

NDIS - The Future Starts Now



**Cootharinga**  
North Queensland  
Ability First!

**2015 ANNUAL  
REPORT**



The Fashion Model

The Fan

The Student

Brighter Futures

The Music D.



Building a better world with people of all abilities!



# COOTHARINGA MILESTONES

## 1950's - 1960's

- Formation of the North Queensland Society for Crippled Children.
- Cootharinga Nursing Home Official Opening May 1957.
- Official Opening of the Matron and Nurses Quarters at Cootharinga May 1961.
- Nursing Home was extended 1968.



## 1990's

- Further 3 purpose-built accessible houses opening in Townsville. As well as in Cairns and one in Mackay.
- Change of name to The Cootharinga Society of North Queensland (1991).
- Commenced Rehabilitation Technology Service (1992).
- Commenced Family Support Service (1993).
- Accessible accommodation built in Mount Isa.
- Closure of the Cootharinga Nursing Home, completing transition from a "medical" to a "community living" model of supports.
- Commenced the Individual Support Service.
- Closure of Mount Isa accessible accommodation property.



## 2006 - 2010

- Launch of Respite Service in Townsville and Mackay.
- Opening of the Activity and Respite Centre.
- Commenced Walk With Me.
- Building of Lela Ave (Tsv), Little St (Cairns) and Meadow St (Mackay) – new accessible housing.



## 2015

- Purchased more land in Townsville for accessible housing.
- Commenced Indigenous Training Strategy and commenced training.
- Opened new office in Mackay.
- Commenced construction of Kinrardy St



## 1970's - 1980's

- De-institutionalisation commenced.
- Built Casa Martinez, first purpose-built house in the community providing housing to 10 people.
- Special Education and Training Centre opened. later housed Administration and the Library.



## 2000 - 2005

- Achieved accreditation ISO 9001:2000.
- Babinda Bargain Centre opened (2002).
- Became a member of Ability First Australia.
- Purchased property at Keane Street for Head Office and RTS.
- Assisted individuals to move from Casa Martinez to Gardenia Ave - smaller accessible accommodation in suburban streetscape.
- Affiliation with Easter Seals in the USA.



## 2011 - 2014

- Our recently established Autism Service expands to children with all types of disabilities.
- Purchase of land at North Shore for future accessible housing projects.
- Commenced focused Support for School Leavers.
- Built 3 new accessible houses at North Shore, achieving first Platinum Standard Certification in Australia – now home for 4 adults.
- Launch of Parent Connect Service Rockhampton and Townsville.
- Reestablished supports in Mount Isa and secured building in Mount Isa for School Leavers program.
- Commenced preparations for introduction of the NDIS.





# Contents

COOTHARINGA MILESTONES .....	1
CONTENTS .....	2
BOARD OF DIRECTORS .....	3
REPORT FROM THE PRESIDENT & CEO .....	4
ORGANISATIONAL CHART - JUNE 2015 .....	5
COMMUNITY SUPPORT .....	6
STARS .....	8
FROGS .....	8
RESPIRE & CARER SUPPORT .....	9
ACTIVITY & RESPITE CENTRE .....	9
OLDER CARERS INITIATIVE .....	10
YOUR LIFE YOUR CHOICE .....	10
REHABILITATION TECHNOLOGY SERVICE (RTS) .....	11
PARENT CONNECT .....	12
MYTIME .....	12
ALLIED HEALTH SERVICES .....	13
RICK'S STORY .....	13
VOLUNTEERS .....	14
ABORIGINAL & TORRES STRAIT ISLANDER SUPPORT .....	14
PEOPLE, LEARNING & CULTURE .....	15
TRAINING .....	16
SUMMARISED FINANCIAL REPORT .....	17
PRODUCTIVE & POSITIVE PARTNERSHIPS .....	28
MARKETING, FUNDRAISING & PUBLIC RELATIONS .....	29
MAJOR DONORS, CONTRIBUTORS & MEMBERS .....	31
OUR WONDERFUL SPONSORS .....	32
EVENTS PHOTOGRAPHS .....	33



WILLIAM AT FUN FLIGHT



# BOARD OF DIRECTORS



Mr Rob Grant  
President



Mr Colin Harkness  
Vice President



Mr Ian Featherstone  
Treasurer



Mr Jim Young



Ms Anna Nicholls  
Honorary Secretary



Ms Renee Bennett



Mr Ryan Combe



Mr Wayde Chiesa  
Commenced  
24 June 2014



Mr Peter Carey  
RESIGNED  
4 August 2014



Ms Roslyn Baker  
RESIGNED  
30 June 2015

*We thank each of our Directors  
who so willingly and enthusiastically  
volunteer their time and skills*

## CORPORATE GOVERNANCE STATEMENT

The Cootharinga Board is responsible for setting the strategic direction for Cootharinga, approving budgets, monitoring, and auditing Cootharinga's affairs, on behalf of Cootharinga members by whom the Directors are elected and to whom they are accountable.

These activities are conducted in accordance with the Constitution of Cootharinga and relevant legislation. Activities are aimed at the delivery of quality services to people living with disabilities in North Queensland and ensuring that Cootharinga remains focussed on its Vision Statement. All Directors are non-executive and act in a voluntary capacity.

The Board has delegated responsibility for day-to-day operations of Cootharinga to the Chief Executive Officer and staff teams. The Chief Executive Officer reports to the Board through Cootharinga's President. In addition, Directors are members of a range of specialist "Board Committees", each of whom concentrates on specific areas and recommends action to the Board. The Board and each Board Committee has established:

- Roles
- Structure and composition
- Terms of reference
- Functions
- Meeting and reporting requirements
- Key performance indicators

## BOARD APPROVED STRATEGIC DIRECTIONS 2014-2017

### 1. Excellent and Person Centred Supports

Quality supports that are person centred, flexible, responsive and value for money.

### 2. Positive Workforce and Culture

Drive a dynamic person centred and positive workplace, workforce and culture.

### 3. Sustainability

Drive sustainable growth while enhancing and protecting our reputation and profile.

### 4. Strategic Influence

Lead and influence industry, government and community to create inclusive communities.

### 5. Partnerships, Marketing and Branding

Build strong, deep and enduring partnerships.

### OUR VISION

Building a better world with  
people of all abilities

### OUR VALUES

- |                            |                          |
|----------------------------|--------------------------|
| 1. Valuing all abilities   | 4. Respect               |
| 2. Innovation & Creativity | 5. Integrity             |
| 3. Team Spirit             | 6. Positive Partnerships |



# REPORT FROM THE PRESIDENT & CEO

2014-15 has been a year of achievement as we in Cootharinga have increased momentum in our preparations for the implementation of the National Disability Insurance Scheme (NDIS) from July 2016.

It has also been a year in which we farewelled our CEO Brendan Walsh, who returned to Victoria to be closer to his family after six and a half years at the helm of our organisation. In that time Cootharinga has grown in size, in profile and recognition across North Queensland communities and has secured the building blocks for success under the coming NDIS business environment. We value highly the contribution Brendan has made to Cootharinga.

At the same time we welcome our new CEO, Peter Mewett, who joins us from a senior executive role with one of our Ability First Australia partners in Queensland and brings with him a wealth of experience with nearly 30 years in the disability sector and proven track record of achievement in our business environment.

In 2014-15 we have grown our services and support to North Queenslanders with a disability and their families, achieved high customer satisfaction, are operating in full swing again in Mount Isa and have commenced a new service on Murrington Island.

We also finished the year with a positive financial result of \$1,33,911 and a healthy balance sheet, providing us with working capital to continue our preparation for the introduction of the NDIS in North Queensland.

These achievements are a tribute to our staff, our corporate and community supporters, our many volunteers - including our dedicated Board of Directors, and most of all the individuals and families accessing Cootharinga's services.

The annual report would not be complete without the success stories that are Cootharinga's events - whether their purpose was to raise community awareness or to raise funds and in-kind support to add additional value to the supports and services we are funded and paid to deliver.

To add value to our customers' lives is the very reason Cootharinga exists. We are in every way a For-Purpose business - we exist with the clear vision of "Building a better world with people of all abilities".

While we are formally referred to as a Not-for-Profit organisation, this can be misleading because "not-for-profit" does not mean "for-less". What it does mean is that any profit or surplus we generate is not distributed to owners or shareholders. It is put directly back into assisting us achieve our vision by adding value to the lives of our customer group - either through improving our services and supports; or by providing additional supports beyond those funded or purchased; or by providing a premium level of support at little or no extra cost to Cootharinga customers.

For example, in 2014-15 we invested in individuals and families by using our own funds, and borrowing more, to build another new accessible house (\$890,000). We subsidised both rent for tenants in Cootharinga owned housing, and the real cost of transport for Cootharinga clients by \$41,000. We reduced our customers' out-of-pocket expenses for equipment customisation by contributing \$39,000 of our own. We also used the proceeds from fundraising to assist Cootharinga clients purchase goods and services to an estimated value of \$45,000.00.

In a new NDIS environment, we will remain a for-purpose business with a focus on adding value beyond what Government funds or customers purchase. The coming year will herald a new look for many of our services as we continue the evolution of Cootharinga into a highly customer-focussed and modern service provider, who looks beyond profit to assist the individuals and families we support to achieve their life goals and aspirations.



A handwritten signature in black ink, appearing to read "Rob Grant".

Mr Rob Grant  
President



A handwritten signature in black ink, appearing to read "Peter Mewett".

Mr Peter Mewett  
CEO



# ORGANISATIONAL CHART

June 2015

## People Assisted / Families

- Individuals
- Families

## Board of Directors

**ROB GRANT**  
President and Volunteer Director

## CEO

**PETER MEWETT**

Executive Secretary /  
Administration / Reception

## Lifestyle Services

### Community Support

General Manager - **BRETT EDWARDS**

- 10 houses in Townsville, 3 in Cairns and 5 in Mackay
- 95 people individually supported across HQ
- Mobile Attendant Care - assisting 8 people
- Activity and Respite Centre - assisting 37 people
- Flexible Respite - assisting 33 people
- At Risk Respite - assisting 16 people
- Older Carers Initiative (Tsv, Mky and Burdekin) - assisting 96 people
- School Leavers (Tsv and Mt Isa) - assisting 47 people
- School Holiday Program (FROGS) - assisting 10 people

### Specialised Support

General Manager - **AINSLIE PETTITT**

- Allied Health Service for Children - assisting 113 children
- Allied Health for Adults - assisting 71 people
- Rehabilitation Technology Service - assisting 320 People
- Parent Connect - assisting 208 people
- My Time - assisting 34 people

## Your Life / Your Choice

- Assisting 29 people in Townsville and Cairns

## People, Learning & Culture

General Manager - **STEVE CAIRNS**

- Human Resources
- Property - Development
- Quality Systems
- Governance Review
- Workplace Health and Safety
- Resource and Information Centre

## Finance and IT

General Manager - **BRAD WALSH**

- Finance and Accounting
- Property - Development
- Investments
- Communications
- Information Technology
- Payroll
- Company Secretary

## Marketing & Public Relations

General Manager - **MANDY MACDONALD**

- Marketing
- Public Relations
- Fundraising
- Bequest
- Babinda Bargain Centre
- Workplace Giving



# COMMUNITY SUPPORT

## TOWNSVILLE

Hi, my name is Darryl; I am the good looking single guy who recently moved into Malbroa Circuit. I have tuned my life around since moving out to Northshore. I live in a beautiful 2 bedroom home that I have re-decorated much to my house mates delight. I have a pretty good social life and enjoy catching up with my friends or chatting on the phone. In the future I plan on moving back to Brisbane.

I was born in Townsville and relocated to Brisbane with my family when I was younger. I worked at Hume Doors, making doors. I also did fruit picking in Bloela, car detailing and some laundry work. When I lived in Mackay, I was doing Traffic Controlling but got an ulcer on my leg that didn't get better; this led to me having my leg removed.

I am enjoying doing the grocery shopping each fortnight and learning about budgeting. I have a new hobby, gardening. I enjoy buying plants and potting them and taking care of the plants and watching them grow. I have many potted plants in my home that I am very proud of. I enjoy the vegetable gardens out the back and am looking forward to picking some fresh vegetables when the seedlings grow. I planted carrots, cucumbers and tomatoes.



I have just joined a gym with the focus of building strength in my upper body so I can walk using my prosthetic leg. I love animals especially little dogs. I enjoy listening to music, my favourite band is Nickleback. I enjoy watching Action Movies. I like AFL and my team is the Brisbane Lions. When I lived in Brisbane I used to go and watch them play. I like being a comedian, especially when I'm out in public; I have a good sense of humour.

I enjoy fundraising and have recently assisted to sell raffle tickets and hold BBQs to make money to improve the gardens and pathways in my home.

I have just secured a volunteer job through Volunteering Australia and am looking forward to starting a new job with Saint Vincent De Paul. I don't have a lot of information about my new job yet as it starts next week. I will be volunteering one day a week.

I love meeting people and having a chat. My mate Joe lives around the corner, I have only just made friends with him and his dogs. He often calls in on his walks and we share a joke or two. If you are ever out this way make sure you call in for a cuppa, I would love to share some gardening tips with you and have a friendly chat.

## VICKI WITH HER FATHER HENRI

## MACKAY

Vicki has been supported by Coothinga NQ, since 2012, through the Older Carers Initiative. This support assists her Father, Henri, to have some time out. Vicki enjoys going for walks around Mackay and is very social in the local shopping centres. Being of French heritage, Henri and Vicki, travelled back to France and Spain this year to catch up with family and friends and enjoyed the French and Spanish hospitality.

Fun and enjoyable activities are part of everyday life for Coothinga Support Workers and people we support. A number of people travelled together, by bus, to enjoy the Airlie Beach Music Festival and partake in local activities. One of the attractions is the Airlie Beach lagoon which is a great place to congregate, cool down and have a bit of fun with friends.

Kim and Michael reside together, in Mackay, and enjoy the company of Support Worker, Phil. Michael has been supported by Coothinga since 2007 and Kim since 2009, living with two other men and, mostly, enjoying each other's company. This year will be a special

year for Kim, with his pending 60th birthday celebrations being planned with a party for friends and family.



KIM AND MICHAEL ENJOYING A SWIM AT AIRLIE BEACH LAGOON



# COMMUNITY SUPPORT

## FAR NORTH QUEENSLAND

In March 2015 we responded to a request to provide support to a lady in Murrington Island who lives with her Aunt.

Una is a young woman who enjoys socialising and being surrounded by her family. She is passionate about fishing, gardening, art and craft, and cooking. Una aspires to be out in her community more, learning new skills and participating in community activities.

Since meeting with Una and embracing the opportunity to provide support services, Coothinga has recruited a team of local staff from Una's community, and adapted our service provision to suit that of a very remote and isolated community. We have connected with many local agencies to find best options to assist Una to pursue her goals, ultimately being able to walk independently again.

Una regularly checks in with Terry Benker, Area Manager, who is located in Cairns and provides reports on how she feels things are going and is slowly seeing a team and service develop to support her needs.

Coothinga has also taken the opportunity, through the development of Una's support services and connection with the local community, to collaborate with the Indigenous training services, Job Find, to appropriately skill local members of the community to deliver quality supports. Our FNQ services are aiming to be able to provide more quality supports to people with disability to remain within their communities.

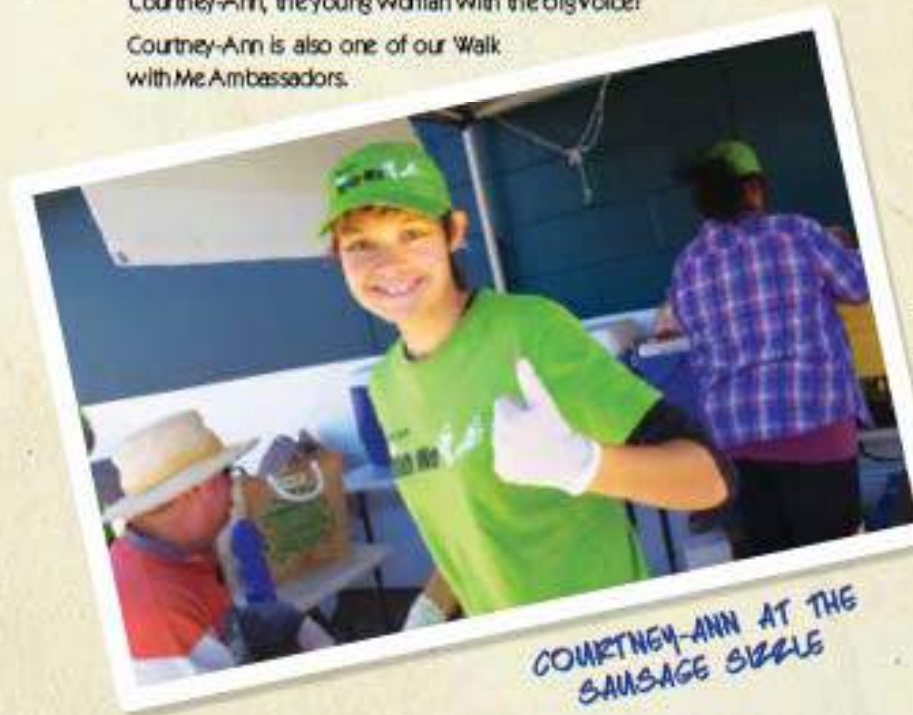


## MT ISA

Early in 2015 Courtney-Ann King joined the Mount Isa Community Choir. In July she was one of the 300 musicians and singers who took part in Queensland Music Festival's Mount Isa Celebrates. It was a huge event with internationally acclaimed musicians, composers and conductors supporting the debut performance of the "most remote symphony orchestra in the world" playing an especially commissioned work, Symphony of the Inland Sea.

Not only was Courtney-Ann on stage as part of the main choir but at the beginning of the evening she was part of a small group singing for audience members as they filed in to their seats. In the short time she has been a member of the choir, she has become a valued member socially as well as a singer. Courtney-Ann, the young woman with the big voice!

Courtney-Ann is also one of our Walk with Me Ambassadors.





# STARS

Hi! My name is Ashleigh Choy and I am 20 years old. I attend the School Leavers (STARS) Program on Tuesdays and Wednesdays and I love it!

Every second Tuesday, I am dropped off at the OHSC building in Currajong for MyTime Sessions run by Parent Connect of Gootharinga. I have volunteered to look after young children and play with them while their parents get support. I love young children and have already completed my Certificate in Child Care. I hope to get employment at a Day Care Centre one day.

Bark and Bubbles Doggy Day Care is another place I used to volunteer at, as I love animals but unfortunately, that has closed. I would love giving the dogs a pet and cuddles, filling their water bowls and throwing balls.

Other skills that I learn at STARS include cooking, gardening, life-style and social skills and archery. I have made new friends and look forward to making more.

ASHLEIGH



ISAAC AND BOSTON HAVING FUN AT FROGS

# FROGS

## FUN, RECREATION, OUTDOORS, GAMES & SURPRISES

The FROGS Vacation Care program runs on every school holidays from Monday to Wednesday. We enjoy attending the program as it is just like going to school but without wearing our uniform! The FROGS program keeps us within our normal routine and most of all, we get to make new friends.

We have a choice of different activities we can participate in. Some of the activities we do outside are playing sports in the enclosed playground or making castles in the sandpit. Otherwise, we stay indoors doing puzzles, playing with play dough, doing craft work or colouring pictures in activity books. We have also discovered that playing with kinetic sand is awesome! After lunch on these days we all take turns in choosing a movie to watch or listening to a story being read. We are reminded by our support workers to share things and say the magic words.



# RESPIRE & CARER SUPPORT

## MITCHELL COWARD

My name is Mitchell and I would like to tell you about how Cootharinga have helped my family and myself.

Without Cootharinga my Mum, Madonna, would never get a break as she is my primary care giver. My Mum is there with me every day and night, no matter the time, she is with me through my numerous seizures and medical appointments, Mum is with me through the good and bad times.

When my Support Workers come from Cootharinga, my Mum can go do some things for herself and she gets a break. Mum also gets to spend some one on one time with my sister which most families take for granted. My Support Workers have also assisted me to go camping with my family and go swimming with my sister in our pool at home. They enable me to go out into the community without my family and have some independence.

Cootharinga has enabled me to stay at home for longer by giving my mum and family some down time. This makes me very thankful because I love my family and enjoy living at home.

MITCHELL SPENDING TIME WITH HIS FAMILY



LUKE EXCITED ABOUT GETTING A NEW VAN AT THE ACTIVITY AND RESPIRE CENTRE



## ACTIVITY & RESPIRE CENTRE

### LUKE

My name is Luke and I love coming to the Activity and Respite Centre on Thursdays and Fridays. I am usually the first to arrive to ARC on Thursdays and Fridays and I am in charge of feeding and changing the water for the Centre's two budgies. I also help opening up the windows of the Centre and watering the flower beds. This gives me control and I am proud of being able to lend a helping hand.

At ARC, we do different activities such as bowling, boogie, gardening, visits to the museum, Reef HQ and Billabong. We also attend different events that happen in the community. I am able to make choices on activities I can participate in. The highlight of this year for me was being able to receive the keys for the new bus donated by the Townsville South West Rotary Club and being able to act in the local television advertisement for Cootharinga!



# OLDER CARERS INITIATIVE TOWNSVILLE & BURDEKIN

The Older Carers Initiative (OCI) supports carers who are 65 years or older or 50 years or older if Indigenous who have a family member with a disability still living at home whom they care for.

Our families receive a range of respite services which are flexible and tailored to their needs. Many of our families use our Centre Based Respite, Community Access, In Home Support and Emergency Respite which allows the carers to have some valuable time for themselves.

We work closely with older families to assist them with their Individual Plans in preparation for NDIS. We endeavour to connect the individuals we support as much as possible to enjoy a range of community and social events, building on friendships and ensuring they feel valued members of our community.

Under the initiative, we provide services to thirteen families in Townsville and the Burdekin to assist carers and individuals as they plan their journey from living at home to transitioning into independent living. We focus on providing the individuals and their families with the support to live a happy and fulfilling life choosing a lifestyle which meets their needs.



BERNI, KILAH  
AND NICOLE

## OLDER CARERS INITIATIVE FAMILY GET-TOGETHER AT MINI GOLF

Eight families joined in and broke up into teams all wearing funny, colourful hats to play off for some great prizes at Mini Golf.

The men full of bravado lead the way, with Jonathan, Kimeon, Peter, Steven, Robert D and Robert F winning the prize for the Noisiest Team and Alexandra, Rem, Nicole and Robyn, our team of Lovely Ladies, in hot pursuit.

Mums, dads, aunts, grandparents and support workers all joined in and afterwards everyone sat down to enjoy a BBQ dinner and have a chat. A great time was had by all.



JONATHAN

# YOUR LIFE YOUR CHOICE

We are a Host Provider under Your Life Your Choice, an initiative focused on providing people accessing disability support with real choice and control over their funding packages from government.

In the past twelve months, we worked with individuals and their families to self-direct their support, by developing flexible and creative individual plans, enhancing choice and control of their disability support needs.

We received 60 enquiries from the Townsville, Burdekin, Cairns, Mackay and Mount Isa regions. Once eligibility is confirmed by the Department of Communities, Child Safety and Disability Services, an individual can choose from 52 YourLife Your Choice host providers for the North Queensland region. Cootharinga has extensive experience in host providing and we are thrilled to be the most preferred host provider in the North.

Some interesting facts:

- 9 Individuals are self-directing their support (We organise their supports from a range of providers at their direction)
- 15 Individuals are self-managing their support (We simply make payments, and they organise supports)
- 17 Individuals chose Cootharinga supports
- 8 Individuals are exploring or contracting their own support staff



ASHLEIGH



# REHABILITATION TECHNOLOGY SERVICE (RTS)

MARGARET  
KRATZMANN

Because of its customisation of equipment to customer specific needs, the Rehabilitation Technology Service is a unique service to North Queensland and this has certainly been proven within the past 12 months. In April 2014, RTS received a referral for a Mr Richard Cordukes. Richard is a gentleman who has been living with incomplete quadriplegia since 1976. Richard is also a very avid photographer and spends a lot of his time in the Townsville community taking photographs of the local birdlife.

Richard had requested that RTS undertake a project, the likes of which we had not attempted before. Richard's request was for a support to be modified for his heavy camera. Due to limited strength, Richard was unable to hold his camera on target for any length of time; this support would eliminate that challenge. The support also needed to be assembled and disassembled in the field.

Commercially Richard researched what was available for RTS to modify. He found a surveying telescopic tripod, which he felt would be steady enough to utilise.

RTS committed to completing the project with Richard, even though it was unclear how the end result was going to be achieved, to meet Richard's needs. Multiple assessments were conducted to refine the RTS design. Richard and the RTS team worked very hard and closely together to achieve the outcome that Richard desired. The final result, an angle adjustable tripod which connects to Richard's wheelchair and one very happy and enthusiastic, bird loving photographer. RTS recently had a conversation with Richard and he is very pleased with the tripod and the excitement is plain to see when Richard talks about the photographs he has taken.



RTS has had a significant change in the last 12 months. Margaret Kratzmann, RT Upholsterer, retired after 40 years of service to Coocheringa. Margaret will be sorely missed by the families and individuals the Coocheringa support as well as her colleagues. On the upside, RTS has welcomed the services of a Trainee Seating Technician, Martin Ceweilin and Upholsterer, Yvette Prutler.

We conducted outreach services to Cairns and Mackay again this year with 3 trips to each region. A total of 298 Assessments, 100 Modifications and 148 Repairs were provided to individuals across all regions in North Queensland. The RTS team certainly go 'Above and Beyond' for the people accessing the service and work hard towards the vision of 'Building a better world with people of all abilities'.



RICHARD CORDUKES





## PARENT CONNECT

Parent Connect North Queensland (PCNQ) in Townsville continues supports through strengthening family networks, building community interactions and encouraging transition support to 208 children in Townsville, Charters Towers, Ayr, Mackay and Mt Isa. Parent Connect has enlisted the support of paediatricians and specialised allied health services to support families to gain insight into their child at reasonable costs. The facilitator works across the health, community and education sectors. Networking with organisations, services and community groups has been an integral part of the facilitation role to, not only build a customer base, but to ensure awareness of the needs of kids that do things differently, and ensure inclusion across the community.

Parent Connect website continues to attract interest locally, nationally and internationally. The Parent Connect Facebook has become an important part of communication with families in providing information on workshops, ideas and support.

Community activities to support families have included Fun Flight Family Day, MyTime session, Better Start Early day's workshops, sibling sessions and a volunteer support program for reading and other education support.



## MYTIME

MyTime groups in Townsville provide local support for mums, dads, aunts, grandparents and anyone caring for a child up to the age of 16yrs with developmental delay, disability or chronic medical condition. Parents socialise and share ideas with others who understand the rewards and intensity of the caring role. The groups choose topics and activities to discuss and explore, such as nutrition, and pampering days of massages and pedicures, natural therapies, behaviour management and fun activities like clothes swap and jewellery making. A play helper with the support of Ashleigh Choy, one of Coothinga's STARS participants, keeps the children busy and active through sensory play and activities that build the child's skills.

MyTime Parent Session is held fortnightly during the school term in two locations, Currajong Out of School Hours Care and Kirwan, and at the Willows Presbyterian Church. A Sibling Group has been commenced as a support to the family unit. An overnight visit to Magnetic Island provided 15 parents with a much needed break and opportunity to share and be supported by others who understand.





## RICK'S STORY:

For many years I have wanted to write my life story, but until now it has been somewhat difficult. Early in the year I approached Cootharinga as I knew they had a volunteer program. I asked if it was possible to recruit someone who could help me. They soon found a young gentleman called Nel, who is completing a degree in medicine at JCU.

For the first three weeks, Nel volunteered with me, with the assistance of my support workers we just chatted and got to know one another. It took a while for Nel to understand the way I spoke, but now we have no problems communicating.

During the week I work on my story, and then each Saturday when Nel visits, he goes over what I have written and edits the spelling and grammar, and makes suggestions.

Having a volunteer has not only helped me to write my story, but it has given Nel an understanding of people with a disability and that they are no different to anybody else.

RICK WITH VOLUNTEER, NEL

## ALLIED HEALTH SERVICE

Cootharinga's Allied Health Service provides individualised multidisciplinary therapy services to both children and adults. Within the last 12 months, we have expanded and advanced our therapy services to allow growth in the number of individuals accessing occupational therapy and speech pathology services. We have worked collaboratively with individuals and their support networks to assist in the attainment of life goals, and have witnessed many of these individuals make the most of every opportunity.

We have had the privilege of working with a young man, Mathew, who had set himself a goal to become more independent in his every day activities. Mathew identified that he was able to complete his activities of daily living, he just often needed a reminder to do so. Mathew relied on his family to provide these reminders, however this was not always practical or possible.

Cootharinga occupational therapists worked with Mathew to establish his priorities for daily activities, and identified that a schedule may be beneficial to assist Mathew to set a routine. Mathew reported that he had previously had difficulties following a schedule, so it would take some creative work to encourage Mathew to plan and implement a schedule for his daily routines!

It was evident from early on that Mathew enjoyed working with technology, in particular his phone and computer, and he was excited by the prospect of his

phone assisting him to reach his goals. Cootharinga occupational therapists assisted Mathew to implement a phone application called AutoPlan. AutoPlan provides a daily schedule with alerts as reminders to complete daily tasks. The phone application is synchronised with his computer, which allows Mathew to have complete independence in designing and managing his schedule.

Mathew, his family and his regular support worker have reported positive outcomes using AutoPlan, including helping him to remember to complete tasks from brushing his teeth to watering his ever expanding garden! Mathew has a new found confidence, and with his well-arranged routine, he is now working with Cootharinga occupational therapists on his new goal of reaching financial independence.

MATHEW WITH OCCUPATIONAL THERAPIST, LENKA SIMA





# VOLUNTEERS

Cootharnga have people volunteering in all areas of the organisation, including on the Board, at the Babinda Bagin Centre, in the services socialising with the people we support, gardening at the services, in the office and at fundraising events. It is difficult to calculate the hours or dollar value of the work they contribute to the organisation and the people we support.

Over the past twelve months we have seen a marked increase in people applying to volunteer particularly in the houses with the people we support. A majority of people applying to volunteer in the houses are looking at a career change and are opting to "come and try" to see what is involved in working as a support worker. Cootharnga is very happy to assist people in this way and a number of people who have volunteered in the houses have gone on to apply and gain employment with us.

This year we have also been approached by older people wanting to complete their Centrelink commitment to receive unemployment benefits. The Activity and Respite Centre and Leila Avenue are fortunate to have two such women. Corinna volunteers in the gardens at Leila, ARC and the community garden while Suzanne is helping in the STARS program with cooking, arts and crafts. Corinna, a keen gardener says "she's enjoying being left to potter in the gardens" she also says "she loves going into the centre for a chat with the individuals". She particularly likes it when the individuals come out to help and has been working with Luke (a STAR's participant) to grow bird grass to feed the centres budgies.

Both ladies have quickly become valued members of the team and are highly respected for their volunteer work.

Regardless of where they volunteer or how many hours or how often they volunteer Cootharnga is extremely grateful to all our volunteers for their generosity to the People We Support, the organisation and staff.



## ABORIGINAL & TORRES STRAIT ISLANDER SUPPORT

Our Aboriginal and Torres Strait Islander Liaison Officer role is primarily to assist in enhancing and maintaining cultural knowledge and connections, with the aim to continue respectful relationships and providing quality service in the way we support Aboriginal and Torres Strait Islander people and their families.

Cootharnga's Aboriginal and Torres Strait Islander Liaison Officer, Charmaine Koroi, has been actively involved in a number of new and exciting projects throughout the year.

In December 2014, Charmaine participated in the opening of the Staff Conference, with an Acknowledgement to Country.

Charmaine has visited and supported a number of individuals and families in various ways. Assisting them in creating family trees and their own Indigenous artwork. As well as family research, cultural heritage and linking up families.

She has also travelled to different locations, such as Murrumbidgee Island to liaise and meet with a person we support and their family, then again to meet and support a group participating in the Indigenous Training Strategy to gain a Cert III in Disability. Other locations included Mount Isa and Cloncurry, to liaise and meet people supported in those areas and their families.

Charmaine has been networking and engaging with Traditional Custodians/First People in this region, on Cultural Awareness Training.

NAIDOC celebration was again successful this year with great efforts by Charmaine. It included a traditional way of cooking food in a Kup Murr; dance performers doing Corroboree; Torres Strait Islander Weavers and Aboriginal artwork. Over 100 people attended, from Cootharnga, other agencies and families and people we support..





# PEOPLE, LEARNING & CULTURE

## HR / RECRUITMENT

There is an expectation that as we get closer to the introduction of NDIS, we can expect to provide new services throughout North Queensland. During 2014/15, Coothinga commenced services on Mornington Island and because of distance, accessibility, and even at times, communication, this proved to be a challenge for all those involved in the service being operational. Flexibility was the main ingredient to ensure the service was commenced on time with the appropriately trained and informed staff. The work completed by Brett Edwards, Terry Benker and Melanie Bowler was outstanding and despite many frustrating days and boundaries to cross, positive outcomes were achieved. Coothinga believe there are many more unmet needs in remote localities throughout North Queensland, and we are aiming to have the organisation prepared for whatever NDIS may hold for us in the future.

Coothinga is committed to the development and well-being of its employees. HR's main objectives are to develop our staff to be suitably qualified by providing regular training and workshops. Our selection process for support workers has included the requirement to have completed, or commit to complete a Certificate III in Disability within 2 years of their employment.

HR Management completed the implementation of EnableHR software in March 2015 to facilitate evolution of the workforce into the future. The system allows Coothinga to move to a "paperless" HR system and allows Managers to have a more complete insight into their staff training and employment requirements.

Status	2011	2012	2013	2014	2015
Full time employees	40 (19%)	51 (21%)	50 (20%)	53 (18%)	57 (20%)
Part time employees	106 (52%)	116 (49%)	138 (54%)	161 (56%)	163 (56%)
Casual employees	61 (29%)	69 (29%)	68 (26%)	75 (26%)	69 (24%)
<b>Total</b>	<b>207</b>	<b>236</b>	<b>256</b>	<b>289</b>	<b>289</b>
Full time equivalent	143.64	153.47	168.63	197	199

## WORKPLACE HEALTH AND SAFETY

Work Safe Australia Week 2015 was an outstanding success, and once again demonstrated Coothinga's commitment to engaging staff in working towards a positive and meaningful safety culture. During the week, staff were offered personalised ergonomic workstation assessment and tips on exercise and posture at work. Breakfast in a Jar morning was well supported and highlighted no matter how busy you may be there is always time for a nutritious breakfast. Guest speakers hosted yoga classes, amazing cooking demonstration, we developed a health and well-being keyring, and encouraged staff to maintain their overall health both at work and home. Continuing in the interests of health and well-being and continuing to keep staff safe, this year saw Coothinga introduce a fit for Work Policy which introduced random drug and alcohol testing. Reimbursement for flu vaccinations are now available to staff and reduced gym membership offers were found for staff in all regions. Manual Handling Training was reviewed and updated this year. Staff have been given relevant and up to date training to protect themselves while assisting the people we support to lead meaningful lives.

## PROPERTY

It has been a very busy 12 months for Coothinga with our new North Shore area residential development, which will be welcoming its first Coothinga supported tenants in September 2015, whilst construction will be starting on a second residential development in the North Shore area in September 2015. Coothinga continues the registration process for the National Regulatory System for Community Housing (NRSCH). As part of Coothinga's preparation for the NRSCH and NDIS we have centralised our tenancy and property management to a dedicated properties team. This team has access to a network of builders, contractors, Queensland Housing Officers, and IT resources to ensure Coothinga continues to provide high quality, accessible, and affordable long term private and Community Housing to the people we support.





NEW RECRUITS AND TRAINING MANAGER MELANIE BONKER

## TRAINING

Apart from our continuing specialist training courses, Refresher and Recruitment training courses, the following Training activities highlighted Cootharinga's commitment to Training this year:

### INDIGENOUS TRAINING STRATEGY PROJECT:

- 40 participants by location = Townsville 12; Cairns 13 (including 6 from Mornington Island) Mackay 12; Mt Isa 4.
- Module 1 has been delivered at each location
- Module 2 has already commenced in Cairns and the other locations will be started before the end of July 2015.
- Work placements will begin after Module 2 has been completed by the group
- 6 student placements for Townsville – 4 student placements for Mackay – 4 student placements for Mt Isa 10 student placements for Cairns (including Mornington Island).

### CERTIFICATE III IN DISABILITY:

- 32 Cootharinga staff are currently completing their Certificate III in Disability under the Training and Assessment Pathway
- 30 Cootharinga staff are currently completing their Certificate III in Disability under the Recognised Prior Learning Pathway
- 6 Cootharinga staff have completed their Certificate III in Disability.



## The Cootharinga Society Of North Queensland

# SUMMARISED FINANCIAL REPORT FOR THE FINANCIAL YEAR ENDED 2015

The financial statements and other specific disclosures are an extract of, and have been derived from the full financial report of The Cootharinga Society of North Queensland for the financial year. Other information included in this summarised financial report is consistent with the full financial report.

The summarised financial report does not, and cannot be expected to, provide as full an understanding of the financial performance, financial position and financing and investing activities of The Cootharinga Society of North Queensland as the full financial report.

A hard copy of the 30 June 2015 full Financial Report, including the independent audit report, is available to all members, and will be sent to shareholders without charge upon request or can be downloaded from our website.

## DIRECTORS' REPORT

Your Directors present the following report for the financial year ended 30 June 2015.

### Directors

The details of the Directors of The Cootharinga Society of North Queensland in office at the date of this report, including name, qualifications, experience and special responsibilities, are shown on page 2 of the Full Financial Report.

There were 6 Directors' meetings held during the year.

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

### Proceedings on Behalf of the Company

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.

### Company Secretary

The following person held the position of Company Secretary at the end of the financial year:

Mr Brad Walsh - Bachelor of Commerce, Certified Practising Accountant. Mr Walsh has worked for the Cootharinga Society of North Queensland for the past 20 years. Mr Walsh was appointed Company Secretary on 6 October 1997.

Interests of Directors in Contracts with the Company

There were no material contracts involving Directors' interests at the end of the financial year or, if not then subsisting, entered into since the end of the previous financial year.

### Principal Activities

The principal activities of the company have been providing services to people living with disability, and their families.

There has been no significant change in the nature of these activities during the year.

### Short and Long Term Objectives of the Entity

The long term objectives for the organisation are guided strongly by our organisational Constitution. These are supported by our long term Vision Statement which reads "Building a better world with people of all abilities". Short term objectives are articulated in the document entitled "3 Year Strategic Plan 2014 to 2017".

The five key Strategic Directions that applied for this reporting period were:

- (1) Service Excellence Through Person Centred Approaches
- (2) Positive Workforce and Culture
- (3) Sustainability
- (4) Strategic Influence
- (5) Partnerships, Marketing and Branding

### Measurement of Performance

The organisation closely monitors its performance against the agreed Strategic Directions. This occurs through aligning all reports of General Managers and The CEO to the agreed Strategic Directions. All reports are presented to the members of the Executive Leadership team and the Board of Directors



and Board Subcommittees. Key final measures and indicators in relation to financial matters are in place and they are regularly monitored by the General Manager Finance and IT, in association with the Board Finance and Resources Subcommittee.

#### **Environmental Issues**

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

#### **Result for the Year**

The profit of the company for the financial year ended 30th June, 2015 was \$133,911.

#### **Dividends**

The company is a non profit organisation and the payment of dividends is prohibited.

#### **Review of Operations and Results of Operations**

The Cootharinga Society of North Queensland's overall financial result for the year ended 30 June 2015 was a surplus of \$133,911. This represents a \$240,430 increase in surplus from the year ended 30 June 2014, excluding one off capital funding and investment revaluations. For the regular operations (operations excluding one off capital funding and investment revaluations) of the company the result was an operating surplus of \$143,972.

Review of Operations and Results of Operations - Cont.

The main factors contributing to this result were as follows:

## **INCOME**

Total operating income has increased by \$939,232 mainly as a result of the following:

- Government funding income has increased by \$540,959 as a result of Queensland Government, Department of Communities - Disability Services (DS) funding increases of \$511,556 relating to funded services including Supported Accommodation, Individual Support, Community Access, Mobile Attendant Care, Parent Connect and School Leavers Services;
- Fee For Service income has increased by \$427,578;
- Fundraising income including Bequests has increased by \$40,588;
- Investment property rental income has increased by \$18,265;
- Service charges have increased by \$13,964;
- Investments related income has decreased by \$105,624.

## **EXPENSES**

Total expenses have increased by \$698,800 mainly as a result of the following:

The operating costs increases relate to employee remuneration expenses, new services costings relating to the increases in government funding noted above, and general inflationary cost increases.

A review of operations and the results of those operations for the financial year are set out in the President's Report.

#### **Significant After Balance Date Events**

No matter or circumstance has arisen since the end of the financial year that has 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 subsequent financial years.

#### **Likely Future Developments and Expected Results**

Major developments which may affect the operations of the company in subsequent financial years are referred to in the President's Report.

#### **Indemnification**

The organisation has arranged liability cover for the protection of the Association. The limit of indemnity being a combined single limit.

#### **Directors' Benefits**

Neither since the financial year nor during the financial year has a Director received or become entitled to receive a benefit (other than a benefit included in the aggregate amount of remuneration paid or payable to Directors as disclosed in Note 15 to the financial statements) by reason of a contract made with the Director, a firm of which the Director was a member, or an entity in which the Director has a substantial financial interest, by the company or an entity that the company controlled, or a body corporate that was related to the company when the contract was made or when the Director received or became entitled to receive the benefit, except for those disclosed in Note 7.

#### **Non-audit Services**

There were no amounts paid to or are payable for non-audit services provided by the auditors.

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

The auditor's independence declaration under section 307C is contained on page 19 of this report.

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

  
..... Director

Rob Grant (President)

  
..... Director

Ian Featherstone (Treasurer)

Dated at Townsville this 24th day of September 2015.



AUDITOR'S INDEPENDENCE DECLARATION UNDER  
SECTION 307C OF THE CORPORATIONS ACT  
2001 TO THE DIRECTORS OF THE COOTHARINGA  
SOCIETY OF NORTH QUEENSLAND

As lead engagement auditor for the audit of The Cootharinga Society of North Queensland for the year ended 30 June 2015, I declare that, to the best of my knowledge and belief, there have been:

- i. no contraventions of the independence requirements of 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.

Jessups

  
..... Partner  
R. Dunstan  
Director

Dated this 24th day of September, 2015

19 Stanley Street  
Townsville QLD 4810





**STATEMENT OF COMPREHENSIVE INCOME**  
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
<b>Revenues from Continuing Operations</b>		
Revenues from service activities	15,976,031	15,486,057
Other Revenues from continuing operations	<u>1,723,322</u>	<u>1,280,064</u>
<b>Total Revenue from Continuing Operations</b>	<b>17,699,353</b>	<b>16,766,121</b>
<b>Expenses from Continuing Operations</b>		
Supported Accommodation Service expenses	9,838,562	9,340,914
Support Service expenses	2,384,694	2,390,525
Allied Health Service expenses	601,008	677,581
Rehabilitation Technology Service expenses	584,573	551,878
Respite Service expenses	2,637,176	2,551,706
Other Services expenses	367,124	328,017
Other expenses from continuing operations	<u>1,152,305</u>	<u>1,026,021</u>
<b>Total Expenses from Continuing Operations</b>	<b>17,563,442</b>	<b>16,866,642</b>
<b>Profit (loss) from Continuing Operations before income tax expense (income tax revenue)</b>	<b>133,911</b>	<b>(106,519)</b>
Income tax revenue (income tax expense) relating to continuing operations	—	—
<b>Profit (loss) from Continuing Operations after income tax expense (income tax revenue)</b>	<b>133,911</b>	<b>(106,519)</b>
<b>Other Comprehensive Income</b>		
Net Value Gain(Loss) on Available-For-Sale Financial Assets	63,241	181,626
Funding Supplementation Income relating to the 2013 and 2014 financial years	<u>543,974</u>	<u>—</u>
<b>Total Other Comprehensive Income</b>	<b>607,215</b>	<b>181,626</b>
<b>Total Comprehensive Income</b>	<b>741,126</b>	<b>75,107</b>
<b>Profit (loss) Attributable to Members of the Entity</b>	<b>133,911</b>	<b>(106,519)</b>
<b>Total Comprehensive Income Attributable to Members of the Entity</b>	<b>741,126</b>	<b>75,107</b>

The above Statement of Comprehensive Income is to be read in conjunction with the attached notes.

**STATEMENT OF RECOGNISED INCOME AND EXPENDITURE**  
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2015

	Retained Earnings (Accumulated Losses) \$	Available-For-Sale Financial Assets \$	Total \$
<b>Balance at 30 June 2013</b>	<b>11,052,127</b>	<b>444,283</b>	<b>11,496,410</b>
Gains (losses) from measuring available-for-sale financial assets to fair value:			
Recognised during period	—	181,626	181,626
Removed and recognised in profit/loss	—	—	—
Profit (loss) attributable to members	<u>(106,519)</u>	<u>—</u>	<u>(106,519)</u>
<b>Balance at 30 June 2014</b>	<b>10,945,608</b>	<b>625,910</b>	<b>11,571,517</b>
Gains (losses) from measuring available-for-sale financial assets to fair value:			
Recognised during period	—	63,241	63,241
Removed and recognised in profit/loss	—	—	—
Retained Earnings Adjustment	B 543,974	—	543,974
Profit (loss) attributable to members	<u>133,911</u>	<u>—</u>	<u>133,911</u>
<b>Balance at 30 June 2015</b>	<b>11,623,493</b>	<b>689,151</b>	<b>12,312,643</b>

The above Statement of Recognised Income and Expenditure is to be read in conjunction with the attached notes.



**BALANCE SHEET**  
AS AT 30 JUNE 2015

	2015 \$	2014 \$
<b>Current Assets</b>		
Cash and cash equivalents	235,375	843,173
Trade and other receivables	169,172	363,142
Other financial assets	7,190,101	5,944,374
<b>Total Current Assets</b>	<u>7,594,648</u>	<u>7,150,689</u>
<b>Non-Current Assets</b>		
Other financial assets	2,014,481	1,901,861
Property, plant and equipment	8,800,611	8,011,109
Other	92,500	92,500
<b>Total Non-Current Assets</b>	<u>10,907,592</u>	<u>10,005,470</u>
<b>Total Assets</b>	<u>18,502,240</u>	<u>17,156,159</u>
<b>Current Liabilities</b>		
Trade and other payables	3,275,540	2,902,625
Other financial liabilities	163,566	—
Short term provisions	1,737,913	1,665,137
<b>Total Current Liabilities</b>	<u>5,177,019</u>	<u>4,567,762</u>
<b>Non-Current Liabilities</b>		
Long term provisions	112,578	116,880
Other financial liabilities	900,000	900,000
<b>Total Non-Current Liabilities</b>	<u>1,012,578</u>	<u>1,016,880</u>
<b>Total Liabilities</b>	<u>6,189,597</u>	<u>5,584,642</u>
<b>Net Assets</b>	<u>12,312,643</u>	<u>11,571,517</u>
<b>Equity</b>		
Retained earnings	11,623,493	10,945,608
Available-for-sale financial assets reserve	689,151	625,910
<b>Total Equity</b>	<u>12,312,643</u>	<u>11,571,517</u>

The above Balance Sheet is to be read in conjunction with the attached notes.



**CASH FLOW STATEMENT**  
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
<b>Cash flows from operating activities:</b>		
Government Funding	17,809,574	16,076,957
Fundraising	419,532	371,944
Interest Received	295,475	148,000
Interest Paid	(47,888)	(58,076)
Dividends Received	148,846	86,877
Legacies Received	70	—
Other Receipts	1,413,681	910,831
Payments to Suppliers and Employees	(18,410,350)	(16,604,145)
<b>Net cash provided by/(used in) Operating activities</b>	<b>1,621,940</b>	<b>932,388</b>
<b>Cash flows from investing activities:</b>		
Return of Capital on Units in Unit Trust	14,303	23,597
Proceeds from:		
Disposal of Property, Plant and Equipment	12,870	13,800
Disposal of Shares	—	—
Settlement of CDOs	—	—
Redemption of Interest Bearing Deposits	—	—
Payments for:		
Property Plant and equipment	(1,104,368)	(661,839)
Shares	(36,126)	(31,134)
Interest Bearing Deposits	(1,279,983)	(300,000)
<b>Net cash provided by/(used in) investing activities</b>	<b>(2,393,304)</b>	<b>(955,576)</b>
<b>Cash flows from financing activities:</b>		
Proceeds from Borrowings	190,372	—
Repayment of Borrowings	(26,806)	—
<b>Net cash provided by/(used in) financing activities</b>	<b>163,566</b>	<b>—</b>
Net increase (decrease) in cash held	(607,798)	(23,188)
Cash at the beginning of the year	843,173	866,361
<b>Cash at the end of the year</b>	<b>235,375</b>	<b>843,173</b>

The above Cash Flow Statement is to be read in conjunction with the attached notes.



## NOTES TO THE CASH FLOW STATEMENT

### 1. RECONCILIATION OF CASH

For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments with terms of less than 90 days, net of outstanding bank overdrafts. Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

	2015	2014
	\$	\$
Cash at Bank and on hand	<b>235,375</b>	843,173
Bank Overdraft	—	—
	<b>235,375</b>	843,173

### 2. RECONCILIATION OF NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES TO OPERATING PROFIT/(LOSS):

Net Profit/(Loss) after Tax	<b>133,911</b>	(106,519)
Depreciation	<b>399,184</b>	378,392
Fixed Asset Register Reconciliation Adjustment Expense	—	—
Loss on Disposal – Plant and Equipment	<b>5,946</b>	7,922
Loss on Disposal of Shares	<b>10,131</b>	—
Unrealised Loss/(Gain) on Investments	—	—
Gain on Disposal of Land	—	(5,000)
Gain on Disposal of Shares	—	(95,520)
Gain on Disposal of Fixed Assets	—	(600)
Accrued Interest Income	<b>35,598</b>	(103,353)
Reinvestment of interest in Interest Bearing Deposits	<b>(1,243)</b>	(1,513)
<b>Changes in Assets and Liabilities:</b>		
(Increase)/Decrease in Trade Debtors	<b>58,093</b>	(23,088)
(Increase)/Decrease in other Debtors	<b>124,198</b>	(45,861)
(Increase)/Decrease in Prepaid Expenses	<b>8,614</b>	(6,332)
Increase/(Decrease) in Accounts Payable	<b>(29,734)</b>	(529,129)
Increase/(Decrease) in other Creditors	<b>34,107</b>	27,009
Increase/(Decrease) in Employee Entitlements	<b>148,121</b>	504,753
Increase/(Decrease) in Accruals	<b>695,714</b>	920,867
<b>Net Cash provided by/(used in) Operating Activities</b>	<b>1,621,940</b>	932,388

## NOTES TO THE SUMMARISED FINANCIAL REPORT

### 1. BASIS OF PREPARATION OF THE SUMMARISED FINANCIAL REPORT

The summarised financial report is an extract of the full financial report for the year ended 30 June 2015.

The financial statements, specific disclosures and other information included in the summarised financial report are derived from and are consistent with the full financial report of The Cootharinga Society of North Queensland. The summarised financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of The Cootharinga Society of North Queensland as the full financial report. A copy of the full financial report and auditor's report will be sent to any member, free of charge, upon request.

The financial report of The Cootharinga Society of North Queensland complies with all Australian equivalents to International Financial Reporting Standards (AIFRS) in their entirety. The presentation currency used in this summarised financial report is Australian dollars.

### 2. REVENUE

	2015	2014
	\$	\$
<b>Operating Revenue:</b>		
Dividends	<b>124,332</b>	135,514
Financial Assets Fair Value and Impairment Gains	—	—
Fundraising	<b>334,589</b>	325,253
Sales	<b>1,221,884</b>	809,323
Government Funding – Services	<b>14,824,195</b>	14,312,639
Government Funding – Capital Housing Projects	—	—
Other Government Funding and Allowances	<b>29,403</b>	—
Transport	<b>155,508</b>	146,263
Rent	<b>215,101</b>	196,836
Sundry	<b>233,286</b>	178,267
Interest Received	<b>261,120</b>	252,867
Legacies	<b>70</b>	—
Gain on Disposal of Non-Current Assets	—	600
Gain on Disposal on Sale of Shares	<b>299,865</b>	402,561
<b>Total Revenue</b>	<b>17,699,353</b>	16,760,121



### 3. PROFIT (LOSS) FROM ORDINARY ACTIVITIES

	2015 \$	2014 \$
<b>a) Expenses</b>		
Included in expenses are the following items		
Depreciation of Property, Plant and Equipment	<b>398,859</b>	387,004
Employee Benefits Expense	<b>12,669,716</b>	11,646,362
Fair Value/Impairment Losses of Non-Current Investments	—	—
Loss on Disposal of Non-Current Investments (Shares)	<b>309,996</b>	307,041

#### b) Significant Revenue and Expenses

There were no significant or one-off revenue and expense items relevant in explaining the financial performance.

### 4. CRITICAL ACCOUNTING ESTIMATES AND JUDGMENTS

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

#### Key estimates - Impairment

The entity assesses impairment at each reporting date by evaluating conditions specific to the entity that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Fair value less costs to sell or current replacement cost calculations performed in assessing recoverable amounts incorporate a number of key estimates.

### 5. SEGMENT INFORMATION

**a) Industry Segments:** The company provides services and facilities for people with disabilities.

**b) Geographic Segments:** The company operates wholly in Australia.

### 6. DIRECTORS' INCOME

Aggregate income received or receivable by Directors including amounts received or receivable from controlled entities: NIL

	2015	2014
Number of Directors of the chief entity as at 30 June	<b>8</b>	9

Directors of the chief entity in office at any time during the year:

Mr I. Featherstone; Mr R. Grant; Mr C. Harkness; Mr J. Young; Ms A. Nicholls; Ms R. Bennett; Mr R. Combe; Mrs R. Baker (resigned 30 June 2015); Mr P. Carey (resigned 04 August 2014); Mr W. Chiesa (appointed 05 August 2014).

### 7. RELATED PARTY TRANSACTIONS

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

A total of \$11,867 (2014 - \$6,100) was paid to Wilson Ryan Grose, Lawyers and Notary, for legal services provided to the Company. Ms R. Bennett, Director, was a Solicitor with Wilson Ryan Grose during the period covered by this report. An existing business relationship pre-dated Ms Bennett's appointment to the Board as a Director.

A total of \$5,742 (2014 - \$8,925) was paid to NQ Therapy Services for pre-employment functional assessments relative to the staff recruitment process of the Company. Ms A. Nicholls, Director, was a proprietor of NQ Therapy Services during the period covered by this report. An existing business relationship pre-dated Ms Nicholls appointment to the Board as a Director.

### 8. RETAINED EARNINGS

Retained earnings had been adjusted to reflect the following:

Funding Supplementation Income, relating to the 2013 financial year, totalling \$169,626, was received in the 2015 financial year.

Funding Supplementation Income, relating to the 2014 financial year, totalling \$374,349, was received in the 2015 financial year.



## THE COOTHARINGA SOCIETY OF NORTH QUEENSLAND DIRECTORS' DECLARATION

The Directors of The Cootharinga Society of North Queensland declare that:

- a) In the Directors' opinion the financial statements and notes of the company have been prepared in accordance with the Corporations Act 2001, including that they:
  - i) comply with the Australian Accounting Standards and the Corporations Regulations 2001; and
  - ii) give a true and fair view of the financial position of the company as at 30 June 2015 and of its performance for the year ended on that date; and
- b) 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.

Signed this 24th day of September 2015 at Townsville in accordance with a resolution of the Board of Directors.

..... Director

Rob Grant (President)

..... Director

Ian Featherstone (Treasurer)



OLD CASA MARTINEZ  
NOW OUR ACTIVITY AND RESPITE CENTRE





## INDEPENDENT AUDITOR'S REPORT

To the members of The Cootharinga Society of North Queensland, ACN 009 656 679

### Report on the Summarised Financial Report

I have audited the summarised financial report of The Cootharinga Society of North Queensland, which comprises the balance sheet as at 30 June 2015, the statement of comprehensive income, statement of recognised income and expenditure and cash flow statement for the year then ended and related notes, derived from the audited financial report of The Cootharinga Society of North Queensland for the year ended 30 June 2015, and the discussion and analysis. The Summarised financial report does not contain all the disclosures required by the Australian Accounting Standards.

### Directors' responsibility for the summarised financial report

The directors are responsible for the preparation and presentation of the summarised financial report. This responsibility includes establishing and maintaining internal control relevant to the preparation of the summarised financial report; selecting and applying the appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### Auditor's responsibility

My responsibility is to express an opinion on the summarised financial report based on our audit procedures. I have conducted an independent audit, in accordance with Australian Auditing Standards, of the financial report of The Cootharinga Society of North Queensland for the year ended 30 June 2015. My audit report was signed on the 24th day of September 2015 and was not subject to qualification. The Australian Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free from material misstatement.

My procedures in respect of the summarised financial report included testing that the information in the summarised financial report is derived from, and is consistent with, the financial report for the year, and examination on a test basis, of evidence supporting the amounts, discussion and analysis, and other disclosures which were not directly derived from the financial report for the year. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is free from material misstatement.

I 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, I have complied with the independence requirements of Corporations Act 2001. I confirm that the independence declaration required by the Corporations Act 2001, provided to the directors of The Cootharinga Society of North Queensland on 24th day of September 2015, would be in the same terms if provided to the directors as at the date of this auditor's report.

### Auditor's Opinion

In my opinion the summarised financial report including the discussion and analysis of The Cootharinga Society of North Queensland for the year ended 30 June 2015 is free from material misstatement.



R. Dunstan  
(Registered Company Auditor)

Dated this 24th day of September, 2015

19 Stanley Street  
Townsville QLD 4810



# SUMMARY OF 2015 OPERATING INCOME

## TOTAL INCOME



## SOURCE OF GOVERNMENT FUNDING



## DISABILITY SERVICES FUNDING (BY SERVICE TYPE)



# SUMMARY OF 2015 OPERATING EXPENSES

## TOTAL EXPENSES



## EXPENSES BY COST CENTRE



## EXPENSES BY FUNDED SERVICE TYPE (LIFESTYLE SERVICES)





# PRODUCTIVE & POSITIVE PARTNERSHIPS

Cootharinga sees itself as a generous and positive partner with organisations across North Queensland, the rest of Queensland, around Australia, and beyond. Through a range of partnerships, Cootharinga is able to influence and support the development of services for

people living with a disability. The focus of our partnerships is to help us enhance the quality of our services, and share information and resources wherever possible. These alliances are part of our drive for efficiency and sustainability.

<p><b>ABILITY FIRST AUSTRALIA LTD</b></p> <p>As a founding member, Cootharinga has been active in supporting the mission of this National Alliance of leading disability support agencies. With representation in all states, Ability First Australia members are currently providing support to 150,000 individuals, through services totalling \$420,000,000. In addition, more than 5000 Australians kindly donate their time and expertise to assist the member organisations to achieve their goals. Cootharinga and Ability First Australia members have undertaken a series of fund raising and awareness raising walks known as "Walk With Me".</p>	
<p><b>EASTER SEALS (USA)</b></p> <p>Through our membership of Ability First Australia has developed a close association with our American colleagues in the services known as Easter Seals. Operating in all states of the USA, Easter Seals delivers US\$1.6 billion of support annually.</p>	
<p><b>CEREBRAL PALSY AUSTRALIA LTD</b></p> <p>Cootharinga is a member of this vibrant and influential alliance of service providers that support people living with cerebral palsy. Through the active work of this alliance, Cootharinga and its colleague members contribute to significant policy discussions, as well as shaping and influencing the research agenda around cerebral palsy.</p>	
<p><b>AUSTRALASIAN DISABILITY PROFESSIONALS LTD</b></p> <p>Through the CEO of Cootharinga, we have been an active and founding member of this important national body. ADP is working towards the development of professional standards in the disability support sector. As well as developing codes of ethics and codes of conduct, ADP is working on developing standards and accreditation for disability support staff. As a significant provider in a regional centre, Cootharinga is adding a valuable, regional perspective to these developments.</p>	
<p><b>QUEENSLAND GOVERNMENT</b></p> <p>Cootharinga works closely with the Department of Communities Disability Services to deliver services to people with disability living across North Queensland. We readily acknowledge the good work and support offered by the staff of the Department of Communities through their Townsville, Mackay, Mount Isa and Cairns offices.</p>	
<p><b>AUSTRALIAN GOVERNMENT</b></p> <p>Cootharinga acknowledges the support and funding made available through the Department of Families and Housing, Community Services and Indigenous Affairs. Their support has allowed us to develop our Allied Health Service for Children, and associated services.</p>	
<p><b>PROVIDER NETWORKS</b></p> <p>Cootharinga is a member of provider networks across North Queensland, including:</p> <ul style="list-style-type: none"> <li>• Townsville - North Queensland Disability Services Alliance</li> <li>• Cairns - Coordinators of Funded Services Forum</li> <li>• Mackay - Disability Service Provider Forum</li> </ul>	



# BUILDING A SUSTAINABLE FUTURE

## *with Marketing, Fundraising and Public Relations*

What an exciting, challenging and fast paced year this has been!

As we prepare for our new world, that the National Disability Insurance Scheme will bring, continuing to raise our focus in all regions is paramount. Connecting with our community, to strengthen and deepen our relationships, continues to be achieved by promoting our brand on our website, brochures, TV fundraising events, print and radio.

### FUNDRAISING EVENTS

Over the past 12 months, the Marketing and Public Relations Department has continued to organise and present a variety of fundraising events. This year our sponsors have enjoyed the Charity Race Day, the Jewellery By Design Signature Melbourne Cup Event, the Charity Cocktail Party and the Charity Golf Day, as well as regular Raffles at the Cowboys Leagues Club during the NRL off season.

At the 7th Annual Cootharings Charity Race Day, guests were treated to a gourmet buffet, kindly catered by Amuse-Bouche as well as a premium beverage package of icy cold drinks. Sponsors participated in the highly anticipated Bonanza Tipping Competition, with long-time supporter, Above Ground Zero Fireworks winning the grand prize of a Quintrex Boat and Boating Package valued at over \$14,000, kindly sponsored by Rising Sun Marine. This event continues to be a highlight of the North Queensland social calendar, with sponsors returning from previous years and new sponsors coming on board to support Cootharings.

Ten days after the Charity Race Day, Cootharings partnered with Jewellery By Design to present to Townsville, The Jewellery By Design Signature Melbourne Cup Event. This stunning function was held at Pier Restaurant, with guests treated to some of the best views in Townsville, over the stunning marina. As guests entered the Pier Restaurant, they were welcomed by MC,

Tawdrey Audrey (alter ego of local business owner Ruth Gulce) and handed a glass of French champagne. Guests were each given a Jewellery By Design bag full of gifts to thank them for their attendance and were also welcome to 'frost themselves' and try on diamonds and jewels, generously supplied by Jewellery By Design. The highlight of this event was a spectacular multi-media presentation and Fashion Parade, featuring some of the amazing people we support as models. The Fashion Parade showcased incredible one-off designs created by Yvette Frutier - staff member and fashion designer. The audience was captivated and moved by this stunning presentation and strong message - "Who is perfect? Everyone is perfect!"

On Friday 27 March, Cootharings hosted over 250 guests at the 13th Annual Charity Cocktail Party at Pier Restaurant. At this spectacular event, guests were treated to fabulous food, premium wines and great company, all whilst raising funds to support people with disability in North Queensland. The Cootharings Fashion Parade was once again a huge feature at this event. Guests were surprised, thrilled and moved by the parade and message, proving once again, "Everyone is perfect!" As always, the fantastic raffles and auctions were highly anticipated and did not disappoint. Cassandra Chiesa, Jannene Maddier, Steve Cottam, Gurmit Singh and Terry Urquhart all walked away as the highest bidders and winners of Auction Packages on the night. The highly sought and popular feature of this event, The Rare and Elegant Cootharings Wine Tree was won by Barry Spargo. This event raised over \$23,000 on the evening. All funds raised will go towards building two new, purpose built homes in North Shore. These houses will accommodate people supported by Cootharings and will be built by Metlin Locke Homes.

The next fundraising event on the Cootharings calendar was the 14th Annual Charity Golf Day, held on Friday 19th June at the Townsville Golf Club. This day was attended by 36 corporate

teams of 4. Whether they took out the winning cup, hit the longest drive, got nearest to the pin, won the putting competition or just had fun and ended up at the 19th hole, it is certain that everyone who supported the Cootharings Charity Golf Day realised the goal we had in mind - that every participant have a fantastic time while we build awareness of and raise funds for people with disability in Townsville. For the second year in a row, Shawn Andersen and the Pier Restaurant team took out the Cootharings Cup. Congratulations to Pier Restaurant! This year the Cootharings Charity Golf Day successfully raised over \$12,500! Thank you to all our sponsors, companies and volunteers who supported this event and helped us raise funds and awareness for people with disability in North Queensland.





## WALK WITH ME 2015

Walk With Me is an important community fundraising walk which occurred in 30 regions across Australia this year. Part of Cootharinga's strategic plan from our board members, was to increase Walk With Me events into all regions in which we operate. This was the exciting first year of this strategy. Cootharinga held 5 walks across North Queensland this year; in Townsville, Mackay, Cairns, Rockhampton and Mount Isa. Total funds raised from these walks was \$41,760.00 plus in kind donations of \$11,300.00.

Cootharinga's Walk with Me Events aim to make a real difference in the whole community by building awareness of people with disability. Through people of all abilities walking and celebrating together, positive relationships are created, abilities are recognised and inclusion and acceptance are a wonderful result. In the lead up to the NDIS these events are also important to build awareness of the vital supports Cootharinga provides to people with disability and to showcase the exceptional choices we offer.

Walk with Me has another aim and that is to improve the quality of life of the people we support through fundraising. Donations go directly to the people Cootharinga supports, and stay in the community where they are raised and that's a great thing. This year, some of Cootharinga's community living houses received shade sails so that the people we support can be transferred to and from vehicles without being exposed to sun and rain. The Allied Health Service for Children received therapy equipment. Community living houses received furniture and washing machines and dryers have been purchased. Sensory and food gardens were created in backyards and Cootharinga's Activity and Respite Centre now has a range of sporting equipment to help keep the people we support more engaged and active.



Without the wonderful donations made through Walk with Me, the people we support would find it difficult to purchase these items which do so much to improve therapy outcomes, provide quality of life and give the simple enjoyment of day to day living.

## BABINDA BARGAIN CENTRE

With over 50 elderly volunteers who work tirelessly within the store, the workload rarely lessens as they find themselves in a constant state of sales, resupply, sourcing and sorting of quality second hand items. This year we have:

- Attended many auctions and garage sales to source good quality furniture items;
- Restored and renovated furniture for later resale
- Cleared deceased estate homes
- Washed, ragged, sorted and hung hundreds of kilos of clothing
- Welcomed hundreds of shoppers and 'browsers' into the store
- Donated items to the families that Cootharinga support who are experiencing genuine hardship.

All of the efforts above contribute to sales. After expenses, the Babinda Bargain Centre was able to provide Cootharinga with just over \$80,000 in fund raising money.

## A SEA OF GREEN WALKING ALONG THE STRAND

It is always a struggle to maintain volunteers, however, this year there has been an increase in the number of people seeking volunteer work, under their Centrelink conditions. We are really pleased to announce that we are currently at maximum capacity and have been for several months.

To further support Cootharinga, through the Babinda Bargain Centre, we'd be grateful if you would consider:

- Donating any unwanted items;
- Like us on Facebook and share the Babinda Bargain Centre with all your friends;
- Tell all your friends and families about the Babinda Bargain Centre; and
- Visit us the Babinda Bargain Centre, next time you are passing.





# MAJOR DONORS & CONTRIBUTORS

## CHARITABLE TRUSTS / MAJOR DONORS

- Edith Lewis Estate Trust

## MAJOR PAYROLL DEDUCTIONS CONTRIBUTORS

- Australia Post
- Mackay Sugar
- Telstra
- Townsville City Council
- Flinders Shire Council
- Cassowary Coast Regional
- Pary Nissan
- Tony Ireland Townsville
- Tully Sugar
- Wilmar Sugar
- Many employees of Cooberbeings North Queensland



OUR NEW BUS, KINDLY DONATED BY THE TOWNVILLE SOUTH WEST ROTARY

# MEMBERS

## LIFE MEMBERS

Mr J. Allingham	Mr R.E. Entiken	Mr L. Hartwig	Mrs E. Martinod	Mr A.C. Shepherd
Mrs F. Archer	Mrs L.C. Entiken	Mrs J.R. Henderson	Mrs B. McArthur	Mr N.B. Sheridan
Mr R. Badland	Mr T. Finch	Mrs P. Hobson	Mr A. McClymont	Mrs D.E. Sibley
Mrs C. Ballerino	Mrs T. Finch	Mrs M. Jago	Mrs C. McKeller	Mrs M. Smith
Mrs G. Beck	Mrs P. Forsberg	Mr H.E. Jones	Mrs M. Moller	Mrs B. Spataro
Mr T. Booth	Mr B. Franzmann	Mr K.H. Power	Mr A. Mondar	Mrs F. Sullivan
Mr A. Brendecke	Mr P. Franzmann	Mr J. Joyce	Mr P. Moncur	Mrs E.H. Suthers
Mrs V. Caltabiano	Dr R. Gibberd	Mrs Judge	Mrs G. Muzic	Mrs C. Miceroli
Mr C. Cappler	Mr G. Gow	Mr S. Keft	Mrs M. Nash	Mr K.E. Walker
Mrs R. Cappler	Mr R. Grant	Mr M.A. Kenny	Mr K. O'Shea	Mrs E. Wilhies
Mr J. Callan	Mr J. Grantham	Mr D. Keoghlan	Mrs Raleigh	Mr J. Young
Mrs A. Callan	Mrs V. Grima	Mrs B. Kurkowski	Mrs Rock	Mrs M. Young
Mrs D. Catley	Mr R. Grima	Mr B. Lloyd	Mr W.J. Schwabe	
Mr R. Davis	Mr K. Hamilton	Mrs M. Lloyd	Mr G. Sergeant	
Mrs V. Dewis	Mr R. Hartwig	Mr M. Marthon	Mr A.B. Sheppard	

## LIFE GOVERNORS

Mr D. Denny	Dr K. King	Mr A. Parry	Dr S. Previtera
Mr G. Douglas	Mr R. Lee	Mr R. Pope	Mr B. Stier

## REMEMBERING AND HONOURING

Mr H. Newman (1917-2014)

# OUR WONDERFUL SPONSORS

## PLATINUM



## GOLD



## SILVER



## BRONZE





BRONZE





# COOTHARINGA EVENTS 2015







Our vision:  
 "Building a better world with  
 people of all abilities!"



OUR NEW BUILDING IN MT ISA  
BEFORE RENOVATIONS



BUILDING OF MORE  
ACCESSIBLE HOUSING



OUR NEW OFFICE  
IN MACKAY

## Preparing for the *National Disability Insurance Scheme*

### COVERING MORE TERRITORY

With services  
commencing in  
Morningside Island  
and expanding in Mt Isa

### NDIS PREPARATIONS

- Information sessions  
for people with  
disabilities, families  
and staff
- Life Goal Planning

### Indigenous TRAINING STRATEGY

Provide more training  
and opportunities for  
Support Staff in all areas,  
including remote

Our vision:  
"Building a better  
world with people of  
all abilities"



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