



*Breaking the  
bubble of autism*

**AEIOU Foundation  
Annual Report 2011/2012**

**deiou**  
FOUNDATION  
for children with autism

**WELCOME TO AEIOU FOUNDATION...**

# *Breaking the bubble of autism*

**Autism affects everyone differently, but many families can relate to the analogy of being separated by an invisible barrier, as if their child lives inside a bubble. At AEIOU, we strive to break through that barrier.**

Since 2005, AEIOU Foundation has been providing Queensland families with access to high quality, yet affordable early intervention, specialised care, family support and respite. The service we provide in our centres is part of our commitment to deliver exemplary education services with therapy support across Queensland, with plans to expand interstate. As we grow, we understand the importance of expanding our services to provide greater support across children's lives as they develop into adults.

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AEIOU Foundation is a registered charity (CH1818) under 'The Collections Act' of 1996 and is endorsed as a deductible gift recipient under the Subdivision 30-BA of the Income Tax Assessment Act 1997.

A full list of our centres across Queensland is available within this report, and on our website.



## ANNUAL REPORT 2011/2012

## Contents

## PART ONE:

<b>Our Business</b>	<b>2</b>
Our mission	2
Our vision	2
Our purpose	2
Our values	2
What is ASD?	2
Message from the Chair	3
Chief Executive Officer's Report	4
From the cover, a family story	5
Performance Overview 2011-2012	6
Financial snapshot	6
Operational performance	6
Year in review	7
The year ahead	9
<b>About us</b>	<b>10</b>
Who we are	10
<b>Our structure</b>	<b>12</b>
Board profiles	12
Our executive team	16
<b>About our curriculum</b>	<b>18</b>
Education and therapy support highlights	19
<b>About our centres</b>	<b>20</b>
<b>Our research</b>	<b>28</b>

## PART TWO:

<b>Our Fundraising and Community Engagement</b>	<b>29</b>
Our fundraising	29
Highlights	29
<b>Community engagement</b>	<b>31</b>
Our campaigns	31
<b>Our ambassadors</b>	<b>33</b>
Creating a centre of excellence	35

## PART THREE:

<b>Our Families</b>	<b>36</b>
How we work with our families	36
Lynn Wright Memorial Fund	37

## PART FOUR:

<b>Our Concise Financial Report</b>	<b>39</b>
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## OUR REPORTING PROCESS

This is the third annual report submitted by AEIOU Foundation. This report documents the Foundation's financial, operational and community performance for the financial year ending 30 June 2012. Your feedback is welcome.

To contact us, phone **07 3320 7500**, or email [info@aeiou.org.au](mailto:info@aeiou.org.au).

**PART ONE:**

# Our business

**OUR MISSION**

To enhance the lives of children with autism and their families through early intervention coupled with practical and caring support.

**OUR VISION**

To be recognised as the leading provider of quality early intervention for children with autism and to ensure that every child is given the best opportunity to reach their full potential in life.

**OUR PURPOSE**

AEIOU Foundation is a not-for-profit organisation that was established to provide unprecedented support for young children with autism and their families. AEIOU is one of Australia's leading providers of high-quality, full-time early intervention for children who are aged between two and a half and six years.

The program is provided in 10 locations across Queensland, including Bray Park, Bundaberg, Camira, Carrara, Hervey Bay, Nathan, Sippy Downs, Toowoomba and Townsville. We also provide care, education and therapy support in Emerald, with support from Xstrata Coal and Tim Fairfax Family Foundation.

**OUR VALUES**

- **Action**
- **Excellence**
- **Integrity**
- **Outcomes**
- **Unity**

**WHAT IS ASD?**

Autism Spectrum Disorder (ASD) is a lifelong condition characterised by difficulties in three main areas, including social interaction and relationships, communication and language (including body language and facial expressions), and repetitive behaviour and routines.

Autism Spectrum Disorders include Autism, Asperger Syndrome and Pervasive Developmental Disorder Not Otherwise Specified (PDD-NOS).

The most recent Australian study indicates Autism affects 1 in 160 Australian children. In 2012, a new study found 1 in 88 people in the United States are diagnosed with ASD. Autism can profoundly affect families, and can influence a parent's ability to work, create sibling social disadvantage, and can create a sense of isolation and depression.

Males are four times more likely to have autism than females, and the exact cause of autism is not known. However, research shows early intervention can make a difference and improve the chance of a child learning new skills and adapting to their environment.



# Message from the Chair

AEIOU Foundation is an energetic organisation, and our team is driven to achieve outcomes based on excellence and unity. This is clear when we look at the year in review, and forecast for growth.



AEIOU has a strong, viable business model and is recognised for the quality of its service. It is clear to me that AEIOU is not just a 'place to work', and likewise, for our families, AEIOU is more than a place to receive education, therapy or respite. It is all of these things, and more, with AEIOU offering a unique sense of community. It is for this reason that some of our most staunch supporters are families who have previously enrolled a child within the program.

Every year, children from AEIOU centres transition to mainstream schooling environments. As AEIOU grows, so too does the number of children entering prep and year one, and beyond. While early intervention creates the foundation for this transition, we know that these children and their teachers need support at every step. For that reason, AEIOU established a partnership with Griffith University to deliver the Autism Centre of Excellence.

A growth in service provision continues to be a focus for AEIOU with a goal to ensure families outside of Queensland have access to high quality intervention and support. Every year families relocate from interstate, intrastate and across suburbs to access our service, moving away from family, friends and support networks. It is a reminder that while Queensland has achieved a great deal for its families, there is a need for service improvement on a national level. This year, AEIOU has continued to investigate viable prospects to establish services interstate, earmarking the ACT, New South Wales, South Australia and Victoria for expansion.

Along with education, therapy and family support, AEIOU is also committed to raising awareness about autism, to shine the light on the condition which affects more than 1 in 160 families every year. To coincide with International Autism Awareness Day, AEIOU joined the global campaign to 'Light it up Blue'. When I looked to the skyline in Brisbane in April, I saw a city united. Iconic bridges and buildings across the city turned blue, for a campaign supported by local, state and national governments and businesses, on a scale of which has never before been seen in our city.

Funding the program is one of our biggest challenges. We strive to keep parent fees down, and ensure the program is affordable. That means we raise around \$10,000 per child, per year. We rely on philanthropic donations and a variety of supporters from the community and corporate organisations. By supporting AEIOU, you are making a direct impact on the life of a young child and their family, creating a pathway to greater independence, and I thank all of our supporters for the contributions they have made to the families we support.

There are now 10 centres across Queensland and as we enter a new and exciting chapter, I thank our Management Board for their commitment to the organisation and to the children and families we support, along with our team who help to break the bubble of autism every day.

**James Morton**  
Chair, AEIOU Foundation

# Chief Executive Officer's Report

**There's one thing that stands out this year, and it is progress. This is not merely about AEIOU expanding, although it has been a year of consolidated growth for the organisation.**



More so, it is recognising that the children we provide early intervention for are growing, and so too is their need for ongoing support. There's no cure for autism, and while education and therapy can change a child's life, it is only the tip of the iceberg. Good research is paramount, and AEIOU is pleased to deliver and facilitate a number of research projects to measure the program, identify family implications of having a child with autism, the value of emerging technology, and more.

In 2012, AEIOU established a new research and psychology team. We are also investing in partnerships, joining Griffith University to launch the Autism Centre of Excellence, continuing to support the Cooperative Research Centre (CRC) bid, and joining Education Queensland and Autism Queensland to establish a new online resources tool to assist families and teachers while children transition to school.

A recurrent theme we experience with families transitioning from our services into the school environment is the need for more support for the child, family and the school. More than 80 children transition from AEIOU to a school environment every year. While early intervention helps, the reality is that children with an autism spectrum disorder learn differently, and will continue to need individual support in the classroom.

As an organisation, AEIOU provides support to children and their families during this time, but there is a greater need than what we can resource alone. For this reason, AEIOU and Autism Queensland are currently developing a website to provide resources for families and teachers during the transition phase, connecting them to advice and resources which result from the experience and expertise of the team at AEIOU and Autism Queensland.

This year also marked the launch of our first inclusive centre at Sippy Downs, which opened in July, with an official ceremony in September welcoming Minister for Families, Community Services and Indigenous Affairs and Minister for Disability Reform, Jenny Macklin.

The Foundation purchased a new centre in the Ipswich suburb of Camira, which replaced a smaller centre previously leased in Park Ridge. We engaged our local, state and international partners as part of the global 'Light it up Blue' campaign in April, and welcomed the opportunity to forge new relationships with like-minded organisations and individuals across the country.

We regularly review our systems and practices, and as part of this, we revisited the values that underpin AEIOU Foundation, recognising that they define our goals, how we operate the business, how the team works together and the people who support us.

Action, Excellence, Integrity, Outcomes and Unity are at the core of AEIOU: it has been the Foundation's ability to take action, to strive for excellence, to be innovative, to be outcomes-focused and to create unity which has contributed to every success the organisation has celebrated.

It is with this approach that we continue our commitment to futures: to the lives of children with autism beginning with early intervention. At AEIOU Foundation, the sky is the limit. I take this opportunity to thank the team for their dedication, our Management Board for their ongoing commitment to the development of AEIOU, and our Chairman, James Morton, who with his infectious enthusiasm continues to inspire us to make a difference.

**Alan Smith**  
CEO, AEIOU Foundation

## A FAMILY STORY

# Jaida and Maddie will transition to school in 2013

Jaida and Maddie are four years old, and joined AEIOU's Gold Coast centre in January 2011. The twins were diagnosed in November 2010, and while it was a surprise, mum Heidi says she had suspected the girls might have autism. "Maddie and Jaida weren't speaking yet, and they didn't walk until quite late - when they did, they were quite unsteady on their feet. Small hiccups would turn into a disaster - if one of the girls was given the wrong cup to drink out of, they would have an emotional meltdown. Still, it was difficult to diagnose, because everyone seemed to feel that everything was fine and any delays in their development were simply because they were twins."

Heidi researched autism and early intervention extensively, and discovered AEIOU was opening a service on the Gold Coast. Heidi and her family feel incredibly lucky to have been able to join the centre, and said that without AEIOU she and her husband Brad would not be able to work, and would need to be at home to look after the girls.

This year, Jaida and Maddie have celebrated some wonderful milestones which many other family's may take for granted. Maddie can say "mummy", "doggie" and "more" and both girls are using Makaton to communicate what they want or need from their parents. "As a result, they are less frustrated, and we are less frustrated, too," Heidi says.

"Jaida has some sensory issues - for example before we joined AEIOU, she couldn't touch sand. Now she plays in the sandpit. Also, both of the girls were very frightened of having a bath or having their hair washed, but they now enjoy bath time."

Before they were diagnosed with autism, the twins attended another childcare centre, which Heidi said would have been terrific under other circumstances, but wasn't the right place for Jaida and Maddie. "It couldn't cater to their needs. Ultimately the staff there told us the girls were observers... but now, they have the confidence to go and play with children all of the time."

"The girls love going to AEIOU and they love their teachers - it's as if they are extended family. Not only are the staff fantastic, it's also the friends you make and the support you gain from the other families who are going through many of the same things. It's so important that more families can access this kind of support."

**With Heidi Pont**



# Performance Overview 2011-2012

## FINANCIAL SNAPSHOT

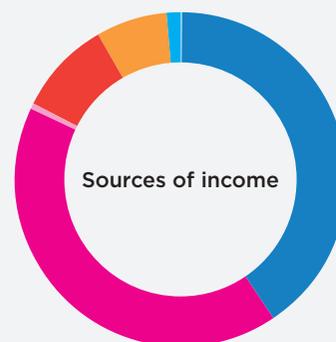
During the reporting period, AEIOU Foundation recorded a nett revenue of \$9,764, 961. This is a 12.93% increase in revenue from the previous reporting period, and reflects the growth of the organisation and its commitment to delivering high quality early intervention and care to Queensland families.

## OPERATIONAL PERFORMANCE

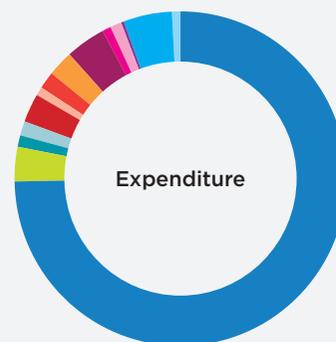
AEIOU Foundation reviews its operational performance regularly, and is committed to delivering a high quality early intervention service, with practical and caring support for families who have a child with autism. This year, the Management Board met seven times to track progress and review the strategic plan. In addition, the Foundation hosts fortnightly senior leadership meetings, monthly centre manager meetings, regular teacher and therapist meetings and quarterly parent liaison meetings with the CEO and a Board manager to engage all parties across the business, including the families the Foundation serves.

Throughout the year, AEIOU Foundation joined with other Queensland organisations that provide early intervention to children with special needs, with the dedicated Children's Not for Profit Group engaging with and providing comment and advice to the Queensland Government across a number of issues. The goal is to establish greater support to families who have children with disability and a true partnership with Government that can meet the needs of the community, foster self-reliance and ensure strong economic returns on investment.

AEIOU is setting the platform for future growth and its current strategic plan addresses the need for strong partnerships, whole of life support for children with autism and a best practice approach to systems and processes, with the Foundation committing to the manualisation of the program. This report evaluates the operational performance for the year of 2011-2012.

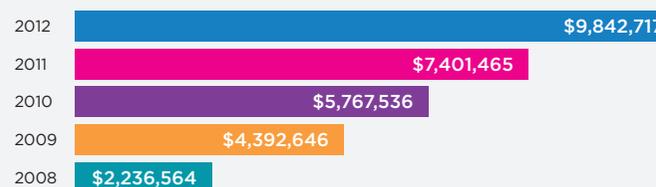


- Sales of goods
- Tuition fees
- Operating grants
- Capital grants
- Interest income
- Donations
- Events and fundraising
- Sponsorship



- Employee costs
- Depreciation
- Classroom and education
- Fundraising expenses
- Professional service fees
- Motor vehicle expense
- Printing and stationery
- Occupancy expense
- Repairs and maintenance expense
- Telecommunications expense
- Travel expense
- Bad & doubtful debts expense
- Other
- Finance costs

## AEIOU Expenditure Trend



## Year in Review

# How AEIOU is breaking the bubble of autism

### OUR MILESTONES:

#### Empowering community

- AEIOU joined the global 'Light it up Blue' initiative in April, lighting some of Queensland's most iconic buildings and bridges blue including the William Jolly Bridge, the Kurilpa Bridge, the Wheel of Brisbane, QPAC and the Treasury Casino.
- AEIOU's Camira centre inspired 10 McDonald's restaurants in Ipswich to turn blue in April, raising funds and awareness for AEIOU.
- Parent fundraising committees were supported to raise a total of \$137,574 for their centres.
- AEIOU expanded Take a Hike, its flagship peer-to-peer fundraising event, establishing the event in Townsville and the Gold Coast. As a result, four hikes took place in Brisbane, the Gold Coast, Toowoomba and Townsville, uniting 124 hikers to raise a total of \$247,881 for our centres across the state.
- AEIOU hosted eight events across the state, capturing the hearts and minds of the community, raising funds and engaging families enrolled in the program.

#### Operational excellence

- In December, AEIOU introduced a new assessment service in our Bray Park and Camira centres. Regular assessments have been customary at our Nathan centre, and plans are underway to establish the system across all centres by 2014.
- AEIOU updated its systems and processes to follow the newly legislated Early Years Learning Framework (EYLF) and the National Quality Standards for Childhood Education and Care.
- AEIOU implemented a new Issues and Crisis Communication Procedure and trained all key staff.
- AEIOU established a Research and Psychology Team and a Senior Therapy Team.
- AEIOU engaged Synergies Economic Consulting to deliver an updated Cost of Autism Study, finding autism costs the Australian community up to \$10 billion per year, but up to \$2 million can be saved over the lifetime of every child who accesses two years of best practice early intervention.





## Year in Review



### Uniting with our partners

- AEIOU joined Griffith University to launch the Autism Centre of Excellence. The University and AEIOU together procured 30 scholarships from the Queensland Government.
- The Research Advisory Group met 10 times this year, approving three ongoing internal research requests and accepting six external research projects.
- AEIOU completed phase one of a pilot study with Griffith University to measure the effectiveness of using iPads within an early intervention framework, and implemented phase two of the study.
- The Foundation hosted the second annual AEIOU Autism Conference featuring Professor Tony Attwood and Dr Michelle Garnett, providing information, practical advice and strategies to support children, families and schools during transition.
- AEIOU forged a partnership with *OohMedia!*, with the organisation providing AEIOU billboard advertising space free of charge to raise awareness and funds for children with ASD.

### Forging futures and putting families first

- AEIOU's Education Support program launched in August, to support children and assist teachers to identify each child's individual strengths and needs.
- AEIOU supported children in regional areas, including Emerald, to reach their full potential. This included 25 visits from autism-trained teachers, speech pathologists and occupational therapists.
- The Sippy Downs centre opened in July, enrolling children with autism in an inclusive environment.
- AEIOU opened a temporary service in Bundaberg to support families while the purpose-built centre is constructed.
- All centres assisted children to transition to their next learning environment, with approximately 73% of children beginning at mainstream school.
- AEIOU teachers and therapists completed Facilitator Training for Group Stepping Stones Triple P, ensuring AEIOU can offer families Group Stepping Stones Triple P training.
- The Lynn Wright Memorial Fund assisted 11 families financially to attend AEIOU centres, allocating a total of \$16,875.
- AEIOU hosted a free conference for parents and carers, providing access to specialist advice and support.

# The year ahead

## Empowering the community

- An interactive Autism Awareness Month campaign will be launched in April, to create conversation, encourage understanding and raise funds for autism.
- AEIOU will light Brisbane blue as part of the international 'Light it up Blue' initiative, led by Autism Speaks.
- We will continue to host community events, including a new family carnival, the Take a Hike series and more.
- AEIOU will launch its first Christmas Card campaign, engaging individuals and businesses who are philanthropically-minded.
- AEIOU will submit a tender to become a major beneficiary of the Chain Reaction cycling challenge, with a goal of raising the capital to construct a purpose-built centre on the Gold Coast and expand support in the region.
- AEIOU will continue its commitment to train up to 200 teachers through Griffith University's Graduate Certificate in Autism Studies, with up to 100 people registered, including 67 teachers, in 2011.

## Uniting with our partners

- AEIOU and its Research Advisory Group will facilitate an inaugural Research Conference, featuring an international keynote speaker and local research and medical experts.
- We will continue to support a consortium of industry bodies, including Autism Queensland and the University of Queensland in the bid to establish an Autism Cooperative Research Centre. If the bid is successful, AEIOU and Griffith University have together committed to deliver \$500,000 in funding over 10 years.
- With Education Queensland and Autism Queensland, AEIOU will officially launch the new online resource tool for families and teachers to assist the transition process.

## Operational excellence

- AEIOU will manualise its program and curriculum, with a project team ensuring improvement and consistency in the curriculum across all centres with the view to disseminate the document in other states to meet expansion plans in future years.
- Alternative methods of funding and staffing assessments will be explored in the 2012-2013 financial year, with the aim to increase individualised assessment for intervention planning across centres in line with Australian Good Practice Guidelines (p.5, p. 25 Prior et al., 2011).
- A long-term strategy and forecast will be delivered by the Fundraising Department, with plans to expand the team.
- AEIOU is committed to becoming an employer of choice in its industry, with a turnover rate of less than 20%.

## Forging futures and putting families first

- AEIOU will launch its Alumni program for past-families to remain engaged in the community
- AEIOU will continue to train staff to deliver Triple P Stepping Stones Positive Parenting workshops.
- AEIOU will investigate opportunities to create a suite of workshop videos for families who cannot attend in-centre training and advice groups.
- Our centres will host regular community experiences internally and externally, assisting children and their families to engage in new activities in a supportive environment.
- Construction will be completed at AEIOU's Bundaberg centre.
- AEIOU will create up to six new placements in the Gold Coast program.
- AEIOU will open three new placements in the Townsville centre.





# About us

## WHO WE ARE

AEIOU Foundation is comprised of a team of 140 people. Our service is delivered by trained teachers, learning facilitators and therapists, and is supported by fundraising, marketing and communications, event management, business development and administration and is led by a voluntary Management Board.

AEIOU operates 10 services across Queensland. Our core focus is delivering high-quality education and therapy and support to the children in our program, coupled with creating awareness, understanding and funds to make a long-term difference to the lives of people with autism.

We work closely with the Department of Communities and the National Childcare Accreditation Council (NCAC) to ensure the best possible outcomes for children and parents. It is our goal to lead the ongoing development of best practice early intervention programs for children with autism.

## OUR PEOPLE

It is the people at AEIOU who set the organisation apart, delivering the program with dedication and compassion. In turn, working at AEIOU is a rewarding experience, with staff able to go home at the end of each day knowing they are making a difference to a family's life.

We invest in our people by providing a stimulating and valuable working environment that offers opportunities for career development and progression, and a flexible work-life balance.

This year we continued to improve how we support and value our people. In particular, administrative systems were subjected to continuous improvement, health and safety programs were enhanced, and preliminary research for an enterprise agreement completed. During this period, we also supported our people with the introduction of the National Quality Framework and the national harmonisation of workplace health and safety laws.

Demonstrating AEIOU's commitment to employee engagement, the annual survey revealed that AEIOU employees have the highest mean ratings of team citizenship, organisational citizenship and organisational commitment compared to employees from all other non-profit organisations which also participated in the survey.

With many changes made to comply with the new Early Years Framework along with the National Quality Framework and harmonisation of workplace health and safety laws, it was a challenging year. However, due to the high calibre of all our staff, these challenges were all addressed with the professionalism, energy and passion that we see on a daily basis across our entire workforce.

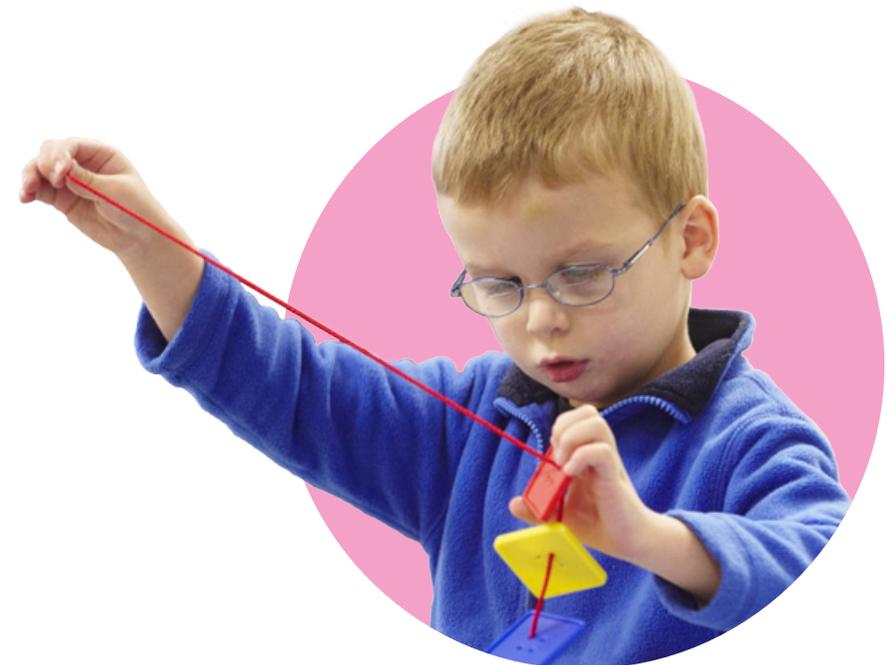
## OUR ENGAGEMENT

- AEIOU employees are entitled to five weeks of annual leave per year, and up to three days of 'special Christmas leave' each year.
- The team is given access to free vaccinations for influenza ahead of winter.
- AEIOU launched a new 'Lunch with the CEO' initiative, providing an opportunity to share news with staff in an informal gathering, share ideas and answer questions, while also enjoying a social environment and fresh, healthy catering.
- The trial of an online staff engagement tool, Yackstar, designed to open communication channels across the business and encourage collaboration across centres and offices.
- During 'Safe Work Week', a stress management workshop was hosted, with lunch provided. Throughout the week, staff across all centres and central office were encouraged to participate in a number of stress-alleviating activities, including exercise, massage, sharing interests, and more.



*"Thank you AEIOU Bray Park for all of the help you gave to my dear grandson, Joshua throughout 2011. It is amazing that he can now communicate, and his personality is showing through."*

**Pat Gulley**



## OUR STRUCTURE

# Board profiles



From left: Dr A James P Morton, Graeme McFadyen, Peter Kelly, David Liddy and Karen Davies



From left: Stuart Giles, Brett Robinson, Brendan Power and Euan Pye Morton

### Dr A James P Morton

BSc (Med), MBBS, FRACP, FRCPA

#### Chairman and founder

Dr Morton is an accredited specialist in Haematology & Oncology. He is Medical Director, Haematology-Oncology Clinics of Australasia and Senior Specialist, Leukaemia and Bone Marrow Transplant Service, Royal Brisbane and Women's Hospital.

In addition to being the Chairman of AEIOU Foundation, James is also a board member of Haematology-Oncology Clinics of Australasia (2000 - current) and a previous board member of the Leukaemia Foundation QLD (2000-2007).

Dr Morton's son Andrew was diagnosed with autism in 2001 at the age of two. He and his wife recognised the value of early intervention to support his future; however there were no suitable programs at the time in Brisbane. As a result, they founded AEIOU so other Queensland families could have the opportunity to receive high quality care and assistance.

### Peter Kelly

#### Director

Peter Kelly is a business communications strategist experienced in operating high profile environments. As a consultant for Three Plus Pty Ltd, Peter provides advice on media and government relations, community engagement, branding and marketing to a broad range of Queensland and national businesses.

Peter is a former board member of the Australian Paralympic Committee. Peter has two nephews diagnosed with autism who were unable to access full-time early intervention and has helped AEIOU grow quickly, ensuring its centres make a difference to the lives of children with autism and their families.

### Euan Pye Morton

LLB (Hons), BEcon (Hons) BComm

#### Director – economic policy and financial analysis

Euan is the Principal of Synergies Economic Consulting where he consults on a wide range of economic and policy issues. Euan is an Independent Expert under the National Electricity Rules and a member of the Trade Practices Committee of the Law Council of Australia. He is also a director of Ecofund in Queensland. James Morton is Euan's brother, and James's son Andrew is his nephew. Euan has been impressed with the growth and direction of AEIOU and is committed to helping the organisation expand its services to reach more people.

### Karen Davies

#### Director

Karen has a Bachelor of Physiotherapy, a Master of Science and Technology (Ergonomics), and a broad range of experience in the public health system and in various large government agencies in operational, strategic and policy roles in workplace health, safety and injury management.

Karen has two sons, one of which was diagnosed with ASD at the age of two. She and her family moved from New South Wales to access the AEIOU program in Brisbane.

Karen shares AEIOU's vision to create greater access for early intervention and assists in the development and management of all workplace health and safety programs.

### Graeme McFadyen

#### Director

Graeme brings a wealth of management experience and support to the AEIOU Foundation.

Graeme is the CEO of Trilby Misso Lawyers and since his appointment in 2004, the firm has been accredited by Hewitt in 2009 as one of six best employers in Australia and New Zealand, recognised as the 32nd best place to work in Australia by the 2010 BRW Best Places to Work in Australia survey and won the 2010 Australian Business Award for Service Excellence.

Graeme is the father of two children, and is committed to making a positive contribution to the community with AEIOU Foundation.

### Brendan Power

#### Director, Harris Black Chartered Accountants

Brendan has been a Director of Harris Black since 1999 and a fellow of The Institute of Chartered Accountants.

He has extensive experience from both an internal and external accounting perspective across a broad spectrum of industries and business types.

Brendan is currently Deputy Chairman of the Brentnalls National Affiliation of Accounting Firms as well as being on the finance committee of Kings College (UQ). He has previously been on the Board of Brisbane Boarders Association Inc.

Brendan's daughter Mary-Claire attended AEIOU in its first year and he has seen firsthand the positive impact AEIOU and its full time early intervention program has had on children with autism and their families.

### Stuart Giles

#### Director, Managing Partner and Group CEO of APHS

Stuart Giles is the Managing Partner & Group CEO of APHS, a national organisation delivering pharmacy services to hospital, oncology, aged care and community pharmacy sectors. Stuart brings an energetic and innovative approach to developing the commercial success of APHS. It is this approach that continues to see APHS expand the boundaries of healthcare, including development of their award winning APHS Packaging solution for medication compliance in the community and the recent launch of the APHS Integrated Clinical Oncology Network (ICON) project to deliver a best practice day oncology service across Australia.

Named a Regional Winner in 2010 Ernst & Young Entrepreneur of the Year, Stuart continues to lead APHS to success alongside his wife, business partner and co-owner of APHS, Cathie Reid.

### Brett Robinson

#### Director, Managing Director and CEO of ICON

Brett is the Managing Director and CEO of Integrated Clinical Oncology Network (ICON), a shareholding entity comprised of APHS, HOCA, the Queensland Haematology Oncology Group (QHOG) and the Tennyson Infusion Centre, Adelaide. He is also a member of the Australian Institute of Company Directors.

Brett completed a medical degree at the University of Queensland and worked as a surgical trainee before later completing a Doctorate of Philosophy in Clinical Orthopaedics at Oxford. He is registered to practice in Queensland and continues to assist Orthopaedic colleagues in advanced joint replacement therapy. Prior to joining ICON, Brett was the Australian CEO for Mondial Assistance, a French-based global company with a core medical assistance and travel insurance business.

Brett was also the inaugural captain of the ACT Brumbies in the Super 12 competition and in total, played 16 test matches for the National Rugby Union Team. From 2002-2005, he was the General Manager of the Australian Rugby Union's High Performance Unity.

### David Liddy

#### Director

David has more than 43 years of experience in financial services, most recently as Managing Director & CEO of Bank of Queensland which he led for over 10 years. He holds a Masters in Business Administration, is a Senior Fellow of the Financial Services Institute of Australasia, and a Fellow of the Australian Institute of Company Directors. He was awarded the Centenary Medal in 2003 for distinguished service to business and commerce in Banking and Finance, and AB&F's Financial Services Executive of the Year in 2009.

As well as being on the AEIOU Board, David is also Chairman of the Queensland Museum Foundation. Each AEIOU board member has their own special reason for volunteering their time and expertise. David says he was inspired to be part of the profound work AEIOU is undertaking after meeting Dr James Morton and visiting the Nathan centre. As a Grandfather of six, David is passionate about supporting children's charities and causes, and believes AEIOU's pioneering work should be shared outside of Queensland. His goal as a director of the Foundation is to help establish this organisation's programs in NSW and Victoria.



### Scott Reading

#### Director - Advocacy

Scott has a Master of Commerce, Master of Business (logistics management) and is completing his PhD.

With combined retail, media, direct selling and small business experience, Scott has more than 21 years in senior management with a breadth and depth in leadership roles for organisations such as Coles Myer, Gordon and Gotch, Sara Lee, Tupperware and Nutrimerics.

Scott became involved with AEIOU through his son, William, aged six. William has a dual condition of autism and epilepsy and is not part of the AEIOU Alumni. Scott's son inspires him to do better and move forward, and he is proud to work with the Foundation to help guide its development.



### Andrew John Taylor

#### Director

Andrew is a solicitor of the Supreme Court of Queensland and Principal of Toogoods Solicitors. Andrew has gained a broad range of board experience and is a legal member of the Occupational Therapists Board and Montserrat Day Hospitals. He has also sat on boards including the Australian Institute of Health, Law and Ethics, and edited the publication Biotechnology Law and Policy Reporter.

Andrew has three daughters, one of whom was diagnosed with autism in 2009. After thorough research, he and his wife Felicity enrolled their daughter into AEIOU, where they have seen an enormous development in her ability to relate to others, communicate and broaden her interests.

## OUR STRUCTURE

# Our executive team

### Alan Smith

#### Chief Executive Officer

Alan joined AEIOU in April 2009 and is responsible for implementing the strategic vision of the Board. After completing a Bachelor of Education and Higher Diploma in Education in Zimbabwe, Alan began his career as a secondary school teacher and senior master before working in the clothing industry for 10 years in production, planning and marketing. He has also acted as the Managing Director in the engineering sector before immigrating to Australia with his family in 2000. Since that time, Alan held management roles in Greening Australia for a decade, including two years as CEO. Alan is motivated to making a difference for families living with ASD after witnessing the struggles his wife's cousin has encountered with ASD.

### Diane Heaney

#### Director of Education

Diane was appointed to her role in January 2009, and oversees the delivery of the education program, the development of new centres and all operations of each learning centre across Queensland. Diane first joined AEIOU in 2007 and was instrumental in setting up AEIOU's Toowoomba Centre, which she managed for two years. Diane is an early childhood teacher with more than 20 years of experience in the United Kingdom, Germany, Brunei and Australia, and has spent the last decade working exclusively with children with ASD. She is also the mother of a teenage daughter with the condition.

### Kathy Davis

#### Director of Fundraising

Kathy has more than 30 years of media, marketing and business development experience, and is a non-profit specialist, having worked for social welfare, environment, health, education and religious charities. Kathy is a Certified Fundraising Executive with qualifications including a GradCertBus (Philanthropy & Non-profit Studies) QUT. Kathy is also an Executive Member of the Fundraising Institute of Australia, a member of the Australian Institute of Company Directors and the Association of Alumni & Development Professionals in Education.

### Louise Hargrave-Smith

#### Manager, Finance and Administration

With over 15 years account management experience, Louise manages the Foundation's finance department and is responsible for the Foundation's finance and administration operations. Prior to joining AEIOU in 2008, Louise specialised in office management, human resources and financial management for a series of corporate enterprises in sectors such as the travel insurance industry and medical research.

### Damian Turner

#### Manager, Human Resources

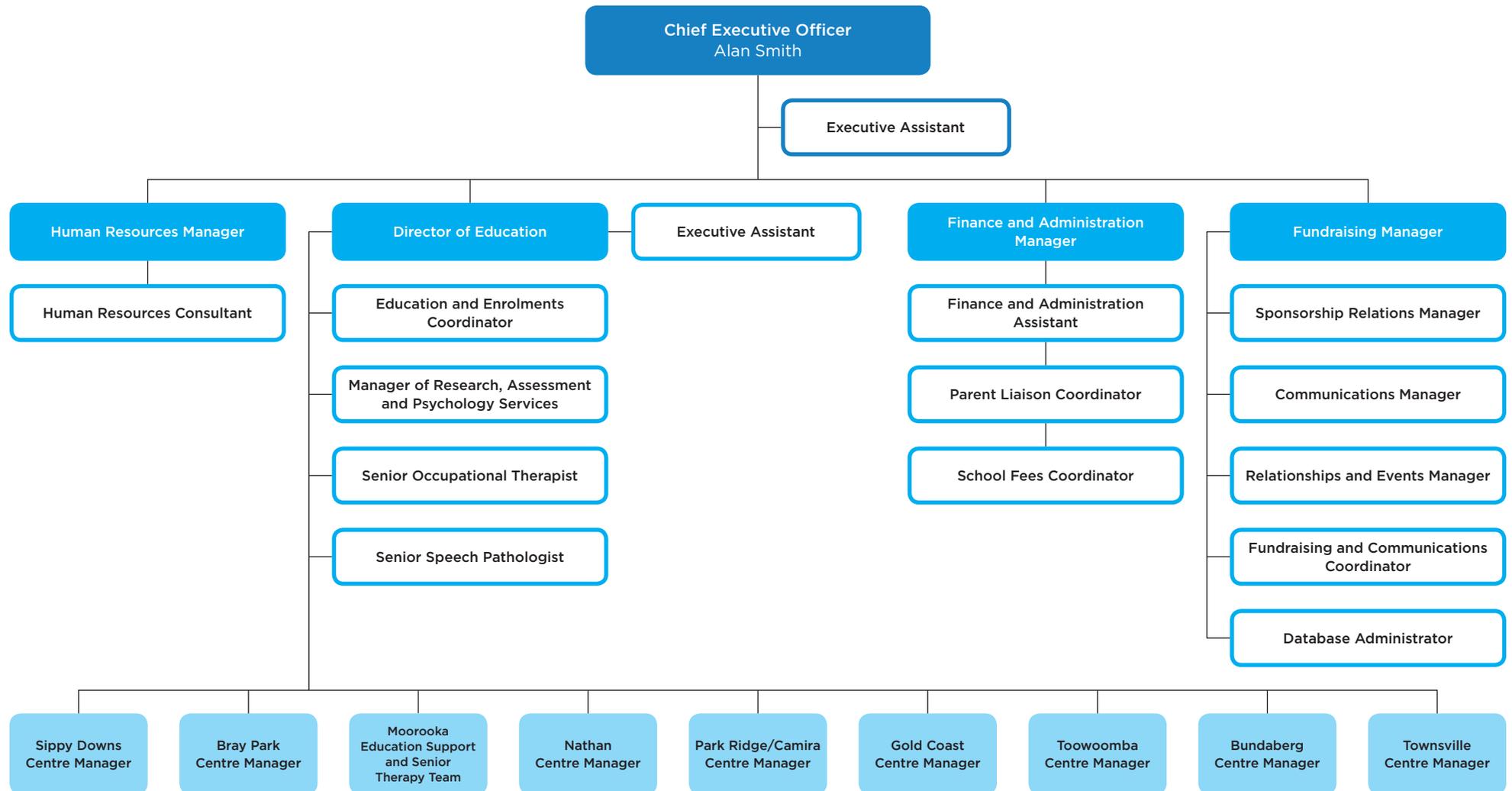
Damian joined AEIOU in 2010. He has held senior Human Resource Management roles across the Banking and Finance, Not-For-Profit, Government and Retail sectors. More recently, Damian held an executive management role within a major public sector agency. He has also run his own human resource consultancy focusing on executive and senior management development and transition. With over 20 years within the human resources profession, Damian is passionate about the value of people within the not-for-profit sector. Damian is a certified member of the Australian Human Resource Institute. Damian is currently the Deputy Chair and Head of Governance for Womensport Queensland.



From left: Alan Smith, Diane Heaney, Kathy Davis, Louise Hargrave-Smith and Damian Turner

**OUR STRUCTURE**

# Organisational Chart



# About our curriculum

**At AEIOU, we foster an open and inclusive approach to deliver a specialised curriculum, using evidence-based strategies. It has been developed to ensure each group of children can benefit from intensive education with therapy support.**

Every child with an Autism Spectrum Disorder is unique, with different strengths and needs. As a result, we view, and respond to every child as an individual. All children are supported to reach their own goals, with the creation of Individual Plans, which are developed in consultation with our team and families. The plans focus on communication, social interaction and play skills. We use picture exchange card systems, sign and verbal language, and practice turn-taking and use role play and fun, motivating activities. Joint attention, academic learning, everyday living tasks and fine and gross motor skills are also important components of the program.

Each day includes outdoor play, circle time, learning centres, group therapy and we also focus on community and sensory experiences. We ensure routine, and encourage a reduction in challenging behaviours through positive behaviour support.

We also take into account the needs of parents and families, and have a specific reporting process in place to communicate progress and important information to our community. We do this through weekly reporting on the progress of each child, and through our newsletters, parent forums and MyTime.

Our centre managers meet monthly to review and share strategies, and discuss ways to improve the program. Each month, teachers from across the centres meet to discuss daily programming ideas and strategies, while our new senior therapy team works with our therapists on the delivery of all speech, occupational and music therapy in the program. The research and psychology team supports all staff to develop strategies to benefit children in the program, and also assesses children on an annual basis to monitor their progress.

Each year, AEIOU undertakes an audit process, and to date, the Foundation continues to meet requirements, complying with all child care regulations and Disability Service standards.



## EDUCATION AND THERAPY SUPPORT HIGHLIGHTS

2011-2012 marked the introduction of the Early Years Framework / Kindergarten program, which meant ongoing program changes to reflect the legislation requirements, without affecting the unique education and therapy support program AEIOU provides.

This year, the Director of Education engaged two senior therapists to manage and mentor the Foundation's occupational therapists and speech pathologists.

A theme included reviewing the delivery of regional programs and providing adequate support and mentoring within the regions. Together, the team modified the service delivery model in the Emerald Centre and provided information sessions for the community in the region. The therapy team engaged an occupational therapy student who completed a full-time placement at the Bundaberg Centre, and engaged a permanent therapy support staff member to be shared across Bundaberg and Hervey Bay.

The therapy team made 25 visits to regional centres across Hervey Bay, Emerald and Bundaberg. The team supported 35 children, developing the new program in Bundaberg, delivering training and inductions in the Goodstart centres in Hervey Bay and Bundaberg, and providing outreach services for a family living in Childers.

All speech pathologists were provided Aided Language Stimulation (ALS) training, and all occupational therapists received an intensive two day training course with formal feedback. Nominated therapy staff also received ABA Training, and all staff who receive training are now required to submit a formal feedback report to document its relevance within the AEIOU program.

Each month, the therapy team meets with the teaching team across all centres to share learnings, discuss current initiatives, centre developments and training opportunities, with therapy staff also accessing mentoring from the new senior therapy team.

The Education Department, along with the Research and Psychology Team and the Senior Therapy Team is leading the important task of manualising the program, with data currently being reviewed for an estimated completion date of 2013-2014.

This is part of the Foundation's commitment to the continual documentation review, to improve planning and goal setting processes across the centres.





# About our centres

AEIOU supports families in 10 locations across Queensland, in metropolitan and regional areas.

This year, our highlights included the opening of the Foundation's first inclusive centre at Sippy Downs with an official ceremony to mark the occasion.

A temporary service to support families was opened in Bundaberg, with construction on the purpose-built centre commencing in November. In addition, AEIOU relinquished its lease at Park Ridge in order to purchase a centre in Camira, for financial viability and to cater for more families. AEIOU now supports families across 10 locations in Queensland.

Each centre provides quality education and therapy support, with a high staff-to-child ratio.

## Bray Park Centre

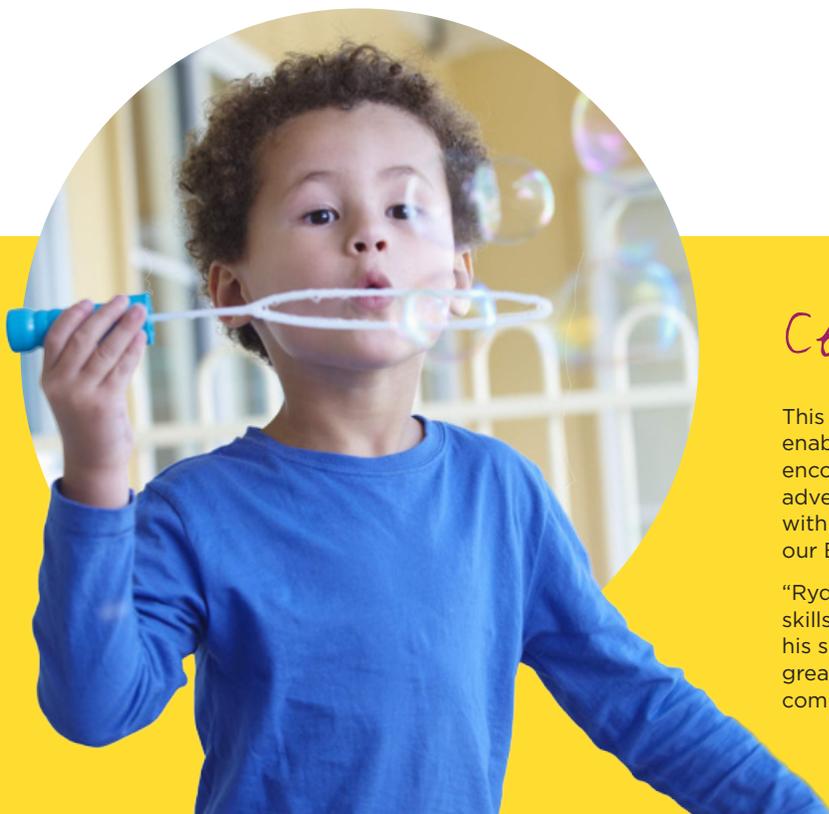
1 Hopetoun St  
Bray Park QLD 4500

Bray Park provided early intervention and care for 33 children (with a full-time equivalent of 30 children in the centre each day) and employs 15 full-time equivalent staff members.

A total of 14 children were supported to attend mainstream school this year, and four children transitioned to special school. All children engaged in toilet training, with around 50% of children achieving independent toileting skills. Children across the Moon Room, Star Room and Sun Room all made progress, particularly in social, personal and communication skills, routines, and more.

Approximately 80% of children began at the centre with limited, or no ability to functionally communicate, but during the course of the year, 90% of all children in the centre developed an ability to communicate, either verbally or by using Picture Exchange Cards (PECS) or sign.

Many children celebrated special milestones, including one young boy, Jackson, who became a verbal communicator with an ability to use language to request, comment, ask questions and respond to questions and directions. He also began to successfully engage with his peers. He learned to use the toilet independently, and learned new strategies to initiate and maintain interactions with his classmates. He has now transitioned to a mainstream childcare centre.



## Celebrating milestones in our centres

This year, AEIOU created a partnership with OohMedia!, enabling the Foundation to create awareness and encourage fundraising with access to billboard advertising. AEIOU printed two advertisements, with one of them featuring Ryder Hockey, from our Bray Park Centre.

“Ryder started at AEIOU with minimal communication skills, and had trouble coping with other people in his space, particularly children. Over the year, we saw great improvements: he learned to make requests, communicated by using PECS and even made some

verbal requests. His language grew through the use of songs, and Ryder loved to join in and recite songs with ‘Wheels on the Bus’ being one of his favourites. We also saw Ryder develop confidence in his interactions with his classmates and teachers, and he began to feel better about them being in his space. He allowed us to see his real personality that he usually reserved exclusively for at home and we became his family away from home, extending his world. Ryder also developed a close friendship with another child in his class.”

**Brigitte Pernusch**, Bray Park Centre Manager

This year, Bray Park hosted eight incursions and three excursions to introduce new community experiences to the children, to engage and support families and expose children to new opportunities. Internal activities included a Grandparents' Day, water and messy play days, a fire brigade visit, and a visit from Ocean Life, providing children with an opportunity to see and touch sea creatures and learn about their environment.

The centre's excursions allowed children to play with farm animals at the Trevena Glenn Farm and community play days in Scarborough Park.

Centre Manager Brigitte Pernusch completed a Triple P Stepping Stones Provider Training Course, to become an accredited provider. She delivered the Triple P Stepping Stones to two groups of parents. This was part of the centre's commitment to supporting families. In addition to this, Bray Park hosted 21 MyTime training sessions, seven parent forums and a number of training workshops.

Topics included, but were not limited to:

- ASD self-help strategies
- Emotions
- Infant and child massage
- Transition and school readiness workshops for families

- Food challenges
- Respite
- HCWA funding
- Sensory integration
- Induction for new parents
- Meal time strategies
- Communication strategies

The parent group was engaged, and hosted a number of fundraising initiatives to assist the centre to acquire a number of learning resources and materials. Fundraising initiatives included a 'cent sale', a social golf day, a BBQ sausage sizzle, and more. Together, the parent fundraising committee generated more than \$15,000, helping to purchase a new storage shed, teaching materials, therapy tools and tablet PCs, a large climbing fort and tunnels, and an electronic white board for the sun room. Laptops to drive the whiteboard were also purchased, and the funds contributed towards the painting of the centre.

Bray Park also undertook a number of building improvements, including:

- Painting the building, internally and externally
- Installing new downpipes in the playground
- Roof repairs
- Air conditioning repairs
- New light fittings and door handles

### Bundaberg Centre

(Located at ABC Bundaberg & Babyworld)  
**38 Takalvan St  
 Bundaberg QLD 4670**

The Bundaberg centre opened in June 2011, enrolling six children who are supported by three staff members. It is located in a local Goodstart Early Learning Centre, acting as a support service until the purpose-built centre is constructed. At the time of enrolment, four children were unable to communicate functionally, and over the course of the year, three of those children developed communication skills. From the class, two children will transition to mainstream school in 2013.

The parent fundraising committee raised \$2,233 this year, as part of a commitment to purchase an interactive whiteboard for the centre.

The team focused on community experiences this year, creating opportunities for practical learning for children who have been learning about 'identity' in their classroom and focussing on engaging social interaction in a supported environment.

There were four excursions and two incursions, including a visit to Krazy Maze (an indoor play centre), a trip to Sugarland Shopping Centre to learn about coping in bright, noisy environments and practicing waiting and turn taking skills. At the centre, the children joined in with the GoodStart centre on two occasions, enjoying Musical Zoo and Pirate Rob, learning how to feel comfortable in noisy, busy and crowded environments with limited personal space, while also practicing sitting and attending to task.

There were several 'wow' moments for the team as they watched, and helped the children to grow. For Centre Manager, Denyce Noffke, it was a special moment when one of the children, who was non-verbal, turned to her, gave her strong eye contact and said 'Hello', before giving her a hug.

In May, AEIOU was joined by the Member for Burnett, Stephen Bennett, to turn the first sod to commemorate the beginning of construction on the new centre. AEIOU anticipates it will open in April, 2013.



## About our centres

### Camira Centre

2 Cochrane Street  
Camira QLD 4300

It's been a big year at Camira, with a centre relocation moving children and staff from Park Ridge to the new centre in Camira in January. The Camira centre was purchased in June, with works to renovate and fit the centre out to meet the needs of children scheduled over the remainder of the year. The move is part of AEIOU's commitment to investing in a centre, which would ensure the Foundation could increase its capacity to cater for more children with autism, particularly in the south-western corridor.

There are 35 children, including four children enrolled on a part-time basis, with 16 staff members to support them. More than half of the children in the program have developed verbal communication skills this year, and 15 of the children were successfully toilet trained.

Special child milestones included one little boy who progressed from an age level of 20 months to 40 months, based on age-appropriate play and communication skills in a period of three months. Play skills of all children improved dramatically over the course of the year, particularly between January and June.

A number of incursions and excursions were hosted, including a visit to Dreamworld, to teach children about Australian animals and as part of a community experience, along with a visit from the fire brigade, to teach children about community helpers. A 'Pink Party' was hosted to celebrate a therapy program to help children overcome sensory issues with new foods, where all children dressed in pink, and tried pink foods like strawberries and watermelon throughout the day.

Camira conducted 30 home visits to support families in their own environments, and provide tools and tactics to encourage positive behaviours, and manage challenging behaviours.

MyTime meetings and events were hosted weekly, alternating between casual coffee catch ups for parents and parent training sessions. Highlights included a Mother's Day 'pamper day' with massage therapists, a beautician and a psychic onsite throughout the day on a Sunday for mothers. A family BBQ proved popular to welcome new and 'old' families alike.

The parent fundraising group raised \$18,000 over the course of the year, assisting the centre to purchase interactive whiteboards, new equipment for the playground, and more.

### Emerald Centre

(Located at Borilla Kindergarten)

Cnr Loch & Borilla Streets  
Emerald QLD 4720

As AEIOU prepares to enter the final year of its funded pilot program in Emerald, which is made possible with the support of Xstrata Coal and the Tim Fairfax Family Foundation, the regional service was relocated to operate from within the Borilla Kindergarten.

AEIOU employs a trained learning facilitator who manages the program within an inclusive learning environment with the support of staff from the kindergarten. Three children were enrolled, with all children due to transition by December 2012. Two children commenced the program without functional communication skills, with the program assisting both children to develop the ability to communicate their needs and wants.

AEIOU's learning facilitator made three home visits along with trained therapists visiting from AEIOU. The community was also welcomed to a free workshop, with AEIOU's occupational and speech therapists hosting an introduction to autism.

Of the three families enrolled, one travelled two hours every day in order to access the service, which is unique in the region. With the aid of Borilla Kindergarten, the children benefited from a number of incursions, including a farm animal visit, a visit from the Cathy Possum Musical Show, and a local ambulance service hosted a demonstration.

Community fundraising, led by Melanie McMaster who won the Sunflower Quest competition resulted in a \$3,000 donation to the service, allowing AEIOU to purchase two iPads and learning accessories.



## Gold Coast Centre

1 Alison Rd  
Carrara QLD 4211

Our Gold Coast Centre enrolls 12 children. Four children transitioned this year, with an additional group ready to move to new learning environments during the last quarter of 2012. Eight children began the program unable to communicate functionally, and the team has supported seven children to communicate verbally or through PECS in the past year.

Four children made excellent progress with toilet training and learned skills such as the ability to follow group instructions or routines, to interact socially with their peers and staff, the ability to wait, request a turn, and to share. With the ability to communicate and a focus on encouraging positive behaviours, there was a marked reduction in challenging behaviours this year.

The centre supported its parent community with five parent forums this year, and an additional 13 workshops were hosted to assist families with toileting, fine and gross motor skills, picking and resistant eating, sensory processing, colourful semantics, teeth brushing, makaton, PECS, encouraging and development independence, and more.

Six home visits were undertaken, to support families with practical advice in their home environment. In addition, one team member completed the Triple P Training Course, to provide additional training opportunities and support to families.

A number of incursions were hosted, including visits from a hairdresser, a visit from the State Emergency Services and more. Four excursions took place, to assist children to engage in community experiences with their families. Destinations included the Wildlife Sanctuary in Currumbin, Sea World, Harmony and Hooves Healing Hearts Centre, and a visit to Event Cinemas, for children to see a movie at the theatre for the first time.

The parent fundraising group was active, raising \$12,237 across a number of initiatives, including a movie night, an auction with the Succulent and Bromeliad Society, a golf day, Easter Raffles, and the centre also benefited from donation from the Gold Coast Community Fund. This resulted in the ability to purchase an interactive whiteboard, along with a number of learning resources for the children.

## A FAMILY STORY

### Story of Kobe

"Kobe was diagnosed with ASD when he was two years old. I had been watching him very closely since he was born as his older sister also has autism. This time around I was more prepared in terms of which steps to take next, however, it was still devastating news for my husband and I knowing what was to come.

I had heard of AEIOU previously but there was no centre near our home on the Gold Coast. I suppose I was a bit of a pest to AEIOU, calling them constantly throughout the years begging for them to consider a centre here as there was just no service to help on the Coast. I had done all the therapy myself with the support of private therapists for my daughter and knew that I just couldn't continue to do this alone. I needed help desperately! I was feeling overwhelmed and felt I was letting both of my children down with not being able to give them all that they need to have a quality of life that they deserve and that we all hope for our kids.

When the call did come and Kobe was accepted to the Carrara centre I felt like my family had been given the chance we so desperately needed and I knew that Kobe was going to get help to become all he could be in life.

Kobe was completely non-verbal, he stimmed constantly, had major sensory issues and had to have firm pressure on his head by way of him pushing his skull with all his might on mine throughout the day. However, with all of this, Kobe could put the numbers 1 to 20 and the alphabet in order and was toilet trained by the age of four!

It's nearly been two years since he started at AEIOU and I have seen a huge change in my little man. His sensory issues have reduced dramatically: he no longer needs the firm head pressure and he has started to verbalise words with the help of using PECS. He is now aware of his surroundings and has learned to regulate himself when it gets overwhelming for him. We have even had a family holiday overseas!

Kobe has made such good progress that he will begin to transition to mainstream school at the end of the year. I feel very hopeful for his future. AEIOU have given my family the opportunity to help us become a functioning family again and now I'm able to be a Mum to Kobe (not just a therapist) and enjoy playing with him and seeing him achieve what most parents take for granted.

My hope for Kobe is that he will be able to participate in life, to learn to be tenacious, be humble and be proud of his achievements. To understand how unique he truly is. To walk with his head held high and throw away fear and limitations and to travel and see the world and to live life to the fullest. But most importantly, my wish for him is happiness."

**Roxanne Chadwick**



**Kobe has developed new skills and overcome sensory issues during his time at AEIOU**

## About our centres

### Hervey Bay

(Located at ABC Hervey Bay)

730 Boat Harbor Drive  
Hervey Bay QLD 4655

Our Hervey Bay centre enrolled 15 children this year on a full-time and part-time basis, including two children whose families relocated in order to access the program. Throughout the year, the team supported six children transitioning to school.

Two children were toilet trained, and learning highlights including the first time a child wrote their name in shaving cream. This was a delightful surprise for the team, because it was the first time the child, who does not communicate verbally, had tried to write his name, and was particularly special because it was unprompted and unaided.

Families were supported with training and development workshops, including learning how to use PECS and how to encourage positive behaviours.

The centre provided families with opportunities to access the community with support, with a highlight including a morning tea at a local animal farm, where children were given the opportunity to learn about baby animals, and play with them. The centre is looking forward to hosting an open day later in the year to welcome community members, families and practitioners to learn more about the program and how it is delivered.

The centre's parent fundraising group raised \$4,701 during the year, enabling the purchase of learning materials including two iPads, a camera and new swings for the outdoor play area.

### Nathan Centre

Building N77 Recreation Rd  
Griffith University  
Nathan QLD 4111

Our Nathan centre is operated under the Federal Government's Autism Specific Early Learning Care Centre (ASELCC) initiative, delivering AEIOU's best practice program. There are 22 children enrolled under the ASELCC banner (AEIOU for children with Autism), and 22 children enrolled under AEIOU Foundation (AEIOU Foundation Pty L td). The program is consistent, with some differences around the fee structure and ability to apply Helping Children with Autism package. There are 46 children enrolled across the centre, and 24 staff members supporting them, and the operations of the program.

The centre supported 29 children to transition to mainstream school settings this year, and supported 24 children to communicate. The centre began a new community engagement experience for the children, linking with the local Boronia Kindergarten, inviting AEIOU children to visit the children at their centre and participate in various activities and morning tea. This has encouraged social development and helps to prepare them for their transition to mainstream schooling.

MyTime sessions were held weekly, with fortnightly support and training topics alternating with relaxed social gatherings for families. Parents benefited from internal support, with training sessions including toilet training, transitioning to school, independence, positive behaviour support and information on iPad or Tablet PC applications, which may aid learning and therapy initiatives.



### A FAMILY STORY

## Story of Charlie

"This year, Charlie turned five. He knew it was his birthday and he knew he was turning five. He had to be persuaded to open his presents, but he liked them and played with them. He didn't quite understand that each parcel would contain a present so a couple remained unopened. He looked forward to his cake on the night of his birthday and sang happy birthday all the way to school.

Last year his birthday was a complete non-event. He had no concept of birthdays or age. He was scared of his unwrapped presents. He did not enjoy having happy birthday sung to him (he did like the cake though). Thank you AEIOU for all you have done for Charlie. And for us. What a difference a year makes!"

Camilla Betros



The children enjoyed a number of incursions, with a visit from the Dreamworld Education Unit to teach them about wildlife and provide an opportunity to touch and learn about native animals, along with visits from our community helpers, including the fire brigade and the police.

The team also hosted excursions for parents and children, visiting the Parklands at South Bank, the Science Centre, New Farm Park, the Train Museum, and even the movie cinema. For many families, it was the first time they were able to visit a movie theatre successfully, and the experience went so well it gave them confidence to take their families to the movies throughout the year. The experience was supported, with the cinema allocating a theatre just for AEIOU at a quiet time of day, and dimming the lights and noise to ensure children didn't find the environment too overwhelming.

Our team also read the children social stories about what happens at the movies in anticipation for the big day. By 'pairing' the experience with success, children are more likely to remember that going to the movies can be a pleasurable experience, and one they are comfortable and familiar with engaging in.

### Sippy Downs

**Sippy Downs Drive  
University of the Sunshine Coast  
Sippy Downs QLD 4556**

Our Sippy Downs centre offers an inclusive program, enrolling a total of 31 children with autism and 117 children who do not have an autism diagnosis throughout the year. Six families moved from across Queensland and interstate to gain access to the program, with relocations from areas such as New South Wales, South Australia, Mount Isa, and the Gold Coast.

Three parent forums were held throughout the year, and home visits were undertaken, to assist with visual aids, toilet training and more.

The centre hosted six training workshops for families, with topics covering visuals to aid understanding, behaviour management, fine motor shoebox tasks, expressive language, social stories and understanding sensory processing and participation.



The team enjoyed witnessing children from the kindergarten assisting the children who have autism, mirroring staff members' encouragement, and helping them to complete activities and build friendships.

The centre welcomed a number of incursions and activities, including a visit from the team from a local Bunnings Warehouse, to create a vegetable garden, a dental fairy, baby farm animals, a police visit and a jumping castle.

The parent fundraising group raised \$300 for the centre, assisting the purchase of outdoor play equipment.



## About our centres

### Toowoomba Centre

7 Friend St  
Harristown QLD 4350

There are 17 children enrolled at AEIOU's Toowoomba centre, including seven families accessing the service on a part-time basis. Throughout the year, 11 children transitioned to school, with five moving to a mainstream school, two to kindergarten, three children accessed special needs units within the school environment and one child transitioned to a special school.

An additional child began to transition to a Prep program, remaining part-time at AEIOU and within a school environment.

Three families relocated to access the service, from New South Wales, Surat and Dalby. At the beginning of their enrolment, 14 children did not have the ability to communicate functionally, and 11 of those children developed the ability to communicate either verbally, with the use of PECS or with Makaton.

The centre hosted eight MyTime initiatives, many of which were largely social in nature to give parents the opportunity to share stories, support each other and gain much needed time out from work and family issues. The Group includes a number of current and past AEIOU families, and other locals who have a child with special needs.



The MyTime group has become involved in raising awareness about autism, and as part of this, AEIOU parent Lisa Gibbs established a six-stage project, 'Breaking Bubbles, it Takes a Village' with the first event taking place in May in the shape of an art exhibition. Local artist Damien Kamholz held art workshops for children and their families at the centre, and the art was displayed at the Toowoomba Art Gallery. The initiative will continue, with Stage Two taking place in October.

There were many special moments throughout the year, with some highlights including a little girl making great strides to interact with peers, and beginning to develop language. Another child was afraid to have his hair cut, so the centre engaged a hairdresser to visit the centre and worked with all of the children to overcome sensory issues. The little boy subsequently attended her salon and has had his first haircut.

Excursions and community experiences were hosted, including a visit to the local Kindergym, and incursions included a visit from the dental nurse, a visit from the fire brigade to learn about community helpers, and a visit from Ocean Life, where children were able to touch and learn about sea stars and other sea creatures.

Five parent forums were held throughout the year, and five parent workshops were hosted. Topics included transition, how to support children at home with communication and PECS, how to create social stories, tips to manage dental and oral hygiene and AEIOU's senior occupational therapist hosted a session about sensory processing.

The centre was extremely successful in engaging the community to raise funds for the program, with the parent fundraising committee and local organisations together raising a total of \$29,751 for AEIOU Toowoomba. This was comprised of \$10,000 from Healthy Active Lifestyles' Peak to Park event, a \$10,000 donation from a friend of a family who had accessed the program, \$2,500 in grants from the Toowoomba Regional Council to renovate the centre's playground and \$1,700 from the Inger Rice Foundation for Music Therapy.

The parent fundraising committee generated \$3,071 from initiatives such as the Toowoomba Bears Rugby Club Ladies' Day, and donations from community organisations included support from the Lions Club, St Vincent's Hospital and the Anglican Church.

With the funds, the centre was able to repair the deck and develop a new shade shelter, with further plans in place to rejuvenate the playground.



## Celebrating milestones in our centres

"Finley Bright arrived at our centre as a highly anxious little boy who was unable to communicate verbally, and who had trouble interacting with staff or other children. He is now talking, making eye contact, interacting with staff, and with support, he engages with his peers. Early on, he was fearful of activities which may be unpredictable, and found the noise of circle-time overwhelming. However, Finley now enjoys circle-time and enjoys stories and music therapy. Every time a child takes a leap in their communication, and develops a new ability, there is cause for celebration. We are so proud of Finley and the children in our class, and take pleasure in every special moment."

Sally Yin, Centre Manager



## A FAMILY STORY

# Finding Brendon

"Every year since Brendon was born I have learned more about him. People often say that they knew their child's 'personality' or 'temperament' from a very young age. I used to despair and I felt I didn't 'know' Brendon. This year I have learned that it just takes time. That is the joy of autism: a gradual journey discovering a beautiful child. You have to work for it, but it is worth every bit of effort.

This year, Brendon has come into our world more than ever before. He likes to play tricks on me and his teachers. He laughs. He answers questions...sometimes. He has a stated opinion about what he wants to do. He can understand that other people are important... sometimes. He loves to come up and hug me really tight, for no reason... all the time.



As of summer, Brendon and his family can enjoy the beach together

This was Brendon's ninth year, and it became the year of 'being Brendon'. I can see who he is. What he likes and what he does not. What makes him tick and what motivates him. His beautiful innocent smile, a child who takes life as it comes, straight down the line. I guess in the past, the years have been about other milestones - the first words at four; toilet trained at four and a half; answering 'yes' to a question at six; finally eating carrot at eight. This year it has all been about 'who' Brendon is, not 'what' he can do.

I see Brendon's younger brother being proud of him. He knows Brendon is really good at spelling; at building what he has seen in the city; at singing and at telling the time. He knows his brain works differently, but that is okay because he tries his best and he loves us. I love seeing them fight just like all the other siblings I know. Even better, when they work together to distract me so the other one can raid the pantry!

I see the funny side: the literal interpretation of life; the clothes round backwards and in funny places; the art of trying to get away with pretending he does not understand to the unwary new teachers. I particularly love being in the supermarket and hearing Brendon quote his favourite line 'Fish are friends, not food' from his favourite movie (Finding Nemo) in a voice so loud that people stare. How long I have waited to hear that big strong voice.

It has taken until this year to really feel that I know Brendon, to unlock his mystery. But I am so glad I waited; patiently. He is a beautiful child. He is so centred, smart and just a wee bit cheeky. He is just a kid like any other. He makes people smile. He shows people who he is and they believe in him.

This journey continues to make me stronger and a better person. I know that Brendon will reach his full potential and continue to lead a happy life. Those of us fortunate enough to understand this journey, must do everything we can to make it better for those after us. We have come a long way, but there is much more to do."

**Karen Davies**

## Townsville Centre

**22 Ridley Rd  
Kirwan QLD 4817**

The Townsville centre enrolled the full-time equivalent of 16 children this year, with some families opting to engage in the program over 5 days per fortnight. Nine children transitioned to school this year, with two children currently receiving transition support. Two families relocated to access the service from regions including Mooranbah. Throughout the year, 10 children were toilet trained and 13 children developed the ability to communicate functionally, either verbally or through PECS, resulting to a reduction in frustration and improved behaviours.

The parent fundraising group raised \$10,000 for the centre, enabling it to purchase learning materials including an electronic whiteboard and a number of other resources to support the children in the program.

Six parent forums were held, and home visits were facilitated. The centre delivered 10 parent workshops to assist with overcoming sensory issues, learning PECS, ABA, and more.

Five incursions took place, with the children enjoying visits from fire, ambulance and police services to learn about community helpers, along with exciting experiences such as a jumping castle, a reptile visit and face painting.

Staff hosted a family excursion, inviting children and their parents to visit the McDonald's all abilities playground, to practice the skills they have learned including turn taking, requesting, and more.

# Our research

This year, the Foundation expanded its research and psychology commitment to deliver a more consistent, coordinated provision of psychological support services across the organisation, replacing intensive input at specific centres. This enables the team to focus on delivering and reviewing research, conduct assessments and better support the staff and children in the program.

Research and Psychology Manager Dr Jessica Paynter completed Autism Diagnostic Observation Scale (ADOS) training and achieved research fidelity. She and her research assistant received accreditation in Group Stepping Stones, to deliver the evidence based program to AEIOU families.

Development was key, with the team delivering a full day of staff training in managing challenging behaviours for staff, who also participated in a psychology-led one hour workshop series to share strategies to manage difficult situations.

In addition, the team delivered half-day parent workshops in managing stress, and presented at the Parent and Carers Conference to provide advice and information.

The team conducted 116 assessments across Nathan, Bray Park and Camira, for both intake and exit in at the Nathan centre, and for new enrolments (intake) at Bray Park and Camira.

Dr Paynter delivered six conference presentations to deliver results from a collaborative research project into the Wellbeing and burden in Families of children with ASD, attending an early intervention service along with Dr Wendy Beamish and Malcolm Davie. In addition, a poster and oral presentation was delivered at the ASIA Pacific Autism Conference in Perth, on Preliminary Outcomes for the Queensland Autism Specific Early Learning and Care Centre, (Paynter, J., Beamish, W., Scott, J., & Heussler, H. 2011).

Dr Paynter also represented AEIOU and delivered oral and poster presentations across the following conferences:

- Australian Association of Special Education (Gold Coast, September 2011)
- Society for the Study of Behavioural Phenotypes (Brisbane, October 2011)
- International Meeting for Autism Research (Toronto, Canada, May, 2012)

AEIOU led, and collaborated to deliver a pilot study of the effects of an Australian centre-based early intervention program for children with autism. It was published in The Open Pediatric Medicine Journal, 6, 7-14. (Paynter, J., Scott, J., Beamish, W., Duhig, M., & Heussler, H. 2012).

Dr Paynter remains an honorary research fellow for Mater Medical Research Institute.



## PART TWO:

# Our Fundraising and Community Engagement

## Our fundraising

At AEIOU, we rely on grants, donations and fundraising to maintain the quality of our program, close the funding gap we experience for each child in our centres, raise awareness and expand our reach.

During the reporting period, the Fundraising Department was reviewed and a Director of Fundraising was appointed. The purpose of the role is to increase fundraising in preparation for national expansion. Additional appointments including a Fundraising Database Administrator, a Fundraising Marketing Manager and two existing roles were expanded, to encapsulate the role of Major Gifts and Sponsorships Manager and Relationships and Events Manager.

AEIOU Foundation sincerely appreciates the donors, sponsors and volunteers who contribute to our fundraising. Your generosity and effort make a real difference in the lives of children at AEIOU Centres.

This year, AEIOU hosted a number of significant fundraising and community events. In total, we raised \$662,675 through our events and fundraising and received \$895,059 along with \$134,881 in corporate sponsorship.

## HIGHLIGHTS

### Trust and Foundation Grants

AEIOU Foundation was successful in 2011/2012 with grants from the Gambling Community Benefit Fund, Hills Holding Charity Scheme and Indooroopilly Golf Club Ladies Committee, with a total of \$160,184. These significant grants have made a real difference in the provision of infrastructure, equipment and services for children in the AEIOU program.

### Take a Hike

This 40 kilometre challenge over nine hours continued to be AEIOU's flagship peer-to-peer fundraising event and was conducted in Brisbane, Townsville, the Gold Coast and Toowoomba, with 124 hikers raising a total of \$247,881 across the four hikes. Regional hikers aimed to raise \$3,000 each and Brisbane hikers have a \$10,000 fundraising target to eliminate the funding deficit at AEIOU Foundation's local centre and to raise awareness for children with autism. The most successful fundraising team was Team Devine, which raised over \$32,000 in the Take A Hike Brisbane event.



### Paddle for Kids

AEIOU's water-borne peer-to-peer fundraising event, also involving teams, is Paddle for Kids. In 2012, 26 teams made a splash in the Brisbane River to raise over \$19,000 for children in our program. Paddle for Kids is a unique community and family event, which was hosted in Captain Burke Park on Sunday 29 April and included kayak races, a children's carnival for children, refreshment sales and more. The sought-after Golden Paddle Award was hotly contested and was won by The Chairman's IV.

### Bridge to Brisbane

On September 11, 2011, 244 team members joined the AEIOU Blue Crew in this popular annual event, raising \$31,699 for AEIOU Foundation through their sponsorship fundraising. The AEIOU Blue Crew is always one of the most enthusiastic and successful fundraising teams and this year, the Crew finished as the highest fundraising team.



### Under the Jacarandas

This glamorous event was held in Toowoomba on October 21 and saw 170 guests enjoy an exquisite high tea under the shade of a marquee at Gip's Restaurant. Under the Jacarandas raises funds for the Lynn Wright Memorial Fund which provides scholarships for families who would not otherwise have the opportunity to attend AEIOU's program.

# Our Fundraising and Community Engagement

## Appeals

Together, the Christmas Wishing Tree Appeal and the June Tax Appeal raised \$30,217. The Foundation appealed to donors' wishes to contribute to equipment for the children at AEIOU Centres via the Christmas Appeal, and the end of financial year appeal was a general request to help close the funding gap for children in the program, featuring past Toowoomba parent, Lisa Driessen and her son, Isaac.

## Regional program

To support families of children with autism in regional centres, two very significant funding partners have made outstanding contributions. AEIOU Foundation acknowledges the philanthropic gift of the Tim Fairfax Family Foundation and the corporate social involvement of the Xstrata Community Partnership Program. AEIOU Foundation is committed to ensuring its program is accessible and affordable to all families, regardless of their geographical or financial circumstances.



## Beneficiary events

AEIOU Foundation is fortunate to be named beneficiary of several events where committees and individuals do the fundraising and donate the proceeds to AEIOU to contribute to general funds or specific needs. Some of these during the year under review were the Bulimba Fashion Festival, St Laurence's College Walkathon, Stokehouse Luncheon, Mercedes Benz Fashion Festival, Queensland Chemist's Golf Day, Queensland Leaders Graduation Dinner, Hutchinson's 100th Anniversary Dinner and the total funds raised were \$123,865.

## Centre fundraising

Each year, the Fundraising Team supports parents and carers from AEIOU centres to create their own centre-based fundraising committees. This helps equip AEIOU's valued volunteers to raise funds for various learning materials including technological resources and various playground and centre upgrades.

This year, AEIOU families across all centres generated \$137,574, \$108,654 more than the Foundation had forecast in its budget.

Centres employ a variety of initiatives to engage their local communities, including chocolate drives, raffles, Bunnings and Masters barbecues, entertainment nights, book drives, and more.

## Volunteers

Every year, many of AEIOU Foundation's parents, grandparents and friends volunteer in AEIOU centres and Central Office, helping to create a variety of learning materials, art and craft as well as assisting with administrative, communications and event related duties. Groups of corporate volunteers who have assisted us over the last 12 months including Paramount Pictures, Suncorp Bank, St Laurence's College and Southbank Corporation, as well as parents who volunteer to operate centre fundraising activities and regularly join the Foundation to help deliver events, such as Paddle for Kids and Take a Hike.

In 2012, AEIOU Foundation launched a formal Volunteer Management program which provides the policies and procedures to be able to accommodate more volunteers to assist the Foundation in the future.



*"I feel so sore but so happy that I was able to join the Blue Team for the Bridge to Brisbane. I was definitely outside of my comfort zone but it was for a wonderful cause, and one so dear to my heart. Thank you to all the AEIOU staff for everything you do for us and our children. Thank you to everyone that joined the Blue Team this year and to those that donated... united we can make a difference, of this I'm sure"*

**Tricia Gonzalez Novak**



## Community engagement

### OUR CAMPAIGNS

#### Autism Awareness Month

The Communications team delivered a high-level awareness campaign to coincide with International Autism Awareness Day, achieving local, state and national publicity to raise awareness and create conversation about autism.

As part of the campaign, AEIOU was supported by the city of Brisbane to light its most iconic landmarks blue as part of the Global 'Light it up Blue' campaign, which originated in the United States with Autism Speaks. The Foundation's Ambassador, Tim Sharp created an original 'Light it up Blue' artwork, and this piece, along with four others was projected onto the William Jolly Bridge for the month of April.

AEIOU was joined by representatives from local, state and federal governments to launch its month-long campaign, with guests including Brisbane's Lord Mayor, Graham Quirk, The Queensland Minister for Communities and Disabilities, The Hon. Tracey Davis, Independent Senator for South Australia, Nick Xenophon, and Federal Member for Bowman, Andrew Lamming.

Ambassadors Tim Sharp, Broncos Great Corey Parker and MC Alex Bernard supported the launch, and families and staff from our centres got behind the campaign, hosting 'blue days' throughout the month and encouraging local schools and businesses to join in.





# Our Fundraising and Community Engagement

## Community Service Announcement

AEIOU Foundation continues to receive support from metropolitan stations, including Networks Seven, Nine and Ten to promote AEIOU Foundation's major television commercial and community announcement. The advertisement, which was voiced by award-winning actress Toni Collette, and featured Isaac Driessen, a young boy with autism who attended our Toowoomba centre, was also selected as part of a '12 days of Christmas' campaign by Aurora, a community channel on the Foxtel network, to dedicate one day of condensed promotion for early intervention services.

## AEIOU Newsletters

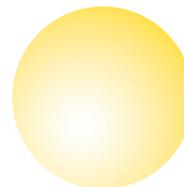
This year, AEIOU consolidated its newsletter program, delivering the 12 page glossy magazine edition twice per year, to coincide with Christmas at the end of the financial year. This was in conjunction with the launch of a new parent e-newsletter and a community e-newsletter to share up-to-date information about events, fundraising initiatives and developments. The newsletters also share family stories, and provide reviews of new books that may benefit families.

The online database reaches more than 6,000 supporters, including families who have been, or are enrolled in the service, donors, corporate supporters and more. The online newsletter reaches approximately 5,500 subscribers.

## Facebook and Twitter

During the reporting period, AEIOU's Facebook page has attracted more than 1,500 new friends, expanding its support base from just over 4,000 to nearly 5,600. On average, posts engage up to 1,000 followers, although a story AEIOU posted following a collaboration with Hear and Say and their Ambassadors, Wally Lewis and Jamie Lee Lewis, resulted in a viral engagement reaching more than 6,350 Facebook users.

AEIOU uses its Facebook presence to share news about important developments, events, fundraising initiatives, and stories from centres. The site connects families from different centres, or those who may have transitioned, and many users also use the site to seek advice from AEIOU's professional team, to connect with other families in their areas, and to share happy announcements and milestones.



## OUR AMBASSADORS



**From left:** Alex Perry, Cathie Reid, Corey Parker, Ian Skippen, Tim Sharp and Judy Sharp

AEIOU Foundation is pleased to have forged strong relationships with passionate advocates for autism, and is grateful for the support of Ambassadors including Brisbane artist, Tim Sharp, fashion designer, Alex Perry, media personality, Ian Skippen and Brisbane Broncos Great, Corey Parker. Media presenter, Emily Jade O'Keefe, radio announcer, Alex Bernard, former Australian Rugby Union footballer, Brendan Cannon and author and media personality, Charlotte Dawson, also continue to support AEIOU.

AEIOU greatly values the contribution of its ambassadors, who devote their own time to the Foundation, making an invaluable contribution to the families in our service.

In May, AEIOU was delighted to launch its Business Ambassador Program, appointing APHS Packaging CEO and co-owner of APHS Pharmacy Group, Cathie Reid, as the charity's new Business Ambassador. The Business Ambassador program is a first for AEIOU Foundation and is designed to encourage Australian business to play a part in the economic development of the Foundation.

Cathie will be at the forefront of the Foundation's efforts to encourage the private sector to play an active role in supporting AEIOU's early intervention program for children with autism. She is a strong advocate for what we do at AEIOU and brings a wealth of knowledge and experience to the position having been named the winner of the National Commonwealth Bank Business Owner Award category in the 2011 Telstra Business Women's Awards.

*Tim Sharp continues to create artworks for AEIOU Foundation to auction and raffle at fundraising events, and played an integral role in AEIOU's Autism Awareness Month campaign, not only by designing artworks for the William Jolly Bridge, but also participating in national and local news stories to create awareness.*



## A FAMILY STORY

### Story of Josh

Our son, Josh, began his time at AEIOU in January 2008 with very little speech and a number of sensory and behavioural issues. Gaining a full time place at AEIOU Moorooka gave us a sense of hope that the little boy we knew was lost inside him would be able to come out. Within a couple of months we noticed his speech had improved and that some of his sensory issues were less severe than when he started. He continued to make such great strides and in February 2009, Josh began as a prep student two days per week with the other three days at AEIOU. With early transition support from AEIOU, Josh soon increased his time to three days per week as a Prep student.

By Term 3, he was up to four days and it seemed inevitable that we were going to have to say goodbye to AEIOU as he wanted to be with his new friends for the five days. On October 30 2009, Josh had his last day at AEIOU Moorooka. It was a bittersweet day for both the staff and us as we farewelled the people who had done so much and cared so much for our family. We needed not have worried, though, as an AEIOU staff member came to various meetings at the school throughout his first year to provide strategies as part of his IEP (individual education plan). What we found at AEIOU was not only support and guidance for Joshua but for us all as a family.

All the staff were very supportive and quick with reassuring words if needed. They all realised that, challenging as their jobs were, it was nothing compared to the parents' and so were always there supporting us and offering us a shoulder to cry on or sometimes just a hug. The lengths the staff went to in order to bring the best out of Joshua was amazing. Josh completed his first year at St Brendan's without a single meltdown during the day. He worked well with his aides in the classroom and played happily at lunchtimes in the playground.

This gave us an immense sense of pride at what he had accomplished during the year. Josh has continued to blossom into a funny, caring, intelligent and happy little boy who enjoys going to school and playing with his friends. With a love of running and playing, it's no surprise that PE is his favourite subject. He's grown to be a keen reader, often astounding us with his reading ability as he reads us his nightly school reader book. With each year he has grown increasingly independent both in and out of the school environment. Joshua now prefers to see himself inside the school grounds, taking care of his own bag rather than walking in with me and having his bag unpacked for him. His developing speech has increased his confidence in speaking during class and enabled him to give a two minute oral presentation to his class about his favourite movie Toy Story. He is acutely aware of the right and wrong kind of behaviour which he showed by going to the aid of one of his classmates who was being picked on by some older children. This action alone gave Michael and me such a sense of pride it was amazing to see how far he had come.

The processes followed at AEIOU Moorooka during the period Joshua was there proves that the time spent working on his transition to mainstream schooling was as important as the centre curriculum itself and there is no way that we will ever be able to truly thank the staff for their efforts in giving Joshua the best chance at school.

**Alys and Michael Cottril**

Josh continues to blossom and is a happy, confident boy



## Our Fundraising and Community Engagement

### CREATING A CENTRE OF EXCELLENCE

Professor Jacqueline Roberts was appointed the Chair of the Autism Centre of Excellence in November 2011. Prior to her appointment Jacqui was a consultant working on a variety of national projects in autism including a fractional appointment as Associate Professor at the University of Canberra responsible for content in the Australian Autism Education and Training Consortium (AAETC) Positive Partnership program. The Consortium provided professional development for teachers and school leaders and for parents and carers of children with autism across Australia as part of the Federal Government Helping Children with Autism package (2008-2012).

Jacqui has a background in teaching and in speech pathology and has worked in schools for children with autism as a teacher and principal. She was the Director of Services for The Autism Association of NSW (now Aspect) for many years. Jacqui was most recently employed as senior speech pathologist in the Centre for Effective Reading in NSW; a collaborative initiative between the departments of Health and Education in NSW. In 2009, Jacqui was the national speaker for Speech Pathology Australia and presented a two-day workshop on autism, assessment and intervention for speech pathologists in all Australian states and territories. Jacqui also presented a series of workshops on autism in New Zealand.

In 2006, Jacqui completed (with Professor Margot Prior) a review of interventions for children with autism and their families for the Australian Commonwealth Department of Health and Aging. This has recently been updated (2011) and it is expected that the updated version will be available on the Australian Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) website early in the next financial year. Jacqui is a consultant to Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) on the distribution of Federal Government Helping Children with Autism (HCWA) package, and a director of the Australian Advisory Board on Autism Spectrum Disorders.

In May, AEIOU Foundation joined Griffith University for the official launch of the Autism Centre of Excellence (ACE). Together, AEIOU and Griffith University procured 30 scholarships from the Queensland Government in support of the interdisciplinary expertise the world-first initiative offers.

The ACE now provides teachers and practitioners in multidisciplinary settings with knowledge and skills in theory and practice for learners with ASDs, and is playing an active role in research and the development of evidence-based practice.



## PART THREE:

# Our families

This year, AEIOU enrolled a total of 202 families, with this figure including those enrolled on a part-time and full-time basis.

AEIOU is dedicated to the families in the program and provides a number of additional supports to families beyond the program itself. For example, at AEIOU there are opportunities for parents and siblings to access advice and counselling, which is important as ASD affects each family differently. A number of pressures exist for families, with many parents and families encountering financial, vocational and sibling disadvantages.

We encourage parents to share their knowledge and participate in AEIOU activities and decisions. We create individual plans to support children to develop skills, with the plans based on the child's individual strengths and needs. AEIOU also provides tailored strategies for families to try in the home environment, and makes home visits if necessary.

### HOW WE WORK WITH OUR FAMILIES

Parents are valued members of our community and we provide a learning environment that respects the diverse backgrounds of each child in our program. We also work closely with each family in the program and deliver a variety of initiatives, including:

- Several AEIOU centres host 'MyTime' groups, which is a government initiative that provides a supportive network for parents who have a child with a disability to socialise, share and learn knowledge alongside families who are experiencing similar challenges.
- Each centre hosts regular workshops and training seminars for families based on topical issues or areas of interest for the parents in the centre.
- AEIOU hosts quarterly parent and carer forums with the Foundation's CEO and a member of the Board and executive team. Each centre is represented by two nominated representatives, providing an opportunity for parents to share ideas, concerns or parental issues on behalf of the parent body with the Management Board and Executive Team. The meeting also provides the chance for parents to gain insight into operational and strategic initiatives that the Foundation is working on in a constructive, information sharing session.
- AEIOU delivers weekly, monthly and quarterly newsletters to all parents and carers with children enrolled in the program.





### LYNN WRIGHT MEMORIAL FUND



AEIOU strives to ensure its program is affordable for families, and structures its fees to ensure parents and carers can access a number of childcare benefits and rebates, their Helping Children with Autism (HCWA) funding and disability allowances. However, around 25% of families at AEIOU Foundation have a household income of less than \$37,960, and the Lynn Wright Memorial Fund was established to provide financial assistance to those families who may otherwise be unable to access the program.

The Memorial Fund was founded in 2005 in honour of AEIOU Foundation's co-founder Louise Morton's mother. The Fund commemorates the passion and support shown by Lynn to Louise and her husband, James Morton, as they established the program.

The Fund, which is chaired by Louise Morton, is managed by a committee and meets quarterly to oversee the provision of financial assistance to families who require support in order to maintain their child's enrolment in the program. Committee members include Karen Catsoulis, Jane Harris and Belinda Power.

This year, the Lynn Wright Memorial Fund supported 11 families, allocating a total of \$16,875 across the program. Along with financial support, the Fund provides assistance to families in a number of areas, including fuel cards and vouchers for those required to travel longer distances to access their nearest centre.



## A FAMILY STORY

### *Story of Isabelle*

"Isabelle joined AEIOU in January 2011. Over that time she has been learning the Picture Exchange Communication System (PECS) which has really helped her to develop her ability to communicate.

Now, she can tell us when she wants different things. For example, if she wants to watch her favourite show, she will bring us the TV remote control to turn the TV on, or if she would like some toast, she'll bring us a piece of bread. This year has been very exciting as Izzie has been toilet trained. Self-care and communication skills are such essential abilities and most parents take it for granted that their children will acquire them. When they don't, it can be really hard to know where, and how to teach these skills. Most recently, I've been delighted to see Izzie playing without any assistance with her friends from AEIOU, and using her imagination. AEIOU's supportive, consistent environment is helping Izzie to learn and connect with us and her friends, which is invaluable."

**Liza Raggatt**



**PART FOUR:**

# Our Concise Financial Report



# AEIOU Foundation

19 135 897 255

Financial Statements for the Year Ended 30 June 2012

Directors' Report	41
Auditors Independence Declaration	45
Statement of Comprehensive Income	46
Statement of Financial Position	47
Statement of Changes in Equity	48
Statement of Cash Flows	49
Notes to the Financial Statements	50
Directors' Declaration	60
Independent Audit Report	61

## Directors' Report

Your directors present their report on the company for the financial year ended 30 June 2012.

### 1. General information

#### Directors

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

Names	Position	Appointed/Resigned
Anthony Morton	Director	Appointed 17 March 2009
Andrew Taylor	Director Secretary	Appointed 26 October 2009 Appointed 26 October 2009 Resigned 21 August 2011
Peter Kelly	Director	Appointed 26 October 2009
Scott Reading	Director	Appointed 26 October 2009
Karen Davies	Director	Appointed 26 October 2009
Euan Morton	Director	Appointed 26 October 2009
Graeme McFadyen	Director	Appointed 26 May 2010
Brendan Power	Director	Appointed 2 November 2010
David Liddy	Director	Appointed 29 August 2011
Stuart Giles	Director	Appointed 29 August 2011
Brett Robinson	Director	Appointed 29 August 2011

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

#### Company Secretary

The following person held the position of company secretary at the end of the financial year: Andrew Taylor – Mr Taylor has previous experience being involved with Autism Early Interventions Outcomes Units Inc. Mr Taylor was appointed company secretary on 26 October 2009.

#### Principal Activities

The principal activities of AEIOU Foundation during the financial year was to provide a professional, full-time early intervention and learning program for children aged 2.5 to 5 who have been diagnosed with Autism Spectrum Disorders (ASDs).

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

### 2. Business review

#### Operating Results

The (deficit)/surplus of the company before other comprehensive income amounted to \$(77,756) (2011:\$2,476,969). The total comprehensive income of the company amounted to \$2,304,947 (2011:\$4,122,089).

### 3. A description of the short and long term objectives of the entity

AEIOU has identified eight nationally strategic outcome areas. These strategic areas are:

1. Universal access to services
2. Influential leadership
3. Universally affordable services
4. Financially self determining
5. Practical visionaries
6. Science guided
7. Partnership focus
8. Respected household name

AEIOU is committed to internal strategy aligning with both State and Federal priorities to ensure better outcomes for children and families accessing our services. The AEIOU strategic planning process and plan aim:

- To establish a unified vision and mission for the organisation;
- To define the key outcomes that AEIOU will strive to achieve over the next five years;
- To provide a unified structure through which AEIOU can market and communicate with internal and external audiences;
- To provide a common platform across which the effectiveness and performance of AEIOU centres can be evaluated; and,
- To provide a structure through which the Board, CEO and staff, can come together as a cohesive team that champions and develops capacity in devising and delivering for young children affected with Autism.

## Directors' Report continued

The success of the strategic intentions will be measured by its ability to:

- Define and set priorities for strategic outcomes that are sought.
- Bring greater cohesion and alignment of business plans and operations of every AEIOU operation.
- Provide clear measures of accountability through which proactive action can be taken to both seize opportunities and address emerging issues and challenges.

### The strategy for achieving those objectives

AEIOU Foundation has in place a three year strategic plan which is revisited on an annual basis with Board members and senior staff.

Each year an operational plan is developed to ensure strategic objectives are achieved.

Managers are set strategic KPI's and are regularly measured against these KPI's.

Once a quarter the Board meets to review the strategic initiatives set and to address any barriers to achieving the goals set.

Performance, compliance and strategy is implemented by the CEO of the operation and reported against monthly to the Board of Directors.

### 4. How the entity measures it's performance

There are three levels to the AEIOU planning process. The AEIOU three year strategic plan will act as the overarching document that looks at the direction of the organisation. In addition, the three year AEIOU strategic plan will have annual operational plans and project plans for each of the business units.

Further, each level of planning (federal, state and operational) has a series of financial and non financial indicators designed to track the organisation's progress against its strategic outcome areas. As part of this process, Management Team and Board reports will be developed in line with the strategic plans and relevant indicators.

The AEIOU strategic plan incorporates a national vision and mission and designs a business direction in accordance with national initiatives.



	Review Schedule	By Whom	Review Focus	Review Outputs	Plans Revised
AEIOU Strategic Plan	Annually	AEIOU Board CEO Management Team	Macro drivers KPIs Goals & objectives Services portfolio	Annual report Updated strategic plan	Annually
AEIOU Budget	Annually	AEIOU Board CEO Management Team	Annual budget	Annual budget	March
AEIOU Operating Plans	Quarterly	Managers & Staff CEO	KPIs Key deliverables	Annual operating plans	October
AEIOU Project Plans	Monthly	Managers Project Officers	KPIs Key deliverables	Annual project plans	Ongoing
AEIOU Staff Performance Reviews	Bi-Annually	Managers	Key deliverables Training and development	Annual performance plans	End November June

## Directors' Report continued

### 5. Other items

#### Significant Changes in State of Affairs

No significant changes in the company's state of affairs occurred during the financial year.

#### After balance day events

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

#### Future developments

Likely developments in the operations of the company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the company.

#### Environmental Issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

#### Auditors Independence Declaration

The lead auditors independence declaration for the year ended 30 June 2012 has been received and can be found on page 9 of the financial report.

#### Dividends and Options

The company is limited by guarantee and consequently no dividends have been paid or options issued.

#### Meetings of directors

During the financial year, 7 meetings of directors (including committees of directors) were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Karen Davies	7	4
Anthony Morton	7	7
Peter Kelly	7	6
Scott Reading	7	7
Andrew Taylor	1	-
Graeme McFadyen	7	6
Euan Morton	7	5
Brendan Power	7	6
David Liddy	6	4
Stuart Giles	6	5
Brett Robinson	6	5

#### Indemnification

The company has agreed to indemnify all current and former directors of the Company against all liabilities to another person (other than the company or related body corporate) that may arise from their position as directors of the company, except where the liability arises out of conduct involving lack of good faith. The agreement stipulates that the company will meet the full amount of any such liabilities, including costs and expenses.

#### Insurance Premiums

The directors have not included details of the nature of the liabilities covered or the amount of the premium paid in respect of the directors' and officers' liability and legal expenses' insurance contracts, as such disclosure is prohibited under the terms of such contracts.

## Directors' Report continued

### Proceedings on Behalf of Company

#### No Leave or proceedings

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

The company was not a party to any such proceedings during the year.

#### Information on Directors

Karen Davies	Director
Qualifications	Bachelor of Physiotherapy; Master of Science and Technology (Ergonomics)
Experience	Registered Physiotherapist. Member of the Human Factors and Ergonomics Society of Australia. Member of the Australian Physiotherapy Association. Extensive experience working in the public sector in various jurisdictions, both as a clinician and as a consultant in the field of work health and safety.
Anthony Morton	Director
Qualifications	BSc (Med, MBBS, FRACP, FRCPA)
Experience	Board member of Haematolog-Oncology Clinics of Australasia and former board member of Leukemia Foundation QLD
Peter Kelly	Director
Qualifications	PSM
Experience	Former presenter and chief of staff with Channel Ten Brisbane and communications manager of QRU
Scott Reading	Director
Qualifications	Master of Commerce, Master of Business
Experience	Former member of Queensland Public Service in the Dept of Housing
Andrew Taylor	Director Secretary
Qualifications	B.Theol, LL.B(Hons) MQLS

#### Information on Directors

Experience	As a Solicitor of the Supreme Court of Queensland and Principal of Toogoods Solicitors, Andrew has gained a range of board experience including legal member of the Occupational Therapists Board - Queensland (current), Montserrat Day Hospitals (current), Australian Institute of Health, Law and Ethics (2000-2003) and as Deputy Chair of Ausbiotech Ltd (2002-2003). He is also former Editor of the publication Biotechnology Law and Policy Report (Prospect Media).
Graeme McFadyen	Director
Qualifications	BEc, MBA, CA, FAIM, GAICD
Experience	Over 20 years senior management experience and since 2004 CEO of Trilby Misso Lawyers Limited
Euan Morton	Director
Qualifications	Quals BEcon (Hons), LLB (Hons), BComm
Experience	Admitted as a Solicitor to Supreme Court of Qld, Board member of Ecofund
Brendan Power	Director
Qualifications	CA
Experience	Director of Harris Black - Chartered Accountants
David Liddy	Director
Qualifications	MBA, SF Fin, FICD
Stuart Giles	Director
Qualifications	Bachelor of Pharmacy
Brett Robinson	Director
Qualifications	MBBS Bachelor of Medicine and Surgery (University of Queensland) Doctorate of Philosophy (University of Oxford, UK) Basic Surgical Trainee (Royal Australian College of Surgeons)

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

Director:



Director:



Dated 19 Oct 2012

## Auditors Independence Declaration

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2012 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



UHY Haines Norton  
Chartered Accountants



Darren Laarhoven  
Partner

Brisbane  
Dated 18 Oct 2012

# Statement of Comprehensive Income

For the Year Ended 30 June 2012

	Note	2012 \$	2011 \$
<b>Continuing operations</b>			
Revenue	3	8,017,418	5,356,462
Other income	3	1,747,543	1,489,677
Capital grants		-	1,800,700
Employee costs		(7,360,338)	(4,369,386)
Depreciation, amortisation and impairments		(338,712)	(200,873)
Classroom and education		(95,345)	(97,880)
Event costs		(139,600)	(427,180)
Professional service fees		(283,822)	(168,182)
Motor vehicle expenses		(80,292)	(43,695)
Printing and stationery expense		(160,989)	(88,210)
Occupancy expense		(254,220)	(213,746)
Repairs and maintenance expense		(379,728)	(89,372)
Telecommunications expense		(92,551)	(51,355)
Travel expense		(91,224)	(46,961)
Bad and doubtful debts expense		(20,168)	(10,124)
Other expenses		(484,578)	(361,595)
Finance costs		(61,150)	(1,311)
<b>Surplus (Deficit) before income taxes</b>		<b>(77,756)</b>	2,476,969
Income tax expense		-	-
<b>Surplus (Deficit) for the year</b>		<b>(77,756)</b>	2,476,969
<b>Other comprehensive income</b>			
Equity contribution from AEIOU for Children with Autism Ltd		2,204,246	-
Equity contribution from AEIOU Inc		-	1,645,120
Revaluation increment		178,457	-
<b>Total comprehensive income for the year</b>		<b>2,304,947</b>	4,122,089

The accompanying notes form part of these financial statements.

## Statement of Financial Position

As at 30 June 2012

	Note	2012 \$	2011 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	6	1,112,863	1,438,316
Trade and other receivables	7	136,558	205,581
Other assets	9	38,107	39,467
<b>TOTAL CURRENT ASSETS</b>		<b>1,287,528</b>	1,683,364
<b>NON CURRENT ASSETS</b>			
Property, plant and equipment	8	7,925,540	4,461,291
<b>TOTAL NON CURRENT ASSETS</b>		<b>7,925,540</b>	4,461,291
<b>TOTAL ASSETS</b>		<b>9,213,068</b>	6,144,655
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	10	882,387	1,041,662
Borrowings		-	649
Other liabilities	12	13,488	2,600
<b>TOTAL CURRENT LIABILITIES</b>		<b>895,875</b>	1,044,911
<b>NON CURRENT LIABILITIES</b>			
Borrowings	11	885,775	-
Provisions	13	52,373	25,646
<b>TOTAL NON CURRENT LIABILITIES</b>		<b>938,148</b>	25,646
<b>TOTAL LIABILITIES</b>		<b>1,834,023</b>	1,070,557
<b>NET ASSETS</b>		<b>7,379,045</b>	5,074,098
<b>EQUITY</b>			
Reserves	18	4,533,624	2,113,628
Retained Earnings		2,845,421	2,960,470
<b>TOTAL EQUITY</b>		<b>7,379,045</b>	5,074,098

The accompanying notes form part of these financial statements.

## Statement of Changes in Equity

For the Year Ended 30 June 2012

		Retained Earnings	Asset Revaluation Reserve	Lynn Wright Memorial Reserve	Equity Contribution Reserve	Total
		\$	\$	\$	\$	\$
	Note					
Balance at 1 July 2011		2,960,470	-	25,110	2,088,518	5,074,098
Deficit for the year		(77,756)	-	-	-	(77,756)
Final transfer from AEIOU for Children with Autism Ltd	18	-	-	-	2,204,246	2,204,246
Revaluation increment		-	178,457	-	-	178,457
Transfers from Lynn Wright Memorial Reserve	18	(37,293)	-	37,293	-	-
<b>Balance at 30 June 2012</b>		<b>2,845,421</b>	<b>178,457</b>	<b>62,403</b>	<b>4,292,764</b>	<b>7,379,045</b>
2011						
		Retained Earnings	Asset Revaluation Reserve	Lynn Wright Memorial Reserve	Equity Contribution Reserve	Total
		\$	\$	\$	\$	\$
	Note					
Balance at 1 July 2011		422,493	-	86,118	443,398	952,009
Surplus for the year		2,476,969	-	-	-	2,476,969
Final transfer from AEIOU Inc	18	-	-	-	1,645,120	1,645,120
Transfers from retained earnings to Lynn Wright Memorial Reserve	18	61,008	-	(61,008)	-	-
<b>Balance at 30 June 2011</b>		<b>2,960,470</b>	<b>-</b>	<b>25,110</b>	<b>2,088,518</b>	<b>5,074,098</b>

The accompanying notes form part of these financial statements.

## Statement of Cash Flows

For the Year Ended 30 June 2012

	Note	2012 \$	2011 \$
<b>Cash from operating activities:</b>			
Receipts from customers		10,201,096	8,930,251
Payments to suppliers and employees		(10,010,313)	(5,770,709)
Interest received		54,928	55,074
Finance costs		(61,150)	(1,311)
<b>Net cash provided by (used in) operating activities</b>		<b>184,561</b>	<b>3,213,305</b>
<b>Cash flows from investing activities:</b>			
Purchase of plant and equipment		(1,466,950)	(2,274,485)
Transfer of net cash from AEIOU Children with Autism Ltd		47,407	-
Net Advance to AEIOU Children with Autism		25,045	(22,410)
<b>Net cash used by investing activities</b>		<b>(1,394,498)</b>	<b>(2,296,895)</b>
<b>Cash flows from financing activities:</b>			
Proceeds from borrowings		1,035,132	-
Repayment of borrowings		(150,000)	-
<b>Net cash used by financing activities</b>		<b>885,132</b>	<b>-</b>
<b>Net cash increase (decreases) in cash and cash equivalents</b>		<b>(324,805)</b>	<b>916,410</b>
Cash and cash equivalents at beginning of year		1,437,668	521,258
<b>Cash and cash equivalents at end of year</b>	6	<b>1,112,863</b>	<b>1,437,668</b>

The accompanying notes form part of these financial statements.

# Notes to the Financial Statements continued

## For the Year Ended 30 June 2012

### 1 Summary of Significant Accounting Policies

#### (a) Basis of preparation

AEIOU Foundation has elected to early adopt the pronouncements AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010 2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements to the annual reporting period beginning 1 July 2009.

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

AEIOU Foundation is a company limited by guarantee, incorporated and domiciled in Australia. The company was registered 17 March 2009.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in notes. The accounting policies have been adopted in the preparation of this report are as follows:

The functional currency of AEIOU Foundation is measured using the currency of the primary economic environment in which that entity operates. The financial statements are presented in Australian dollars which is the entity's functional and presentation currency.

#### (b) Comparative Figures

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

#### (c) 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.

Property, plant and equipment are carried at cost, independent or directors' valuation. All assets excluding freehold land, are depreciated over their useful lives to the company.

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

#### Property

Freehold land and buildings are measured on a cost basis.

Freehold land and buildings that have been contributed at no cost, or for nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

#### Plant and equipment

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

#### Depreciation

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

#### (d) Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is the equivalent to the date that the company commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs, except where the instrument is classified 'at fair value through profit or loss', in which case transaction costs are expensed to profit or loss immediately.

#### Classification and subsequent measurement

Financial instruments are subsequently measured at either of fair value, amortised cost using the effective interest rate method, or cost. *Fair value* represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

*Amortised cost* is calculated as:

- (a) the amount at which the financial asset or financial liability is measured at initial recognition;
- (b) less principal repayments;

## Notes to the Financial Statements continued

### For the Year Ended 30 June 2012

- (c) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the *effective interest method*; and
- (d) less any reduction for impairment.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

The company does not designate any interest as being subject to the requirements of accounting standards specifically applicable to financial instruments.

#### (i) Loans and receivables

Loans and receivables are non derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting period. (All other loans and receivables are classified as non current assets.)

#### (ii) Financial liabilities

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

#### Impairment

At each reporting date, the company assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available for sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the income statement.

#### (e) Impairment of Assets

At the end of each reporting period, the company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount by applying depreciated replacement cost methodology available to not for profits.

#### (f) 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.

#### (g) Revenue

Grant revenue is recognised in the income statement when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably. 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 entity incurs an obligation to deliver economic value directly back to contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

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 tuition fees is recognised upon the delivery of the tuition to the students.

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

## Notes to the Financial Statements continued

### For the Year Ended 30 June 2012

#### (h) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Those cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows.

#### (i) Provisions

Provisions are recognised when the company 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.

#### (j) Income Tax

No provision for income tax has been raised as the company is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

#### (k) Leases

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

Finance leases are capitalised, recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values.

Leased assets are depreciated on a straight line basis over their estimated useful lives where it is likely that the company will obtain ownership of the asset. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

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

#### (l) 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 statement of financial position are shown inclusive of GST.

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

## Notes to the Financial Statements continued

### For the Year Ended 30 June 2012

#### 2 Change in Accounting Policy

In 2011 and previous financial years, the entity recognised income in advance relating to grants rather than recognising the grant revenue in the period in which control of the contribution occurred. This treatment was a departure from the Australian Accounting Standards, AASB 1004 Contribution.

The aggregate effect of the change in accounting policy on the annual financial statements for the year ended 30 June 2012 is as follows:

	Previously stated \$	2011 Adjustments \$	Restated \$
<b>Statement of Comprehensive Income</b>			
Revenue	5,298,129	58,333	5,356,462
Surplus for the year	2,418,636	58,333	2,476,969
<b>Balance Sheet</b>			
Other Liabilities	152,600	(150,000)	2,600
Retained Earnings	2,810,470	150,000	2,960,470

#### 3 Revenue and Other Income

##### Revenue from Continuing Operations

	2012 \$	2011 \$
<b>Revenue</b>		
- Sale of goods	1,853	1,709
- Tuition fees	3,967,042	2,742,129
- Grants recurrent operating	4,048,523	2,612,624
- Capital grants	-	1,800,700
	<b>8,017,418</b>	7,157,162
<b>Other income</b>		
- Interest income	54,928	55,074
- Donations	895,059	898,013
- Events and fundraising	662,675	476,590
- Sponsorship	134,881	60,000
	<b>1,747,543</b>	1,489,677
Total Revenue	<b>9,764,961</b>	8,646,839

## Notes to the Financial Statements continued

### For the Year Ended 30 June 2012

#### 4 Surplus for the Year

##### (a) Expenses

	2012 \$	2011 \$
Rental expense on operating leases		
<b>Minimum lease payments</b>		
Premises	171,043	147,557
Equipment	2,133	1,393
Motor vehicles	53,312	24,346
	<u>226,488</u>	<u>173,296</u>

##### (b) Significant Revenue and expenses

The following revenue and expense items are relevant in explaining the financial performance for the year:

Capital grant for construction of Building	-	1,800,700
	<u>-</u>	<u>1,800,700</u>

#### 5 Key Management Personnel

The totals of remuneration paid to key management personnel of the company during the year are as follows:

	2012 \$	2011 \$
Key management personnel compensation	<u>180,466</u>	169,050

The committee members do not receive any remuneration for their services.

#### 6 Cash and cash equivalents

	2012 \$	2011 \$
Cash on hand	1,773	685
Cash at bank	1,047,612	1,378,205
Deposits	63,478	59,426
	<u>1,112,863</u>	<u>1,438,316</u>

##### Reconciliation of Cash

Cash at the end of the financial year as shown in the cash flow statement is reconciled to items in the balance sheet as follows:

Cash and cash equivalents	1,112,863	1,438,317
Bank overdraft	-	(649)
	<u>1,112,863</u>	<u>1,437,668</u>

#### 7 Trade and Other Receivables

CURRENT		
Trade receivables	186,499	230,301
Provision for impairment of receivables	(50,013)	(50,638)
	<u>136,486</u>	<u>179,663</u>
Other receivables	72	873
Amounts receivable from:		
- AEIOU for Children with Autism Ltd	-	25,045
Total current trade and other receivables	<u>136,558</u>	<u>205,581</u>

## Notes to the Financial Statements continued

### For the Year Ended 30 June 2012

#### 8 Property, plant and equipment

	2012 \$	2011 \$
<b>LAND AND BUILDINGS</b>		
Freehold land valuation	1,480,000	850,000
Total freehold land	<u>1,480,000</u>	<u>850,000</u>
Buildings valuation	1,226,106	792,489
Under lease	4,146,463	-
Accumulated depreciation	<u>(100,154)</u>	-
Total buildings	<u>5,272,415</u>	<u>792,489</u>
<b>Total land and buildings</b>	<b>6,752,415</b>	<b>1,642,489</b>
<b>PLANT AND EQUIPMENT</b>		
Capital works in progress		
At cost	<u>22,910</u>	1,932,563
Total capital works in progress	<u>22,910</u>	<u>1,932,563</u>
Motor vehicles		
At cost	8,747	-
Accumulated depreciation	<u>(30)</u>	-
Total motor vehicles	<u>8,717</u>	-
Office equipment		
At cost	685,066	528,194
Accumulated depreciation	<u>(376,140)</u>	<u>(193,689)</u>
	<u>308,926</u>	<u>334,505</u>
Improvements		
At cost	875,456	565,181
Accumulated depreciation	<u>(48,735)</u>	<u>(28,542)</u>
	<u>826,721</u>	<u>536,639</u>

	2012 \$	2011 \$
Fundraising assets		
At cost	31,796	31,796
Accumulated depreciation	<u>(25,945)</u>	<u>(16,701)</u>
	<u>5,851</u>	<u>15,095</u>
<b>Total property, plant and equipment</b>	<b><u>7,925,540</u></b>	<b><u>4,461,291</u></b>

#### Land and Building valuation

The company's land and building located at Camira was revalued during the financial year ended 30 June 2012 by an independent valuer. The 2012 valuation on remaining properties were performed by the Directors and no revaluation adjustments were identified. Valuation was made on the basis of open market value in an arms length transaction based on similar properties. The fair value of land and buildings increased by \$178,457. The revaluation surplus was credited to an asset revaluation reserve in equity.

## Notes to the Financial Statements continued

### For the Year Ended 30 June 2012

#### (a) Movements in Carrying Amount

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

	Capital Works in Progress	Land	Buildings	Leased land and building	Motor Vehicles
	\$	\$	\$	\$	\$
Balance at the beginning of year	1,932,563	850,000	792,489	-	-
Additions	226,810	630,000	286,543	-	8,747
Additions through equity contribution	-	-	-	2,120,000	-
Transfers	(2,136,463)	-	-	2,026,463	-
Depreciation expense	-	-	(41,273)	(90,264)	(30)
Revaluation increase recognised in equity	-	-	178,457	-	-
Carrying amount at the end of year	22,910	1,480,000	1,216,216	4,056,199	8,717

	Office Equipment	Improve-ments	Fundraising assets	Total
	\$	\$	\$	\$
Balance at the beginning of year	334,505	536,639	15,095	4,461,291
Additions	109,322	205,528	-	1,466,950
Additions through equity contribution	37,553	-	-	2,157,553
Transfers	-	110,000	-	-
Depreciation expense	(172,455)	(25,446)	(9,244)	(338,712)
Revaluation increase recognised in equity	-	-	-	178,457
Carrying amount at the end of year	308,926	826,721	5,851	7,925,540

## Notes to the Financial Statements continued

For the Year Ended 30 June 2012

### 9 Other Assets

	2012 \$	2011 \$
CURRENT		
Prepayments	38,107	39,467
	<u>38,107</u>	<u>39,467</u>

### 10 Trade and other payables

CURRENT		
Unsecured liabilities		
Trade payables	107,231	86,176
GST payable	28,295	28,581
Accrued employee entitlements	380,460	196,962
Other payables	366,401	729,943
Total trade and other payables	<u>882,387</u>	<u>1,041,662</u>

### 11 Borrowings

NON CURRENT		
Secured liabilities:		
Bank loans	885,775	-
Total non current borrowings	<u>885,775</u>	<u>-</u>

### (a) The carrying amounts of non current assets pledged as security are:

	2012 \$	2011 \$
<b>First Mortgage:</b>		
- freehold land and buildings	<u>2,696,217</u>	-

### (b) Bank loan facility

Bank loan facility is for a period of 3 years, expiring on 14 September 2014. The interest rate on the loan is variable and is 8.13% per annum. There are no fixed scheduled repayments and is an interest only loan.

### 12 Other Liabilities

	2012 \$	2011 \$
CURRENT		
Deferred income	13,488	2,600
<b>Total</b>	<u>13,488</u>	<u>2,600</u>

### 13 Provisions

NON CURRENT		
Employee benefits	52,373	25,646
	<u>52,373</u>	<u>25,646</u>

## Notes to the Financial Statements continued

### For the Year Ended 30 June 2012

#### 14 Capital and Leasing Commitments

##### Operating Lease Commitments

Non cancellable operating leases contracted for but not capitalised in the financial statements:

	2012 \$	2011 \$
Payable - minimum lease payments:		
- not later than 12 months	184,684	136,406
- between 12 months and 5 years	109,258	163,727
	<b>293,942</b>	300,133

The leases for property located at Nathan and Townsville are non cancellable leases with terms of three and five years, respectively. Rent is payable monthly in advance. An option exists for the Nathan and Townsville properties for three and five years, respectively. Contingent rental provisions within the lease agreements require that the minimum lease payments to be increased per annum by Consumer Price Index for Nathan and by the Disability Services Queensland annual grant indexation rate for Townsville.

The remaining lease commitments are for four motor vehicles and five photocopiers. These are non cancellable leases, with payments made monthly in advance. The terms of the motor vehicles lease are for a period of 36 months and three leases mature in the 2013 financial year and one motor vehicle will mature in the 2014 financial year. The photocopier leases are for a varied period of 42 months to 60 months. One lease matures in the 2013 financial year, three leases mature in the 2014 financial year and one lease matures in the 2015 financial year. There is no requirement or plans by management to retain the motor vehicles or photocopier after the expiration of these leases.

#### 15 Contingent Liabilities

Estimates of the potential financial effect of contingent liabilities that may become payable:

AEIOU Foundation has provided guarantees to its lessor to the value of \$55,600, as part of obligations under its lease agreement secured over term deposits held by AEIOU Foundation.

#### 16 Related Party Transactions

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

Transaction with related parties:

The company received reimbursement of expenses to the value of \$87,660 from AEIOU for Children with Autism Ltd.

Consultancy services provided by Synergies Economic Consultancy, a director related entity, to the value of \$33,363 (2011:\$36,363).

On 1 September 2011, AEIOU for Children with Autism Ltd, transferred all its assets and liabilities to AEIOU Foundation. Net asset transferred amounted to \$1,786,116.

AEIOU for Children with Autism Ltd is a director related entity with similar objectives to AEIOU Foundation.

Refer to Note 7 for further details regarding advances between the company and AEIOU for Children with Autism Ltd.

## Notes to the Financial Statements continued

For the Year Ended 30 June 2012

### 17 Financial Risk Management

The company's financial instruments consist mainly of deposits with banks, local money market instruments, short term investments, accounts receivable and payable and loans.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2012 \$	2011 \$
<b>Financial Assets</b>			
Cash and cash equivalents	6	1,112,863	1,438,316
Receivables	7	136,558	205,581
<b>Total Financial Assets</b>		<b>1,249,421</b>	<b>1,643,897</b>
<b>Financial Liabilities</b>			
Financial liabilities at amortised cost			
Trade and other payables	10	882,386	1,041,664
<b>Total Financial Liabilities</b>		<b>882,386</b>	<b>1,041,664</b>

### 18 Reserves

- Equity contribution reserve	4,292,764	2,088,518
- Lynn Wright Memorial Reserve	62,403	25,110
- Asset revaluation reserve	178,457	-
	<b>4,533,624</b>	<b>2,113,628</b>

### Equity Contribution Reserve

The Equity Contribution Reserve arises through the restructure of AEIOU Inc and AEIOU for Children with Autism Ltd to AEIOU Foundation, a company limited by guarantee. The AEIOU Inc and AEIOU for Children with Autism boards resolved to transfer the net assets to AEIOU Foundation. The current year movement represents the transfer on winding up of AEIOU for Children with Autism Ltd.

### Lynn Wright Memorial Reserve

The Lynn Wright Memorial Fund has been established to assist students with their fees. A sub committee is responsible for determining the eligibility of students who will receive assistance with their fees from the Fund. The Fund generates income by running various fundraising events. During the year, the assistance provided to families with their fees totalled \$12,530 (2011:\$80,861), while the income generated from donation, fundraising events and allocation of interest income totalled \$49,823 (2011:\$19,853).

## Directors' Declaration

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 8 to 21, are in accordance with the Corporations Act 2001 and:
  - (a) comply with Australian Accounting Standards Reduced Disclosure Requirements; and
  - (b) give a true and fair view of the financial position as at 30 June 2012 and of the performance for the year ended on that date of the company.
2. In the directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

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

Director



Dated 19 Oct 2012

Director



## Independent Audit Report

### To the members of AEIOU Foundation

#### Report on the Financial Report

We have audited the accompanying financial report, being a general purpose financial report, of AEIOU Foundation, which comprises the statement of financial position as at 30 June 2012, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

#### Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards — Reduced Disclosure Requirements and the *Corporations Act 2001*. The directors' responsibility also 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.

In Note 1, the directors also state, in accordance with Accounting Standard AASB 101 Presentation of Financial Statements, that compliance with Australian Accounting Standards- Reduced Disclosure Requirements ensures that the financial report, comprising the financial statements and notes, complies with Australian Accounting Standards — Reduced Disclosure Requirements.

#### Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

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

The financial report has been prepared for distribution to members for the purpose of fulfilling the directors' financial reporting under the *Corporations Act 2001*. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than for which it was prepared.

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

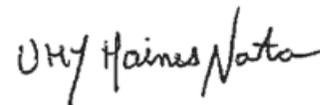
#### Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of AEIOU Foundation, would be in the same terms if provided to the directors as at the date of this auditor's report.

#### Opinion

In our opinion:

- (a) the financial report of AEIOU Foundation is in accordance with the *Corporations Act 2001*, including:
- (i) giving a true and fair view of the company's financial position as at 30 June 2012 and of its performance for the year ended on that date; and
  - (ii) complying with Australian Accounting Standards — Reduced Disclosure Requirements as described in Note 1 and complying with the Corporations Regulations 2001; and



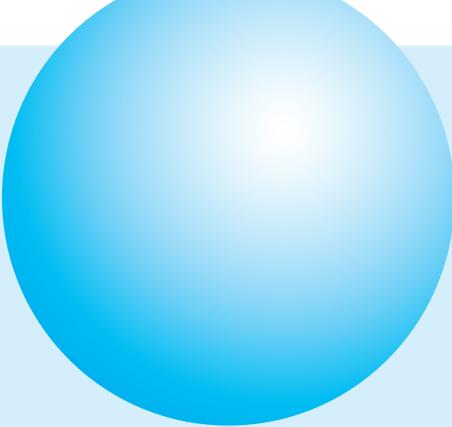
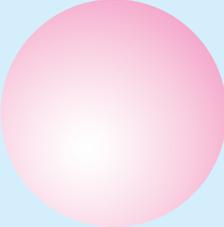
UHY Haines Norton  
Chartered Accountants



Darren Laarhoven  
Partner

Brisbane  
Dated 29 Oct 2012

Liability limited by a scheme approved under Professional Standards Legislation.



**aeiou**  
FOUNDATION  
for children with autism

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