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Our front cover features Dylan Lamb of Aspect Vern Barnett School. We would like to thank all of the people featured for their permission to use their photos throughout this report.

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

In preparing this 45th annual report, we have reduced our impact on the environment by making sure it can be downloaded in full from our website with a limited number of copies available in print.

Autism Spectrum Australia (Aspect) is a company limited by guarantee, duly registered under the Corporations Act 2001.

Aspect is a public benevolent institution with deductible gift recipient status (DGR6966) as endorsed by the Australian Taxation Office.

In addition, Aspect holds NSW charitable fundraising authority number 10991, ACT Charitable Collection Authority number 19000299, Victorian fundraising registration number 10688, QLD Certificate of Registration as a Charity number CH2466 and SA

Collections for Charitable Purposes Licence number CCP2016.

Aspect is also authorised to fund raise in Northern Territory and Tasmania.

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Our Annual General Meeting will be held at the State Library of NSW, Sydney, Australia on 28 May 2014 at 2.30 pm.

About us

Opportunity

Autism Spectrum Australia (Aspect) is Australia's leading not-for-profit service provider for people with autism and other disabilities and their families. We believe the world is a better place because of the contribution of people with autism, their parents and carers and the communities that support them.

Some people show brilliance in their life through art, literature or mathematics, while others just make the world a better place to be through their brilliant personalities. Our vision is about opportunity and we believe this is unlimited.

We recognise the contributions made by our community and we celebrate the achievements made by the people who share their journey with us. Each year we have thousands of stories to share.

In 2013 there was much to celebrate and this report recognises and showcases just some of the many achievements that were made individually and collectively as Aspect.

Vision

The best opportunities for people with autism or other disabilities

Mission

We deliver person-centred solutions by providing flexible, responsible and evidence-informed services

Values

We are passionate about people, about being positive and about what's possible

Message from the Chair & CEO

2013 proved to be a significant year that heralded a number of strategic initiatives which will have implications for Aspect for years to come.

A major focus in 2013 was our continuing journey in becoming a mission-based market-driven organisation in readiness for the National Disability Insurance Scheme (NDIS) and managing changing trends in education funding. The changes envisaged in the NDIS are transformational for the sector and for every person with a disability. It will mean that people with disability who meet the criteria of the National Disability Insurance Agency will receive individualised funding rather than having to enter a service funded by government.

As Aspect prepares for this change we made the critical decision to “go national” to extend our reach to people affected by autism and to build coalitions with like-minded organisations. We also took this decision to further strengthen our capacity to continue to be a specialist service provider to people with autism rather than risk becoming another generalist disability provider.

In making this decision we needed to identify Aspect’s point of difference. Our investment in applied research and our adherence to evidence-informed practice meant that we were well placed as the national knowledge leader in autism. In October 2013 we launched Aspect Practice, our first national initiative, offering workshops, consultancies and internships to share knowledge and build capacity both in the autism and wider communities.

Last year Aspect reached more people than ever before – nearly 10,800 people with autism and their families. We provided services from assessment and diagnosis through to our work with adults with autism. We continued to grow our education program, our largest area of work, through Aspect’s eight schools and nearly 100 satellite classes, while consolidating our work in assessment and diagnosis, early intervention and positive behaviour support. Our financial position remained strong with a Total Comprehensive Income of \$1.50m and an underlying operating result including capital of \$1.16m.

As we shift to this market-driven approach we have become ever more conscious of focusing on the needs and wants of people with autism and their families and assisting them to access the services they want as quickly as possible. We have strengthened our customer-focus when people contact us through the website or on the phone. Consequently, we rebuilt our website to focus on user experience, and we launched our new logo and branding to reflect and promote our focus



on being passionate, positive and creating opportunity. The new site is still in its infancy but since its launch in October up until the end of 2013 it had already had over 5,000 more hits than for the same period in 2012, taking it to over 80,000 hits in three months.

Aspect was one of the 12 Essential Participants in the successful bid to the Australian Government for the first Autism Cooperative Research Centre (CRC). Launched in October 2013 the CRC has \$100 million worth of funding for world-class research on autism for a period of eight years. It places Australia on the international research stage for autism and provides Aspect with a new avenue through which to make a contribution both in research and in its implementation in the service sector.

Another highlight for 2013 was our staff Voice Survey where for the first time we scored over 80% in both the major areas of staff engagement and the staff's view of Aspect's progress in fulfilling its purpose. The level of strategic change implemented last year would not have been possible without the strength and confidence Aspect has in its extensive operational capacity, its outputs and its outcomes which have such a positive impact on the autism community.

Finally, Aspect made a noticeable contribution to the biennial Asia Pacific Autism Conference in 2013 (APAC 13) co-auspsiced by the Australian Advisory Board on Autism Spectrum Disorders and Autism South Australia with 17 presentations by Aspect staff – the largest number by any one organisation. We also played a key role in a national initiative to support young people with autism – The

Future Leaders. This initiative inspired by Judy Brewer provided new momentum to APAC and was highly motivating for the autism community. Aspect was proud to be part of this important initiative.

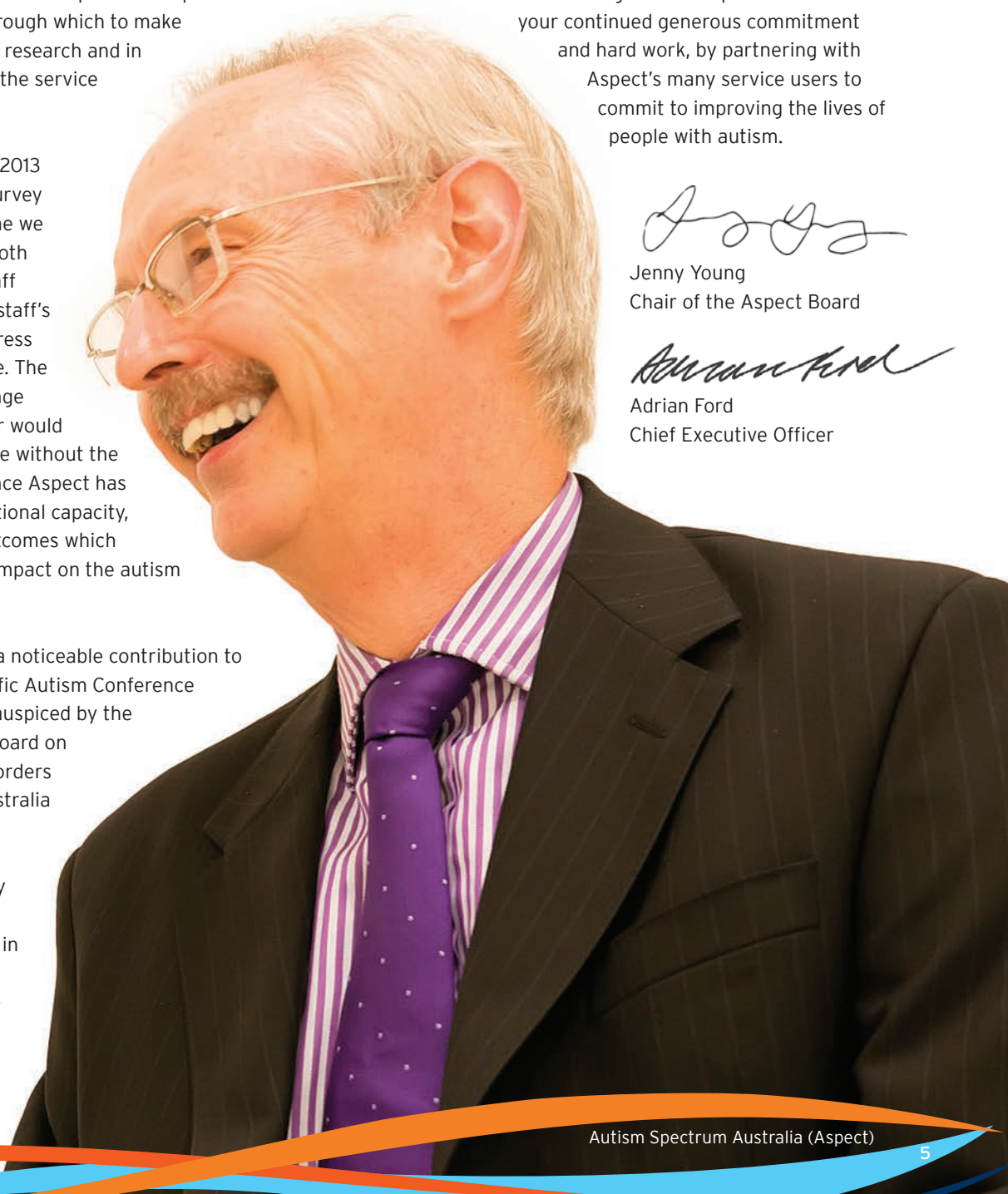
In conclusion 2013 set the foundation for the continued development of our market-focussed capability in 2014 as the disability market place becomes increasingly customer-driven. We remained true to our mission, focussed on the best opportunities for people with autism spectrum disorder, their families and their communities. Thank you to Aspect's Board and its committees along with all Aspect staff for your continued generous commitment and hard work, by partnering with Aspect's many service users to commit to improving the lives of people with autism.



Jenny Young
Chair of the Aspect Board



Adrian Ford
Chief Executive Officer



Disability in Australia

In an Australian population of just over 23 million people, more than 4 million people or 20% of the population have a disability. A disability is any condition that restricts a person's mental, sensory or mobility functions; it could be caused by accident, trauma, genetics or disease. A disability may be temporary or permanent, total or partial, lifelong or acquired, visible or invisible.

Autism spectrum disorder (ASD) is a lifelong developmental disability that affects, among other things, the way an individual relates to his or her environment and their interaction with other people. The main areas of difficulty are in social communication, social interaction and restricted or repetitive behaviours and interests.

The word 'spectrum' describes the range of difficulties that people with ASD may experience and the degree to which they may be affected. Some people may be able to live relatively normal lives, while others may have an accompanying learning or other disability and require continued specialist support.

2.1 m

people of working age have a disability

90%

of disabilities are not visible

230,000

Australians are estimated to have ASD

1 in 5

people has a disability

1 in 100

people have ASD

4

times more boys than girls have ASD

Highlights

Aspect is an organisation that has much to celebrate, and over the years we have witnessed unprecedented growth and innovation at all levels of the organisation. Today we have the world's largest autism-specific education system across eight schools with close to 1000 students; we support more than 10,000 individuals and families annually; and our research and applied practice is gaining an enviable profile and reputation amongst practitioners.

During 2013 we continued to reach out to our community. Here is a snapshot of the organisation and some of the highlights from the past year:

10,793

people were in
contact with
Aspect

743

staff employed
across 77
locations

5 years

is the average
length of
service for
Aspect staff

87%

was our staff
engagement
score

\$2.3m

raised through
fundraising
including capital
donations

16,502

people
donated to
Aspect

20,000

people
supported
Aspect on
social media

99

satellite classes
were managed
across 46 sites

196

students
transitioned
from Aspect
schools to
mainstream

On your marks!

"An incredibly special
event for the students,
their families and the
whole school community"



Aspect Combined Schools Sports Carnival

Every day Aspect creates opportunities for people to participate in activities that many of us take for granted. One such example was the world's biggest athletics carnival for children with autism – a seemingly impossible initiative when the concept was first conceived six years ago.

Children on the autism spectrum often find over-stimulation and change in routine too much to handle. But Aspect believed deeply in the value of bringing its students together in a spirit of fun and competition – while enjoying a sense of belonging to a broader ASD community.

This year's Carnival was held at the Olympic Park Athletics Centre, Homebush; a perfect venue to showcase the athletic prowess of the hundreds of champions taking part.

More than 650 students, along with parents, carers, volunteers, teachers, school staff and supporters from across NSW, joined us for a day that will live long in our memories.



Scan here to watch
the events from
the day.

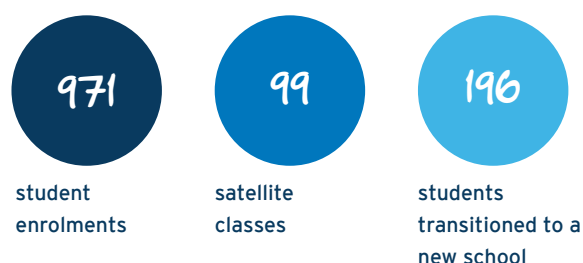
Education

Aspect provides the largest autism-specific education system in the world, operating eight independent schools and nearly 100 satellite classes (classes run by Aspect schools, held in other schools) across NSW and based on the Aspect Comprehensive Approach for Education. Our annual enrolments are close to 1000 students aged from three years and nine months to 17 years. We tailor our learning environments to the special needs of students with ASD, and class sizes are small with a high teacher to student ratio. All classes include a teacher and a teacher's aide and our goal is to help students develop the skills to become as independent as possible.

Aspect Schools

Aspect schools had a total student enrolment of 971 students which is a 10.6 % increase from 2012.

In 2013 we opened a further five satellite classes bringing the total to 99 satellites across 46 sites. New satellite classes were opened at St Peter's and St Paul's Primary School in Kiama and Trinity College in Regents Park. The satellite classes at St Mary's Primary School in Toukley and Clancy College in West Hoxton also added another class to each respective site.



Aspect South East Sydney School successfully relocated its Bourke St unit to new premises at Marrickville Public School which opened in term one, 2014. Due to increasing student enrolments at the NSW Department of Education & Communities (NSW DEC) Bourke Street Public School, the unit was required to relocate to an alternate site. Aspect would like to acknowledge the support of the NSW DEC in making available the new site at the Marrickville Public school.

The Education Outreach service continued to increase its support to mainstream and special schools.

A new *Schools Entry and Exit Continuous Improvement Survey* was trialled during the year and will be used for all students entering or leaving Aspect schools in 2014. The Entry survey is designed to capture expectations of families when children commence school and where they see their child in the future. The Exit survey examines if parent expectations were met from the Aspect school program. Outcomes from the surveys will inform improvements to the Aspect Comprehensive Approach for Education (ACAE) and school service in 2014.

Further improvements to the Individual Education Plan (IEP) were undertaken. They included:

- a Parent and Student Input form which was trialled during 2013. This form allowed families and students to give their input into the IEP meeting. Feedback from staff and families reported the new forms and process were an improvement;
- a new IEP format for teacher programming was trialled in a number of classes across the schools. Family and staff found the changes to be effective. The new IEP format will be implemented across all classes in 2014.

Aspect Comprehensive Approach for Education (ACAE) Self-Review was undertaken in 2013. Each Aspect school worked with a group of staff to complete the ACAE Self-Review and accompanying improvement plan. The ACAE Self-Review is designed to improve the quality of the Aspect educational program and to ensure schools are embedding the ACAE in student programs. The results were collated and improvement plans were developed and then included in school business plans for 2014.

Aspect Education and Aspect Practice were involved in a number of new educational consultancies and collaborations with other education sectors and organisations. They included:

- the fourth project with the Department of Education and Early Childhood Development (DEECD) in Victoria to assist secondary schools to better support ASD students;
- involvement in the South Australian Autism Professional Learning project with a consortium (Flinders University, Autism SA, Aspect and South Australian Education Department) to develop a model of teacher autism training;
- participation in the Treetops Expert Advisory Group in South Australia which is a group of parents exploring the development of a new independent autism-specific school;
- initial discussions with a parent group in Victoria who would like to open a new autism-specific independent school in Melbourne.

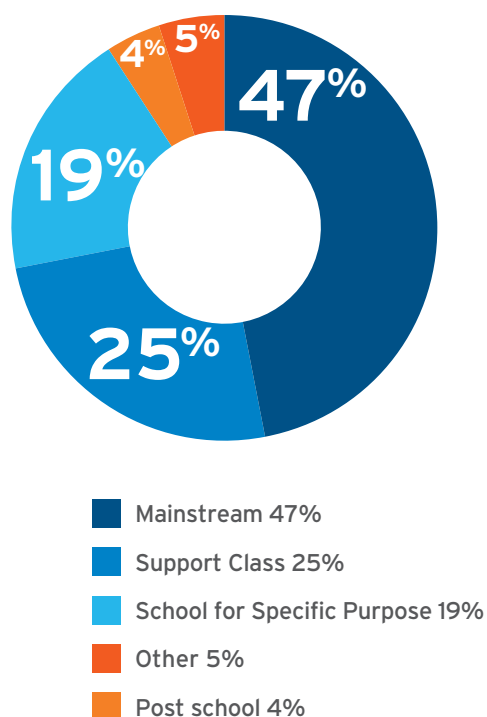
Aspect Education and Aspect Practice have also had initial approaches from the wider Asia-Pacific region (NZ, Singapore, and Indonesia) for support in establishing new autism services in these countries.

In 2013 we developed five new NSW Institute of Teachers Accredited Courses to support teachers of students with ASD and other disabilities in inclusive school settings. This brings the total to 8 Aspect courses accredited with the NSW Institute of Teachers. The new courses include:

- Non Violent Crisis Intervention (NCI) refresher;
- Non Violent Crisis Intervention (NCI) one day course;
- Non Violent Crisis Intervention (NCI) two day course;
- Structured Teaching;
- Positive Behaviour Support.

Aspect schools have a transition-focus aimed at preparing students for educational environments that are not autism-specific. 196 students transitioned (20% of 2013 total Aspect school student enrolments) from an Aspect school to a new school with 70% moving to mainstream or support classes. The decision for a student to transition to a more general education setting

Transitions 2013



is made as part of their Individual Education Plan and a transition plan is developed in collaboration with their families and the new school.



student
consultations
in education
outreach



students
engaged in
over 25 peer
education
sessions



school personnel
attended
professional
development
sessions

Community services

Our community service footprint extends from Northern NSW to Victoria and the ACT and our services connect with people in regional centres as well as rural and remote communities. We deliver a flexible range of best practice community support services and we continue to develop our practice and approach in response to community needs.

Autism Advisor Program (AAP)

The AAP responded to more than 3,500 enquiries and met with 2,097 families. There was a strong regional drive this year with sessions conducted in Broken Hill, Moree, Deniliquin, Albury, Dubbo, Orange, Inverell, Port Macquarie, Taree, Coffs Harbour and South West Rocks, as well as regular services on Far North Coast, Illawarra, Hunter and Central Coast. Both AAP and the Early Days Program sought to increase engagement with Aboriginal families, and a drop-in information day was held in Dubbo, staff attended the Murdi Paaki Aboriginal Regional Assembly in Bourke, and increased involvement occurred with Aboriginal communities and services in Redfern and Wyong.

3,500

enquiries to the Autism Advisor Program (AAP)

1,166

people attended 130 Early Days workshops across NSW

25%

more people accessed our early intervention services in NSW

- Good quality early intervention provides strong foundations for young children with autism and their families. Aspect provided more opportunities than ever before by providing early intervention services to 1,223 people, up from 976 in 2012.
- In partnership with Ageing, Disability and Home Care (ADHC), we launched two small inclusive and innovative programs designed to assist families with young children to use community recreation and sporting activities.
- For the first time, Aspect is working with families with complex needs on the Far North Coast on a one to one basis through our new specialist autism clinic located at Alstonville.

- The Diagnostic Assessment Services team continues to take services to families in regional and rural NSW. This important service helps families on the path to early intervention.
- Aspect continues to create opportunities for families with children and young people with autism to achieve better opportunities by participating in our Positive Behaviour Support workshops which are being rolled out across Victoria.

Early Days

Early Days worked on a joint project with Someone To Turn To working closely with Korean and Vietnamese families, delivering 20 workshops to more than 400 people.

Diagnostic Assessment Team

The Diagnostic Assessment Team undertook 356 assessments during the year and we secured funding from ADHC for the regional assessment service in NSW to continue for a further two years. This program is an important resource for regional families with limited access to specialist assessment service and provides Aspect with an exposure opportunity in regional areas of NSW.

Positive Behaviour Support

365 people and families participated in positive behaviour support programs in NSW compared with 328 in 2012. Recipe for Success workshops continue to receive positive feedback with an 85% approval rating through the Net Promoter Score and the behaviour intervention and adolescent support services continue to make good progress with families from the Blue Mountains, Nepean and North Sydney. The team has also been working extensively with Aspect Practice to increase the range of positive behaviour support resources available publicly with fact sheets, a newsletter and podcast now available through the Aspect website.

Early intervention

Our early intervention services continue to grow and we have achieved positive results across all operating areas. Hunter programs continue to trend upwards and some of this can be attributed to the Early Intervention Readiness Program (EIRP) which supports families with children newly diagnosed with ASD.

We have continued to develop the ACT early intervention team's outreach capability and in the last quarter of the year, we commenced services on the Mid North Coast from Coffs Harbour. We secured continued funding for a further two years for the Early Childhood Development Programs operating in the Macarthur and Riverina regions, and we also secured funding from ADHC for two small innovative and inclusive early childhood programs which commenced late in the year in South East Sydney and on the North Coast.

The new fee for services therapy program on the Far North Coast became fully operational and we saw 211 people in 2013 compared with 45 in 2012 (the start-up year). Eligible users can claim rebates under Medicare or through their health funds. This service has continuing demand and a steady flow of referrals.



people in
Victoria
supported



assessments by
the Diagnostic
Assessment
Team



people and families
participated in
Positive Behaviour
Support programs
in NSW

Aspect Victoria

In Victoria, we worked with 1,140 people. 1,000 people participated in the Victorian Positive Behaviour Support (PBS) program which is now fully operational and we continue to rollout PBS workshops. Performance of the HCWA early intervention services was more modest than expected following a number of staff movements. We are taking action to improve the marketing of early

intervention services, extend geographic reach into more regions and explore different service offerings.

Someone To Turn To

Someone To Turn To held 5 workshops reaching more than 60 families of young women with ASD.

Aspect sponsored 8 young people with ASD to participate in the Future Leaders Program as part of Asia Pacific Autism Conference 2013 (APAC 13), this has resulted in further opportunities through speaking engagements, presentations and media articles.



families
attended 5
workshops
held by
Someone To
Turn To



adults with
self-managed
individualised
packages
supported



people attended
Aspect adult
social groups

Aspect Choose & Connect

Aspect restructured the existing adult services program to better respond to the increasing individual-choice and consumer-driven expectations within the sector. This new service is known as Aspect Choose & Connect and is a direct response to the changing disability landscape in NSW.

It will allow Aspect to better compete as a provider with the introduction of the NDIS. Programs are co-designed with participants and families to ensure that we provide the greatest opportunity to enable people to achieve their goals on a daily basis and for the future.

Aspect continues to support 5 adult social groups with new groups established through UTS at Camperdown, on the Central Coast and at Penrith. Overall more than 650 people attended these groups with an average monthly attendance of 20 people per group.

Mission possible

"A fun mission
that cracks
the code on
friendship"



Scan here to watch
the Secret Agent
Society in action.



A model approach

A unique component of Aspect's approach to education is our ability to trial and assess specific programs with students within the classroom. Our commitment to research has enabled us to evaluate a number of interventions with the aim of developing positive strategies that can be included within our day to day practice. We are now in a position to build a model class program that sees each Aspect school with a team of specialist staff and associated resources that is able to demonstrate these interventions to others.

One of the model classes is focused on developing the social skill and emotion-recognition skills of students with ASD through the use of a program called The Secret Agent Society. The program was trialled across Aspect schools as part of an Australian Research Council Linkage Grant in collaboration with the Brain & Mind Research Institute at Sydney University. This model class is located at Aspect's South East Sydney School.

With the help of fun social skills games including a multi-level computer game, role-play based board game and social skills books, this computer based social skills program teaches children how to identify simple and complex emotions in themselves and others.

Creating opportunities through our supporters

Last year Aspect raised \$2.32 million through appeals, regular giving, community fundraising, major gifts, bequests, trusts and foundations and corporate contributions. This result is testimony to the strong partnership we have with our supporters and helps to ensure that we can provide the best opportunities for people with autism.

Our relationship with donors and supporters was evident in 2013 when we were recognised in the AMR Charity Reputation Index as the 14th most trusted charity in Australia. This significant achievement confirms the faith of our supporters in Aspect as reputable, innovative and transparent in our governance. In 2013 we were supported by more than 16,500 individuals, groups and organisations.

Our fundraising approach is based on building a positive relationship with the people who support us. By fostering trust, confidence and seeking mutually beneficial projects, we ensure that our supporters continue to be with us as we work to make a difference in the world for people living with autism, and to leave a long-term legacy for our community.

Individuals

We are very grateful to the 16,500 individuals who supported us during 2013 with a donation. No matter how large or small the gift, each one of these generous supporters has played a vital role in ensuring we can continue to offer the best possible opportunities for people living with autism.

Regular givers

We are pleased that our regular giving program continues to grow, and in 2013 our circle of regular givers reached nearly 1,200. Thank you to these wonderful individuals who allow us to plan for the future by committing to a fortnightly or monthly donation.

\$2.3m

income
through
fundraising

16,500

people
supporting
Aspect

368

community
fundraisers



Community fundraising

368 generous supporters put up their hands to raise funds on our behalf in 2013. From the City to Surf to trivia nights and walkathons, together these supporters raised \$944,000.

Events

Thank you to our Board members past and present who give up their time to help make a success of our events each year. In 2013, our Celebrity Golf Day, run by past Board member David Epper and his team at Accident & Health, was the most successful ever. Our Comedy Night, supported by Andrea and Peter Werner, was another fantastic event with hilarious comedians, great food and fun times while raising much needed funds.

Trusts and Foundations

Aspect is grateful for the generous support of 35 philanthropic and corporate trusts and foundations in 2013. This valuable source of funding helps to cover the cost of the many and varied elements our programs require to ensure our work continues.

Corporate support

We are committed to developing long-term, mutually beneficial partnerships with companies that share our vision of the best opportunities for people with autism or other disabilities. In 2013 we had support from 58 companies for a diverse range of programs including providing sponsorship for students in our schools and our annual siblings camp.

We have thousands of stories that illustrate just how our supporters' time and money is important and how it has made a difference. Together our 16,500 supporters have created something wonderful for so many during the past year. Thank you for making this possible.

35

philanthropic
and corporate
grants
received

1,200

regular donors

14th

most trusted
charity in
Australia

Our donors & supporters

We are so grateful to you all for your amazing generosity and the difference you have made. Without your support we simply could not provide many of the life changing services we offer to people with autism and their families. Thank you!

Legacies

Estate of George Alistair Roberts
Estate of Hugh Edward Bignold
Estate of William George Magill

Platinum

Accident & Health International Underwriting
Andrew Taylor Management
ASX Thomson Reuters Charity Foundation
Creative Footprints Group
Dee Why RSL Club
John Doyle AM
David Epper OAM
Estate of Kathleen Breen
Greater Charitable Foundation
Joe Hachem Invitational Poker Tournament
Kenneth & Peter Gibbs Foundation
P & F South Coast School
P & F South East Sydney School
P & F Vern Barnett
Salmat
Peter & Andrea Werner
Woodend Foundation

Gold

2CH Massey Park Social Golf Club
Aberdeen Asset Management Charitable Foundation
AMP Foundation
George Andrews
Athanase Yenibis Foundation

Christian & Donna Boughton
Canterbury Hurlstone Park RSL Club
Catlin Australia Pty
Chatswood RSL Club
Commercial Club Albury
Commonwealth Bank Community Fund
Barbara Cummins
De Bortoli Wines
Emirates
Energy Australia
Shane & Michelle Finlay
Gandel Charitable Trust
Patricia Gibbs
Golden Stave Foundation
Illawarra Catholic Club
Inner Wheel Club of Wollongong Inc
Judith A Johnson
George & Carla Kazzi
Gregory Knowles
Lend Lease Foundation
Liangrove Foundation
Macquarie Group Foundation
Michael and Mary Whelan Trust
Optus
P & F Central Coast School
P & F Hunter School
P & F Macarthur School
P & F Western Sydney School
Parramatta Leagues Club
Phyllis Connor Memorial Trust
Greig Pickhaver

Kathleen Pigram
Pont3
Ramm Botanical
Rotary Club of West Albury Inc.
Sarah Middleton Foundation
Vanessa Swilks
The Bluesand Foundation
The Good Guys Bankstown
The James N Kirby Foundation
The R A Gale Foundation
Westfield Kotara
West's Ashfield Leagues Club
Woonona Womens Bowling Club
Xstrata Coal (NSW)

Silver

Alfieris Foundation
AMP Services
The Association of Bhanin El-Minieh
Rob Anderson
Steven R Anderson
Aristocrat
Artarmon Masonic Hall Company
Anne Athanasi
Australian Order of Old Bastards
Maxine Baird
Carrie Baldwin
Bellambi Blue Bottles Swimming Club
Belmont 16 Foot Sailing Club
Ralph Bierbaum
Peter J Black
Brimbank City Council

Steven Brydon	Patrick M Jones	Rebel Sports
Marc Buman	Killymoon Inv	Ritchies Stores
Burwood RSL Club	Rachel Laidlaw	Ken Robbins
Cabramatta Rugby League Club	Christopher Lee	Rotary Club of Albury Inc.
John Cambridge	Lions Club of Woonona	Rotary Club of Newcastle Inc.
Camden Council	Harry C Loughnan	Rotary Club of Terrigal
Dave Capill	Meryll Macarthur	Ryde-Eastwood Leagues Club
Dan Casey	Grant Maguire	Charlie Sleiman
Central Coast Leagues Club	David & Claudia Maher	Robert A Small
Cessnock Rugby League Supporters Club	The Marian and E.H. Flack Trust	Stephanie Alexander Kitchen Garden Foundation
Timothy Chambers	M Martin	Camellia Strong
Chester Hill - Carramar RSL Club	Rania Megally	George & Jazelle Tabbiche
Trevor Clark	Anita Millard	Kevin Taylor
Timothy Cohen	Levi Morandin	Terrigal Trotters Incorporated
Colette	Pam Morris	Anastasia Terzis
Geoffrey Cowell	Mosman Public School	Ulladulla Guest House
Dee Why Grand Retail	Mt Thorley Workworth Lodge	University of Wollongong
P & M Devlin	Peter Nelmes	Simone Van den Berg
Dooleys Lidcombe Catholic Club	John Nevin	Rene Vandervaere
David Down	Rebecca Nevin	Carrie Vernon
Doyles Creek Mining (NuCoal)	Cornelis Nieuwendyk	West Engadine Pharmacy
Earlwood-Bardwell Park RSL Club	North Ryde RSL Community Club	Western Sydney Historical Truck Club
Ernst & Young	Jenny O'Brien	Westpac Community Involvement
Adrian Ford	Colin O'Neil	The Westport Club
John & Catherine Forster	Oroton Group	Pamela Whitehead
Troy Gillard	Mary O'Sullivan	Beverley Whitehouse
L Glynn	Ford Civil Contracting	Winnings Appliances
Golden Gown Foundation	Petra Capital	Chris Wong
Alan Gordon	Pioneer Fitness	Karla Zolshan OAM
Gary D Gould	Pittwater RSL Club	Tom & Sonia Zorgios
Bruce Gunter	Timothy & Kerrie-Ann Powell	
John Heathers	Price Waterhouse Coopers Newcastle	
Hornsby RSL Club Limited	The Quill Club	
Geoffrey A Hyde	Quota International of the Leisure Coast Inc.	
Emir Jaha	Trina Rambaldini	
Brian Johnson		

Aspect Strategic Plan 2014-2016

The Strategic Plan charts the course for Aspect for the ensuing three years. It is our commitment to monitor the Plan at its Board meetings, Executive meetings and management network meetings to ensure that the Plan is being implemented. Any changes which impact on the Plan are progressively factored in. The Plan as a whole is reviewed annually and stepped out one more year so that the Plan always operates on the basis of a three year period.

Aspect's ability to engage and build strong ongoing relationships with our stakeholders is integral to our success. Knowing what our stakeholders want and expect from us is an important focus in our planning and assists us to develop winning strategies in order to gain a competitive advantage, within an increasingly competitive environment.

Aspect's four key stakeholders are:

- people with ASD and their families
- governments
- donors and supporters
- Aspect's staff including employees and volunteers

Aspect's strategic planning process combines two methodologies – Geoffrey Kiel's model 'The Strategic Board', and Graham Kenny's 'Strategic Factors'. By combining these two approaches we have a planning cycle that sharpens our strategic focus and strategic priorities while at the same time enabling the business to be nimble and responsive by incorporating up to date analysis and data on current market trends.

Our planning cycle incorporates:

- a strategic audit;
- the development of key Strategic Directions for a three year period;
- a Strategic Plan that is organised by key stakeholder and organises strategies and actions that ensure stakeholder expectations are met;
- a business plan that informs the budget;
- a set of key performance indicators that are measurable and provide a clear indication on how the business is performing across a range of areas.

This whole process occurs on a rolling three year cycle and enables Aspect to set strategy, measure performance and respond to a changing environment.

In 2013 we set 143 specific actions in the Business Plan. 104 (73%) were 90% or more complete by the end of the year, with most of these being 100% complete. Of the remaining 39 actions:

- ten actions were in the 75% to 90% complete range;
- eight actions were in the 50% to 75% complete range;
- three were ongoing and very difficult to quantify in any useful way;
- three were no longer applicable or relevant because of decisions by the Board;
- three related to the rollout of the Optus data project which was more complex and took much longer than expected; and
- five related to governments not making funding decisions in our favour.

The Strategic Plan for 2014-2016 has been developed based on the Strategic Directions on the adjoining page.



specific
actions in the
Business Plan



of actions were
90% or more
complete by
the end of the
year



stakeholder
groups

Aspect's Vision

The best opportunities for people
with autism or other disabilities

Aspect's Strategic Directions 2014-2016



Be person-centred and family-focused

Measuring success
by the outcomes
achieved by users



Reach more people in a changing education and disability market place

Increase the number of student
places in our schools and the
number of students assisted by
education outreach services

Grow the number of service
users in our services

Promote Aspect's profile
and reputation



Strengthen Aspect's workforce

Have an effective
highly engaged
workforce



Improve Aspect's capability, sustainability and resourcing

Drive competitive advantage
through our national initiative
Aspect Practice

Demonstrate innovative
growth in capital, people
and fundraising

Aspect's 2013 Strategic Issues

- Use the opportunity of a rapidly changing external environment to further advance Aspect as a high quality service provider, primarily focused on people with ASD but also reaching out to people with other disabilities
- Succeed in a very competitive environment as the sector moves to individualised funding models for people with a disability by getting individuals with ASD or other disabilities and their families to choose Aspect as their service provider
- Ascertain and make certain of the resources for growth and change with particular reference to staffing, funding, capital resourcing, systems and processes

Aspect Practice

Autism practice that works

In 2013 Autism Spectrum Australia launched Aspect Practice, our first national program and one of the cornerstones of our Strategic Plan to extend our national reach. Aspect Practice brings together Aspect's research and evaluation, evidence-informed practice, consultancy, workshops, publications, conferences, journal papers, fact sheets and research updates. It aligns with Aspect's strengths – its practice capability informed by our experience and research. It also aligns with the needs and wants of the autism community. People in the autism community want research outcomes and evidence-informed practice that can make a difference now to their everyday lives.

Through Aspect Practice, we share our evidence-informed practice grounded in applied research in workshops and consultancies around Australia with people with ASD, their families, communities and organisations committed to improving the lives of people with autism. We also work closely with other organisations as partners to build expertise and capacity so that the best evidence-informed practice can be made available to as many people as possible.

33

external research projects reviewed and approved by Aspect Research Approvals Committee

6

CRC projects involving Aspect

4

states where workshops were held

11

consultancy proposals in Victoria, NSW, South Australia and New Zealand

2

papers published in international journals

1

book published

Positive Partnerships

Aspect is the lead agency for the Positive Partnerships project. This Commonwealth Department of Education funded project is run by a consortium of partners from Aspect, Autism SA, Autism Queensland and Flinders University. The consortium is called Partnerships between Education and the Autism Community (PEAC).

Positive Partnerships aims to support school age students on the autism spectrum through training teachers and supporting parents to navigate the education system. In 2013 it delivered workshops and information sessions across Australia to 1,891 parents/carers and its Professional Development Program to 1,021 teachers and other school staff.

36

organisations represented at Positive Partnerships State/Territory Planning Groups

250

personnel from community organisations attended parent/carer workshops

MOU

signed with First Peoples Disability Network - Australia

1021

teachers, leaders and school staff attended professional workshops

1891

parents, carers and extended family attended parent/carer programs

193

parents and professionals participated in national webinars

367

parents completed online courses

31

professional workshops were held

60

parent/carer workshops were held

Leaders of the future

In preparing for the 2013 Asia Pacific Autism Conference held in Adelaide, Judy Brewer and Meredith Ward, two of Australia's leading advocates for people with ASD, had the dream of bringing together a group of young people with autism who would be supported and mentored to fully participate in this significant biennial event. The project became known as Future Leaders bringing together young adults from across Australia.

Aspect committed to this important project by actively participating in the preparation phase leading up to the conference and by sponsoring 9 of the 23 participants aged 18-30 at the inaugural Future Leaders Program.

Young Australians with autism have enormous potential and yet so often do not have the opportunity to have a say about their lives, despite having the ability and desire to do so. The Future Leaders Program was developed to support young people to participate and give them an opportunity to express the lived experience of ASD to a wider audience.

The program was a huge success and for many was the highlight of the conference. Watching these 23 young people flourish over the course of the conference was an honour and seeing the leaders engage and interact with internationally renowned speakers so confidently and passionately proved that the initiative had achieved its purpose.



Hear me roar

"I got the eye of
the tiger, a fighter,
dancing through the
fire, cause I am a
champion and you're
gonna hear me roar"



Our people

Aspect's strength lies in the passion of its people and our continued success as an organisation is intrinsically linked with the skills, passion and experience of the people who work with us. We value, respect and promote the diversity of our team as we believe this can lead to new insights and new thinking about our approach and our work.

In 2013 we enjoyed many highlights and the Voice survey overwhelming showed that our people like and feel a great sense of accomplishment from working at Aspect with 97% of people telling us that they love what they do. We believe our work makes a difference and we offer a career that is exciting, challenging and rewarding for the people who choose to work with us. As an employer we are committed to working together to ensure the best possible opportunities for the communities in which we operate.

97%

of staff love their job

87%

was our staff engagement score

12.3%

is our turnover rate

84%

of our workforce are women

26%

of our workforce are men

73%

of staff work in education

People Strategy

During 2013, Aspect embarked on a strategic Human Resources review to assist us in becoming a mission-based market-driven organisation in readiness for the implementation of the National Disability Insurance Scheme (NDIS). The recommended actions arising from the review addressed three broad areas that align with Aspect's values:

1. Establish a value-adding Human Resource team,
2. Continue to invest in Aspect's Leadership and Culture, and
3. Promote 'One Aspect'



Progress has been achieved against all three areas and this will continue into 2014. Some of the key initiatives started in 2013 include:

- establishing a new HR Business Partnership service providing strategic support to a portfolio of Aspect business units;
- retaining Human Resource specialists that are able to inform and advise the organisation on Work Health and Safety and Industrial Relations matters;
- investing and streamlining Aspect's recruitment processes and support to hiring managers with recruitment assignments. Scoping requirements for an e-recruitment system and soliciting vendor proposals has also commenced;
- the HR team is working with Principals to review the role and position profile of Learning Support Team staff in Aspect schools;
- a Code of Conduct online module has been developed and this is complemented by a booklet and updated policies. The booklet and module were distributed to all staff and we hope to achieve a 100% completion rate by early 2014.

89%

of staff believe in
person-centred
practice

84%

of staff feel
Aspect's future
is positive

Green

scores in Passion,
Engagement and
Progress

26%

of staff have
been with
Aspect for
more than 5
years

72%

of staff are aged
between 26-50

37

of staff have
worked at
Aspect between
10 and 25 years

Aspect's executive

Aspect's executive team is responsible for the development and implementation of the organisational strategy and leads more than 850 staff to progress Aspect's vision and deliver on the strategic objectives of the organisation. The executive team consists of:

- **CEO, Adrian Ford;**
- **Director, Community Services & People, Mark Schlosser;**
- **Director, Education & Senior ASD Research Consultant, Dr Trevor Clark;**
- **Assistant Director, Education – Aspect Schools, Elizabeth Gadek;**
- **Chief Financial Officer, Ian Skinner;**
- **Director, NDIS Ready, Communication and Marketing, John Kelly;**
- **Director, Aspect Practice & Research Leader, Dr Debra Costley (October 2013);**
- **Assistant Director, Aspect People & Culture, Michelle Feros (February 2014).**

The executive promotes Aspect's vision and mission and ensures that we continue to be passionate about people, about being positive and what's possible. The executive team is the primary executive management body at Aspect. Its role is to determine matters, or make

recommendations to the Chief Executive and through the Chief Executive to the Board, regarding the direction and operations of the organisation. The members of the executive team, individually and as a committee, support the Chief Executive to lead, direct, coordinate and control the operations and performance of Aspect.

The work done previously in developing Aspect's vision, mission and values provided the springboard for our strategic discussions in preparing the new plan covering the years 2014 to 2016. This plan contains four key strategic directions, being:

- be person-centred and family-focused;
- reach more people in a changing education and disability marketplace;
- strengthen Aspect's workforce so that it is effective and highly engaged with Aspect's vision, mission and values; and
- improve Aspect's capability, sustainability and resourcing.

These four directions will guide Aspect's business plan and inform Aspect's key performance indicators. The executive team will take ownership in developing the business plan and will implement strategies that will deliver the organisation's functions and effectively manage the available resources.



Voice survey

In May/June Aspect undertook the 2013 Staff Engagement Survey. The survey shows that Aspect continues to enjoy a high level of staff Passion/Engagement with this year's score of 87% being equal to the highest we have achieved in 10 years of doing the Voice survey. We also achieved one of our highest ever scores on Progress (83%) and it is the first time we have achieved "green" for both Passion/Engagement and Progress.

In 2013, survey results overall at Aspect seem to be recovering and even returning to the strong levels of 2009, after a decline in 2011. With the exception of 2009, it is heartening to see that the general trajectory of most categories since 2003 has been a positive incline.

Aspect generally performs better against the average of other not-for-profits, disability organisations and all industries, according to the survey benchmarking data. Primary childhood education is the only benchmarking average which is higher in most, but not all, areas. The results show only two areas that are in the red zone - technology and career development. While career development has improved on previous years, technology has declined and the low performance of both warrants further attention.

The gap analysis illustrates that there has been good progress in all the areas of concern identified in 2011 and highlights only two areas, leadership and recognition, for priority this year. Having so few categories where performance is low relative to importance is a major success for Aspect.

Elizabeth Hoyles fellowship

Each year, we award the Elizabeth Hoyles fellowship, named after a former teacher at the Aspect Vern Barnett School, to one of our staff members, for research or a project which will benefit Aspect or the broader ASD community. The award provides financial support of up to \$5,000 and the successful Fellow may take up to 3 weeks Special Leave to take up the fellowship.

In 2013, Caroline Mills of Vern Barnett School and the Positive Behaviour Support team was awarded the

Elizabeth Hoyles fellowship. The title of Caroline's proposal is 'Classroom based sensory processing intervention for school aged students with autism spectrum disorder'. This project is particularly important due to the pervasive use of sensory programs in schools, based on little or no empirical research. Aspect has the chance to be at the forefront of another important area of research and development for people with autism.

Aspect staff code of conduct

During the year, we reviewed the Aspect staff code of conduct and after extensive consultation, issued a new code. Because we are passionate about people, about being positive and about what's possible, we know that Aspect's people are the key to our success. So our new staff code of conduct sets out a charter of Aspect's commitments to staff as well as setting out the expectations of staff. These commitments include clear, visible leadership to give staff a sense of direction and purpose; a focus on continuous improvement to make working with Aspect even better; opportunities for growth and career development and to work collaboratively with other staff; a culture of honesty, transparency and pride; a commitment to equal opportunity; and a healthy, safe working environment.

Learning and development

During 2013 our learning and development program focused on developing more on-line resources for use across Aspect and to support key Aspect-wide initiatives. With increasing focus on good practice positive behaviour support (PBS) across Aspect, Aspect People developed an on-line 'Foundations of PBS' course with four learning modules. These are now being used across the organisation. On-line programs to support the introduction of the new Staff Code of Conduct and a short course on the Aspect Comprehensive Approach were also completed.

Learning and Development was instrumental in initiating and then supporting a review of Aspect's non-violent crisis intervention program (NCI) which is used by all staff working with children, young people and adults who have autism. This important review led to changes in the way Aspect trains staff in NCI and better integration with our PBS program.

Reasons to say thank you

Our supporters provide unlimited opportunity every day and never more so than in the case of Sierra, a little girl with a passion for dance.

Just two years ago Sierra was struggling with her behaviour and environment. Today, after several years of intensive support and specialist therapy funded through our supporters, Sierra has started school and discovered a passion for ballet, jazz and tap. She loves to dress up and practice her moves and mum Nicole is thrilled with Sierra's new found confidence.

Recently Sierra celebrated a very special birthday with school and dance friends which before would not have seemed possible. This is just one story of many where our 16,500 supporters have changed lives.



Scan here to watch
more of Sierra's
story.





Dancing Princess

"Without the generous support we receive Sierra may never have found her dancing feet."

Aspect Governance Statement

This is an extract from Aspect's Corporate Governance Statement. This extract outlines the key areas and responsibilities of the Board and Executive in setting the strategy and direction of Aspect and in managing and controlling the organisation. Please visit the Aspect website - autismspectrum.org.au - for the full version of the Corporate Governance Statement.

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

Membership

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

Role of the Board

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

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

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

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

The authorities retained by the Board are:

- the appointment, evaluation and remuneration of the Chief Executive Officer;
- material transactions not in the ordinary course of business of Aspect;
- the approval of the Strategic Plan and the operating and capital budgets;

- the development, refinement and approval of Aspect's vision, mission and values;
- preparing and approving Aspect's regulations;
- approval of Aspect's statutory accounts including the Directors' report;
- insurance policy renewals for Directors and Officers insurance;
- ensuring appropriate performance of, and undertaking ongoing due diligence with, Aspect's external auditors.

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

Role of management

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

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

Meetings of the Board and their conduct

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

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

The review of Board performance

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

The review of Board performance includes an assessment of:

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

Board Committees

The Board has established a number of Committees to assist in the execution of its responsibilities. These Committees recognise that some areas of Aspect's activities require more concentrated effort and specialist skills and are an efficient use of Board resources.

They do not abrogate any Director from his/her responsibilities and Committees are obliged to properly inform the full Board of their activities.

Each Board Committee is chaired by a Director. At least one other Director must sit on each Committee. Committee membership must be approved by the Board. Directors and external individuals invited by the Board to sit on the Committee are members of the Committee and have a right to vote on matters considered by the Committee, while members of staff who attend and provide advice to the Committee do not have the right to vote on any matter.

Committee meetings are to be conducted using the same meeting procedures as are provided for the Board in the Constitution, for example, a quorum for a Committee is 50% of its members. An exception to this rule is the Finance & Audit Committee where a quorum of three is required and all decisions of the Committee must be unanimous.

At present, the Board has three Committees:

- Finance & Audit Committee;
- Research & Innovation Committee;
- Nomination & Remuneration Committee.

In addition to the above committees, the Board has established a Strategy Group comprising at least four Board members, community representatives and the Executive. The group provides advice on Aspect's high level strategy and its execution to the Board and management, meeting five times each year. It is co-chaired by one of the Board Directors and the Chief Executive Officer. Appointments of all members to the Strategy Group are approved by the Board. It operates more as a workshop than as a formal Board Committee.

Key financial processes

Aspect's financial year is the calendar year. The operating and capital budgets are prepared for the coming year for presentation and approval at the December Board meeting based on the recommendation of the Finance & Audit Committee. The budget process aims to fully engage the directors and managers of the service groups so that the budgets can be signed off by all levels of management.

Budgets are prepared in the context of improving Aspect's financial sustainability. Measurable targets are set annually as part of the budget parameters and include such matters as the net contribution by services, the net contribution by Relationship Fundraising, cash on hand, the current ratio and the Strategic Reserve.

Monthly reporting of budget versus actual for each service is provided to the relevant manager within ten

(10) working days of month end. Meetings to discuss the results and forward action plans are held and documented within fifteen (15) working days of month end.

Budgets are reviewed twice a year and updated to reflect YTD results and expectations for the Year to Go. Management agreement is documented for any revised budgets. The budget reviews are completed during April and September.

Monthly reporting by Finance to the Finance & Audit Committee is delivered on time and completed four (4) days prior to meeting dates. Management account reporting incorporates the relevant outcomes and forward plans as agreed with the managers in monthly budget meetings.

Internal review visits to the service locations are undertaken by Finance as scheduled and exception matters are followed up and resolved.

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

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

Corporate risk management

The Board is responsible for monitoring and reviewing Aspect's Corporate Risk Management activities. To assist the Board in this role it has delegated management of the task to the Corporate Risk Management Committee chaired by the Director, Community Services & People.

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

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

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

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

Continuous improvement

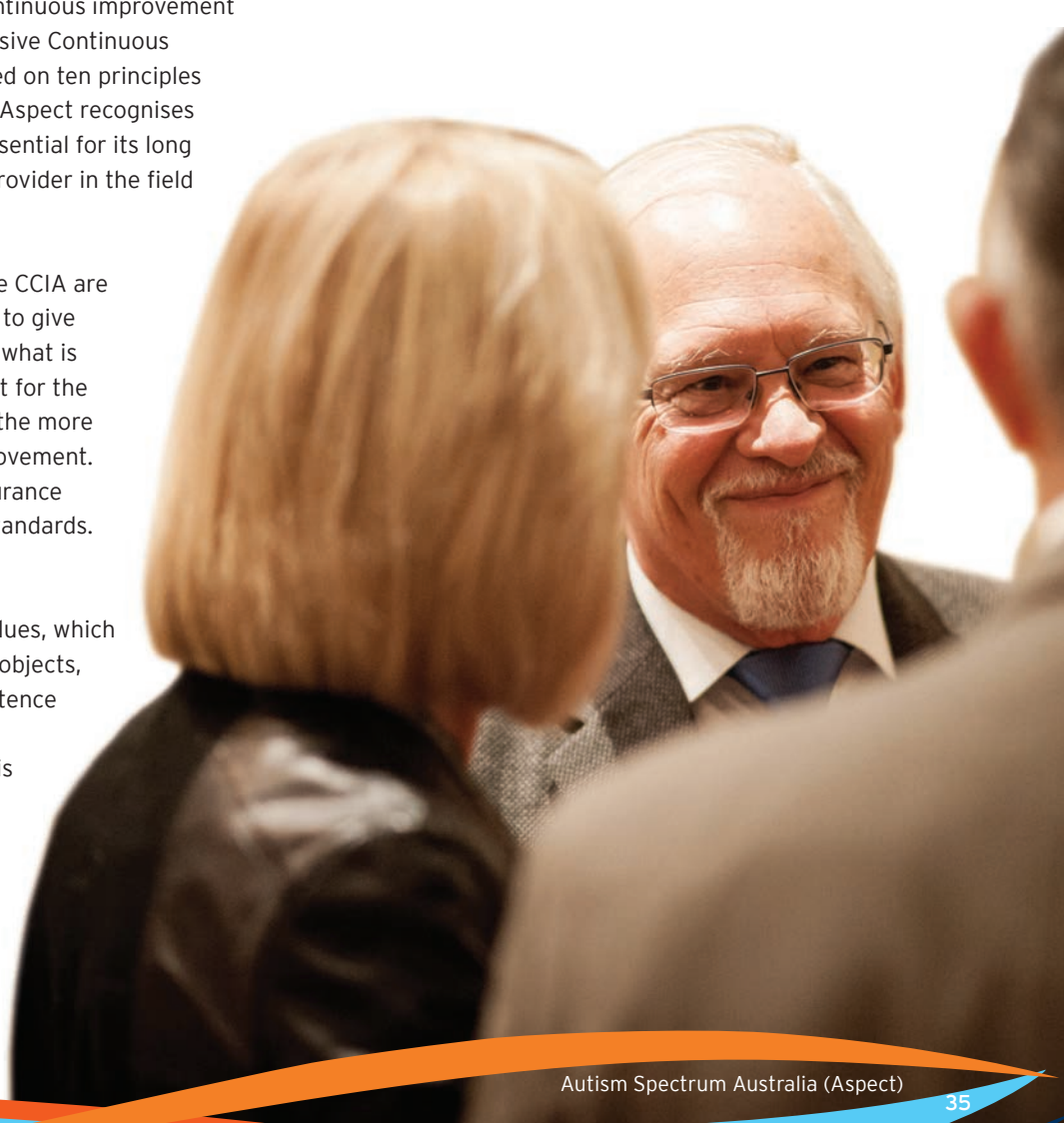
Aspect has developed a specific continuous improvement approach known as the Comprehensive Continuous Improvement Approach (CCIA) based on ten principles that apply across the organisation. Aspect recognises that a commitment to its CCIA is essential for its long term success as a leading service provider in the field of autism spectrum disorder.

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

1. Aspect's vision, mission and values, which are based on its constitutional objects, provide the reasons for its existence and its way forward.
2. Aspect is an organisation that is plan-driven rather than event-driven.

3. Decisions in Aspect are based on an agreed policy framework.
4. Aspect recognises and manages risk.
5. Aspect recognises that the most important resource of the organisation is its staff.
6. Decisions are based on facts and data.
7. Aspect seeks feedback from its key stakeholders.
8. Aspect treats complaints seriously, sensitively and in a timely manner, having due regard to procedural fairness, confidentiality, and privacy.
9. Improvement happens when people who work in the system, work on the system.
10. External auditing is essential.

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



Treasurer's report

Overview

It has been another busy year for Aspect, highlighted by a number of achievements. The surplus achieved in the 2013 financial year further strengthens our financial position to ensure we have a strong business going forward. In 2013 Aspect did not undertake any major building works, and the effect of this was reflected primarily in the lower level of grant and fundraising income compared with 2012.

During 2013 Aspect continued to develop the services it provided. We increased the number of students in our schools by 92 and grew the number of satellite classes by 5 which enables us to provide more opportunities for families. As part of this strategy, we have successfully transitioned the Bourke street campus to Marrickville Public School.

In Community Services we continued to develop our delivery capability and also made some promising progress in servicing Victoria. We are now well into the second Positive Partnerships program which provides an online training portal to teachers, school leaders and other education professionals. Aspect is the lead agency for the PEAC Consortium responsible for delivering this exceptional national program. We are proud to contribute to the provision of effective support and skills to professionals and carers during the school years through Positive Partnerships.

Total Comprehensive Income for the year was \$1.50 million which, although an excellent result, was lower than the 2012 Comprehensive Income of \$4.05 million. The reason for this was that in the 2012 year we were aided by government funding of \$2.25 million in respect of the Aspect Hunter School construction, supported by donations and significant bequests to our fundraising group totalling \$2.6 million. Excluding the net gains from investments, the underlying operating result, including capital from grants and fundraising for the 2013 year, was a surplus of \$1.16 million which reflects the operating efficiency of our services and the continued prudent management of our financial resources.

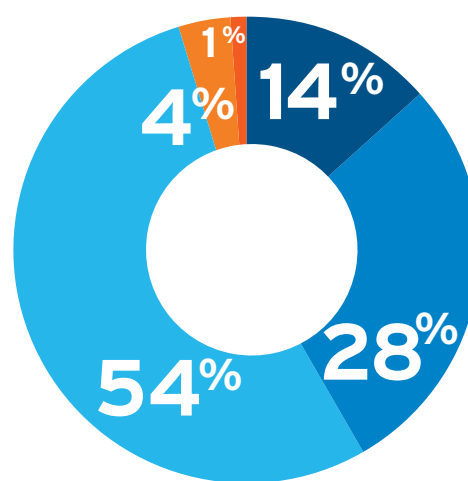
Income

Total income for 2013 was \$61.18 million (Graph 1), an increase of 7 per cent over the prior year. Government funding continued to be the major source of income for Aspect representing 81% of total income which is consistent with 2012. The increase in income was mainly due to growth in school enrolments and related salary subsidies and grant income, and increases in fee for service income.

Total fee for service provided \$8.33 million (\$6.10 million in 2012) which accounted for 13.5% (11% in 2012) of all income received. This reflects a continuing focus on providing additional services, particularly through the Community Services business.

Graph 1: Total income

Source of funds



- Fee for Service \$8.325m*
- Federal Govt \$17.234m
- State Govt \$32.739m
- Fundraising \$2.319m
- Other \$566k

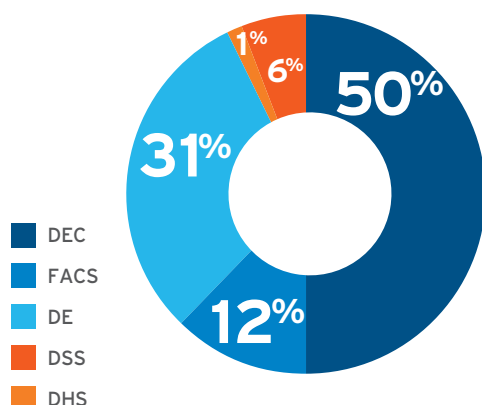
* (includes \$1.4M of DSS funding)

Government grant income increased by \$4.5 million which primarily reflected the full year effect of the Positive Partnerships contract in 2013 (\$2.3 million) as well as the increased level of the teacher subsidy, due to the increase in teachers across the school network and expected increases in salary levels.

Gross fundraising income for 2013 of \$2.32 million was \$2.50 million lower than 2012. The 2013 result did however exceed budget which took into account the non-recurring impact of the level of bequest income and the level of grants and donations that supported the construction of the Aspect Hunter School in 2012. We were grateful to have 16,500 donors during the year, an increase of 11% over 2012. Fundraising continues to represent a vitally important part of our income as it allows Aspect to provide services that are either not funded by government, or where the costs are not fully met.

Graph 2: Source of government funding*

Government funding



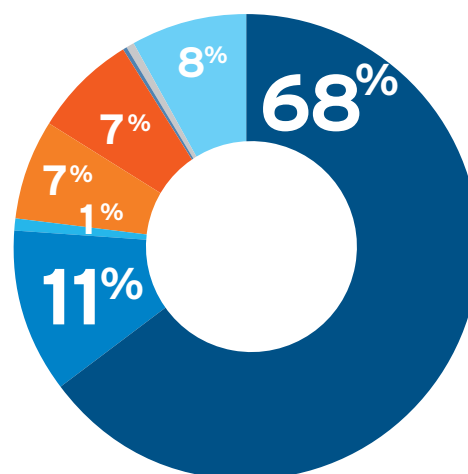
Expenses

Expenses increased by 13% over the prior year to \$60.02 million (Graph 3) which reflected the increase in services offered by Aspect. Each business unit was focused on its cost base and managed expenses closely to take account of revenue variations.

By group, Education & Research accounted for 65% of total expenses which was consistent with 2012. There

Graph 3: Total expenditure

Where the money was spent



Education	\$38.890m
Community Services	\$6.802m
Relationship Fundraising	\$596k
Central Office	\$4.134m
Positive Partnerships	\$4.359m
Investments & Loans	\$206k
Aspect Practice	\$282k
NDIS Ready Communication & Marketing	\$4.755M

was a change in the allocation of research costs from Education and Research to the new Aspect Practice unit, although this had a negligible impact in 2013.

By expense type, salary costs were \$48.77 million which represented 81% of total expenditure, compared to 82% in 2012. All units managed their staffing levels to take account of the demand for services. Administrative costs for 2013 were \$4.99 million which was 8.3% of the total expenses (8% in 2012).

*NSW Department of Education and Communities (DEC), Australian Government Department of Education (DE), NSW Family and Community Services (FACS), Australian Government Department of Social Services (DSS), Victorian Department of Human Services (DHS)

The overall total of 'other expenses' excluding employee expenses increased from \$9.55 million in 2012 to \$11.26 million in 2013. Consultants represented the highest non-salary expense and increased from \$1.0 million in 2012 to \$1.6 million in 2013. Consultant expenses are included in the services expense line and predominantly relate to the engagement of facilitators and learning specialists for workshops in the Positive Partnerships program. The increase largely relates to the full year effect of this contract that commenced during 2012.

Capital expenditure in 2013 was \$0.71 million compared to \$4.1 million in 2012. This mainly reflects the completion of the new school at Thornton in the Hunter in 2012. The major expenditure in 2013 was for the development of the new website which benefits people with ASD, families, other providers, our staff and the general community.

Assets & reserves

Overall net assets of the organisation increased to \$19.72 million in 2013 from \$18.22 million in 2012. Aspect's investment portfolio increased from \$1.97 million as at December 2012 to \$3.06 million at 31 December 2013. This was largely due to the investment of a bequest received in late 2012 and the earnings from the portfolio during the year. The portfolio is actively managed in conjunction with Aspect's investment advisers, JB Were, and the performance of the portfolio is measured against defined benchmarks that are aligned with the long-term strategic objectives, liquidity considerations and risk profile.

The cash position fluctuates throughout the year and is influenced by the timing of the receipt of government grants and the issue of school fee invoices on a quarterly basis. Ending period cash and cash equivalent balances increased to \$10.5 million in 2013, up from \$9.3 million in 2012.

Management continued to focus on cash flow and the improvement of operating margins in order to position itself well for the future as it prepares for the full implementation of the National Disability Insurance Scheme (NDIS) in 2018. In addition, Aspect has in place a bank overdraft facility and also maintains a level of liquidity in the investment portfolio to cover potential temporary shortfalls. The overdraft facility was not drawn upon during 2013.

The trade payables balance of \$9.34 million primarily reflects government grant income which has been received in advance and will be expended on programs during 2014. The provisions balance, which totalled \$4.98 million, comprises the annual leave and long service leave liabilities accrued for staff members. A greater part of the provision has been categorised as current in the 2013 accounts and the 2012 comparable figure has also been disclosed on the same basis to comply with current accounting standards.

Conclusion

A strong financial base is an essential element of delivering sustainable quality services. The financial result for 2013 continues to place Aspect in a position where it can confidently approach the new market dynamics of a person-centred funding model. The Board and management recognise the fine margins that apply to the services we provide and will continue to develop analytical tools to enhance the ability to react to the changing environment.

I would like to acknowledge the contribution of the Finance team within Aspect who demonstrated an ability to adapt to change throughout 2013, and also to the Executive team as a whole for their continued focus on financial dimensions.

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

Henry Capra
Honorary Treasurer



Membership of Committees & Strategy Group

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

The Membership of Aspect's Board Committees and the Strategy Group as at 30 April 2013 were:

Finance & Audit Committee

- Mr H Capra, (Chair), Honorary Treasurer
- Mr R Brown, Board Director
- Mr K Perkin, Immediate Past Chair
- Ms J Young, Chair of the Board
- Ms J Hamblin, Board Director

Research & Innovation Committee

- Dr D Starte, Board Director (Chair)
- Mr M McEwen, Board Director

Independents

- Associate Professor M Carter, Director Special Education Centre, Macquarie University
- Professor S Einfeld, Senior Scientist, Brain & Mind Research Institute, University of Sydney
- Dr N Silove, Consultant Paediatrician, Clinical Director Medical - Community, Ambulatory, Rehabilitation, Population & Allied Health (CARPA), Head of Child Development Unit, Senior Clinical Lecturer, University of Sydney
- Associate Professor D Evans, Special Education, University of Sydney
- Professor J Roberts, Autism Centre for Excellence, Griffith University, QLD
- Professor K Williams, APEX Australia Chair of Developmental Medicine, University of Melbourne, & Head, Developmental Medicine, Royal Children's Hospital, Melbourne VIC

Nomination & Remuneration Committee

- Mr P Werner (Chair), Board Director
- Mr M McEwen, Board Director
- Mr K Perkin, Immediate Past Chair
- Ms J Young, Chair of the Board

Strategy Group

- Mr L Horin, Board Director and Mr A Ford, CEO (Co-Chairs)
- Ms L Beavan, parent of a person with ASD (resigned before the Nov 2013 meeting)
- Dr T Clark, Director, Education & Research
- Dr Debra Costley, Director Aspect Practice & Research Leader, Education & Research
- Ms E Gadek, Assistant Director, Education – Aspect Schools
- Ms A Gallard, Board Director (joined Strategy Group 17 July initially as an independent member)
- Ms A Green, parent of a person with ASD
- Ms J Hamblin, Board Director
- Mr I Joseph, Board Director
- Mr J Kelly, Director, NDIS Ready, Communication and Marketing
- Mr M Schlosser, Director, Community Services & People
- Mr I Skinner, Chief Financial Officer
- Ms J Young, Chair of the Board

The Directors present their report together with the financial report of Autism Spectrum Australia (Aspect) for the year ended 31 December 2013 and the auditor's report therein.

Directors' report

Jenny Young, Chair

Jenny Young B.Bus., GAICD, is a Partner in Ernst & Young's Advisory practice. She was formerly Executive Director, NBN Transition at Telstra Corporation Limited. Jenny has held senior marketing positions for Unilever, Lion Nathan, Pepsi and Telstra, and has worked in New Zealand, the United Kingdom and Australia. Jenny has a son with autism spectrum disorder. She joined the Board in March 2010 and is a member of the Strategy Group on Aspect's Client Priorities, the Finance & Audit Committee and the Nominations & Remuneration Committee. Jenny is a Member-elected Director.



Keith Perkin, Immediate Past Chair

Keith Perkin B.Bus., CPA, is a management consultant. Keith has an extensive commercial background primarily in the fields of management and marketing, having held senior positions at BP, Dymocks and Retravision as well as having held senior positions in the non-profit sector at Big Brothers Big Sisters Australia and the Starlight Foundation. He joined the Board in 2004 and is a member of the Finance & Audit Committee and the Nominations & Remuneration Committee. Keith is a Life Member of Aspect, the former Chair of the Board and a Member-elected Director.

Henry Capra, Honorary Treasurer

Henry Capra B.Ec., ACA, is Managing Director and Head of Investor Services at J.P. Morgan and has more than 24 years of senior management and finance experience in the financial services industry. He has held senior positions at Blackrock, AMP Capital, Colonial First State Investments, BNP Paribas Asset Management and Barclays Global Investors after commencing his career with chartered accountants KPMG. Henry joined the Board in December 2010 and is a member of the Finance & Audit Committee. Henry is a Member-elected Director.



Robert J. Brown, Director

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



David Foster, Director

David Foster B.E., F.I.E. (Aust), is a retired engineer with management experience at Pacific Power. David joined the Board in 1975, was a member of the Finance & Audit Committee and represented the Board on the Corporate Risk Management Committee. He is a Life Governor of Aspect and was a Member-elected Director who resigned from the Board in May 2013.

Annette Gallard, Director

Annette Gallard PSM, B. Soc. Stud., M. Comm, has more than 20 years' experience as a senior executive in the NSW Public Service in both the Housing and Community Services Portfolios. She retired from the position of Chief Executive of the NSW Department of Community Services in 2011 and has since focused on assisting the not for profit sector as a Board Member. She was awarded the Public Service Medal in 2012 for services to disadvantaged communities particularly Aboriginal people. Annette joined the Board in March 2014 and is a member of the Strategy Group. Annette is a Board-appointed Director.



Julie Hamblin, Director

Julie Hamblin B.A., LL.B (Hons) (Syd), LL.M (McGill), is a partner of HWL Ebsworth, providing specialised legal and policy advice to the health sector. She also manages the firm's pro bono program. She has served on numerous government and non-government advisory bodies including international work with the UN on HIV policy. Julie is a Director of Plan International Australia. She joined the Board in April 2010 and is a Member of the Strategy Group on Aspect's Client Priorities and the Corporate Risk Committee. Julie is a Member-elected Director.



Laurie Horin, Director

Laurie Horin B.Bus., FCA, F Fin, is a former Executive Director of Carlisle Partners, a corporate advisory firm specialising in mergers and acquisitions, debt and equity funding for mid-market companies. He has more than 25 years' experience in professional accounting, corporate and investment management, and investment banking. Laurie has worked extensively in Australia, USA and South East Asia. He is also a board member of a number of client companies. Laurie joined the Board in September 2012 as a Board-appointed Director and co-chairs the Strategy Group on Aspect's Client Priorities.



Ian Joseph, Director

Ian Joseph B.Bus., Grad Dip Ed, FAMI, AFAIM, is a private banking and finance industry consultant and Chair of the Agribusiness Council of Australia. He was formerly Head of Strategy - Service and Sales with Regional and Agribusiness Banking at the Commonwealth Bank. Ian and his family care for his sister who has autism spectrum disorder. Ian joined the Board in March 2011 as a Board-appointed Director and is a member of the Strategy Group on Aspect's Client Priorities.



Malcolm McEwen, Director

Malcolm McEwen B.Bus., M.Bus., is an executive search and selection consultant with Carmichael Fisher. Malcolm joined the Board in 2004, is a member of the Nominations & Remuneration Committee and the Research & Innovation Committee. He is the father of a child with autism spectrum disorder. He is a Member-elected Director.



Robert Pesavento, Director

Robert Pesavento is General Manager, Consumer Operations, with SingTel Optus Pty Limited. Robert joined the Board in 1999, was a member of the Strategy Group and was a former Deputy Chair of the Board. He is a Life Member of Aspect and was a Member-elected Director who resigned from the Board in May 2013.

Dr. David Starte, Director

Dr David Starte M.B.B.S., M.R.C.P.(UK), F.R.A.C.P., is the Service Director of the Royal North Shore Hospital's Child Development Service, and a Clinical Associate Lecturer in the Department of Paediatrics and Child Health, School of Medicine, University of Sydney. His interests include development paediatrics, including autism spectrum disorder, attention deficit hyperactivity disorder, and audiology. David joined the Board in 2004 and chairs the Research & Innovation Committee. David is a Member-elected Director.



Peter Werner, Director

Peter Werner B.Comm., is a Director of PW Executive. He has previously worked in the banking industry with BT Australia and Citibank. Peter is the father of a young man with autism spectrum disorder. He joined the Board in 2001 and chairs the Nominations & Remuneration Committee. Peter is a Life Governor of Aspect, a former Chair of the Board and is a Member-elected Director.

Meetings of Directors

	Directors' Meetings		Finance & Audit Committee		Strategy Group		Research Committee		Nominations & Remuneration Committee	
	No. of meetings attended	No. of meetings held	No. of meetings attended	No. of meetings held	No. of meetings attended	No. of meetings held	No. of meetings attended	No. of meetings held	No. of meetings attended	No. of meetings held
Ms J Young	7	7	9	10	5	5			2	2
Mr K Perkin	5	7	8	10					2	2
Mr R Brown	4	7	8	10						
Mr H Capra	7	7	10	10						
Mr D Foster (resigned in May 2013)	1	2	3	3						
Ms J Hamblin	7	7	1	1	2	5				
Mr L Horin	5	7			5	5				
Mr I Joseph	6	7			4	5				
Mr M McEwen	4	7					1	2	2	2
Mr R Pesavento (resigned in May 2013)	1	2			2	2				
Dr D Starte	6	7					2	2		
Mr P Werner	7	7							2	2

Company Secretary

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

Name & Qualifications:

Mr Adrian Ford FAICD, B. Social Studies

Appointment date:

2000

participation programs for adults with ASD or other disabilities and behaviour support programs for people with ASD or other disabilities of all ages. A range of support services are provided to families of people with ASD. The provision of training and consultation to other professionals and parents in ways of working with people with ASD also continues as does Aspect's research program. There were no significant changes in the nature of its activities during the year.

Principle activities

The principle activities of Autism Spectrum Australia (Aspect) are to provide a range of flexible, responsive and evidence-informed services to children, young people and adults with autism spectrum disorder (ASD) or other disabilities. These include information services, diagnostic and assessment services for people with ASD, early intervention for young children with ASD or other disabilities, educational services for school-aged children with ASD to prepare them for transition to environments that are not autism-specific, community

Short and long term objectives

Aspect's long term objective or vision is the best opportunities for people with autism or other disabilities. It does this by delivering person-centred solutions using flexible, responsive and evidence-informed services. Its short term objectives are to be person-centred and family-focused; reach more people in a changing education and disability market place; strengthen Aspect's workforce so that it is effective and highly engaged with Aspect's vision, mission and values and improve Aspect's capability, sustainability and resourcing.

Strategies for achieving those objectives

Aspect's strategies for achieving these objectives include:

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

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

Operating results

The operating result for 2013 was a surplus of \$1,158,174 (2012: surplus \$4,003,388).

Review of operations

Government grants continued to provide the major operational income for Aspect, supported by fundraising and a contribution by clients' families for some of the services through a fee for service charge. Income from these three sources increased in 2013 to \$58,476,009 compared with \$54,305,351 in 2012. Government grants of \$375,000 (2012: \$2,118,990) for capital purposes is included in the statement of comprehensive income.

Contribution in winding up

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that

each member is required to contribute a maximum of \$20 towards meeting any outstanding obligations of the entity. At 31 December 2013, the total amount that members of the company would have been liable to contribute if the company were wound up is \$5,560 (2012: \$6,600).

Significant changes in state of affairs

During the year Aspect began to operate nationally rather than restricting itself to New South Wales, Victoria and the Australian Capital Territory by launching its first national program, named Aspect Practice. Through this initiative Aspect shares its evidence-informed practice grounded in applied research in workshops and consultancies around Australia with people with ASD, their families, communities and organisations committed to improving the lives of people with autism.

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

After balance date events

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors of Aspect to affect significantly the operations of Aspect, the results of the operations, or the state of affairs of Aspect, in subsequent financial years.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 60 and forms part of this report. Signed in accordance with a resolution of the Board of Directors:



Jenny Young
Chair of the Board

Dated this 10th day of April 2014 at Sydney

Statement of comprehensive income

For the year ended 31 December 2013

	Notes	2013 \$	2012 \$
Revenue from rendering of services		8,324,562	6,104,081
Federal/State grants and salary subsidies		49,972,624	45,499,558
Fundraising		2,319,007	4,820,702
Other revenue		566,112	700,876
Total revenue	3	61,182,305	57,125,217
Employee expenses		(48,765,776)	(43,568,430)
Transportation costs		(1,687,491)	(1,374,494)
Insurance expense		(960,485)	(1,146,351)
Depreciation and amortisation expenses	4	(1,180,234)	(1,139,560)
Finance costs	4	(83,215)	(102,429)
Services		(2,496,951)	(1,652,820)
Other expenses from ordinary activities		(4,849,979)	(4,137,745)
Total expenses		(60,024,131)	(53,121,829)
Surplus for the Year		1,158,174	4,003,388
Other Comprehensive Income			
Net gain on revaluation of investments		325,105	296,081
Net gain/ (loss) on sale of investments		18,759	(253,799)
Other Comprehensive Income / (Loss) for the Year		343,864	42,282
Total Comprehensive Income for the Year		1,502,038	4,045,670

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

Statement of financial position

As at 31 December 2013

	Notes	2013 \$	2012 \$
Current assets			
Cash and cash equivalents	6	10,306,044	9,069,239
Trade and other receivables	7	3,088,327	1,263,765
Other financial assets	8	205,736	196,353
Other assets	9	929,559	723,408
Total current assets		14,529,666	11,252,765
Non-current assets			
Other financial assets	8	3,061,775	1,969,084
Property, plant and equipment	10	17,859,852	18,353,337
Total non-current assets		20,921,627	20,322,421
Total assets		35,451,293	31,575,186
Current liabilities			
Trade and other payables	11	9,340,553	7,570,383
Short term borrowings	12	69,824	97,026
Short term provisions	13	4,196,202	3,841,898
Total current liabilities		13,606,579	11,509,307
Non-current liabilities			
Long term borrowings	12	1,339,385	1,411,807
Long term provisions	13	787,604	438,385
Total non-current liabilities		2,126,989	1,850,192
Total liabilities		15,733,568	13,359,499
Net assets		19,717,725	18,215,687
Equity			
Asset revaluation reserve	14	(10,636)	(335,741)
Asset realisation reserve	14	(979,818)	(998,577)
Accumulated surplus		20,708,179	19,550,005
Total equity		19,717,725	18,215,687

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

Statement of changes in equity

For the year ended 31 December 2013

	Asset Revaluation Reserve \$	Asset Realisation Reserve \$	Retained Earnings \$	Total \$
Balance at 1 January 2012	(631,822)	(744,778)	15,546,617	14,170,017
Surplus for the year	-	-	4,003,388	4,003,388
Total other comprehensive income for the year	296,081	(253,799)	-	42,282
Balance at 31 December 2012	(335,741)	(998,577)	19,550,005	18,215,687
Surplus for the year	-	-	1,158,174	1,158,174
Total other comprehensive income for the year	325,105	18,759	-	343,864
Balance at 31 December 2013	(10,636)	(979,818)	20,708,179	19,717,725

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

Statement of cash flows

For the year ended 31 December 2013

	Notes	2013 \$	2012 \$
Cash flows from operating activities			
Receipts from customers and grants		61,852,887	62,602,179
Payments to suppliers and employees		(59,462,351)	(53,866,409)
Interest received		371,567	428,045
Dividend received		126,189	157,340
Interest paid		(83,215)	(102,429)
Net cash provided by operating activities		2,805,077	9,218,726
Cash flows from investing activities			
Proceeds on disposal of investments		658,773	598,903
Payments for investments		(1,407,601)	(1,060,633)
Purchase of property, plant and equipment		(710,437)	(4,067,004)
Net cash used in investing activities		(1,459,265)	(4,528,734)
Cash flows from financing activities			
Repayment of borrowings		(99,624)	(94,420)
Net cash used in financing activities		(99,624)	(94,420)
Net increase in cash and cash equivalents held		1,246,188	4,595,572
Cash and cash equivalents at the beginning of the year		9,265,592	4,670,020
Cash and cash equivalents at the end of the year	6	10,511,780	9,265,592

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

Notes to the financial statements

For the year ended 31 December 2013

1 General information and statement of compliance

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

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

The financial statements for the year ended 31 December 2013 (including comparatives) were approved and authorised for issue by the Board of Directors on 9 April 2014.

2 Statement of significant accounting policies

Changes in accounting policies

There has been no change in accounting policies that affect the company during the reporting period.

Summary of accounting policies

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

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

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

a. Income tax

Under Section 50-1 and 50-5 of the Income Tax Assessment Act 1997, the income of Aspect is exempt from income tax.

b. Property, plant and equipment

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

Property

Freehold land and buildings purchased are recorded at cost.

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

Plant and equipment

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

Property and equipment are reviewed each year for impairment or whenever events or changes in business circumstances indicate that the carrying value of the assets may not be recoverable.

Impairment losses are recognised if expected future cash flows from the assets are less than their carrying values.

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

Depreciation

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

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

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

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

The carrying amount of an asset is written down immediately to its recoverable amount if the carrying amount is greater than the estimated recoverable amount.

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

c. Leases

Operating leases

Where the company is a lessee, payments on operating lease agreements are recognised as an expense on a straight-line basis over the lease term. Associated costs, such as maintenance and insurance, are expensed as incurred.

d. Financial assets

Initial recognition and measurement

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

Classification and subsequent measurement

Financial assets measured at amortised cost

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

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

Financial assets at fair value through other comprehensive income

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

Unrealised gains and losses arising from changes in fair value are taken directly to equity (into the asset revaluation reserve).

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

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

Financial liabilities

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

Fair value

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

Impairment of financial assets

At each reporting date, Aspect assesses whether there is objective evidence that a financial instrument has been impaired. Impairment losses on financial assets other than those held at fair value through other comprehensive income, are recognised in the statement of comprehensive income.

Derecognition

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

e. Impairment of non-financial assets

At each reporting date, Aspect reviews the carrying values of its tangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell or value in use, is compared to the asset's carrying value.

Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income. Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

f. Employee benefits

Provision is made for Aspect's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs.

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

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

g. Provisions

Provisions are recognised when Aspect has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

h. Cash and cash equivalents

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

i. Revenue and other income

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

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

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

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

j. Goods and services tax (GST)

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

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

k. Borrowing costs

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

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

l. Government grants

A number of the company's programs are supported by grants received from the federal and state governments.

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

Where a grant is received on the condition that specified services are delivered to the grantor, this is considered a reciprocal transaction. Revenue is recognised as services are performed during the year.

Revenue from a non-reciprocal grant that is not subject to conditions is recognised when the company obtains control of the funds, economic benefits are probable and the amount can be measured reliably. Where a grant may be required to be repaid if certain conditions are not satisfied, a liability is recognised at year end to the extent that conditions remain unsatisfied.

m. Comparative figures

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

n. Critical accounting estimates and judgements

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

Key estimates – Impairment

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

Key estimates - Long service leave

Management continue to review the probability factors used to accurately reflect the liability for long service leave for all staff. In the period management hasn't changed the probability factors. Management will continue to review these probabilities to ensure that they are appropriate.

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

3 Revenue from ordinary activities

	2013	2012
	\$	\$
School fees	4,083,544	3,765,551
Other fee for service	4,241,018	2,338,530
Federal grants	16,859,096	14,821,548
Government Capital grants	375,000	2,118,990
State grants and subsidies	32,738,528	28,559,020
Donations and bequests	2,149,556	2,892,510
Fundraising projects	169,451	1,928,192
Other revenue	566,112	700,876
Total revenue from ordinary activities	61,182,305	57,125,217

4 Operating surplus from operating activities

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

Depreciation of:		
- Freehold land and buildings	88,278	42,167
- Leasehold buildings	258,689	259,261
- Office machines and equipment	500,670	501,505
- School library	2,991	3,025
Amortisation of:		
- Lease improvements	329,606	333,602
Total depreciation and amortisation	1,180,234	1,139,560
Borrowing costs		
- Bank loans and overdraft	83,215	102,429
Net bad and doubtful debts expenses including movements in provision for doubtful debts	225,000	84,068
Net expenses from movements in provision for employee benefits	2,123,189	2,626,079
Operating lease and other rental payments during the year	1,152,944	1,037,980
Net loss/(gain) on disposal of non-current assets	23,688	37,761

5 Taxation

Aspect is a charitable institution and meets the necessary conditions for its income to be exempted from income tax under Sections 50-1 and 50-5 of the Income Tax Assessment Act of 1997.

6 Cash and cash equivalents

	Notes	2013	2012
		\$	\$
Cash at bank	10,304,463	9,068,835	
Cash on hand	1,581	404	
Cash and cash equivalents	10,306,044	9,069,239	

In the prior year, cash at bank included special purpose funds (see note 11) that were separately identified and spent in accordance with specific instructions

Reconciliation of Cash

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

Cash at bank and on hand	10,306,044	9,069,239
Bank term deposits	8	205,736
	10,511,780	9,265,592

7 Trade and other receivables

Government subsidies and fees	3,036,713	1,211,547
Less: Provision for doubtful debts	(349,738)	(124,737)
	2,686,975	1,086,810
Goods & services tax receivable	55,381	53,498
Other receivables	345,971	123,457
	3,088,327	1,263,765

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

At 31 December 2013, the ageing analysis of trade receivables was as follows:

	Total	0-30 days	31-60 days	61-90 days	+91 days
2013	3,036,713	1,076,555	1,539,108	19,051	401,999
2012	1,211,547	975,496	54,505	13,994	167,552

Trade receivables are non-interest bearing loans and generally on 30-day terms. A provision for impairment loss is recognised when there is objective evidence that an individual trade receivable is impaired. A charge of \$225,000 was made in 2013 (2012: charge of \$84,068).

	2013	2012
	\$	\$
Balance 1 January 2013	124,737	75,774
(Credit)/charge for the year	225,000	84,068
Amounts written off	-	(35,105)
Balance 31 December 2013	349,737	124,737

Receivables past due but not considered impaired are:

31-60 days:	\$1,539,108	(2012: \$54,505)
61-90 days:	\$19,051	(2012: \$13,994)
91 days and over:	\$52,262	(2012: \$42,815)

These receivables relate to fee for service charges for school fees and other assessment services and contracted government grants. These receivables are not considered impaired as, based on historic recoverability patterns, they are recovered before ageing beyond 120 days.

8 Other financial assets

Current		
Bank term deposits	205,736	196,353
Non-current		
Available for sale financial assets	3,061,775	1,969,084

9 Other assets

Accrued income	546,222	590,664
Prepayments	383,337	132,744
	929,559	723,408

10 Property and equipment

	2013	2012
	\$	\$
Freehold land and buildings - at deemed cost	6,193,461	6,193,461
Less: Accumulated depreciation	(148,052)	(59,774)
	<u>6,045,409</u>	<u>6,133,687</u>
Leasehold buildings - at cost	10,400,287	10,400,287
Less: Accumulated depreciation	(1,691,226)	(1,432,537)
	<u>8,709,061</u>	<u>8,967,750</u>
Leasehold improvements - at cost	3,794,836	3,667,443
Less: Accumulated depreciation	(1,730,882)	(1,548,595)
	<u>2,063,954</u>	<u>2,118,848</u>
Office machines and equipment - at cost	3,600,900	3,202,150
Less: Accumulated depreciation	(2,568,941)	(2,081,558)
	<u>1,031,959</u>	<u>1,120,592</u>
School library - at cost	62,153	62,153
Less: Accumulated depreciation	(52,684)	(49,693)
	<u>9,469</u>	<u>12,460</u>
Total property, plant and equipment	<u>17,859,852</u>	<u>18,353,337</u>

	Freehold land and buildings (a)	Leasehold buildings	Leasehold improvements	Office machines and equipment	School library	Total
	\$	\$	\$	\$	\$	\$
Asset gross carrying amount						
Balance at 1 Jan 2013	6,193,461	10,400,287	3,667,443	3,202,150	62,153	23,525,494
Additions	-	-	290,694	419,743	-	710,437
Disposals	-	-	(163,301)	(20,993)	-	(184,294)
Balance at 31 Dec 2013	<u>6,193,461</u>	<u>10,400,287</u>	<u>3,794,836</u>	<u>3,600,900</u>	<u>62,153</u>	<u>24,051,637</u>
Accumulated depreciation						
Balance at 1 Jan 2013	(59,774)	(1,432,537)	(1,548,595)	(2,081,558)	(49,693)	(5,172,157)
Depreciation	(88,278)	(258,689)	(329,605)	(500,671)	(2,991)	(1,180,234)
Disposals	-	-	147,318	13,288	-	160,606
Balance at 31 Dec 2013	<u>(148,052)</u>	<u>(1,691,226)</u>	<u>(1,730,882)</u>	<u>(2,568,941)</u>	<u>(52,684)</u>	<u>(6,191,785)</u>
Carrying amount 31 December 2013	<u>6,045,409</u>	<u>8,709,061</u>	<u>2,063,954</u>	<u>1,031,959</u>	<u>9,469</u>	<u>17,859,852</u>

(a) Management estimated fair value of land and buildings at 31 December 2013 is \$19,095,000. These are the amounts in total for the South Coast School (\$1,800,000), the Central Coast School (\$2,965,000), the Western Sydney School (\$3,380,000), the Vern Barnett School at Forestville (\$5,800,000) and the Hunter School (\$5,150,000) which are the insured values.

11 Trade and other payables

	2013	2012
	\$	\$
Current		
Trade creditors	651,321	546,743
Other creditors and accruals	2,651,926	2,889,184
Government subsidies in advance	6,037,306	4,134,456
	<u>9,340,553</u>	<u>7,570,383</u>

12 Borrowings

Current		
Bank loan - secured	<u>69,824</u>	<u>97,026</u>
Non-current		
Bank loan - secured	<u>1,339,385</u>	<u>1,411,807</u>

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

The bank loan with Westpac is secured by first mortgage over Aspect's land at Thornton and Corrimal, as well as the lease at Terrigal and a Fixed / Floating charge over Aspect's assets. The business loan bears interest at 5.415% (2012: 5.94%) per annum, payable monthly and is expected to be repaid by 2029. The purpose of the loan was to finance the upgrade project of Vern Barnett School.

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

Financing arrangements

Aspect has access to the following financial facilities:

Total facilities available:		
Bank overdraft	150,000	750,000
Bank loan	<u>1,409,209</u>	<u>1,508,833</u>
Facilities utilised at balance date:		
Bank loan	<u>1,409,209</u>	<u>1,508,833</u>

13 Provisions

	2013	2012
	\$	\$
Current		
Provision for long service leave	3,204,690	2,976,218
Provision for annual leave	<u>991,512</u>	<u>865,680</u>
	<u>4,196,202</u>	<u>3,841,898</u>
Non-current		
Provision for long service leave	787,604	438,385
Provision for annual leave	<u>-</u>	<u>-</u>
	<u>787,604</u>	<u>438,385</u>
Total	<u>4,983,806</u>	<u>4,280,283</u>

As a result of the changes to AASB 119, provisions related to employees who are entitled to the leave at balance date (both annual leave and long service leave) are disclosed as current. The 2012 comparatives are also reclassified in line with these changes.

14 Reserves

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

15 Commitments

Non-cancellable operating lease expense commitments

Future operating lease rentals not provided for in the financial statements and payable:

Within one year	1,262,770	1,382,354
One year or later and not later than five years	1,541,160	2,477,158
Greater than 5 years	<u>62,070</u>	<u>75,730</u>
	<u>2,866,000</u>	<u>3,935,242</u>

Aspect leases property and equipment under non-cancellable operating leases expiring from 1 to 74 years. Leases generally provide Aspect with a right of renewal at which time all terms are renegotiated.

16 Fundraising Appeals conducted during the year

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

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

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

The cost of raising these funds was 26% (2012: 15%) of the gross revenue received. This included the costs of events, all promotional activity and the payment for all administrative services including salaries for Relationship Fundraising staff.

	2013	2012
	\$	\$
Results of fundraising appeals		
Gross proceeds from fundraising appeals recognised in current year	2,319,478	4,820,702
Less: Total costs of fundraising appeals	(596,225)	(540,054)
Net surplus	1,723,253	4,280,648
Less: Reserve from prior year	-	(601,663)
Underlying surplus	1,723,253	3,678,985

17 Related party transactions

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

18 Transactions with key management personnel

Key management within the Company are the Executive members of Aspect. Two executive members were added to Aspect's Executive Team to represent Aspect Practice and NDIS Ready, Communications & Marketing (NRC&M) respectively.

Key management personnel remuneration includes the following expenses:

	2013	2012
	\$	\$
Total key management personnel remuneration	1,445,109	1,117,331

The Board Directors of Aspect receive no remuneration.

19 Events subsequent to reporting date

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the directors of Aspect to affect significantly the operations of Aspect, the results of the operations, or the state of affairs of Aspect, in subsequent financial years.

Directors' declaration

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

- a the financial statements and notes of Autism Spectrum Australia (Aspect) are in accordance with the Corporations Act 2001, including
 - i giving a true and fair view of the financial position as at 31 December 2013 and of its performance for the financial year ended on that date; and
 - ii complying with Australian Accounting Standards Reduced Disclosure Regime (including the Australian Accounting Interpretations) and the Corporations Regulations 2001; and
- b there are reasonable grounds to believe that Autism Spectrum Australia (Aspect) will be able to pay its debts as and when they become due and payable.

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



Jenny Young
Board Chair

Dated this 10th day of April 2014

Declaration by Chief Executive Officer

Declaration by Chief Executive Officer in respect of fundraising appeals

Opinion

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

- a the financial statements give a true and fair view of all income and expenditure of Autism Spectrum Australia (Aspect) with respect to fundraising appeal activities for the financial year ended 31 December 2013;
- b the Balance Sheet gives a true and fair view of the state of affairs with respect to fundraising appeal activities as at 31 December 2013;
- c the provisions of the Charitable Fundraising (NSW) Act 1991 and the Regulations under that Act and the conditions attached to the authority have been complied with during the period from 1 January 2013 to 31 December 2013; and
- d the internal controls exercised by Autism Spectrum Australia (Aspect) are appropriate and effective in accounting for all income received and applied from any fundraising appeals.



Adrian Ford
Chief Executive Officer

Dated this 10th day of April 2014

Independent auditor's report



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

We have audited the accompanying financial report of Autism Spectrum Australia (Aspect) (the "Company"), which comprises the statement of financial position as at 31 December 2013, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, the directors' declaration of the company and the declaration by the Chief Executive Officer in respect of fundraising appeals.

Directors' responsibility for the financial report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Act 2001. The Directors' responsibility also includes such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require us to comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the Company's preparation of the financial report that gives a true and fair view in order to

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design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Directors, as well as evaluating the overall presentation of the financial report.

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

Independence

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

Auditor's opinion

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

- a giving a true and fair view of the Company's financial position as at 31 December 2013 and of its performance for the year ended on that date;
- b complying with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Regulations 2001;
- c the financial report and associated records have been properly kept during the year in accordance with the Charitable Fundraising Act 1991 and the regulations;
- d monies received as a result of fundraising appeals conducted during the year has been properly accounted for and applied in accordance with the Charitable Fundraising Act 1991 and its regulations; and
- e there are reasonable grounds to believe Autism Spectrum Australia (Aspect) will be able to pay its debts as and when they fall due.

A stylized, handwritten-style signature of "Grant Thornton" in purple ink.

GRANT THORNTON AUDIT PTY LTD
Chartered Accountants

A handwritten signature in purple ink, appearing to read "C F Farley", with a long horizontal line extending to the right.

C F Farley
Partner - Audit & Assurance

Sydney, 10 April 2014

Auditor's independence declaration



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

In accordance with the requirements of section 307C of the Corporations Act 2001, as lead auditor for the audit of Autism Spectrum Australia (Aspect) for the year ended 31 December 2013, I declare that, to the best of my knowledge and belief, there have been:

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

A handwritten signature in blue ink that reads "Grant Thornton".

GRANT THORNTON AUDIT PTY LTD
Chartered Accountants

A handwritten signature in blue ink, appearing to be "C F Farley".

C F Farley
Partner - Audit & Assurance

Sydney, 10 April 2014

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Our Patron, Life Governors & Life Members

Our Patron

John Doyle AM is an award-winning Australian actor, writer, radio presenter and comedian. He has continued to support Aspect in raising awareness and much-needed funds to help people with autism spectrum disorder or other disability and their families. John has a sister with autism, and brings his warmth and personal connection to everything he does for Aspect.

Life Governors

Ian Barnett	Peter Drayton	Ostilio Pisanu
Rick Damelian	H Emanuel	Gretchen Poiner
John Doyle AM	Tim Fischer AC	A H Polyblank
David Epper OAM	Mark Fogarty	Ken Robbins
David Foster	John Gerahty	Prof. Jacqueline Roberts
Hilton Grugeon AM	Patricia Gibbs	Weston Ryan
Gerry Harvey	Marie Goodare	Basil Sellers AM
Betty Hatch	Sybil Joel	John Shand
Larry Rawstorne	Judith Johnson	Jean Slaughter
Ray Seager	Joyce Kennedy	Paul C J Smith
Peter Werner	Marion Kingston	Dr David Starte
A G Whelan	Errol Larbalestier	Margaret Stead
	P Mayne	Andrea Werner

Life Members

Roger Allen OAM	Michael McColm	Aspect Life Governor Jim Bryant sadly passed away in September 2013. Jim played an important role in Aspect's formation, most notably he donated his architectural services to design Aspect Vern Barnett School and worked tirelessly to rally others to the cause to ensure its construction. Jim, remembered by family and friends as "Big Jim", was a water colourist, pianist, family man, keen reader and someone who loved and respected the Australian bush. He will be forever remembered by Aspect for his early contribution and his ongoing support of our work with children with autism and their families.
George Andrews	Marjorie McDonald OAM	
Julie Anthony AM OBE	Tony McGrath AM	
Mark Bowen	Jill McGrath	
Judy Brewer	Shirley McIntosh	
Val Browne OAM	Cath Mount	
Geraldine Bryant	Ron Mulock AO	
John Crow	Claire O'Keefe	
Barbara Cummins	Richard Owens AM	
Peter Dodd	Keith Perkin	
	Robert Pesavento	
	Kathleen Pigram	



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