



the deaf society of nsw annual report 2001



contents

Highlights of the Year	1
Office Bearers	1
Departmental Mission Statements and Overview of the Organisation	2
Organisational Structure.....	3
President's Report.....	4
Executive Directors' Report.....	5
2001–2004 Strategic Plan	6
services and programs	
– Community Access and Information Service	7
– Independent Living Skills Program	8
– Advocacy and Communication Access	9
– Employment Service	10
– Community Education	11
– Kenneth W Tribe Fellowship Fund	11
Extra-Curricular Activities by Staff	12
Human Resources.....	13
Honorary Treasurer's Report.....	14
Directors' Report.....	f1
Auditors' Report and Financial Statements.....	f3
Membership and Acknowledgements	IBC
Deferred Giving.....	IBC



Members of the Board

Cover: School students receiving their "Knowing Me" certificates, part of the Society's ongoing Community Education Program.

highlights of the year

- Adoption of a Vision Statement for the Deaf Society
- Development of 2001 – 2004 Strategic Plan
- Expansion of Fee for Service Interpreting Provision
- Well attended Open Days at both the Parramatta and Newcastle offices
- Successful Team Planning Weekend held in April 2001
- Awarded Vice Regal Patronage by Marie Bashir

Ian Rogers and his TAFE students visit the Parramatta office on Open Day.



vision statement 2001

"The Deaf Society of New South Wales to be recognised as the organisation delivering world class services to the Deaf Community of New South Wales"

The above Vision Statement was adopted at a strategic planning weekend held in April 2001, the culmination of the Society's management and strategic review which commenced last year.

The realisation of this vision will require dedication and input from all Deaf Society employees, management, paid staff and volunteers both at individual and team levels, working in tandem with the Deaf Community.

office bearers

patron

Her Excellency the Honourable Professor Marie Bashir, AC, Governor of New South Wales

vice patron

Kenneth W Tribe, AO, LLB

president

Peter Owen Brownlee, MA (Syd), FRHS (UK)



board of management

Peter Owen Brownlee, MA (Syd), FRHS (UK) – Chairman

Anthony Gorringer, JP – Deputy Chairman

George Michael Barbouttis OAM, Dip Commerce, FCA – Honorary Treasurer

Catherine Clark, BEd (Adult)

Anthony Martin Houen, AM, BA, LLB

Alexandra Anne Lindsay Hynes

Stephen Matchett, PhD (Sydney)

Stewart Anthony McClay, BAcc (University of Glasgow), ACA, CA, FAICA

Susanne Alexandra Rae, MA (New York), Dip Ed, BA (Sydney)

auditors

Benbow and Pike

management staff

Rebecca Ladd, BEd (Hons), Master of Management (Comm Management) – Executive Director, Client and Community Services

Sharon Everson, Dip Comm Organisations – Executive Director, Corporate Services

Robert Adam, BA, BEd – Co-ordinator: Advocacy and Communication Access

Sandra Carroll, BA (Welfare Studies) – Co-ordinator: Community Access and Information Service

Michelle Condon, BCom. Co-ordinator: Administration

Alison Lumby-Herridge BEd (Comm), Grad. Cert Human Resources Management – Co-ordinator: Education, Training and Employment

Stephen Nicholson – Co-ordinator : Independent Living Skills

to work within the community to ensure deaf people achieve their full rights and fulfil their responsibilities as Australian citizens

the deaf society of new south wales to be recognised as the organisation delivering world class services to the deaf community of new south wales

departmental mission statements

community services

To provide a professional specialist information, consultation, support and lobbying service to the Deaf community and to government and generic social welfare and related agencies.

independent living skills

To provide support and training on a one to one basis to assist Deaf people with disabilities or who require extra assistance to live as independently as possible.

community education

To provide education and information to the Deaf and hearing communities with the aim of improving access and opportunities for Deaf youth and adults.

deafness awareness training

To provide education and training to both government and non-government organisations to increase people's awareness of deafness and/or improve the accessibility of these organisations to Deaf people.

To provide sign language classes to both government and non-government organisations to increase people's awareness of communication and/or improve the accessibility of these organisations for Deaf people.

employment service

To assist Deaf people to access employment and vocational training opportunities.

To increase employment opportunities for Deaf people by promoting equal employment policies and educating employers on the needs of employees who are Deaf.

To provide on-the-job training and support for Deaf people, some of whom will have disabilities.

advocacy and communication access

To provide high quality interpreting services to the Deaf community of NSW and to ensure the accessibility of community services to Deaf people.

administration

To provide high quality administration and financial support to all Deaf Society programs to enable them to operate effectively in providing services to consumers.

overview of the organisation

The Deaf Society of New South Wales provides a wide range of support services and programs for Deaf people, including those who may have disabilities such as visual impairment, cerebral palsy, or developmental delay.

form of organisation

The Deaf Society of New South Wales was founded in 1913 in answer to the needs of Deaf people who used sign language as their primary means of communication.

The Society was incorporated in 1922 under the Companies Act, 1899 as a Company Limited by Guarantee. Its original name "The Adult Deaf and Dumb Society of New South Wales" has been altered twice since that time to its current title "The Deaf Society of New South Wales."

statement of beliefs

The Deaf Society believes that Deaf people should enjoy the same political, civil and human rights as other members of the community and works with the Deaf Community to secure these rights.

accountability

The Deaf Society is a non-profit agency whose services for Deaf people are funded by government grants, contributions from donors, income earned from investments and fees charged for services rendered.

The Deaf Society is accountable to its clients, members, donors and supporters, the State and Commonwealth Governments and to the Australian Securities Commission.

This Annual Report, a document of accountability, provides detailed information about the Society's endeavours in attaining its goals as laid down in its Mission Statement.

management

The majority of the Deaf Society's members are Deaf people who use Auslan (Australian Sign Language). The affairs of the Society are managed by a President and Board of Directors who are elected by the members at the Annual General Meeting and hold office for a period of three years. Directors can nominate for re-election at the end of each term. Casual vacancies may be filled by the Board of Directors.

The Deaf Society employs Executive Directors and other staff to carry out its functions.

organisational chart



president's report

As President of The Deaf Society of New South Wales, I am pleased again to report to you, our members and supporters, on the Society's activities for the past year.

Further details of the Society's services and programs as well as highlights of the year are set out in this report.

strategic plan

Following an intensive review of the Society's management and services, the Board of Directors resolved in April 2001 to confirm the appointment of Rebecca Ladd as Executive Director, Client and Community Services and Sharon Everson as Executive Director, Corporate Services.

The culmination of the restructuring process, which commenced in 1999, saw the drafting and adoption of a three year Strategic Plan in April 2001. The Plan includes the consolidation of the Society's core programs with a strong framework for innovative services so that we can better meet the needs of the Deaf Community.

I would like to place on record my thanks to all members of the Society and our staff for their support during the review process and their invaluable contributions to the final Plan.

board of directors

New Directors elected to the Society's Board at the 87th Annual General Meeting held on 25 November 2000 were Stephen Matchett, Cathy Clark and Sue Rae who have brought to the Board a wide range of skills and experience from such fields as education, public relations, marketing and experience in providing deaf-related services.

Directors re-elected at the meeting for another three year term were George Barbouttis, Alexandra Hynes and Anthony Gorringer with Tony Houen being re-elected for a further twelve months. Anthony Gorringer was re-appointed Deputy Chair at the December Board meeting.

At the Annual General Meeting, special mention was also made of two long serving supporters and past directors, Jack Christie and Lionel Goff, both of whom passed away during 2000.

During the year, the Board continued to meet bi-monthly to deal with the many issues which affect an organisation providing services to both the Deaf and general communities. Directors also gave of their time, expertise and support to participate in the strategic and management review which culminated in the 2001-2004 Strategic Plan.

As President, I would like to take this opportunity to acknowledge the contributions made by my fellow Directors and extend my appreciation for the professional and conscientious manner in which they undertook their duties.



financial

During the year the Society again achieved our dual commitments of providing important services to members of the Deaf Community while remaining a strong, financially viable organisation.

The financial reports on pages f1 to f16 show a surplus of \$277,939, a 50% increase on the result for 1999/2000, partly due to an increase in returns on our investment portfolios, which have been professionally managed by Commonwealth Investment Management and the AM Corporation since last year.

The Board of Directors would like to congratulate the Executive Directors and the staff of the Society for facilitating such a positive result for 2000/2001 year.

future directions

The next three years will be an exciting and challenging time for the Society, with Directors and staff working together to address the priorities as identified in the Strategic Plan.

Major areas include research and development, which will see the Deaf Society contributing to research on areas relating to Deaf people and service provision and increasing the awareness of the Society's programs and services, to the Deaf Community, government and non-government agencies and the wider community.

There are many people who contribute to the ongoing success of the Society.

Our donors contribute financially to help ensure the Society is able to continue our work.

Volunteers contribute their time, enthusiasm and hard work to the success of the Society.

Our professional advisers also make a significant contribution to the efficient running of the Deaf Society. I would like to express my thanks to Patterson, Houen and Commins, the Society's honorary solicitors, and Mr Gerard Abrams of Benbow and Pike for his assistance on financial and accounting matters.

If you would like more information on any aspect of the Society's work or have any suggestions on how we might better serve the Deaf Community of NSW, please get in touch with us.

.....
PETER BROWNLEE

.....
PRESIDENT

2001
.....

executive directors' report

The past year has been both exciting and challenging. The preparation of the 2001-2004 Strategic Plan provided the opportunity to reflect on past successes as well as plan for innovative services for the members of the Deaf Community and their families.

Some of the major achievements during the past five years arising from goals set in the 1996 Plan include

- Publication of "Hands Up NSW", which provided a comprehensive profile of the Deaf Community in New South Wales;
- Development of relationships with local service providers and the Deaf Communities in regional and rural areas;
- Streamlining and expanding the operation of the Interpreting Service;
- Publication of the Deaf Seniors Study;
- Piloting of a number of comprehensive family service projects including a parents group for hearing parents of Deaf children; "Deaf Youth Talk Time" and the "Step by Step" program;
- Assistance with the establishment of an Usher Type 1 social/support group;
- Documentation of policies and procedures, including plain English policies for consumers;
- Enhanced access to independent living skills training for Deaf people with disabilities;
- Participation in the Case Based Funding Trial, which provided supplementary funding for the employment service;
- Production of public relations material and Web site development; and
- Enhanced relationships and support of consumer and Deaf related organisations.

We would like to take this opportunity to place on record our thanks and appreciation to both past and present Deaf Society staff at all levels who participated in these achievements.

We would also like to recognise the contributions made by Peter Bonser, who left the Society this year after 21 years service. In the latter part of his employment, Peter was instrumental in the production of Hands Up NSW and the Deaf Seniors Study, as well as travelling to many regional areas as part of our Outreach Program. We wish Peter every success in his new position at the Queensland Deaf Society.

During the year, the Society continued to provide services to members of the Deaf Community whilst operating in a financially responsible manner. We are pleased to report

that the surplus for the year under review was \$277,939.

As an organisation which is accountable to its consumers, we are cognisant of the need to monitor our services on an ongoing basis

to ensure they remain relevant to our consumers. To this end, three community consultations were held during the past twelve months in both Sydney and Newcastle.

In closing this report, we would like to make a number of acknowledgements. Funding assistance was received from both the Commonwealth and NSW State Governments which assisted in providing our services. A grant from the Epstein Deafness Foundation of \$244,753 also helped defray program costs.

Appreciation is also extended to Peter Brownlee, President, for his unfailing assistance and good humour during the past year and to Directors for their commitment to the Society. We would also like to thank members of the Deaf Community for their support.

We extend our gratitude to staff members of the Society for their commitment to the Society's mission and for their support and encouragement during the past twelve months, particularly during the review period.



Sharon Everson and Rebecca Ladd



The Deaf Society team

It is with a sense of anticipation that we look forward to the forthcoming year as we continue to work together to implement initiatives in line with the Strategic Plan.

Rebecca Ladd
Executive Director
Client and Community
Services

Sharon Everson
Executive Director
Corporate
Services

2001 – 2004 strategic plan

Directors, management and staff took part in the development of the 2001 – 2004 Strategic Plan in April, 2001. In setting the Plan's goals, the social, economic and political forces which have affected and are likely to impact on the Society's future operations were taken into consideration.

Participants agreed that there was a need to be proactive in enhancing the Deaf Society's profile within both the Deaf and wider communities and that it was important to develop partnerships with external organisations.

During the drafting process, both Directors and staff agreed that the priorities identified in the Strategic Plan were additional to the everyday work of the Society, and the impact on human resources would have to be considered in determining timelines.

The finalised Plan, which encompasses six major areas as set out below; was adopted by the Board of Directors at its meeting in June 2001.

- Capacity building and income management – ensuring the continuing viability of the Deaf Society through sound financial management
- Profile of the Organisation – increasing the awareness of the Deaf Society's programs and services
- Key Services and Programs – ensuring the ongoing viability of the Deaf Society's key programs and services
 - Education – facilitating the development of improved education for Deaf students;
 - Technology – remaining at the forefront of technological developments which have application/relevance to Deaf people;
 - Interpreting – continuing to provide a quality interpreting service which is financially viable;
 - Early intervention and support services – providing holistic information and support to both hearing parents with Deaf children and Deaf parents;

- Employment – assisting Deaf people to obtain and maintain employment; and
- Rural and remote services – facilitating access to services by Deaf Communities and Deaf individuals in rural and regional areas

- Partnerships with other organisations – developing partnerships with external service agencies to expand services offered to the NSW Deaf Community
- Research and Development – contributing to research and the body of knowledge relating to Deaf people and service provision
- Staff Support and Professional Development – ensuring that all staff are proficient in their knowledge of the Deaf Society, its equipment, policies, procedures and services.

While the Strategic Plan establishes the direction for the Deaf Society over the next three years, shorter term goals were determined in an annual plan for each department.

A major goal for this year's plan is to develop improved resource information, especially for parents of newly diagnosed Deaf children. This work will be facilitated by the employment of a part time Research and Development Officer, who will also be responsible for the publication of "Frequently Asked Questions" fact sheets and overseeing the development of a more accessible Website for the Society.

Much of the work involved in achieving goals during the next twelve months, and of course, over the next four years, will require work at both an inter-and intra-team level. We are certain that staff members will once again rise to the many challenges involved in improving services with limited resources and will demonstrate their flexibility and creativity. We look forward to bringing you future updates on service developments in line with the 2001 – 2004 Strategic Plan.

Communication access via computer – technology will increasingly play a more important role in the lives of Deaf people.



services and programs

Deaf people deserve the same opportunities as other members of the community and should have the same rights to access all available services and activities.

The above statement provides the foundation for our service provision teams. In order to work successfully with Deaf people to enable them to take their place in the wider community, our staff not only require formal qualifications in a range of areas, including welfare, interpreting and adult education, but must also develop an intimate knowledge of the Deaf Community.

Team participation in the drafting of the 2001-2004 Strategic Plan provided the opportunity for all staff to reflect on and evaluate past achievements as well as examining the challenges involved in meeting additional service needs with limited resources.

The reports below highlight how our service delivery teams have achieved their goals during the past year.

community access and information service

The major goal of the Society's Community Access and Information Service (CAIS) is to ensure equality of access for Deaf people. Regular services offered to Deaf people and their families at both the Parramatta and Newcastle offices include:

- **Drop In** – One of the most frequently used services by the Deaf Community, Drop In is an excellent way to make first contact or get information and assistance from a community worker. As the name suggests accessing the Drop In service does not require an appointment. A community worker can help with information, simple task focused assistance or a referral may be made for more extensive assistance. This service operates three times per week in Parramatta and twice weekly in Newcastle.
- **Casework** – This service offers ongoing assistance for a short to medium term period. Deaf individuals or families are assisted with gaining access to the service they require. Often casework activities are achieved collaboratively with specialist generic agencies.
- **Community Development** – This service allows the CAIS team to conduct ongoing support work with various sub-

Lorraine Mulley, Gerry Smith, Sandra Carroll (Co-ordinator), Larissa Burns – the CAIS team



groups within the Deaf Community, such as Deafblind and Ushers Type 1 Group and Deaf senior citizens. Community development activities are undertaken in conjunction with the Deaf Community and aim to improve access and equity for the members of the particular group.

- **Special Projects** – These activities are planned, one off, time limited projects which address a particular need or issue affecting the Deaf Community.

During the year the team continued to update and extend a range of information sheets responding to a wide range of frequently asked deafness related questions, as well as services and assistance available for Deaf and hearing impaired people.

One of the major areas identified last year was the need for improved services and access in the area of support for children and families. This year saw the completion of the Step by Step National Mental Health Project for Deaf and Hearing Impaired Youth and the development of a Deaf specific children's respite project, involving a network of mainstream children's services, has begun.

Other activities which have continued from last year include facilitating social activities for the Usher1 Group (a support group for people who are Deaf and progressively losing vision). A seminar conducted in conjunction with the Royal Blind Society and Guide Dogs NSW/ACT on Living with Ushers also proved very popular. Members of the CAIS team are also providing assistance with the planning for the 2002 National Deafblind Conference, as a member of the Conference Steering Committee.

Our connection with the NSW (Sydney) Deaf Seniors group continued during the year with a community worker offering monthly Outreach at Seniors as well as assistance with the organisation of information seminars specifically for the Seniors group. Similarly, in Newcastle the Wednesday Social group and the Deaf

Participants at the Usher Type 1 Seminar held in conjunction with the Royal Blind Society and Guide Dogs NSW/ACT.



Society enjoy a strong and productive working relationship. The firm connection developed with the Mayflower Aged Care Centre, which operates Mullauna Village, has continued to grow. Mullauna Village is the only aged accommodation service catering to the culturally Deaf Community of NSW and the CAIS team complements Mullauna's activities

through the provision of fortnightly support to the Deaf residents as well as representing the Society on Mayflower's Board of Directors.

In Newcastle, the Deaf Tenants Group continues to receive support from the Deaf Society and the Auslan Friends group goes from strength to strength forging social connections between the local Deaf and hearing communities as well as creating an immersion environment for Auslan learners.

It is often the case that rural and regional communities are amongst the most resourceful and creative. The Newcastle Deaf Community is proof of this having established computer access at the Newcastle office. The computer, purchased with funds raised in the local area, is available to a variety of Deaf Community groups to further their independent activities and we look forward to a growth of information disseminated by the local community for the local community.

Services to Deaf people living in rural, regional and remote areas remains of significant concern for the Society. In an effort to address the very real needs of people living outside the metropolitan area, the CAIS team has developed a long term plan

Kristen Hingerty, Julia Griffiths, Stephen Nicholson (Co-ordinator) and Kerrie Lakeman - The ILSP team



to facilitate specialist support, including bi-annual visits to major regional centres. Funding will continue to be sought to enable improved service provision to country areas.

It is anticipated that acting as a Support Planner for the Department of Ageing, Disability and Home Care's new Service Access Scheme will also assist eligible Deaf people to receive appropriate assessment and planning to meet needs that cannot be fulfilled by existing services. While Support Planning will be an important development for country communities it is not confined to these areas and is available across New South Wales.

Funding from the Department of Ageing, Disability and Home Care totalling \$169,918 was received towards the operation of the CAIS service in the metropolitan, Hunter and Illawarra regions with a further \$69,925 being received from the NSW Department of Community Services to offset expenses incurred by the children and family worker. The combined deficit for both these programs was \$124,527.

All of these activities were achieved through the solid teamwork of the Community Access and Information Service, which was well supported by skilled volunteers and students. We are always very fortunate and grateful for this most valuable support and this year we have been particularly favoured by the contributions of two exceptional people in Mandy Smith and Claire Tarling.

We look forward to 2002 and the continued work, collaboration and exciting new projects in store.

independent living skills program

This year proved to be both a busy and successful one for the Independent Living Skills Program (ILSP). A number of



clients, who are profoundly deaf and have additional disabilities of a mild to severe nature, were supported to reach new goals and achieve major accomplishments in a number of areas. One client was supported to gain his truck licence and two clients were placed into private rental accommodation and are now living independently.

The major focus of the Program continued to be the development of clients' independent living skills in the areas of household management, travel training, self-care and personal health and social and communication skills.

In assisting service users, individual program plans were developed and then implemented which involved documenting the goals, objectives and strategies with each client then undertaking regular reviews. In facilitating achievements for service users, a number of internal and external professionals were involved including social educators, community workers, co-ordinators and interpreters.

During the year under review, a joint program was established with two external agencies to assist in the provision of appropriate services, thus increasing positive outcomes for service users.

ILSP staff also represented the Society at relevant community meetings and attended training workshops. Staffing throughout the year has been stable with an additional part time person recently joining the team.

The program received a grant of \$252,556 from the Department of Ageing, Disability and Home Care to offset the expenses of the program, however operation of the service resulted in a \$56,965 deficit for the year. A further

grant of \$39,028 was received to specifically support a Deafblind person to live in the community and access services and activities.

The ILSP team is to be congratulated for continuing to demonstrate high quality service provision

advocacy and communication access

Every time a Deaf person has to communicate with a service provider, business office or health care professional, the need for an interpreter arises. It is the provision of this service which allows Deaf people access to the wider community.

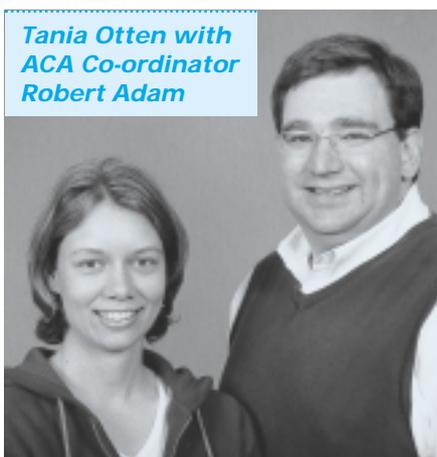
During this team's first full year of operation, a valuable contribution has been made to the areas of advocacy and interpreting service provision, thus filling a number of gaps in service provision available to the Deaf Community of NSW.

Auslan interpreting assignments were provided in a wide variety of situations including:

- Legal – including court work
- Government Departments – including taxation, housing social security, etc
- Employment – job interviews, promotion interviews, training programs
- Medical – general practitioners, medical specialists, therapists, dentists
- Special Occasions – baptisms, funerals
- Meetings/Seminars/Conferences – public meetings, staff meetings, Deaf Community workshops, consultations, etc.
- School/Educational Meetings – meetings with teachers/parents, workshops, etc.
- Personal business appointments – bank interviews, financial interviews
- Emergency situations

In recent years, the Deaf Society has relied upon a pool of casual interpreters in providing these services. Following a review of expenditure, it became obvious that with an increase in fee-for-service assignments, it would be possible to employ part-time casual interpreters to perform this work, along with some no-fee assignments. This has been such a great success, in that salaries of these part-time interpreters have been recouped through fee-for-service work, that one more part-time interpreter will be recruited in the coming year.

The Policies and Procedures Manual for the Deaf Society of NSW Interpreting Service was published in October and includes guidelines on recruitment and



**Tania Otten with
ACA Co-ordinator
Robert Adam**

selection of interpreters, employment conditions, the code of ethics and confidentiality, quality assurance, staff appraisal and the procedures for booking an interpreters. This has proven to be an invaluable resource for Deaf Society staff, interpreters and clients alike.

The Interpreting Service has continued its efforts in enhancing its relationship with its team of casual interpreters. This is considered of vital importance because casual interpreters do not work from any one location, and yet represent the Deaf Society at all interpreting assignments. Interpreter consultations have been held and are attended by interpreters wishing to receive an update on the

Interpreting Service and to provide feedback on various

Robert Adam, Co-ordinator Advocacy and Communication Access, delivering the after-dinner speech at the Western Australian Deaf State Conference Dinner held in May, 2001.



aspects of interpreting. Such consultations are useful in planning interpreting service provision and feedback is consistently taken into account. These have been held in Sydney as well as Tamworth, Newcastle, Lismore and Orange. It is anticipated that these will be held in other parts of NSW in 2001-2002.

Professional Development is one area considered of high importance by the Deaf Society. A highlight of the year was the Interpreters Professional Development Day conducted in association with the Faculty of Interpreting, Deaf Education Network and presented by Jemina Napier. Additionally, a NAATI Para-professional accreditation preparation workshop was held in Tamworth and it is expected that where required, the Deaf Society will take an active role in preparing individuals wishing to sit the test for Para-professional accreditation.

The Deaf Society has also continued its efforts in ensuring quality service provision for individuals who are DeafBlind. A new set of guidelines "Interpreting for people who are Deafblind" was adopted by the Interpreting Service and steps were taken in familiarising our DeafBlind interpreters with the principles within. Appreciation is extended to Sharon Barrey Gassick who kindly allowed her guidelines to

be adopted. An orientation night was held in late 2000 for Deaf DeafBlind relay interpreters, and it is hoped that this training of these interpreters will be enhanced by the establishment of an appropriate training course in the TAFE sector. The Co-ordinator spoke on the DeafBlind interpreting guidelines to the DeafBlind workshops at Renwick College.

Contact has continued with other government providers of interpreting services and meetings have been held with the Managers Forum at the Health Care Interpreting Service and with the Community Relations Commission (formerly the Ethnic Affairs Commission). At such meetings, issues of mutual interest are

discussed, particularly recruitment of interpreters and service provision.

Representation of the Deaf Community, in conjunction with NSW Association of the Deaf has continued in

the following fora: Attorney General's Disability Advisory Council, the Department of Education and Training Disabilities Communities Consultative Council, the Sydney Opera House Disability Plan among others, where issues that are of importance to the Deaf Community are raised for discussion and resolution.

The Co-ordinator has continued to maintain a presence in regional and rural areas of NSW. Community consultative workshops have been scheduled where possible. These have been held in Tamworth, Lismore, Orange, Albury, Newcastle and Coffs Harbour. Contact with other kindred interpreting services has been established or maintained during the year and these have included Deaf Education Network, Queensland Deaf Society, Victorian Deaf Society, ACT Deafness Resources Centre, and the Western Australian Deaf Society.

A significant outcome of the Deaf Society's advocacy work was the establishment of the Working Party on Provision of Services to Students Who are Deaf or Hearing Impaired, as a result of lobbying by the Deaf Society and the NSW Association of the Deaf. A meeting was sought with the Minister for Education and Training to discuss the closure of Farrar School for Deaf Children, and the accreditation and employment of interpreters in the schools system resulted in the establishment of the Working Party.

The Deaf Society is conscious of the central role played by families in the lives of Deaf children and young adults. It is recognised that families do not have adequate exposure to sign language and the Deaf Community. To this end, steps have been taken to discuss a playgroup and support group for parents of Deaf children with the Royal Institute for Deaf and Blind Children and a number of parents of young Deaf

children. The Co-ordinator has also been a member of a group convened by Deaf Education Network and Renwick College which had as its focus 'Auslan for Parents'.

Support for parents who are Deaf themselves has commenced with a workshop of Deaf parents for a research project on access to school situations for parents with a disability. Following the workshop, facilitated by the Society and the Disability Council of NSW, participants strongly recommended the establishment of a series of parent support workshops.

employment service

During the year the Employment Service continued to meet its first priority – assisting Deaf people to access employment and vocational opportunities. Achieving this goal presented many challenges especially in terms of how to provide flexible, high quality, relevant information and advice to employers in order to prepare them to meet the needs of Deaf people in their workplaces.

The program has had a very successful year with 16 consumers being placed into employment, exceeding the target of 10 as agreed with our funding body. Additionally, a number of Deaf consumers who have registered with us have successfully stayed in their jobs for more than one year.

In line with the requirements of the Department of Family and Community Services, a service assessment, including feedback from service users, was completed during the year. The outcome from this review now forms the basis of an action plan, including meetings with Deaf consumers on goal setting for the following year.

Following the completion of the Case Based Funding Trial One, the Department Family and Community Services invited the Society to participate in a second trial this financial year. The purpose of the trial is to examine the impact of funding of services being directly linked to outcomes achieved for individual service users. Receipt of this additional funding has benefitted an additional eight employment service clients.

A major highlight this year was working collaboratively with Options Enterprises in conducting an "Employment Services in the 21st Century" forum held in November 2000. The forum provided information sessions on various Employment Services and Deaf guest speakers described their experiences in the workplace.

Other highlights included the publication of a plain English information brochure, updated consumer information kits and representation on a committee organised by the Deaf Education Network which oversaw the production of two videos designed to increase vocational awareness by Deaf and hearing impaired people and their employers. Representation also continued on a joint committee with Hunter region teachers of the deaf in compiling an information kit for Deaf school leavers.

During the year we continued to develop and enhance our relationships with other employment agencies, external agencies and Centrelink.

The E.T.E team: Simone Peisley, Julia Griffiths and Alison Lumby (Co-ordinator)



A grant of \$110,881 was received from the Department of Family and Community Services towards the expenses in operating this program.

community education

The Community Education program targeted to Deaf and hearing impaired people aims to provide the opportunity to enhance skills in the areas of self determination, self advocacy and self management.

In order to ensure that the program continued to offer relevant workshops, a community consultation was held with members of the Deaf Community during the year and priorities for workshop topics were decided.

Eleven adult education workshops were conducted during this period on diverse issues such as Depression, Usher Syndrome, How to use an Interpreter, Domestic Violence, Family Law, Conveyancing, Cancer, Victims Compensation, and Goods and Services Tax (GST). Increased attendance at such workshops has proven the real need for Deaf people to be offered accessible information.

A number of education programs focussing on the needs of young Deaf school students were also held during the year including three ten week programs on self awareness and self improvement, two career awareness programs on the development of vocational skills and one workshop on how to use an Auslan interpreter.

Staff working at Mullauna Village attended a ten week sign language course which assisted them in better meeting the needs with the Deaf residents.

A grant was received from the Ageing and Disability Department totalling \$55,048 however operation of the program resulted in a deficit of \$23,383.

Our appreciation is extended to speakers from external organisations for their time and expertise in providing information to the Deaf Community.

Local police officers and Auslan students took the opportunity to visit the Parramatta office on Open Day.



deafness awareness training

As reported last year, it was not financially viable to continue to offer Deafness Awareness Training in a formal way, however the program has continued in an ad hoc manner in



response to specific requests, rather than by attempting to generate demand through formal marketing.

This year training sessions were held for a number external agencies, including the Department of Ageing, Disability and Home Care; Attorney General's Department; Australian Hearing Services; Mullauna Village; Qantas; Kings Langley Scout Group and University of Newcastle Social Work Department.

Training can be customised for particular groups, and on a number of topics, including "How to use a TTY", "Communication Skills" and the ever popular "Deaf, Deaf World" workshop.

Please contact the Deaf Society on 9893 8555 if you are interested in a specific training course for your organisation or group.

kenneth w tribe fellowship fund

The Kenneth W Tribe Fellowship was established in 1982 by the Board of Directors to provide assistance to Deaf or hearing impaired people to access tertiary studies which will lead to improved employment opportunities and / or enhance the individual's ability to contribute to the Deaf Community.

During the past twelve months, financial assistance was awarded to Anna-Maree Shaw who is studying for a Bachelor of Social Sciences/Psychology and Diploma of Welfare, Bridget Nunan who is undertaking a Bachelor of Arts (majoring in computing), Jahna Rodwell who is enrolled in a Graduate Certificate of Applied Management (Tourism), Anna Kaszonyi who is undertaking a Graduate Certificate in Educational Studies/Masters in Special Education and Jennifer Henry who is enrolled in a Bachelor of Nursing.

A scholarship from the fund last year facilitated Robyn Rose Herps in gaining her Masters in Special Education (Hearing Impaired Strand) this year. We hope this year's participants will be as successful in their chosen courses of study.

People interested in applying for sponsorship from this Fund should contact the Society's Parramatta office on (02) 9893 8858 (TTY) for a copy of the guidelines.

extra curricular activities by staff

Robert Adam

President and Life Member, Australian Association of the Deaf (AAD)
President, NSW Association of the Deaf (NSWAD)
Member, Auslan Language Panel, National Accreditation Authority for Translators and Interpreters (NAATI)
Part-time Lecturer in Education (Auslan), Renwick College, Royal Institute for Deaf and Blind Children (in affiliation with the University of Newcastle)
Sessional Teacher, Deaf Education Network (DEN)
Member, Attorney General's Department, Disability Advisory Council
Member, Department of Education and Training, Disabilities Community Consultative Committee
Friend, Australian Theatre of the Deaf (ATOD)
Member, Australian Communication Exchange (ACE)
Member, Deaf Society of New South Wales
Member, European Council of Deaf Researchers of Sign Language
Member, La Trobe University Alumni Association
Member, Victorian Council of Deaf People (VCOD)
Member, Victorian Deaf Society (Vicdeaf)
Member, Western Australian Deaf Society (WADS)
Member, World Federation of the Deaf
1999 Deaf Professional of the Year, awarded by NSWAD

Michelle Billingham

Registered Nurse
Member New South Wales Association of the Deaf (NSWAD)

Sandra Carroll

Member, NSWAD
Member, ASLIA
Member, ATOD

Julia Griffiths

Leader, Liverpool Deaf Church
Secretary, Auslan Bible Translation Project
Leader, Deaf Christian Camp
Leader, Bible Studies

Alison Lumby-Herridge

Member, NSWAD
Member, AAD
Representative for the DEAFintely project for Deaf Education Network
Member, Human Resource Management Institute
Director, Disability Council

Kristen Hingerty

Member, NSWAD
Member, AAD
Member, ATOD
Member, Australian Communication Exchange
Sessional Auslan Teacher
Deafblind Relay Interpreter

Rebecca Ladd

President, ASLIA NSW
NAATI Interpreter Level Accreditation
Teacher, TAFE
Freelance Interpreter
Organising Committee, 19 International Congress for Educators of the Deaf and the 7th Asia-Pacific Congress on Deafness
Member, Department of Education and Training, Review into the Education of students who are Deaf or hearing impaired

Kerrie Lakeman

Member, ATOD
Member, ASLIA
Student, TAFE Diploma of Interpreting

Lorraine Mulley

President, Campbelltown Deaf Netball Group
Player, Campbelltown Deaf Netball Group
Member, Australian Deaf Sports Association
Member, NSW Deaf Sports Association
Player, NSW Deaf Netball Team
Player, Australian Deaf Netball Team
Youth Leader, TraXside Deaf Youth Talktime 99
Member / Leader Campbelltown Deaf Women's Group

Stephen Nicholson

Member, NSWAD
Member, AAD
Board Member, World Federation of the Deaf Youth Section
Sessional Teacher, DEN
Member, ACE
Deafblind Relay Interpreter

Simone Peisley

Student, TAFE AUSLAN course certificate one, Randwick TAFE

Gerry Smith

NAATI Para-professional Level Accreditation
Correspondence Secretary, ASLIA NSW

human resources

employment policy

The Deaf Society maintains a policy of Equal Employment Opportunity. Employment vacancies are initially advertised internally to allow existing employees to apply and / or access promotional opportunities. As part of the Society's Affirmative Action Policy, positions are identified which must be occupied by people who are Deaf – currently seven of our employees are Deaf, including three program co-ordinators.

staff training and development

The Deaf Society believes an organisation's strength is measured by the competence and professionalism of its staff. We remain committed to staff training and development. During the year staff were encouraged to identify training and development opportunities relevant to their area of work. Major events to which employees were sponsored either through the payment of fees or the provision of study leave during 2000/2001 encompassed a wide range of areas including

- International Congress for Educators of the Deaf
- Auslan Certificate Courses
- Interpreting Diploma Courses
- Bachelor of Laws
- Bachelor of Teaching (Adult Education)
- Bachelor of Arts

Staff were also encouraged to attend a number of training courses and events, including

- Effective Case Work and Case Management
- Managing Conflict at Work
- Office of the Protective Commissioner Information Session
- International Congress of Education of the Deaf
- Support Worker (Orientation 1)
- Enact – New Child Protection Legislation
- Guardianship Tribunal Information Session
- Domestic Violence (Shadows Past and Present)
- Centre for Domestic Violence Education and Prevention – Core Training
- Educators of Deaf Students 2001 Conference
- Excelling as a Manager / Supervisor
- First Aid Certificate
- FBT Seminar
- GST Seminar
- Fire / Emergency Procedures

During the year the Society also transferred \$72,490 from the service development reserve to the Mentoring Project which is designed to facilitate the skills acquisition of all Deaf Society staff.

staff appraisal system

This year saw the implementation of an exciting new Staff Appraisal System. Utilising updated job descriptions as the basis of a skills audit, the System also encompassed a new approach to staff appraisals, including team building and information presented in a subtitled video format. We believe that the new system will provide the basis for skills building and improved competencies for staff at all levels and look forward to positive results in improved staff confidence.

superannuation

The Deaf Society contributed 7% of salary for all full and part-time staff who were eligible under award occupational superannuation schemes during the year. These contributions were paid into the Health Employees Superannuation Trust Australia (HESTA).

industrial and employee relations

The Social and Community Services Employees (State) Award covers all Community Workers and Community and Social Educators. Clerical staff are covered by the Clerical and Administrative Employees (State) Award and the Employment Officer is employed under the Community Employment, Training and Support Services Award. Staff not covered by awards have their conditions of employment agreed to by contracts of employment.

Industrial and employee relations continued to be harmonious, with no days lost to industrial disputes.

number of permanent employees

	2000/2001		1999/2000	
	Full-time	Part-time	Full-time	Part-time
Executive	2	-	2	-
Administration	2	2	3	1
Access, Information and Support	8	1	8	2
Advocacy and Communication Access	2	1	2	-
Education / Training / Employment	2	1	2	1
Total	16	5	17	4

salaries, wages and related costs

Salaries and Wages	818,514	765,057
Workers' Compensation	16,979	21,096
Superannuation	70,634	59,512
Total	906,127	845,665
Total Expenditure	1,196,730	1,121,574
Percentage of Total Expenditure	76%	75%

occupational health and safety

Michelle Condon was appointed the Society's Rehabilitation and First Aid Officer in April 2001.

Planned changes to Occupational Health and Safety Legislation have commenced from July 2001 and will require some modification to our current procedures.

volunteers

This year the Society was once again fortunate in having volunteers who contributed their time and expertise. This valuable assistance ranged from the time given by members of our honorary Board of Directors, through to volunteers assisting with program provision, in particular the Usher 1 Support Group.

work experience

During the year a number of students, both Deaf and hearing, undertook work experience at the Deaf Society in a number of roles in a number of departments, including administration and community services. We would like to place on record our thanks for these motivated and hardworking individuals.

honorary treasurer's report



overview

Once again it is pleasing to report that for the financial year ended 30 June, 2001, the Deaf Society achieved an operating surplus. The consolidated surplus for the Deaf Society and Epstein Deafness Foundation (NSW) was \$439,061 with the operating surplus for the Deaf Society being \$277,939. I would like to congratulate the Executive Directors and staff for achieving this positive result.

As has been the practice in the past, rental costs for the Society's Parramatta headquarters, as well as the costs of providing administrative support services, have been apportioned across all service areas.

investments

As reported last year, following a review of investment policies, the Board of Directors resolved to appoint the AM Corporation and Commonwealth Investment Management to professionally manage the investment portfolios for both the Deaf Society and Epstein Deafness Foundation.

During the year under review, investments, including interest from cash investments and investment properties totalled \$388,617 which was 26% of the Society's total operating income, an increase of 7% on the previous year, mainly due to the higher returns on investments held with our Funds Managers. As an organisation which relies heavily on producing income from its own investments, this year's increase in investment income will enable additional funds to be spent on provision of services to Deaf people and their families.

epstein deafness foundation (nsw)

The Epstein Deafness Foundation (NSW) continued to hold investments on behalf of the Deaf Society under a Deed of Trust. During the year grants totalling \$244,753 which was 16% of operating income – were transferred to the Deaf Society which greatly helped to offset expenses for programs for which little or no government funding is received.

fundraising

Income from donations totalling \$24,499 was received during the year. This was a small decrease on last year's result mainly due to the competing demands made for financial assistance from donors during the Olympic year. The decrease also reflects the Board's decision some years ago that funds would not be expended in seeking additional fundraising income as it was more appropriate to seek effective ways of generating funds through investment strategies.

This report would not be complete without expressing sincere appreciation to our long time supporters who make regular contributions every year to assist in our endeavours. Financial support was also received through corporate donations and members of Women's Bowling Clubs throughout New South Wales continued to provide financial assistance for our services. We hope that this support will continue in the future.

provision for research and development

The Deaf Society remains committed to the development of appropriate programs and services for Deaf people and during the year, a total amount of \$199,210 was transferred from the future projects provision accounts established in 1997/98. These funds

enabled the continuation of the mentoring program, designed to assist with staff support and development, as well as the community development and outreach program.

balance sheet

The ratio of assets to liabilities per the balance sheet as at 30 June 2001 was 18:1, reflecting the positive effect of the Society's continuing sound financial management during the year.

Assets totalled \$6,220,986, with funds under management totalling \$3,843,969 and \$961,877 spread over a variety of investments, including cash deposits, commercial bills, mortgages, fixed term deposits and investment properties. Capital assets including furniture and fittings, office equipment, motor vehicles and accommodation units at Mullauna Village Aged Care Hostel totalled \$1,415,140.

Liabilities as at 30 June 2001 totalled \$323,775, with trade and other creditors totalling \$116,469; employee leave entitlements \$107,306 and provision for services \$100,000.

services and programs

The tables set out on pages 15 to 16 record the Society's financial results for the past five years. Table I gives an analysis of total operating income received for the year, \$1,474,669, by source. Commonwealth Government funding totalled \$118,363 – 8%, with that provided by the State Government totalling \$586,475 – 40%. Investments and grants from the Epstein Deafness Foundation totalled \$633,370 – 42% of income for the year. Fee for service income totalled \$79,956 – 6% and income from appeals and sundry items totalled \$56,505 – 4%.

Table II provides an analysis of the total operating expenditure of \$1,196,731 for the year. As will be noted, 64% was spent on community access and information services; 17.5% was spent on education, training and employment programs and 10% was spent in providing sign language interpreting services with 8.5% expended on fundraising and investments.

government subsidies and grants

The Deaf Society relies on funding from both the Commonwealth and NSW State Governments to assist us in providing programs and services and I would like to take this opportunity to acknowledge the assistance received from various government departments. During the year funding was received from the NSW Department of Ageing, Disability and Home Care for a number of our core programs including the community services programs, both metropolitan and regional; the independent living skills program, community liaison program and community education program. Funding from the Commonwealth Department of Family and Community Services enabled the continuation of the employment program, with additional funding from this Department being received via the Case Based Funding Trial. Funding for the family worker for Deaf adolescents and their families was received from the NSW Department of Community Services.

the future

The Board of Directors looks forward to meeting the future challenges as set out in the 2001 – 2004 Strategic Plan. In addition, it will responsibly manage funds in order to earn income to continue the operation of the Society's life important services as well as being able to fund innovative projects as set out in the Plan.

In closing, I would like to take this final opportunity to acknowledge the assistance given by contributors and supporters who made donations during the year, the Commonwealth and State Governments for providing subsidies towards our programs, and to our members for their support.

.....
GEORGE M. BARBOTTIS, OAM, FCA, HONORARY TREASURER
.....

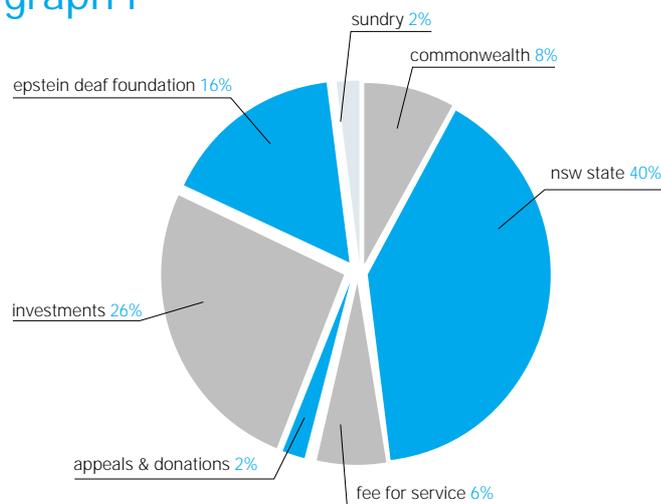
table i – analysis of operating income by source and cost centre

INCOME	TOTAL	C'WEALTH	NSW STATE	FEE FOR SERVICE	APPEALS DONATIONS	INVESTMENTS	EPSTEIN DEAF FDN	SUNDRY
Body Corporate	642,965	-	-	-	-	388,617	222,762	31,586
Fundraising	24,919	-	-	-	24,499	-	-	420
Information and Access								
Sydney & Regional	139,268	-	139,268	-	-	-	-	-
Hunter Region	44,581	-	24,399	-	-	-	20,182	-
Illawarra Region	8,060	-	6,251	-	-	-	1,809	-
Detached Family Worker	69,925	-	69,925	-	-	-	-	-
Independent Living Skills	189,919	-	189,919	-	-	-	-	-
Community Liaison	62,637	-	62,637	-	-	-	-	-
325 Funding	39,028	-	39,028	-	-	-	-	-
Community Worker Older People	-	-	-	-	-	-	-	-
Interpreting Services	69,899	-	-	69,899	-	-	-	-
Education and Training								
Community Education Program	55,404	-	55,048	356	-	-	-	-
Deafness Awareness Training	9,701	-	-	9,701	-	-	-	-
Employment Program	105,713	105,713	-	-	-	-	-	-
Case Based Funding Trial	12,650	12,650	-	-	-	-	-	-
Total	1,474,669	118,363	586,475	79,956	24,499	388,617	244,753	32,006
Percentage	100	8	40	6	2	26	16	2

table ii – analysis of operating expenditure

EXPENDITURE	2000	%
Body Corporate	100,444	8
Fundraising	5,703	0.5
Information, Access & Support		
Sydney & Regional	207,612	17.5
Hunter Region	98,728	8
Illawarra Region	8,060	1
Detached Family Worker	71,961	6
Independent Living Skills	233,819	20
Community Liaison	75,703	6.5
325 Funding	39,028	3
Community Worker Older People	24,513	2
Interpreting Services	119,988	10
Education and Training		
Community Education Program	78,787	6.5
Deafness Awareness Training	14,021	1
Employment Program	105,713	9
Case Based Funding Trial	12,650	1
Total	1,196,730	100

graph i



graph ii

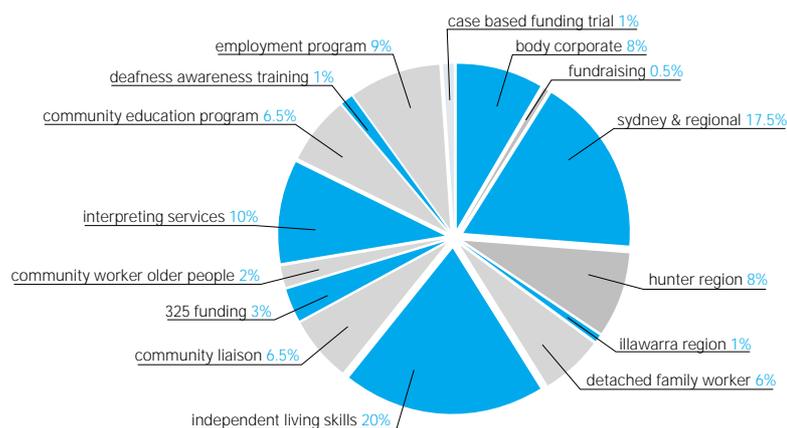


table iii – summary of income and expenditure by service area

SERVICE AREA	INCOME		EXPENDITURE	
	\$	%	\$	%
Body Corporate	642,965	44	100,444	8
Fundraising	24,919	1	5,703	1
Community Access & Information Service	553,418	38	759,424	64
Interpreting	69,899	5	119,988	10
Education, Training, Employment	183,468	12	211,171	17
Total	1,474,669	100	1,196,730	100

table iv – operating surplus

NET SURPLUS FROM	\$	%
Body Corporate	542,521	96
Fundraising	19,216	4
Total	561,737	100

Less Operating Deficits by Service Area

Access, Information and Support	206,006	73
Interpreting	50,089	17
Education, Training, Employment	27,703	10
Sub total	283,798	100
Surplus	277,939	
Total	561,737	

The Deaf Society of New South Wales

ABN 21 952 195 236

A company limited by guarantee

and controlled entity

The Epstein Deafness Foundation (NSW)

ABN 42 053 841 464

A company limited by guarantee

Financial Report for the year ended 30 June 2001

In addition, income generated from the payment of grants to The Epstein Deafness Foundation (NSW) is transferred from the Foundation to the Society on a regular basis for use by the Society in carrying out its activities.

Significant Changes in the State of Affairs

No significant change in the state of affairs of the Society occurred during the financial year.

Events Subsequent to Balance Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the economic entity, the results of those operations, or the state of affairs of the economic entity in financial years subsequent to the financial year ended 30 June, 2001.

Likely Developments

The Society and the Foundation will continue to maintain current services and programs and as part of their proposals for activities to be undertaken in 2001/2002, is planning to expand these services. The provision of these services will continue to rely on subsidies from the State and Commonwealth Governments, income from investments, fees for services rendered and income from donations, appeals and bequests.

The Society, as part of its commitment to ensuring that people who are deaf gain access to community based support services, will continue to monitor the provision of Sign Language Interpreters by the Ethnic Affairs Commission of NSW.

The Society will continue to examine the use of its resources to ensure that it fulfils its commitment to the Deaf Community of NSW.

Environmental Issues

The economic entity's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Information on Directors

George Michael Barbouttis OAM F.C.A., Dip. Commerce

- Chartered Accountant
- Honorary Treasurer
- Member of the Board since 1982
- Director, The Epstein Deafness Foundation (NSW)

Peter Owen Brownlee M.A. (Sydney) F.R.H.S. (UK)

- Managing Editor
- Member of the Board since 1985
- Elected Chairman of the Board November, 1996
- Director, The Epstein Deafness Foundation (NSW)

Catherine Clark BEd (Adult)

- Site Manager
- Member of the Board since November 2000
- Chairperson, National Working Party on Captioning

DIRECTORS' REPORT

Your directors present their report of the chief entity and its controlled entity for the financial year ended 30 June, 2001.

Directors

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

Colin James Allen (resigned 28 August, 2000), George Michael Barbouttis, Peter Owen Brownlee, Cathy Clark (elected 25 November, 2000), Anthony Alan Gorringer, Anthony Martin Houen, Alexandra Anne Lindsay Hynes, Stephen Matchett (elected 25 November, 2000), Stewart Anthony McClay and Susanne Alexandra Rae (elected 25 November, 2000).

Principal Activities

The activity of the economic entity constituted by the Society and the entity it controls, The Epstein Deafness Foundation (NSW), in the course of the financial year was the provision of services to people who are Deaf. There has been no significant change in the nature of this activity during the year.

Operating Result

The net amount of the consolidated profit, before abnormal items for the financial year was \$439,061. The net amount of the consolidated profit, after abnormal items for the financial year was \$875,904.

Review of Operations

During the year the Society continued to provide counselling and interpreting services, education programs for both the deaf and hearing communities and independent living skills training for people who are deaf as well as those who have a psychiatric disability and visual impairment.

Funding for all of the above activities came from appeals, bequests, donations, investment income, fees for services rendered, grants and subsidies from State and Commonwealth Governments.

Anthony Alan Gorringe JP NIA

- Finance Officer – Mid-Western Health Service
- Member of the Board since 1995
- Administrator of Deaf Lawn Bowls NSW
- Director, The Epstein Deafness Foundation (NSW)

Anthony Martin Houen AM B. A. LL.B.(Sydney)

- Solicitor
- Member of the Board since 1995
- Director, Inala
- Director, AM Corporation
- Director, The Epstein Deafness Foundation (NSW)

Alexandra Anne Lindsay Hynes

- Group General Manager and Director
- Member of the Board since 1989
- Co-founder of the Australian Caption Centre
- Director and Deputy Chair, Australian Caption Centre
- Director, The Epstein Deafness Foundation (NSW)

Stephen Matchett, PhD (Sydney)

- Marketing Manager
- Member of the Board since November 2000

Stewart Anthony McClay, ACA CA FAICD

- B. Acc (Glasgow)
- Chartered Accountant
 - Member of the Board since February 1999
 - Director, Blackmores Limited
 - Director, Grafikstyles Pty Limited
 - Director, Adenglen Pty Limited

Susanne Alexandra Rae MA (NY), BA (Syd)

- Director of Curriculum
- Member of the Board since November 2000

Directors' Meetings

During the financial year, 6 meetings of directors were held. Attendances were:

	Number eligible to attend	Number attended
Colin James Allen	1	1
George Michael Barbouttis	6	3
Peter Owen Brownlee	6	5
Catherine Clark	4	4
Anthony Alan Gorringe	6	6
Anthony Martin Houen	6	5
Alexandra Anne Lindsay Hynes	6	5
Stephen Matchett	4	4
Stewart Anthony McClay	6	5
Susanne Alexandra Rae	4	3

Indemnifying Officer or Auditor

The Society has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the Society or a related body indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings.

During or since the financial year the Society has paid premiums to insure each of the following persons against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity as an officer of the Society, other than conduct involving a wilful breach of duty in relation to the Society. The amount of the premium was \$314 for each person.

C. Allen, G. Barbouttis, P. Brownlee, C. Clark, A. Gorringe, A. Houen, A. Hynes, S. Matchett, S. McClay, S. Rae, S. Everson, P. Bonser, R. Ladd.

Directors' Benefits

Since the end of the previous financial year, no director has received or become entitled to receive a benefit (other than a benefit included in the aggregate amount of emoluments received or receivable by directors shown in the notes to the consolidated accounts or the fixed salary of a full time employee of the Society) by reason of a contract made by the Society or the Foundation or a related corporation with a director or with a firm of which he is a member, or with a company in which he has a substantial financial interest.

Proceedings on Behalf of Company

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings. The company was not a party to any such proceedings during the year.

This report is made and signed in accordance with a resolution of the directors.

P. O. Brownlee

G. M. Barbouttis

Director

Director

Sydney, 27 August, 2001

INDEPENDENT AUDIT REPORT TO THE MEMBERS

Scope

We have audited the financial report of The Deaf Society of New South Wales and of the economic entity for the financial year ended 30 June, 2001 as set out on pages f3–f15.

The financial report includes the consolidated financial statements of the consolidated entity comprising the Society and The Epstein Deafness Foundation (NSW). The Society's directors are responsible for the financial report. We have conducted an independent audit of this financial report in order to express an opinion on them to the members of the Society.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with Accounting Standards and other mandatory professional reporting requirements and statutory requirements so as to present a view of the Society and of the economic entity which is consistent with our understanding of their financial position and performance as represented by the results of their operations and cash flows.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In our opinion the financial report of The Deaf Society of New South Wales and the economic entity is in accordance with:

the Corporations Law, including:

- (i) giving a true and fair view of the Society's and the economic entity's financial position as at 30 June, 2001 and of their performance for the year ended on that date; and
 - (ii) complying with Accounting Standards and the Corporations Regulations; and
- other mandatory professional reporting requirements.

Benbow & Pike

Chartered Accountants
13/263 Alfred Street (North)
North Sydney NSW 2060
Sydney, 27 August, 2001

G. J. Abrams

Partner

DIRECTORS' DECLARATION

The directors of The Deaf Society of New South Wales declare that:

1. the financial statements and notes, as set out on pages f4–f15:
 - a. comply with Accounting Standards and the Corporations Law; and
 - b. give a true and fair view of the financial position as at 30 June 2001 and performance for the year ended on that date of the Society and economic entity;
2. in the directors' opinion there are reasonable grounds to believe that the Society will be able to pay its debts as and when they fall due.

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

P. O. Brownlee

Director

Sydney, 27 August, 2001

G. M. Barbouttis

Director

**STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30 JUNE 2001**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2001 \$	2000 \$	2001 \$	2000 \$
CLASSIFICATION OF EXPENSES BY NATURE				
Revenues from ordinary activities	2 2,281,629	1,830,271	2,081,839	1,790,495
Employee benefits expense	889,147	799,595	889,147	799,595
Depreciation expense	64,415	65,703	64,415	65,703
Other expenses from ordinary activities	889,006	841,036	850,338	812,290
Profit from ordinary activities before abnormal items	2 439,061	123,937	277,939	112,907
Abnormal items	2 436,843	(121,534)	44,117	(121,534)
Net profit	875,904	2,403	322,056	(8,627)
Retained profits at the beginning of the financial year	5,070,839	5,068,436	1,020,342	1,028,969
Retained profits at the end of the financial year	5,946,743	5,070,839	1,342,398	1,020,342

**The accompanying notes
form part of these financial
statements.**

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2001

		Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
		2001	2000	2001	2000
		\$	\$	\$	\$
CURRENT ASSETS					
Cash	18	381,879	276,996	116,561	144,913
Receivables	5	501,721	3,296,459	398,669	1,463,449
Investments	6	295,000	900,000	–	350,000
TOTAL CURRENT ASSETS		1,178,600	4,473,455	515,230	1,958,362
NON-CURRENT ASSETS					
Receivables	5	446,647	446,647	446,647	446,647
Investments	6	7,773,309	3,769,848	3,843,969	2,235,872
Property, plant and equipment	7	1,415,140	1,209,747	1,415,140	1,209,747
TOTAL NON-CURRENT ASSETS		9,635,096	5,426,242	5,705,756	3,892,266
TOTAL ASSETS		10,813,696	9,899,697	6,220,986	5,850,628
CURRENT LIABILITIES					
Payables	8	104,834	115,914	116,469	117,342
Provisions	9	164,543	155,766	164,543	155,766
TOTAL CURRENT LIABILITIES		269,377	271,680	281,012	273,108
NON-CURRENT LIABILITIES					
Provisions	9	42,763	53,155	42,763	53,155
TOTAL NON-CURRENT LIABILITIES		42,763	53,155	42,763	53,155
TOTAL LIABILITIES		312,140	324,835	323,775	326,263
NET ASSETS		10,501,556	9,574,862	5,897,211	5,524,365
EQUITY					
Reserves	10	4,554,813	4,504,023	4,554,813	4,504,023
Retained profits		5,946,743	5,070,839	1,342,398	1,020,342
TOTAL EQUITY		10,501,556	9,574,862	5,897,211	5,524,365
Contingent Liability	11				
Leasing Commitments	12				

The accompanying notes
form part of these financial
statements.

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2001**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2001 \$	2000 \$	2001 \$	2000 \$
CASH FLOWS FROM OPERATING ACTIVITIES				
Receipts from activities	146,177	141,832	146,177	141,832
Payments to suppliers and employees	(1,367,908)	(1,359,099)	(1,345,661)	(1,336,905)
Interest, dividends and distributions received	299,930	474,443	126,519	234,740
Bequests	44,117	2,524	44,117	2,524
Grants and subsidies received	709,284	669,515	709,284	669,515
Grants received from The Epstein Deafness Foundation (NSW)	-	-	113,854	474,845
Net cash provided/(used in) operating activities	17 (168,400)	(70,785)	(205,710)	186,551
CASH FLOWS FROM INVESTING ACTIVITIES				
Payment for property, plant and equipment	(112,386)	(148,123)	(112,386)	(148,123)
Proceeds from sale of property, plant and equipment	112,373	96,400	112,373	96,400
Purchase of investments	(7,313,461)	(1,098,170)	(3,709,806)	(698,185)
Proceeds from sale of investments	7,586,757	1,012,823	3,887,177	473,185
Net cash provided/(used in) investing activities	273,283	(137,070)	177,358	(276,723)
Net (decrease)/increase in cash held	104,883	(207,855)	(28,352)	(90,172)
Cash at the beginning of the financial year	276,996	484,851	144,913	235,085
Cash at the end of the financial year 18	381,879	276,996	116,561	144,913

**The accompanying notes
form part of these financial
statements.**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2001**

**1. SUMMARY OF SIGNIFICANT
ACCOUNTING POLICIES**

Basis of Accounting

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Urgent Issues Group Consensus Views and other authoritative pronouncements of the Australian Accounting Standards Board. The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

The following is a summary of the significant accounting policies adopted by the economic entity in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Principles of Consolidation

The consolidated accounts comprise the accounts of The Deaf Society of New South Wales and The Epstein Deafness Foundation (NSW) a company limited by guarantee. Consolidated financial accounts have been prepared on the basis that the Society exercises control over the Foundation.

The effects of all transactions between the entities have been eliminated in full.

Property, Plant and Equipment

Freehold land and buildings are carried in the accounts at directors' valuation determined at 30 June, 2001. It is the policy of the economic entity to have an independent valuation every three years, with annual appraisals being made by the directors.

No provision has been made in the accounts for the depreciation of buildings held for investment purposes.

Furniture and fittings, office equipment and motor vehicles are carried in the accounts at cost less accumulated depreciation.

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

The straight line method has been used to calculate depreciation on buildings, furniture and fittings, office equipment and motor vehicles so as to write off the original cost of the assets over their estimated useful lives.

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

Class of fixed asset	Depreciation rate
Furniture and Fittings	10%
Computing equipment	50%
Office equipment	20%
Motor Vehicles	15%

Capital Donations and Bequests

Donations received for the specific redevelopment of certain properties have been treated as capital funds and set aside for use for that purpose.

Bequests received have been treated as abnormal income and are reported after the operating surplus for the year.

Employee Entitlements

Provision is made for the liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries and annual leave which will be settled after one year, have been measured at their nominal amount. Other employee entitlements payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those entitlements.

Contributions are made by the economic entity to employee superannuation funds and are charged as expenses when incurred.

Corporate Structure

The Deaf Society of New South Wales is a company limited by guarantee. In the event of the Society being wound up each member guarantees to contribute an amount not exceeding two dollars (\$2.00) to the assets of the Society.

Income Tax

There is no income tax payable by the Society or the Foundation as they are exempt under the current provisions of Australian income tax legislation.

Comparative Figures

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2001**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2001 \$	2000 \$	2001 \$	2000 \$
2. PROFIT FROM ORDINARY ACTIVITIES				
Profit from ordinary activities has been determined after:				
Expenses:				
Depreciation - furniture, fittings, office equipment and vehicles	64,415	62,333	64,415	62,333
Provision for non recovery	-	5,175	-	5,175
Rent paid	123,219	113,631	123,219	113,631
Revenues:				
Donations and appeals	24,499	31,894	24,499	31,894
Fees for service	79,956	43,071	79,956	43,071
Grants and subsidies	704,840	662,636	704,840	662,636
Grants - The Epstein Deafness Foundation (NSW)	-	-	244,753	190,000
Interest received or receivable				
- Other persons	162,188	432,452	81,614	240,731
Distributions received	603,215	-	263,933	-
Dividends received	24,687	38,055	-	-
Profit on sale of property, plant and equipment and investments	21,100	22,156	21,100	22,156
Rent received	43,070	42,238	43,070	42,238
Other	10,906	14,234	10,906	14,234
	<u>1,674,461</u>	<u>1,286,736</u>	<u>1,474,671</u>	<u>1,246,960</u>
Significant revenues:				
Bequests received	44,117	2,524	44,117	2,524
Termination payment to chief executive officer	-	(124,058)	-	(124,058)
Profit on sale of investments	392,726	-	-	-
Total Abnormal Items	<u>436,843</u>	<u>(121,534)</u>	<u>44,117</u>	<u>(121,534)</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2001

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2001 \$	2000 \$	2001 \$	2000 \$
3. REMUNERATION AND RETIREMENT BENEFITS				
Directors:				
No director of the Society or the Foundation receives any remuneration or retirement benefit except for the payment on their behalf of directors and officers liability premiums of \$314 each.				
The names of directors of the Society who have held office during the year are C. Allen (resigned 28 August, 2000), G. Barbouttis, P. Brownlee, C. Clark (appointed 25 November, 2000), A. Gorringer, A. Houen, A. Hynes, S. Matchett (appointed 25 November, 2000), and S. McClay and S. Rae (appointed 25 November, 2000).				
Executive Officers:				
The total remuneration paid to either the Executive Director (Corporate Services) or the Executive Director (Client and Community Services) of the Society was less than \$100,000.				
4. AUDITORS' REMUNERATION				
Amounts received or due and receivable by the auditors:				
Auditing the accounts	15,600	14,400	12,600	10,800
Other Services	4,937	3,202	4,937	3,202
5. RECEIVABLES				
CURRENT				
Debtors and prepayments	371,861	106,599	268,809	33,589
Less provision for doubtful debts	140	140	140	140
	371,721	106,459	268,669	33,449
Bills of exchange accepted and endorsed by the Commonwealth Bank of Australia	–	3,060,000	–	1,300,000
Loans to other persons secured by mortgage	130,000	130,000	130,000	130,000
	501,721	3,296,459	398,669	1,463,449
NON CURRENT				
Mullauna Village Aged Care Hostel Accommodation	481,147	481,147	481,147	481,147
Provision for non recovery	34,500	34,500	34,500	34,500
	446,647	446,647	446,647	446,647

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2001**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2001 \$	2000 \$	2001 \$	2000 \$
6. INVESTMENTS				
CURRENT				
Fixed Interest Securities – at cost (market value: \$340,002 2000: \$nil)	295,000	-	-	-
Debentures - at cost (market value: \$nil 2000: \$908,223)	-	900,000	-	350,000
	<u>295,000</u>	<u>900,000</u>	<u>-</u>	<u>350,000</u>
NON-CURRENT				
Funds Under Management at cost				
- AM Investment Trust (market value: \$3,343,676 2000: \$nil)	3,552,730	-	1,100,000	-
- Commonwealth Investment Management (market value: \$3,865,651 2000: \$nil)	3,978,456	-	2,743,969	-
Debentures - at cost (market value: \$nil 2000: \$1,042,987)	-	1,042,918	-	800,000
Property Unit Trusts - at cost (market value: \$nil 2000: \$583,200)	-	579,288	-	579,288
Shares in listed corporations - at cost (market value: \$783 2000: \$1,114,938)	2,247	656,182	-	-
Fixed Interest Securities – at cost (market value: \$219,254 2000: \$1,468,348)	239,876	1,491,460	-	856,584
	<u>7,773,309</u>	<u>3,769,848</u>	<u>3,843,969</u>	<u>2,235,872</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2001

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2001 \$	2000 \$	2001 \$	2000 \$
7. PROPERTY, PLANT AND EQUIPMENT				
Land and buildings				
at directors valuation 30 June, 2001	1,150,000	900,000	1,150,000	900,000
Plant and Equipment				
Parramatta Office - at cost	128,509	128,364	128,509	128,364
Accumulated depreciation	79,405	68,007	79,405	68,007
	49,104	60,357	49,104	60,357
325 Funding Program - at cost	1,926	1,926	1,926	1,926
Accumulated depreciation	1,286	1,093	1,286	1,093
	640	833	640	833
Newcastle Office- at cost	20,363	19,604	20,363	19,604
Accumulated depreciation	12,607	11,037	12,607	11,037
	7,756	8,567	7,756	8,567
Office Equipment - at cost	127,201	144,326	127,201	144,326
Accumulated depreciation	81,311	87,433	81,311	87,433
	45,890	56,893	45,890	56,893
Motor Vehicles - at cost	190,259	212,714	190,259	212,714
Accumulated depreciation	28,509	29,617	28,509	29,617
	161,750	183,097	161,750	183,097
Total property, plant and equipment	1,415,140	1,209,747	1,415,140	1,209,747
The directors valuation at 30 June, 2001 was based on an assessment of the properties current market value.				
8. PAYABLES				
Trade and other creditors	104,834	115,914	116,469	117,342
9. PROVISIONS				
CURRENT				
Employee leave entitlements	64,543	55,766	64,543	55,766
Provision for deaf community centre	100,000	100,000	100,000	100,000
	164,543	155,766	164,543	155,766
NON-CURRENT				
Employee leave entitlements	42,763	53,155	42,763	53,155

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2001**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2001 \$	2000 \$	2001 \$	2000 \$
10. RESERVES				
Asset revaluation reserve	661,850	411,850	661,850	411,850
Capital profits reserve	3,509,960	3,509,960	3,509,960	3,509,960
Service development reserve	344,480	471,200	344,480	471,200
Mentoring project reserve	38,523	111,013	38,523	111,013
	<u>4,554,813</u>	<u>4,504,023</u>	<u>4,554,813</u>	<u>4,504,023</u>
Movements in Reserves				
Asset Revaluation Reserve				
Balance at beginning of year	411,850	411,850	411,850	411,850
Revaluation increment on land and buildings	<u>250,000</u>	<u>-</u>	<u>250,000</u>	<u>-</u>
Balance at end of year	661,850	411,850	661,850	411,850
Service Development Reserve				
Balance at beginning of year	471,200	540,00	471,200	540,000
Utilised during the year	<u>126,720</u>	<u>68,800</u>	<u>126,720</u>	<u>68,800</u>
Balance at end of year	<u>344,480</u>	<u>471,200</u>	<u>344,480</u>	<u>471,200</u>
Mentoring Project Reserve				
Balance at beginning of year	111,013	162,120	111,013	162,120
Utilised during the year	<u>72,490</u>	<u>51,107</u>	<u>72,490</u>	<u>51,107</u>
Balance at end of year	<u>38,523</u>	<u>111,013</u>	<u>38,523</u>	<u>111,013</u>
11. CONTINGENT LIABILITY				
A contingent liability exists by way of a second cross claim made against the economic entity in respect of an accident to a former employee. No estimate of the possible cost is available, however the economic entity's insurers will cover any loss resulting from this matter.				
12. LEASING COMMITMENTS				
Operating Lease Commitments:				
Non-cancellable operating leases contracted for but not capitalised in the financial statements				
Payable:				
- not later than one year	104,251	91,457	104,251	91,457
- later than one year but not later than five years	<u>197,492</u>	<u>262,295</u>	<u>197,492</u>	<u>262,295</u>
	<u>301,743</u>	<u>353,752</u>	<u>301,743</u>	<u>353,752</u>
13. RELATED PARTY TRANSACTIONS				
Controlled Entity				
Grants received from The Epstein Deafness Foundation (NSW)				
	<u>-</u>	<u>-</u>	<u>244,753</u>	<u>190,000</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2001**

14. SUPERANNUATION COMMITMENTS

The Society participated in one superannuation plan, the Health Employees Superannuation Trust Australia (HESTA) where contributions are made on behalf of employees at the rate prescribed by the Superannuation Guarantee Charge Act. Contributions to the funds were made by both the Society and employees at various percentages of the employees' salaries. The Society's contribution provides at a minimum the rate prescribed by the Superannuation Guarantee Charge Act.

HESTA provides benefits to employees of the Society on retirement and death or disability cover for award staff employees and the directors believe there are sufficient funds to satisfy all benefits payable in the event of termination of the plan and voluntary or compulsory termination of employment of each employee.

15. CREDIT FACILITIES

The economic entity has no credit facilities.

**16. EVENTS SUBSEQUENT TO
BALANCE DATE**

Since balance date, no matter or circumstance has arisen which significantly affect or may significantly affect the operations of the Society or the economic entity, the results of those operations or the state of the affairs of the Society or the economic entity in the financial years subsequent to the financial year ended 30 June, 2001.

**17. RECONCILIATION OF
CASH FLOW FROM
OPERATIONS WITH
PROFIT FROM
ORDINARY ACTIVITIES**

Profit/(loss) from ordinary activities after abnormal items

Cash flows excluded from profit from ordinary activities attributable to operating activities

Expenses incurred – Service Development and Mentoring Project Reserve

Adjustment for non-cash items

Depreciation

Bad and doubtful debts

(Profit)/loss on sale of non-current assets

Distributions re-invested

Change in operating assets and Liabilities

(Increase)/decrease in debtors

Increase/(decrease) in payables

Increase/(decrease) in provisions

Net cash inflow/(outflow) from operations

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2001 \$	2000 \$	2001 \$	2000 \$
Profit/(loss) from ordinary activities after abnormal items	875,904	2,403	322,056	(8,627)
Cash flows excluded from profit from ordinary activities attributable to operating activities				
Expenses incurred – Service Development and Mentoring Project Reserve	(199,210)	(119,907)	(199,210)	(119,907)
Adjustment for non-cash items				
Depreciation	64,415	62,333	64,415	62,333
Bad and doubtful debts	-	5,175	-	5,175
(Profit)/loss on sale of non-current assets	(413,826)	(15,633)	(21,100)	(22,156)
Distributions re-invested	(217,726)	-	(134,163)	-
	(567,137)	51,875	(90,848)	45,352
Change in operating assets and Liabilities				
(Increase)/decrease in debtors	(265,262)	17,998	(235,220)	292,399
Increase/(decrease) in payables	(11,080)	4,310	(873)	4,798
Increase/(decrease) in provisions	(1,615)	(27,464)	(1,615)	(27,464)
	(277,957)	(5,156)	(237,708)	269,733
Net cash inflow/(outflow) from operations	(168,400)	(70,785)	(205,710)	186,551

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2001**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2001 \$	2000 \$	2001 \$	2000 \$
18. RECONCILIATION OF CASH				
For the purposes of the statement of cash Flows, cash includes cash on hand, cash on deposit, in banks and investments in money market instruments, 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 on hand	1,930	2,010	1,930	2,010
Cash on deposit	139,776	68,272	85,285	28,711
Cash at bank	240,173	206,714	29,346	114,192
	<u>381,879</u>	<u>276,996</u>	<u>116,561</u>	<u>144,913</u>

**INFORMATION AND DECLARATIONS TO BE FURNISHED
UNDER THE CHARITABLE FUNDRAISING ACT, 1991**

INCOME AND EXPENDITURE OF FUNDRAISING APPEALS FOR THE YEAR ENDED 30 JUNE 2001

	2001 \$	2000 \$
INCOME		
Annual mail appeal	18,466	23,327
Donations	6,033	8,567
Tea towel sales	420	361
Total Income	<u>24,919</u>	<u>32,255</u>
EXPENDITURE		
Advertising	535	268
Appeals promotions	2,489	2,095
Audit and accounting	300	300
Building overheads	527	2,516
Bank fees	390	263
Management fees	815	3,249
Office equipment	-	2,000
Other expenses	-	34
Postage, printing, stationery	147	742
Resource material	-	496
Share of annual report costs	500	351
Total Expenses	<u>5,703</u>	<u>12,314</u>
NET SURPLUS TRANSFERRED TO RETAINED PROFITS	<u>19,216</u>	<u>19,941</u>

Declaration by Principal Officer in respect of fundraising appeals

I, Sharon Everson, Executive Director, Corporate Services of The Deaf Society of New South Wales declare, that in my opinion:

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

S. Everson Executive Director,
27 August, 2001 Corporate Services

REPORT ON ADDITIONAL INFORMATION FOR THE YEAR ENDED 30 JUNE, 2001

The additional financial data presented in the following pages is in accordance with the books and records of the Society which have been subjected to the auditing procedures applied in our audit of the Society for the year ended 30 June, 2001.

It will be appreciated that our audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such financial data and no warranty of accuracy or reliability is given. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than The Deaf Society of New South Wales) in respect of such data, including any errors or omissions therein however caused.

Benbow & Pike Chartered Accountants
13/263 Alfred Street (North)
North Sydney NSW 2060

G. J. Abrams Partner
Sydney, 27 August, 2001

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 30 JUNE, 2001

	2001	2000
	\$	\$
Income		
Donations and appeals	24,499	31,894
Property income	43,070	42,238
Distributions received	263,933	-
Interest received	81,614	240,731
Grant – The Epstein Deafness Foundation (NSW)	222,762	169,112
Community Access and Information Service		
Grant – NSW Dept of Ageing, Disability & Home Care	139,268	132,941
Hunter Region		
Grant – NSW Dept of Ageing, Disability & Home Care	24,399	24,396
Grant – The Epstein Deafness Foundation (NSW)	20,182	14,782
Illawarra Region		
Grant – NSW Dept of Ageing, Disability & Home Care	6,251	8,023
Grant – The Epstein Deafness Foundation (NSW)	1,809	6,106
Detached Family Worker		
Grant – NSW Department of Community Services	69,925	66,686
Independent Living Skills		
Grant – NSW Dept of Ageing, Disability & Home Care	189,919	186,518
Community Liaison		
Grant – NSW Dept of Ageing, Disability & Home Care	62,637	59,284
325 Funding		
Grant – NSW Dept of Ageing, Disability & Home Care	39,028	37,988
Interpreting Services		
Fees for services	69,899	14,131
Community Education Program		
Fees for Service	356	416
Grant – NSW Dept of Ageing, Disability & Home Care	55,048	53,578
Deafness Awareness Training		
Fees for Service	9,701	28,524
Employment Service		
Grant - Department of Family & Community Services	105,713	93,222
Case Based Funding Trial		
Grant - Department of Family & Community Services	12,650	-
Other Income		
Profit on sale of fixed assets	21,100	22,156
Membership fees	530	350
Other income	10,376	1,405
	<u>1,474,669</u>	<u>1,234,481</u>

**STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE, 2001**

	2001 \$	2000 \$
Expenditure		
Administration, appeals, investment properties	106,147	126,445
Community Access and Information Service	207,612	181,188
Hunter Region	98,728	93,088
Illawarra Region	8,060	14,129
Detached Family Worker	71,961	71,010
Independent Living Skills	233,818	209,701
Community Liaison	75,703	107,022
325 Funding	39,028	41,013
Interpreting Services	119,988	71,905
Community Education Program	78,787	63,511
Deafness Awareness Training	14,022	33,878
Employment Service	105,713	93,222
Case Based Funding Trial	12,650	-
Community Worker/Interpreter Older People	24,513	15,462
	<u>1,196,730</u>	<u>1,121,574</u>
Profit from ordinary activities before abnormal items	<u>277,939</u>	<u>112,907</u>

**KENNETH W. TRIBE FELLOWSHIP FUND BALANCE SHEET
AS AT 30 JUNE, 2001**

	2001 \$	2000 \$
CURRENT ASSETS		
Cash		
Cash at Bank	18,758	22,603
Interest Bearing Deposits	40,000	40,000
Investments		
Debentures - at cost	100,000	100,000
TOTAL ASSETS	<u>158,758</u>	<u>162,603</u>
ACCUMULATED FUNDS	<u>158,758</u>	<u>162,603</u>

**INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 30 JUNE, 2001**

	2001 \$	2000 \$
INCOME		
Interest	7,830	6,357
	<u>7,839</u>	<u>6,357</u>
EXPENSES		
Bank Charges	-	30
Study Grants Paid	11,684	2,045
	<u>(3,845)</u>	<u>2,075</u>
SURPLUS/(DEFICIT) FOR THE YEAR	<u>(3,845)</u>	<u>4,282</u>
ACCUMULATED FUNDS at the beginning of the financial year	<u>162,602</u>	<u>158,321</u>
ACCUMULATED FUNDS at the end of the financial year	<u>158,758</u>	<u>162,603</u>

membership as at 30 June 2001

Robert Adam
George Barbouttis OAM
Betty Bonser
Judie Bonser
Peter Bonser (Snr)
Peter Bonser
Peter Brownlee
David Budd
Judith Cameron
William Camp
Cathy Clark
Judy Clews
Alan Eldridge
Sharon Everson
Marion Fairweather
Greg Faulks
Sharon Faulks
David Fletcher
Alan Gardiner
Helen Gardner
Marcia Girke
Anthony Gorringe
Jenny Hannan
Peter Hannan
Michael Harrison
Rose Herps
Keith Hinton
Anna Hruby
Alexandra Hynes
Jane Innes
Dennis Johnston
Sue Kelly
Ted Kelly
Edmund Leong
David Lilley
Judith Lilley
David London
Alison Lumby-Herridge
Stephen Matchett
Stewart McClay
Andrew McCredie
Peter Minter
Judith Moloney
Helen Nicholson
Ron Nicholson
Stephen Nicholson

Betty O'Brien
Mark Pengryffyn
Sue Rae
Christine Riley
Adam Salzer OAM
Sean Sewell
Valma Stebbings
Jack Shaw
Beryl Taylor
Alison Trott
Glenn Welldon

life members

Victor Bear AM
Ron Byrant
Nola Colefax OAM
Lyll Crane
Barry Duggan
Ethel Goff
Dorothy Griffiths
Michael Hedley
Anthony Houen AM
David Murray
D W Pulsford
Harry Roberts
Ben Taylor OAM
K W Tribe AO
Steve Turner
Norman Vance
Ray Whitten

major donations

Albion Park Women's
Bowling Club
B Armstrong
N & G Ashton
F Aspinall
J Baxter
P Bender
G & P Brent
J Bonner
A W Bryne Equity
B Byrne
V Caradus
L Crane
E Crago
J Daru
D Davis
E Dearden

E Dreikurs
J Edgar
N Forskett
K W Forsyth
Fradam Pty Ltd
R Glendhill
A J Harris
S Havin
E Heath
J Hepburn
R Hewson
H Hudson
Intercontinental Group Pty Ltd
T Johns
D Johnston
E Jones
V Jones
P Keast
Ken Johnston Bedford & Co
F Le
A Lenn
J Lennox
I & W McNair
R Mewburn
A Milston
T Moore
P Muir
J O'Connor
F O'Leary
Pittking Properties Pty Ltd
I & E Raanan
J Roach
Rotary Club of Temora
J Shaw
Silver City Lodge
M Sleeman
J Smith
L Stewart
Sutherland Women's
Bowling Club
F Talbot
B Taylor
TDK Australia Pty Ltd
G Thompson
J Tidex
B Timbrell
Tumbarumba Women's
Bowling Club

A Vernon
C J Wheatley
Michael and Mary Whelan
Trust
E Wolridge
R Wotherspoon
Wyong RSL Women's
Bowling Club

bequests and legacies

Estate late F M Dayond
Estate late Kate Cecilia
Huggonson
Estate late Enid Ernestine
Leslie
Estate late Olivia Florence
Robinson
Estate late Arthur Frederick
Simpson

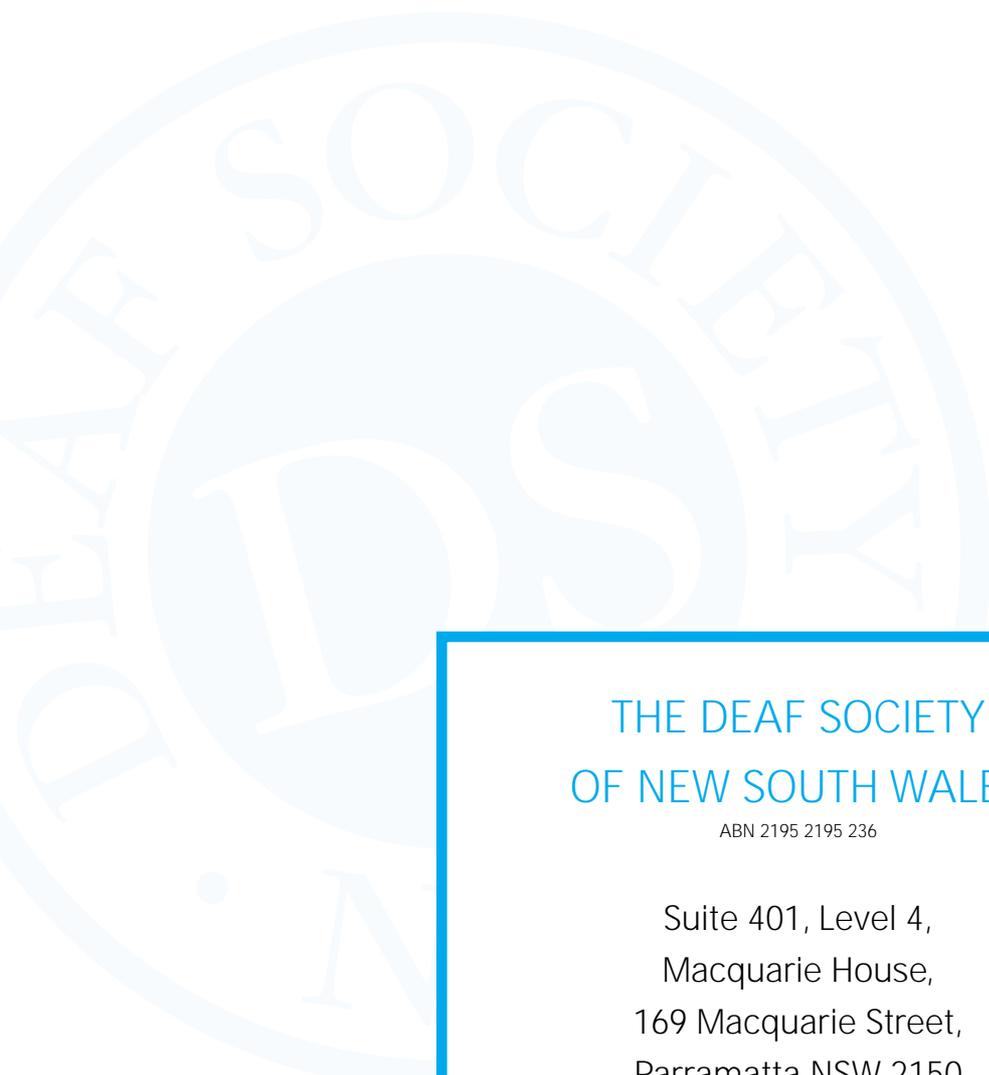
deferred giving

philanthropy in life can benefit in perpetuity

As you read through this report, you will realise the importance the Deaf Society places on financial grants received from the Epstein Deafness Foundation (NSW). This support assist the Society in offsetting deficits incurred by many of our programs and services.

The Foundation, established in 1990 to recognise a most generous bequest from the late Mr and Mrs Epstein, demonstrates how philanthropy in life can benefit many in perpetuity.

If you are contemplating a bequest to either the Deaf Society or the Epstein Deafness Foundation and would like advice, please contact the Bequest Liaison Secretary in complete confidence on (02) 9893 8555. Donations to either the Deaf Society or Epstein Deafness Foundation are tax deductible.



THE DEAF SOCIETY
OF NEW SOUTH WALES

ABN 2195 2195 236

Suite 401, Level 4,
Macquarie House,
169 Macquarie Street,
Parramatta NSW 2150

Postal Address: PO Box 1060,
Parramatta, NSW 2124

Telephone: (02) 9893 8555 Voice

Freecall: 1800 893 855

TTY: (02) 9893 8858

Freecall: 1800 893 885

Fax: (02) 9893 8333

Freecall: 1800 898 333

Email: deafsoc@tig.com.au

Registered Charity No. 1026