closely with government as it continues to roll out the program across its trial areas. This includes staging a funded PossABLE IDEAS Expo in Penrith in July this year and, around the same period, conducting a series of sixteen NDIS information community forums in the Nepean/Blue Mountains to support the rollout.

We like to believe we were selected to participate in this initiative because of our proven expertise in information management and dissemination and because of an understanding that information is key in the success of the introduction of the NDIS. We look forward to an ongoing dialogue with all levels of government on this issue and will continue to strenuously put our case on behalf of the people in need of services such as ours.

Of course we have people to thank, for without their assistance and support, IDEAS could not achieve as it has. Our thanks go to:

- The Hon. John Ajaka NSW Minister for Ageing, Disability Services and Multiculturalism and his staff;
- The NSW Government – Dept of Family and Community Services through Ageing, Disability and Homecare, particularly the staff we have direct dealings with;
- Rod Sharples and Data Diction; and
- Our own dedicated staff.



I would also acknowledge the tremendous contribution of my fellow board members. They give generously and freely of their time and expertise to ensure IDEAS continues as a relevant and viable organisation providing information for people with disability. It is an honour to be able to work with them. I would particularly mention Bruce Mumford, who has announced he will be leaving the Board for personal reasons. As a person living with disability, Bruce has been able to provide invaluable insight in our discussions and decision making. While his departure is our loss, I know Bruce will continue to utilise our services and provide feedback where necessary. I also know Bruce has a special interest in a project centred around his Southern Tablelands community. I thank Bruce for his time on our Board and wish him well both with his project and in the future in general.

I cannot present this address without specifically recognising our Executive Officer, Diana Palmer, for special mention. Each year we think the previous year was a battle and the next will be easier, we have never got that right. Each year has built on the previous one. At all times, Diana's contribution and commitment has been consistently outstanding. Personally, as Chair, I could not wish for a more supportive, professional and knowledgeable executive officer to advise and guide me. Thanks for everything, Diana.

In closing, I am not seeking nomination as Chair in the coming year and, in fact, anticipate making 2015/16 my last year on the IDEAS Board. I would like to express my sincere gratitude to those of you that gifted me the great privilege to chair this organisation for a number of years. I has been an honour and I feel great pride when I reflect on the journey we have been on. That journey continues and, while I don't have a map of the route to hand on, I am sure the incoming Chair will be able to navigate us safely to our destination irrespective of the twists and turns we will encounter.

Thank you,



Robert Gilholme  
Chairman



# TREASURER'S REPORT

---



*Chris is a partner at Bentleys Newcastle (accountants) and CRAG Auditing Services. He has a Bachelor of Business, became a CPA in 1998 and FCPA in 2001. Also a fellow of the tax institute. Joined Board in November 2013.*

---

2015 bloomed into a positive financial year for IDEAS, setting us up to deliver a very hot Expo in Maitland (with all of its old world “charm”), achieve our National Disability Standards and set the scene for IDEAS to deliver a marvellous Expo and series of community forums to start the 2016 year in the Blue Mountains and Penrith. The net profit of \$25,029 whilst down on the prior year, is commendable in a lower income environment and speaks volumes for the work of the team.

In a year where future funding was not always clear IDEAS obtained additional NSW Government funding, avenues towards future Federal funding and critically a huge vote of confidence from the sector with the opportunity to deliver Expo on a fully funded basis at short notice. Under pressure, and amongst considerable volumes of strategic and directional work Diana ran an efficient team and the work of Michelle in preparing all things financial was excellent.

The Treasurer’s role is to have an overview of systems used, monitor spending and be able to advise the board of our financial position, especially if new projects are to be undertaken as to their affordability and the recurrence or otherwise of funding. The monitoring of this and the diligence that staff have in protecting funding and running an efficient operation in this year is well illustrated by the closure of the Ultimo office, purchase of e-Bility Web Site and consolidation of expenditure through the middle of the year whilst not compromising the delivery of programs in a period of transition.

The profit of \$25,029 has reduced on the prior year with several significant variances in the operating figures between years. Of note our turnover



has reduced by \$240,000, wages increased by \$50,000 and expo expenses (Maitland) were \$217,889. I note that the Newcastle Expo was held in May (the 2013 Financial year) and Maitland in November 2014 (2015 Financial year). As was noted last year the 2014 turnover was derived from the undertaking and completion of many projects by external bodies hence the significant decrease in consultants fees from \$617,052 in 2014 to \$111,639 in 2015.

Our net Equity remains strong at \$358,848 (up \$25,000 on the prior year). I note the composition of our Balance Sheet has changed in this year with current assets rising by \$660,000 offset by a rise in the current liabilities of \$603,000. From a liquidity point of view holding \$1,193,080 in cash at 30 June 2015 was spectacular (noting July August expenditure on Expo and forums reduced this and the current liabilities markedly in the first two months of this financial year). I note the sharp increase in long service leave provision to bring to account all potential liabilities for our staff at 30 June 2015.

I congratulate Diana and Michelle on their maintenance of the accounts function. The board is supportive and remains focussed on IDEAS objectives. The work of IDEAS staff and friends in Penrith was uplifting. To see Board member Melinda speaking freely with the now Treasurer of Australia Scott Morrison for an extended time was a personal highlight for me.

Our organisation has funding for the next financial year and reason to believe we will continue to advocate for and disseminate information to our clientele into the future. I commend all involved, noting the board should continue to venture out, seeking Federal and corporate funding for our community engagement activities for our immediate and long term future.

I reaffirm our audited financial year. Walkers have confirmed that we have fulfilled our responsibilities. This is a great result considering the nature of the funding environment, the competition in our industry, our integrity and independent standards which define our organisation.

As Treasurer I support the outstanding work of our EO and her staff and was proud of the board's continued support and look forward to another fruitful and positive year next year.

Chris Dumas



Treasurer



# EXECUTIVE OFFICER'S REPORT

---



*Diana was appointed Executive Officer in 2011 having joined IDEAS in 1997 as Manager of the regional service. Diana has a background in Nursing and Hospitality.*

---

The year 2014/2015, like any other year, has been one of complex challenges and opportunities.

The challenges and opportunities a major reform such as the move to a national disability support system (The NDIS) presents to organisations such as IDEAS continues to create an almost surreal environment to work within. The excitement of the changes giving so much potential to change lives for people with disability is countered by the huge demand within the workplace of organisations such as ours. The pressure to ensure delivery of our high quality services meeting current funding obligations is tempered by the work required to reframe our business models in order to ensure viability for future business streams that fit with our Vision, Mission and Values.

A major accomplishment this year was the external accreditation for IDEAS ISO9001:2008 and the National Disability Service Standards. This demonstrates the quality of internal systems and processes being undertaken to deliver our work.

Within the year we saw a restructure of staff locations; the closure of the Ultimo office and a move at Wollongong into the FACS One Service Centre. We have still retained our presence in Newcastle. These changes saw additional staff employed in Tumut and a reduction in staff numbers in Sydney.

The Tumut based team continue to provide the core operations of the Disability Infoline, Advocacy Brokerage intake, Website and Database content and maintenance as well as support services of Marketing, Communications and Administration.



In the 2014-2015 financial year, IDEAS relaunched our website in November 2014; built two new websites for NDIS related activities and purchased a commercial e-site e-Bility.com. We have reconfigured how our online information is presented and have built a library of online resources in addition to the ongoing development of our traditional service databases that people access independently.

Throughout this period we saw the growth in trial sites for the NDIS and IDEAS confirming its role in delivering high quality Events. The staging of the PossABLE Maitland Expo was followed up in the late stages of the year with a request from FACS to convene another PossABLE at Penrith within an eight week turnaround and a series of 16 Community Forums. I would like to acknowledge and thank all the IDEAS family who contributed their time and extraordinary effort to deliver these major events in the time frame. Both staff and volunteers alike gave their all to ensure these events ran smoothly. IDEAS is very proud of all who took part.

Further in this report you will find the statistics to quantify the levels of work that we undertook. Needless to say the demand for information continues unabated. The complexity of calls is increasing, in some part due to the reforms that are being undertaken both in the Disability and Aged sector. IDEAS continues to be a backstop for people when they are unable to find information anywhere else.

I congratulate the IDEAS team on their work during the year as each member has worked towards their goals, and thank them for their continuing passion to provide independent information to people with disability as well as their commitment to IDEAS.

I would also like to thank the Board for their continued support and work. The Board spend many volunteer hours deliberating on the governance and strategic direction for IDEAS. I would like to thank Bob especially for his support during his term as Chair of the Board. Bob has provided me with sound advice on many occasions and has always been calm and objective when leading the Board through discussions and decisions.

Thank you,



Diana Palmer  
Executive Officer



# Accessing Independent Information

*Supports you to make choices for a good life wherever you live.*

## In 2015



# 164 840

connected with IDEAS



## 7 060

*Calls answered*



## 7 666

*In person*



## 1 022 249

*Website*



## 50 000

*Social media*



## 139

*SMS recieved*



## 18 432

*Newsletters*



## 19

*Livechat calls*



## 14 638

*E-news*





# Individual Support

## Disability Information Phone Line

IDEAS Disability Info Line has seen a continuing increase in, and complexity of calls over the last 12 months. This is in part due to the disability and aged care reforms, requiring our information officers to be aware and up to date with current service systems and supports.



We are dealing with calls referred from people under 65 years not eligible for the aged care system.



The rollout of the NDIS has seen an increase in calls from people wanting to know more about what it will offer them.

Due to the above reforms we are receiving calls from people with complex needs who are looking to obtain the best options for their current support needs.

# 2 347

## Total Enquiries



### Top 3 clients:

- 1** Person with Disability
- 2** Carers
- 3** Advocate

### Background:

- 81%** English
- 17%** Culturally and Linguistically Diverse
- 2%** Aboriginal & Torres Strait Islander



# DABS - Disability Advocacy Brokerage

The brokerage Intake through our toll free number continues to assist people needing access to an advocate across our funded regions.

People with no family living in groups homes are contacting us to get access to an independent advocate to assist with decision making instead of using their current service provider.

## Top 5 advocacy issues:

-  **1** Independent Living and Accommodation
-  **2** Guardianship
-  **3** Discrimination
-  **4** Education
-  **5** Legal

Clients said that the service IDEAS provided was:

*Prompt    Efficient    Friendly    Professional*

  
**100%**

Respondents found the information they received from IDEAS was relevant & current, and would use our service again

“I found IDEAS very helpful to me with instructions and to point me in the right direction”  
IDEAS Service User



# Community Engagement & Events

*In 2015 IDEAS attended & hosted 105 community events and expos in Penrith & Maitland.*



*people*

## In 2015

# 7 666

connected with people through events



**4 150**

*people*

**2**

*events*

IDEAS planned two PossABLE IDEAS Expos, one on the 14th – 15th November 2014 at the Maitland Showground and the other on the 24th - 25th July at the Penrith Panthers Exhibition Marquee.



Community Events



**2 604**

*people*

**37**

*events*

We ran and planned a series of community forums, a city of Sydney Matching Grants project and a disability awareness project for a corporate organisation.



Self - Advocacy Groups



**346**

*people*

**29**

*events*

A successful handover of IDEAS self advocacy groups to two Disability Support Organisations was achieved.



Industry Networking Events



**566**

*people*

**39**

*events*

We will employ a staff member to focus on engagement activities across the metropolitan regions in the near future.



## PossABLE Expos:

The Maitland Expo was commercially funded by IDEAS. There were 75 exhibitors, 8 corporate sponsors and 2,700 guests. In May 2015 we were invited by the State Government to host some information and awareness activities in the Nepean and Blue Mountain region prior to the early rollout of the NDIS. One of these activities was a PossABLE Expo in Penrith. This expo attracted 102 exhibitors and 3000 guests and was developed in eight weeks. We are grateful to FACS for their support and the NDIA for their partnership.



*“More than 7 000 people connected with IDEAS face to face. These touch points are as diverse as the people we serve. They are marks of fun, information for choice and transformation.”*

*Angela Van den Berg - Community Engagement*



*“I’ve been coming to the PossABLE IDEAS Expo for a long time and it’s great to come out and have a bit of fun, bring along a few toys and show people what is possible. It’s just good to see what things are available, I just had a little try on a new 3 wheeler and it was actually quite good. It is great to see what is available at PossABLE.”*

*Andrew Meddings - Adventurer*



*“Look at the ability, look at the person. I think that everybody and every child has value and it doesn’t matter what they can’t do. It’s about highlighting and celebrating what makes a person truly unique and that’s what this expo’s all about.”*

*Rachel Callander - Super Power Baby Project*



*“It is history as it has never happened before and it will never start again. It’s great to be part of. I wasn’t aware that there was so much and had I not come to the PossABLE IDEAS Expo I would never have known.”*

*Andrew Daddo - MC*



# Representation & Policy Engagement

## Policy Submissions:

**March**

**2015**

Submission to NDIS ILC policy Framework and Funding.

**April**

**2015**

Submission to NDIS Quality and Safeguarding Framework.

## Representation Activities:

- ★ Letters to Politicians – 500
- ★ Direct Mail to Stakeholders – 5 000
- ★ Media Engagement – 369
- ★ Public Comment Tumut Swimming Pool Masterplan

## Distance travelled by IDEAS



17 392 kms



44 245 kms



# Participation in systemic surveys: *AFDO, NDS & Flinders University*

## Active Participation:

- ★ Disability Network Forum
- ★ NSW Disability Advocacy Network
- ★ DANA
- ★ Multicultural Disability Interagency

## How people find out about IDEAS:



**1**

Word of mouth



**2**

White Pages



**3**

Repeat caller



# Marketing & Communications

---

Listening always comes first at IDEAS and we ran our third consumer survey about information, trusted sources, and topics across a completed sample size of 600. IDEAS has a Community service announcement agreement with the Channel 9 and WIN networks to televise our advertisement.

The production in partnership with Fairfax papers of features in support of our PossABLE expos resulted in the Maitland Mercury selling out of edition for the first time in forty years. We had a unique partnership with Fairfax newspapers across Newcastle and the Hunter for this activity.

IDEAS developed a new relationship with the Penrith Weekender and produced with them their largest ever feature to support PossABLE Penrith. IDEAS has developed good visual collateral in stills images and videos. You can see the videos at YouTube IDEAS Disability Info.

IDEAS produced three sound documentaries about people and information at Poss-ABLE Penrith. You can hear them at [www.possibleideasexpo.com/highlights/](http://www.possibleideasexpo.com/highlights/)

---

## Website



Page Views

**1 022 249**



Visits

**90 794**



Repeat Users

**21 167**

*These figures are only since the launch of the website in October*



## Non-Paid Media Reach



**369**  
items of  
publication

reaching



**2.5 million**  
people

---

**18 432**

newsletter copies distributed

Print  
**12 240**

Email  
**6 000**

Audio  
**192**

*IDEAS has 3072 newsletter subscribers.*

---

## Social Media

**610** new  Like  
in 2015 = total of  
**1 254** = 49% 

**2 279**  
people viewed the  
IDEAS Facebook page

Our posts and  
content reached over

**50 000** 



**44%**

of these views came from IDEAS website



# Database & Knowledge Management

The Data and Knowledge Management Team is responsible for collecting and collating the resources that IDEAS houses for people to access. IDEAS is proud of the integrity, currency and accuracy of our collection. We verify each record manually at least once per year.



# 16 982

records owned by IDEAS



## Total Updates

# 7 682

## 4 188

Full updates

## 3 494

Minor updates



## New Records

# 746

## 123

Lincs records

## 623

Website records



## Time Spent

## Updating

# 1 060 hrs

## 700 hrs

Full updates

## 175 hrs

Minor updates

## 186 hrs

Website records



## Records Maintained

### Website resources:



**106** Books



**161** Videos



**144** Fact Sheets



**356** Events



**47** Podcasts



**165** Other Resources

### Databases records:



**5 097** Lincs Service and Supports



**639** Lincs Equipment Supplies



**695** Accessible Travel



**9 572** IDEAS Library



# Corporate Support

The Corporate Support Admin team developed processes and systems to deliver eighteen complex events including expos and community forums.

Corporate Support staff members have delivered internal project management systems for managing discrete consultancy and project business streams.

IDEAS achieved accreditation under the National Disability Service Standards and ISO 9001:2008. Our role was the development of an organization wide document management system to provide a robust framework for our quality management system.

IDEAS has developed sound e-commerce governance practices for e-Bility our new asset.

## e-Bility.com



IDEAS took ownership and management of the e-Bility website on April 1st 2015. We have maintained the same level of service and consistency in terms of user experience for our customers. The disability classifieds section of this website is a vibrant and dynamic hub for both buyers and sellers of disability access equipment, vehicles and properties. Redevelopment of the website in 2016-17 will ensure e-Bility's success and relevance in the future.

IDEAS staff manage  
an average



5

calls per hour

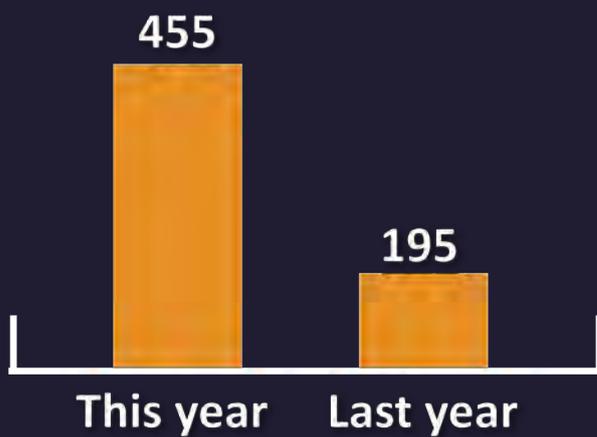


### Invoices Paid:



↑ 25%

### Sales Invoices:



↑ 133%

### Employees Paid:



↑ 26%



# Financial Statements

## IDEAS - Information on Disability Education and Awareness Services Inc

### Committee's Report For the year ended 30 June 2015

Your committee members submit the financial accounts of IDEAS - Information on Disability Education and Awareness Services Inc for the financial year ended 30 June 2015.

#### Committee Members

The names of committee members at the date of this report are:

Robert Gilholme  
Jim Grainda  
Jackie Campisi

Teresa McMullen  
Wendy Bowles  
Bruce Mumford

Chris Dumas  
Melinda Paterson  
Dave Reid

#### Principal Activities

The principal activities of the association during the financial year were: Providing a range of high quality information, education and awareness services and products for people with disability, older people, their families, carers, other supporters and the general community.

#### Significant Changes

No significant change in the nature of these activities occurred during the year.

#### Operating Result

The surplus from ordinary activities amounted to:

Year ended 30 June 2015	Year ended 30 June 2014
\$ 25,029	\$ 148,583

Signed in accordance with a resolution of the Members of the Committee on :

Robert Gilholme: \_\_\_\_\_

Chris Dumas: \_\_\_\_\_



## IDEAS - Information on Disability Education and Awareness Services Inc

### Statement of Profit or Loss and Comprehensive Income For the year ended 30 June 2015

	Notes	2015 \$	2014 \$
Revenue	2	<u>1,693,455</u>	<u>1,936,853</u>
Rent		85,375	66,590
Motor Vehicle		7,693	8,456
Wages & Salary		705,614	654,520
Superannuation		66,720	57,584
Advertising & Promotion		81,536	50,241
Consulting Fees		111,639	617,052
Client Support Services		50,894	85,100
Travel & Accommodation		72,553	42,917
Expo Expenses		217,989	2,530
Other expenses from ordinary activities		<u>268,413</u>	<u>203,280</u>
		<u>1,668,426</u>	<u>1,788,270</u>
Net surplus /(deficiency) from ordinary activities		<u><b>25,029</b></u>	<u><b>148,583</b></u>
Total comprehensive income attributable to members of the entity		<u><b>25,029</b></u>	<u><b>148,583</b></u>

### Statement of Changes in Equity For the year ended 30 June 2015

	Notes	Retained Surplus	
		2015 \$	2014 \$
Opening Equity		333,819	159,356
Adjustment to Opening Retained surplus		-	25,880
Net surplus for the year		<u>25,029</u>	<u>148,583</u>
Closing Equity		<u><b>358,848</b></u>	<u><b>333,819</b></u>

The accompanying notes form part of these financial statements



**IDEAS - Information on Disability Education and Awareness Services Inc**

**Statement of Financial Position  
as at 30 June 2015**

	Notes	2015 \$	2014 \$
<b>Current Assets</b>			
Cash on hand	4	1,193,080	494,371
Accounts receivable and other debtors	5	1,906	42,987
Other current assets	6	<u>13,294</u>	<u>11,120</u>
<b>Total Current Assets</b>		<b><u>1,208,280</u></b>	<b><u>548,478</u></b>
<b>Non-Current Assets</b>			
Property, plant and equipment	7	26,712	107,817
Intangibles	8	<u>83,751</u>	<u>-</u>
<b>Total Non-Current Assets</b>		<b><u>110,463</u></b>	<b><u>107,817</u></b>
<b>TOTAL ASSETS</b>		<b><u>1,318,743</u></b>	<b><u>656,295</u></b>
<b>Current Liabilities</b>			
Account payables and other payables	9	198,295	91,823
Employee benefits	10	93,214	115,888
Other current liabilities	11	<u>610,975</u>	<u>91,499</u>
<b>Total Current Liabilities</b>		<b><u>902,484</u></b>	<b><u>299,210</u></b>
<b>Non-Current Liabilities</b>			
Employee provisions	10	<u>57,411</u>	<u>23,266</u>
<b>Total Non-Current Liabilities</b>		<b><u>57,411</u></b>	<b><u>23,266</u></b>
<b>TOTAL LIABILITIES</b>		<b><u>959,895</u></b>	<b><u>322,476</u></b>
<b>NET ASSETS</b>		<b><u>358,848</u></b>	<b><u>333,819</u></b>
<b>Equity</b>			
Retained surplus		<u>358,848</u>	<u>333,819</u>
<b>TOTAL EQUITY</b>		<b><u>358,848</u></b>	<b><u>333,819</u></b>

The accompanying notes form part of these financial statements



**IDEAS - Information on Disability Education and Awareness Services Inc**

**Statement of Cash Flows  
For the year ended 30 June 2015**

	Notes	2015 \$	2014 \$
<b>Cash Flow From Operating Activities</b>			
Receipts from members, customers, funding bodies		1,956,383	1,993,351
Payments to suppliers and employees		(1,238,967)	(2,627,050)
Interest received		<u>11,291</u>	<u>22,625</u>
Net cash provided by (used in) operating activities	12	<u>728,707</u>	<u>(611,074)</u>
<b>Cash Flow From Investing Activities</b>			
Proceeds from sale of plant and equipment		-	11,136
Payments for intangible assets		<u>(30,000)</u>	<u>(38,310)</u>
Net Cash provided by / used in investing activities		<u>(30,000)</u>	<u>(27,174)</u>
Net increase (decrease) in cash held		698,709	(638,248)
Cash at the beginning of the year		<u>494,371</u>	<u>1,132,619</u>
Cash at the end of the year	4	<u>1,193,080</u>	<u>494,371</u>

The accompanying notes form part of these financial statements



# IDEAS - Information on Disability Education and Awareness Services Inc

## Notes to the Financial Statements

For the year ended 30 June 2015

### 1. Statement of Significant Accounting Policies

#### Basis of Preparation

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations and the *Associations Act*. The association is a not for profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions to which they apply. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards. Material accounting policies adopted in the preparation of this financial report are presented below and have been consistently applied unless otherwise stated.

The financial statements except for the cash flow information have been prepared on an accruals basis and are based on historical costs, modified, where applicable by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented have been rounded to the nearest dollar.

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

#### Accounting Policies

##### (a) Property, Plant and Equipment

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

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

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

The cost of fixed assets constructed within the association includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

##### Depreciation

The depreciation amount of all fixed assets including buildings and capitalised lease assets, is depreciated on a straight-line basis over the asset's useful life commencing from the time the asset is held and ready for use. Leasehold improvements are depreciated over the shorter life of either the unexpired period of the lease or the estimated useful lives of the improvements.



# IDEAS - Information on Disability Education and Awareness Services Inc

## Notes to the Financial Statements For the year ended 30 June 2015

### 1. Statement of Significant Accounting Policies continued...

The depreciation rates for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Leasehold improvements	20%
Leased plant and equipment	20%
Office equipment	20%

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

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

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

#### (b) Intangibles Other than Goodwill

Trademarks and website domain name registrations are recognised at cost of acquisition. They have a finite life and are carried at cost less any accumulated amortisation and any impairment losses. They are amortised from acquisition to their renewal date ranging from 4-7 years.

#### (c) Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. 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. These cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows.

#### (d) Cash on Hand

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

#### (e) Revenue and Other Income

Non-reciprocal grant revenue is recognized in profit and loss when the association obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the association and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

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

The association receives non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets are recognized at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognized in the statement of profit and loss and other comprehensive income.



# IDEAS - Information on Disability Education and Awareness Services Inc

## Notes to the Financial Statements For the year ended 30 June 2015

### 1. Statement of Significant Accounting Policies continued...

#### (e) Revenue and Other Income (continued)

Revenue from the sale of goods is recognised at the point of delivery as this corresponds to the transfer of significant risks and rewards of ownership of the goods and the cessation of all involvement in those goods.

Interest revenue is recognised using the effective interest rate method, which, for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Revenue from the provision of membership subscriptions is recognised on a straight-line basis over the financial year.

Donations and bequests are recognized as revenue when received.

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

#### (f) Accounts Payable and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

#### (g) Impairment of Assets

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

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of an individual asset, the association estimates the recoverable amount of the cash-generation unit to which the asset belongs.

Where an impairment loss on a revalued asset is identified, this is recognized against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

#### (h) 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 Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

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

#### (i) Comparative Figures

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

#### (j) Key Estimates

##### *Impairment*

The association assesses impairment at each reporting date by evaluation of conditions and events specific to the group that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.



## IDEAS - Information on Disability Education and Awareness Services Inc

### Notes to the Financial Statements For the year ended 30 June 2015

	2015	2014
	\$	\$
<b>2. Revenue</b>		
<b>Operating Activities:</b>		
Interest revenue	11,291	22,625
Funding	1,490,656	1,839,355
Subscriptions – Newsletter	5,568	3,296
Rental Income	17,347	13,091
Donations	20,546	2,459
Expo Site Income	97,385	15,875
Sponsorship	29,091	23,909
Other Income	<u>21,571</u>	<u>16,243</u>
<b>Total Revenue</b>	<b><u>1,693,455</u></b>	<b><u>1,936,853</u></b>
<b>3. Surplus for the year</b>		
Expense:		
Depreciation of non-current assets:		
- Plant and equipment	27,353	23,908
Amortisation of non-current assets		
- Intangibles	<u>3,288</u>	<u>-</u>
<b>4. Cash Assets</b>		
Cash at bank	1,192,780	491,921
Cash on hand	300	300
Undeposited funds	<u>-</u>	<u>2,150</u>
	<b><u>1,193,080</u></b>	<b><u>494,371</u></b>
<b>5. Accounts Receivables</b>		
<b>Current</b>		
Trade debtors	<u>1,906</u>	<u>42,987</u>



**IDEAS - Information on Disability Education and Awareness Services Inc**

**Notes to the Financial Statements  
For the year ended 30 June 2015**

	<b>2015</b>	<b>2014</b>
	\$	\$
<b>6. Other Current Assets</b>		
Rental bond	<u>13,294</u>	<u>11,120</u>
<b>7. Property, Plant and Equipment</b>		
Plant and equipment:		
- At cost	240,522	240,522
- Less: Accumulated amortisation	<u>(180,983)</u>	<u>(164,988)</u>
	<u>59,539</u>	<u>75,534</u>
Motor vehicles:		
- At cost	42,275	42,275
- Less: Accumulated depreciation	<u>(18,063)</u>	<u>(9,992)</u>
	<u>24,212</u>	<u>32,283</u>
	<u><b>83,751</b></u>	<u><b>107,817</b></u>

**Movements in carrying amounts**

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

	Plant and Equipment	Motor Vehicles	Total
	\$	\$	\$
Balance at 1 July 2013	71,555	33,676	105,231
Additions	18,610	19,700	38,310
Disposals	-	(11,816)	(11,816)
Depreciation expense	<u>(14,631)</u>	<u>(9,277)</u>	<u>(23,908)</u>
Balance at 30 June 2014	<u>75,534</u>	<u>32,283</u>	<u>107,817</u>
Additions	-	-	-
Disposals	-	-	-
Depreciation expense	<u>(15,995)</u>	<u>(8,071)</u>	<u>(24,066)</u>
Carrying amount at 30 June 2015	<u>59,539</u>	<u>24,212</u>	<u>83,751</u>



**IDEAS - Information on Disability Education and Awareness Services Inc**

**Notes to the Financial Statements  
For the year ended 30 June 2015**

	2015	2014
	\$	\$
<b>8. Accounts Payable</b>		
Unsecured:		
- Trade creditors and ATO	<u>198,295</u>	<u>91,823</u>
<b>9. Intangible Assets</b>		
Trademarks and website domain names:		
- At cost	30,000	-
- Less Amortisation	<u>(3,288)</u>	<u>-</u>
	<u>26,712</u>	<u>-</u>
<b>10. Employee Benefits</b>		
<b>Current</b>		
Provision for annual leave	81,612	64,480
Provision for long service leave	<u>11,602</u>	<u>51,408</u>
	<u>93,214</u>	<u>115,888</u>
<b>Non Current</b>		
Provision for long service leave	<u>57,411</u>	<u>23,266</u>
<b>11. Other Liabilities</b>		
<b>Current</b>		
ADHC		
Information Grant	210,675	-
FACS Private Vehicle	37,300	-
DADHC – City of Sydney Grant	-	2,500
ACD Through the Maze Grant	-	18,379
Pathways to Leadership Grant	-	70,620
NBM NDIS Transition Projects	<u>363,000</u>	<u>-</u>
	<u>610,975</u>	<u>91,499</u>



## IDEAS - Information on Disability Education and Awareness Services Inc

### Notes to the Financial Statements For the year ended 30 June 2015

	2015	2014
	\$	\$
<b>12. Reconciliation of Net Cash Provided by / used in Operating Activities to Net Profit</b>		
Operating profit / (loss)	25,029	148,583
Depreciation and amortisation	27,353	23,908
(Profit) / Loss on sale of property, plant & equipment	-	680
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:		
(Increase) decrease in trade and other receivables	38,907	(36,872)
Increase (decrease) in trade creditors and accruals	106,472	(53,942)
Increase (decrease) in other creditors	519,476	(723,929)
Increase (decrease) in employee entitlements	<u>11,472</u>	<u>30,498</u>
<b>Net cash provided by (used in) operating activities</b>	<b><u>728,709</u></b>	<b><u>(611,074)</u></b>



## IDEAS - Information on Disability Education and Awareness Services Inc

### Statement by Members of the Committee For the year ended 30 June 2015

The Committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Committee the Income Statement, Statement of Income and Expenditure, Statement of Cashflows and Notes to the Financial Statements:

1. Presents fairly the financial position of IDEAS – Information on Disability Education and Awareness Services Inc as at 30 June 2015 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

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

Robert Gilholme  
Chairperson



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Chris Dumas  
Treasurer



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## IDEAS - Information on Disability Education and Awareness Services Inc

### Independent Auditor's report to the Members

#### Auditor's opinion

##### Report on the Financial Report

I have audited the accompanying financial report of IDEAS – Information on Disability Education and Awareness Services Inc which comprises the balance sheet as at 30 June 2015 and the income statement, statement of recognised income and expenditure and of cashflows statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

##### *Committee's Responsibility for the Financial Report*

The committee of the association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

##### *Auditor's Responsibility*

My responsibility is to express an opinion on the financial report based on my audit. I have conducted an audit in accordance with Australian Accounting Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

#### Independence

In conducting my audit, I have complied with the independence requirements of Australian professional ethical pronouncements.

#### In my opinion:

The financial report of IDEAS – Information on Disability Education and Awareness Services Inc is in accordance with the Associations Incorporation Act including:

- i. Giving a true and fair view of the Association's financial position as at 30 June 2015 and of its performance and its cash flows for the year ended on that date; and
- ii. Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act.

Steven Walker

WalkerBDS

Dated this      day of                      2015





**IDEAS - Information on Disability Education and Awareness Services Inc**

**Detailed Income and Expenditure Statement  
For the year ended 30 June 2015**

	<b>2015</b>	<b>2014</b>
	\$	\$
<b>Income</b>		
Funding	1,490,656	1,839,355
Interest received	11,291	22,625
Subscriptions - Newsletter	5,568	3,296
Other income	21,571	16,243
Rental income	17,347	13,091
Donations	20,546	2,459
Expo site income	97,385	15,875
Sponsorship	<u>29,091</u>	<u>23,909</u>
Total income	<u>1,693,455</u>	<u>1,936,853</u>
<b>Expenses</b>		
Accountancy	9,615	9,430
Advertising and promotion	81,536	50,241
Amortisation – Intangibles	3,288	-
Asset purchases	1,780	12,180
Bank fees and charges	680	1,949
Business Planning	7,242	-
Cleaning/rubbish removal	5,374	6,942
Client support services	50,894	85,100
Computer expenses	38,586	27,092
Consultants fees	111,639	617,052
Depreciation - plant	24,065	23,908
Equipment Hire / Lease	33,294	-
Expo expenses	217,989	2,530
Emp't support & supervision costs	545	527
Fees & charges	918	138
Health & safety	632	947
Insurance	32,056	30,904
Leave Provisions (employees)	11,472	-
Library expenses	254	327
Loss on sale of asset	-	680
Meeting Expenses	3,637	2,490
Motor vehicle	7,693	8,456
Postage	14,678	11,634
Printing & stationery	18,151	9,924



## IDEAS - Information on Disability Education and Awareness Services Inc

### Detailed Income and Expenditure Statement For the year ended 30 June 2015

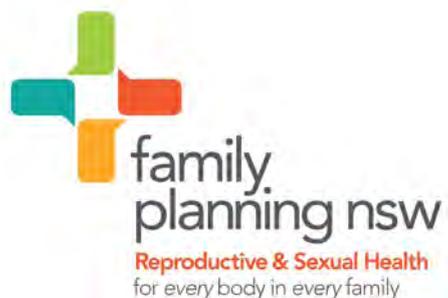
	2015	2014
	\$	\$
<b>Expenses (continued..)</b>		
Recruitment expenses	1,091	497
Rent on land & buildings	85,375	66,590
Repairs, maintenance & replacements	6,081	13,512
Security	-	11
Staff amenities	1,978	2,101
Staff training & development	13,657	10,286
Subscriptions	4,380	4,991
Sundry expenses	1,511	321
Superannuation	66,720	57,584
Telephone & other communications	23,281	21,601
Travel, accommodation & conferences	72,553	42,917
Wages	705,614	654,520
Utilities	9,736	10,888
Volunteer costs	<u>431</u>	<u>-</u>
Total expenses	<u>1,668,426</u>	<u>1,788,270</u>
Profit from ordinary activities	<u><b>25,029</b></u>	<u><b>148,583</b></u>



# Our Supporters

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## Partnerships:



## Sponsors and Supporters:



We gratefully acknowledge the funding received from the NSW Government through Ageing, Disability and Homecare , part of the Department of Family and Community Services and the Commonwealth Government through Department of Social Services, Aged Care programmes.





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