

ANNUAL REPORT 2018



the Deaf
Society

Equity for deaf people



VISION
Equity for deaf people

PURPOSE
'Deaf life: Your way, your language'.
We work with deaf, deafblind and hard of hearing people.
We work to break down barriers, create choice and support
you to reach your goals.

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PATRON

PATRON His Excellency General The
Honourable David Hurley AC DSC (Ret'd)
Governor of NSW





NDIS Expo in Lismore

In 2018, we hosted an NDIS Expo for deaf and hard of hearing people in Northern NSW. Dozens of people attended to learn more about the NDIS, what services they can access and how to make the most of their NDIS packages.

Sean Forbes

In 2017, we welcomed American deaf hip-hop artist Sean Forbes to Sydney. The audience was wowed by Sean's performance which is a visual feast; incorporating sign language, graphics and captions to express himself along with the thumping beats of hip-hop music.



Auslan Storytime

This year, we partnered with City of Sydney to deliver weekly Auslan Storytime sessions. Storytime is a fun session of Auslan storytelling and craft for pre-school children aimed at fostering an early love of reading. We look forward to continuing this partnership into 2018-2019.



Tech Savvy Seniors

Telstra's Tech Savvy Seniors grants allow us to give deaf seniors training and confidence to use technology for communication, accessing important services and information. This year, we delivered training in Parramatta, Wollongong, Tweed Heads and Gosford.





Looking at our business in 2018, I am pleased to report that despite the changing environment for the Deaf Society, we have laid a strong foundation to build on the services we provide, but also develop some resilience, venture into new markets and improve our current funding model.

The organisation continues to develop and transform its business model, not only to meet the current challenges, which are many, but also the expectations of the Deaf community, not only for today but for the next ten years or more.

The demand for our services continues to grow and stretch the resources within the organisation, specifically the requirement for interpreting services exceeds our current capacity. It will, unfortunately, take several years to be able to meet this growing demand.

Sadly, after more than thirty years of service to the Deaf community, we were unable to secure any further government funding for the continuation of the employment services we provided and were forced to close this part of our business.

The National Disability Insurance Scheme (NDIS) and its continuing impact on the community and the organisation should not be underestimated. The fundamental change in the funding model has significantly impacted the cash flow of the organisation, over the

year. A special thanks to the Finance and Audit Committee, who continue to work tirelessly to meet the financial demands of the organisation.

The organisation recently launched the HearSpace website, and associated services which was an exciting addition to the portfolio of services we provide. 1 in 6 Australians are affected by hearing loss which in turn has an impact on their families, employment and general participation in the community. The ability to reach out to people affected by hearing loss is important for the organisation.

As Chairperson, I would like to thank all the employees who work at the Deaf Society, for your enthusiasm and tireless work. To our Chief Executive Officer Leonie Jackson, for your drive and vision and for improving the way in which the Deaf Society engages with the broader community, we thank you.

To my fellow Directors, thanks for all the energy and time that you have devoted to the Deaf Society over the last twelve months, and for your counsel and guidance during the previous twelve months, I thank you.

A handwritten signature in black ink, appearing to read 'B Halse', with a stylized flourish at the end.

Brian Halse
Chairperson

OVERVIEW FROM THE CHIEF EXECUTIVE OFFICER

This financial year has seen the completion of the full rollout of National Disability Insurance Scheme (NDIS) across NSW. As a result, the Deaf Society must reshape the organisation to keep up with rapid changes and growth in demand for frontline services for our deaf, hard of hearing and deafblind customers, and their families.

During 2017-18, the Board and leadership team have continued to work strategically to ensure we remain a proactive and customer-focused organisation providing high quality services and at the same time addressing the challenges and opportunities of the NDIS.

Our efforts have been entirely focused on the Society's vision which is Equity for Deaf People. While the organisation has gone through significant reshaping in the past 12 months, the management team remained true to our vision.

In June 2018, we launched HearSpace, an online support service for individuals and families impacted by hearing loss. The service is testimony to the great work of James Jarrett and Ivana Krunes in ensuring that people impacted by hearing loss have been heard and have access to resources and information to empower them to lead a better quality of life.

I would like to thank many people who have tirelessly supported the Society during what was a very challenging year and for reminding me, and my team why we are here.

Firstly, I would like to thank the Chair, Brian Halse, for his guidance, sheer determination and belief in me and the organisation to continue its great work

for people who are impacted by hearing loss. Brian has been a wonderful support to me and the Executive Team as we faced new challenges and opportunities. I would also like to thank Michael Boneham, Kashveera Chanderjith and Vince Lam who through their work with the Finance and Audit Committee have provided me and the Executive Team with excellent financial perspectives to support our work in creating a financially sustainable organisation for many years to come.

Secondly, I would like to thank the Executive Team, Ivana Krunes, David McQuiggin, Sharon Nann, John O'Neill and Rebekah Thiele Kershaw. Each one of them are strongly committed to making the Deaf Society stand out as a thought leader in the deafness sector that provides high quality service and support to deaf, hard of hearing and deafblind people and their families, friends and employers.

Thirdly, I would like to thank each team member across NSW and other States for allowing me to see first-hand every day, the difference they made for our customers and importantly our community. Their commitment and passion to achieving better outcomes is outstanding and inspiring.

Lastly, I would like to thank our members, donors and supporters. Without you, we cannot achieve equity for deaf people. I look forward to continuing the Deaf Society's vision and ensuring that together we achieve equity for everyone.



A handwritten signature in blue ink, which appears to read 'L. Jackson', written over a horizontal line.

Leonie Jackson
Chief Executive Officer

OUR STRATEGY – HOW WE PERFORMED

To work effectively towards our vision of equity for deaf people, we set ourselves five strategic directions for 2015-2018:

1. Improve and expand services for individuals and communities impacted by deafness

2. Increase workforce participation

3. Strengthen communities impacted by deafness

4. Continue to develop a customer-focused Deaf Society

5. Growth for sustainability

The following pages (6 – 10) contain a summary of outcomes against the five strategic priorities during the 2018 year.

IMPROVE AND EXPAND SERVICES FOR INDIVIDUALS AND COMMUNITIES IMPACTED BY DEAFNESS

In 2017, we continued our focus on improving and expanding services across a range of areas including interpreting, education and training, everyday living skills and support coordination.

From 1 July 2017, the NDIS rolled out across our three remaining regional hubs of Northern NSW, Mid North Coast and the Illawarra Shoalhaven. While it took some time for people to join the scheme, we were excited to see the number of customers joining the Deaf Society's services growing as the year progressed. The support provided by the NDIS is particularly important for our regional customers and we look forward

to continuing to improve and expand our service provision in these areas.

Interest in Auslan courses continues to grow exponentially. In 2018, a record 1,838 students enrolled in a beginner course.

The growth in Auslan students fosters greater awareness and understanding of the Deaf Community, its unique language and culture. It also creates a pathway to a career in Support Work or Auslan/ English Interpreting both of which are experiencing high-demand.

In the past year, there were many changes in the disability sector including the rollout of a new model of Disability Employment

Services (DES) from 1 July 2018. With our experience as a specialist provider, the Deaf Society tendered for a new contract unfortunately, we were not successful. As a long-standing provider of government funded employment services spanning over 30 years, this was a disappointing result. We believe that employment is a core part of every adult's life and will continue to provide employment supports under the NDIS.

Expanding into new areas, we executed an NDIA Information, Linkages and Capacity Building (ILC) grant which has enabled us to create a new online service for people impacted by hearing loss - HearSpace. You can read more about it below.

HAVE YOU SEEN HEARSPACE?

HearSpace is a great new site for people who are hard of hearing and those close to them. Hearing loss is a condition that affects over three million Australians or one in every six people. If your hearing isn't what it used to be or someone close to you is having trouble with their hearing, we're here to help.

HearSpace connects people with services, resources and information to empower them to lead a better quality of life with hearing loss. From the closest place to get your hearing tested to communication tips for the workplace – HearSpace has you covered.

The information we provide is free, independent and easily tailored to your needs and location.

If you would like to know more, visit www.hearspace.org.



INCREASING WORKFORCE PARTICIPATION

In 2018 our frontline team grew to meet the increasing demand created by the NDIS. To support our team in maintaining or improving their skill, we have provided a range of training programs across individual support provision, education and interpreting.

A number of our metro and regional team members undertook training in supported decision making to assist our customers in making their own decisions, so they have greater control over the things that are important to them.

Recognising the growing demand for Auslan training both under the NDIS and vocational education and training (VET) sector, we successfully supported a group of trainers in attaining the Certificate IV in Training and Assessment qualification.

Following another successful delivery of the Diploma of Interpreting, numerous students joined the John Ferris Internship program. The program allows newly qualified interpreters to gain more practical experience in the field. With the support of an experienced mentor, the

mentees are able improve their skills and confidence in interpreting. With demand for interpreters continuing to increase, this program supports the transition and retention of interpreters in the workforce.

As we look ahead to 2018-2019, the growing demand for individual support, interpreting and Auslan training will require corresponding development of our workforce. As such, in the coming year we will be concentrating on enhancing the skills of our workforce to meet the demand for effective, quality services.



400%+
increase in NDIS customers

500+
hours of Auslan in the Home



10,000+
hours of Community Access

2,500+
hours of Support Coordination



STRENGTHENING COMMUNITIES IMPACTED BY DEAFNESS

In terms strengthening our community, we have delivered several projects and events that allow for information sharing and greater inclusion of deaf people. Our specific focus has been; 1) continuing to build the capacity of deaf people around the NDIS and 2) social activities that strengthen our community.

In 2017-2018, we hosted an NDIS Expo for deaf and hard of hearing people in Northern NSW and Sydney. Dozens of people attended each event to learn more about the NDIS, what services they can access and how to make the most of their NDIS packages. A range of complimentary service providers were also in attendance to provide support and information including Australian Hearing, Cochlear and Parents of Deaf Children.

For areas which have been in the scheme for 12 months or more, we delivered workshops on 'understanding your NDIS plan' to ensure community members have a better understanding and are able to utilise the supports in their plans.

Recognising the high demand for interpreters particularly in regional areas where there is a significant shortage, we also delivered a series of workshops focused on video remote interpreting (VRI). VRI allows customers to access interpreters from anywhere in Australia through online platforms such as Skype and Facetime.

The annual Deaf Festival was another success this year with hundreds of people joining in the celebrations. We had a special performance from deaf actor

Rob Roy, lots of fun and games but most importantly, it was a great opportunity for people to have a chat with friends new and old. Special thanks to our sponsors Uber, Cochlear, Google and Ai-Media.

In 2017, we also welcomed American deaf hip-hop artists Sean Forbes to Sydney. The audience was wowed by Sean's performance which are a visual feast; incorporating sign language, graphics and captions to express himself along with the thumping beats of hip-hop music. There was also some local talent represented on the night including Melbourne-based punk burlesque performer Bethany Robinson and Sydney-based drag performer Krista Herrington. It was a brilliant evening showcasing deaf talent.

SUPPORT FOR DEAF MIGRANTS

Imagine arriving in Australia without a written or spoken language, how would you navigate life? How would you know the laws and values of this country? Where would you get support?

These are just some of the reported experiences of deaf migrants arriving in Australia. With funding from the NSW Government through Multicultural NSW, we have created a video and brochure which explain the laws and values of Australian society, as well as, general information about specialist services available to deaf migrants.

The resources are designed to support deaf migrants with adjusting to life in Australia and cater to the variety of language needs. The brochure is highly visual with simple English text and the video is delivered using predominantly gesture (and English captions).

For more information visit www.deafsociety.org.au.



CONTINUE TO DEVELOP A CUSTOMER FOCUSED DEAF SOCIETY

With a focus on continuous improvement, we have further developed systems, skills and processes to improve and measure the customer experience.

In the first-half of the year, we implemented an organisation-wide Customer Relationship Management (CRM) system that combines key customer information in a single system. The CRM enables our Customer Service Team to provide a more comprehensive customer experience across all service areas.

With a focus on improving the experience of our accredited and non-accredited Auslan students, we undertook several system updates including;

- Redesigning the online learning platform to provide a more seamless experience.
- Transitioning our non-accredited Auslan students onto the online learning platform.
- Enhancing the online content to improve student learning and outcomes.
- Refreshing the enrolment website for easier navigation.

This year we also implemented a new organisation-wide customer satisfaction and feedback tool, the Net Promoter Score (NPS). The NPS tool has allowed us to track customer satisfaction across several service areas and has turned out valuable actionable feedback. The feedback has

allowed us to make enhancements to our service delivery to improve the customer experience. In the coming year, we look forward to rolling out the NPS tool to the remaining service areas and continuing our focus on improving the customer experience.

Looking ahead, we will be streamlining and enhancing our back-of-house systems and processes including the implementation of a new human resources, payroll and rostering system. Improving our back-of-house systems will reduce administration and allow us to increase our focus on the customer.



GROWTH FOR SUSTAINABILITY

We recognise that to grow and be sustainable in this changing environment, we need to diversify our revenue streams and work in partnership with other organisations.

With the full rollout of NDIS, it has become apparent that our community members who are over the age of 65 and thus ineligible for the NDIS are at a significant disadvantage when it comes to access.

In 2018, in partnership with the Department of Health, we hosted an information session on the supports available to seniors. The session was attended by over 100 people with the Department of Health outlining the two key programs available under My Aged Care; Commonwealth Home Care Support Program (CHSP) and Home Care Packages (HCP).

The Deaf Society also embarked on the pathway to becoming an Aged Care service provider. We expect to progress our application in the coming year and take a step-closer to becoming a registered service provider.

Over the past year, we have continued to develop partnerships and productive relationships to support our customers and community;

- The HearSpace project saw us working with leading providers in the hearing loss sector including Hearing Cooperative Research Centre, The Shepherd Centre, National Relay Service (NRS) and Self-Help for Hard of Hearing people (SHHH) to develop this new online support service for people impacted by hearing loss.
- Thank you for our 2017 Deaf Festival sponsors; Uber, Google, Cochlear and Ai-Media for their support.
- This year the Deaf Society also became a member of the NSW Coalition of Hearing Health and Deafness Sector Organisations which together aims to address the needs of deaf, deafblind and hard of hearing people at a state level. Other members of the coalition include; Hear for You, Cochlear, Royal Institute of Deaf and Blind Children, The Shepherd Centre, Macquarie University, Australian Hearing Hub and the Deafness Forum.
- We also continue to be proud partners of the national Break the Sound Barrier campaign which aims to put the health of deaf, deafblind and hard of hearing people on the national agenda.

In the year ahead, we look forward to collaborating with our interstate

counterparts on two national NDIA Information, Linkages and Capacity Building (ILC) projects;

- a two-year project led by Deaf Can:Do will pilot a best practice model for appropriate Drop-In Support Serviced for Deaf Adults that can be applied nationally, and
- a two-year project led by Expression Australia to develop a Deaf Central Portal which aims to improve access to information and services.

We look forward to growing our existing relationships and creating new partnerships in 2019.

We are also the successful recipients of two NSW NDIA ILC grants which we look forward to delivering in the coming years;

- a one-year project to deliver an online version of deaf awareness training to support wider access by regionally-based people and community or volunteer organisations across NSW, and
- a two-year project to design an impartial, online information and referral service and parent peer mentoring program to support families of children with a hearing loss.



CHAIR, FINANCE & AUDIT COMMITTEE'S REPORT

The Financial Year 2017- 2018 has provided many challenges and opportunities to the Finance & Audit Committee in supporting the Society through it's rebuilding phase as NDIS has largely completed the roll out during this period. The Committee has had several strategic focusses this year, none more challenging than the proposed change of Auditors selection process. This process is a best practice for Societies and Charities and has been handled in an extremely professional manner by my fellow Committee members, Leonie Jackson, Kashveera Chanderjith and Vince Lam. I would like to take this opportunity to thank Kashveera and Vince for committing much time and effort throughout this process.

This year the Society delivered a deficit of \$287,013 (2017: \$475,080 surplus). Total comprehensive income (after including the changes in market value of investments held) for the year was a deficit of \$229,713. This deficit was delivered along with essentially stable revenue of \$7,475,601 (2017: \$7,492, 679). Key drivers for this variance included restructuring actions which increased Employee Benefits Expense offset by lower administrative costs. At the close of the financial year, the Society had net assets of \$16,517,232 (2017: \$16,746,945), a relatively minor change, which is pleasing given a challenging year.

I appreciate the support of our members and recognise the efforts of the Society's Directors and staff in making these results

possible. In addition, I wish to thank the Managers of our externally managed investment portfolio, JB Were and Escala. During the year, income generated from investments totalled \$749,552 (2017: \$644,533). The value of investments held decreased by \$234,449 (2017: \$798,908 gain), the decrease was due to the utilisation of investment funds to support the ongoing initiatives that support customers of the Society. The return (including franking credit and net of fees) was approximately 8.6% exceeding the CPI +2.5% (4.6% objective set out in the investment policy).

This year's total comprehensive income of \$299,713 (2017: \$907,229 surplus) reflects the ongoing commitment of the Management team, the Finance & Audit Committee and the Board to support the requirements of our deaf, deafblind and hard of hearing customers and their families. The changing environment created by the NDIS model has challenges for the Society financially. These challenges have been met head on by the management team with the support of the Board.

I wish to thank the members of the Finance and Audit Committee, the Board, and the Management team for their ongoing commitment and support.



Michael Boneham
Chair, Finance and Audit Committee



CORPORATE INFORMATION

ABN 21 952 195 236

Directors

David Atkinson
Sarahjane Thompson
Kashveera Chanderjith
Nicole Collins
Sarah Lowe
Evan Kidd
Brian Peter Halse
Michael Boneham
Vince Lam

Company Secretary

Louise Hicks

Registered Office and Principal Place of Business

Suite 401 Level 4
69 Phillip Street
Parramatta NSW 2150

Bankers

Commonwealth Bank of Australia
90-92 Audley Road
Petersham NSW 2049

Investment Managers

JB Were
Level 42, Governor Phillip Tower
1 Farrer Place
Sydney NSW 2000

Escala Partners Ltd.
Level 25, Governor Macquarie Tower
1 Farrer Place
Sydney NSW 2000

Auditor

Deloitte Touche Tohmatsu
Eclipse Tower
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60 Station Street
Parramatta NSW 2150

Deloitte

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The Board of Directors
The Deaf Society
Level 4
69 Phillip Street
Parramatta NSW 2150

25 October 2018

Dear Board Members

The Deaf Society

In accordance with *Subdivision 60-C Australian Charities and Not-for-profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the directors of The Deaf Society.

As lead audit partner for the audit of the financial statements of The Deaf Society for the financial year ended 30 June 2018, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely

DELOITTE TOUCHE TOHMATSU

David Sartorio
Partner
Chartered Accountants

Liability limited by a scheme approved under Professional Standards Legislation.
Member of Deloitte Touche Tohmatsu Limited

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STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2018

	2018	2017
	\$	\$
Revenue	7,475,601	7,492,679
Realised gain on sale of investments	706,480	722,106
Employee benefits expense	(6,499,585)	(5,625,445)
Depreciation expense	(54,462)	(42,241)
Administrative expenses	(312,610)	(595,141)
Occupancy expenses	(398,533)	(366,490)
Consulting and marketing expenses	(395,183)	(419,291)
Other expenses	(808,721)	(691,097)
(Deficit)/surplus for the year	(287,013)	475,080
Other comprehensive income:		
Items that may be reclassified subsequently to profit or loss:		
Fair value (loss)/gain on available-for-sale assets	57,300	432,149
Total comprehensive (deficit)/surplus income for the year	(229,713)	907,229

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018

	2018	2017
	\$	\$
Current assets		
Cash and bank balances	284,000	512,572
Trade and other receivables	674,549	822,433
Other financial assets	688,485	316,033
Other assets	268,639	202,225
Total current assets	1,915,673	1,853,263
Non-current assets		
Other financial assets	16,439,859	16,674,308
Property, plant and equipment	36,336	87,164
Intangible assets	111,468	43,006
Total non-current asset	16,587,663	16,804,478
Total assets	18,503,336	18,657,741
Current liabilities		
Trade and other payables	1,349,892	1,407,299
Provisions	473,396	456,947
Total current liabilities	1,823,288	1,864,246
Non-current liabilities		
Provisions	162,816	46,550
Total non-current liabilities	162,816	46,550
Total liabilities	1,986,104	1,910,796
Net assets	16,517,232	16,746,945
Equity		
Reserves	7,082,799	7,025,499
Accumulated surplus	9,434,433	9,721,446
Total equity	16,517,232	16,746,945

INCOME AND EXPENDITURE OF FUNDRAISING APPEALS FOR THE YEAR 30 JUNE 2018

	2018	2017
	\$	\$
Income		
Donations	18,141	31,481
Merchandise Sales	-	15
Total fundraising income	18,141	31,496
Expenditure		
Postage, printing, stationary	1,531	1,654
Total cost of fundraising	1,531	1,654
Net Surplus	16,610	29,842

The surplus for the year is used to ameliorate the deficits incurred by the society in providing vital services, in particular support for members of the Deaf Community and their families. In 2018 year, the deficit amounted to \$1,775,434 (2017: \$479,362).

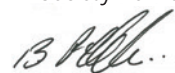
	%	%
Total cost of fundraising on fundraising income	8	5
Net surplus on fundraising income	92	95

Fundraising income excludes bequests, as it is not considered to represent income from active fundraising. There were no fundraising activities conducted jointly with traders.

Declaration by the President in respect of fundraising appeals

I, Brian Peter Halse, Chair of The Deaf Society declare, that in my opinion:

- (a) The accounts give a true and fair view of all income and expenditure of The Deaf Society with respect to fundraising appeals;
- (b) The statement of financial position gives a true and fair view of the state of affairs with respect to fundraising appeals;
- (c) The provision of the Charitable Fundraising Act 1991 (NSW) and the regulations under the Act have been complied with;
- (d) The conditions attached to the authority have been complied with; and
- (e) The internal controls exercised by The Deaf Society are appropriate and effective in accounting for all income received and applied by the Society from any of its fundraising appeals.



Brian Peter Halse

Chair

Sydney, 25 October 2018

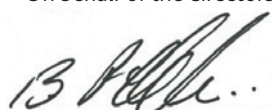
DIRECTORS' DECLARATION FOR THE YEAR ENDED 30 JUNE 2018

The directors declare that:

- (a) in the directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debt as and when they become due and payable; and
- (b) in the directors' opinion, the attached financial statements and notes thereto are in accordance with the Australian Charities and Non-for-profits Commission Act 2012 and the Charitable Fundraising Act 1991 (NSW) including compliance with accounting standards and giving a true and fair view of the financial position and performance of the company.

Signed in accordance with a resolution of the directors made pursuant to s.60.15 of the Australian Charities and Not-for-profits Commission Regulation 2013.

On behalf of the directors



Brian Peter Halse

Chair

Sydney, 25 October 2018



Kashveera Chanderjith CA(SA)

Director

MEMBERS AS AT 30 JUNE 2018

LIFE MEMBERS

Mr Colin Allen
Mr Ron Bryant
Ms Breda Carty
Ms Sharon Everson
Mr Anthony Gorringer OAM
Ms Alexandra Hynes
Mr Peter Miller
Mr Adam Salzer

ORDINARY MEMBERS

Mr David Atkinson
Mr Thomas Bennett
Mr Michael Boneham
Miss Jane Brewer
Ms Young-Joo Byun
Miss Kashveera Chanderjith
Mrs Kylie Clear
Ms Judy Clews

Ms Mary Cook
Mr Ken Deacon
Mrs Judith Delawsky
Mr Matt Dempsey
Ms Anne Dernow
Mr Bruce Drabsch
Mrs Margaret Drabsch
Ms Kathy Druce
Mr Ben Gelin
Mrs Martha Gelin
Mrs Marcia Girke-Boyle
Ms Norma Giuffre
Mr John Gould
Ms Charlene Grace
Mr Brian Halse
Ms Louise Hicks
Ms Leonie Jackson
Ms Inge Jahn
Mr Christian James

Mr Brian Johnston
Mr Dennis Johnston
Mr Alex Jones
Ms Rosalie Kassulke
Mr Evan Kidd
Mr George Krams
Mr Vince Lam
Ms Jennifer Lazarus
Mr Arthur Liberale
Mr David London
Mrs Joan Long
Mr Anthony Mackrodt
Mr Brendan McQuiggin
Mr David McQuiggin
Mr Kevin Mitchell
Mr John Mooney
Ms Sharon Nann
Ms Jitka Navratil
Ms Helen Nicholson

Mr Ron Nicholson
Mr Stephen Nicholson
Mr Andrew Niklaus
Miss Michelle Norberry
Ms Bridget Nunan
Ms Betty O'Brien
Mr Frank L Peterson
Mr Thomas Robson
Ms Toni Rose Robson
Mr Brent Shaub
Ms Jordanna Smith
Ms Sarahjane Thompson
Ms Helen Trendos
Ms Judith Watson
Mr Glenn A Welldon
Mr Frances Whiteley
Ms Kristen Whiteley
Ms Kathy Wright
Mr Todd Wright

MAJOR DONATIONS AND SPONSORS

\$5,000 AND OVER

Uber

\$1,000 AND OVER

Cochlear
Google
J K Smith
N Weaver
Western Suburbs Soccer Sports
and Community Club

\$500 AND OVER

I H Campbell
C Grace
D Johnston
J Wiseman

\$200 AND OVER

D M Beaver
O Bolliger
V Caradus
Emek Foods
J Harland
R J Howson
Kassab
M Macarthur
C Maher
M R Parker
V Phillips
K Pigram
Quota International of Quirindi

E L Ross

P Ryba

N Sader

C R Whilhem

\$100 AND OVER

M Cronin
J Delawsky
R Dobbins
R J Earnshaw
R J Garrard
B W Glockemann
J Gould
P M Griffin
C V Hood

F Horsley

A Jacobs

L G Johnson

N Jones

K Priem

Dr Roseth

Sprout Research

L Whiteman

A K Whittle

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Equity for deaf people