

CELEBRATING 90 YEARS



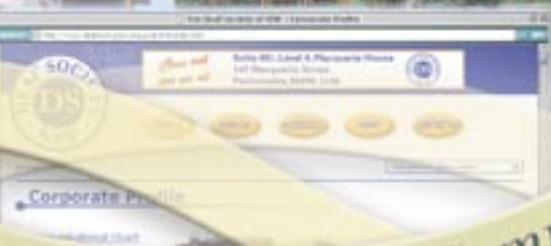
The Deaf Society of New South Wales Annual Report 2003



Welcome to the Deaf Society of NSW

The Deaf Society of NSW provides a wide range of support services, including:

- Employment and Training
- Social and Recreational Activities
- Residential Services
- Health and Welfare Services
- Advocacy and Support



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of working with and for the Deaf Community of NSW

Services

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WHAT ARE THE CAUSES OF DEAFNESS?

There are many ways in which people become Deaf: genetically, through accident or illness, as a result of the ageing process, as well as from unknown causes.

There are many different types of hearing loss – ranging from mild to profound. Hearing loss can be stable, progressive or fluctuating, can occur in one or both ears, and can be in high or low frequencies.

Approximately 10–20% of the population has a hearing loss. The Deaf Community consists of about .01% of the population, approximately 20,000 people within Australia.

WHO ARE THE DEAF COMMUNITY?

People who identify as belonging to the Deaf Community are generally people who:

- Use sign language as their primary and preferred means of communication
- May or may not speak or lip-read
- Participate and socialise in the Deaf Community
- Like to be called “Deaf”
- Focus on the cultural aspects of their deafness, and do not necessarily want to be able to hear
- Feel proud of their language, culture and community

WHAT IS AUSLAN?

Auslan is the sign language of the Deaf Community in Australia. The word Auslan stands for AUstralian Sign LANguage.

Auslan is a visual-spatial language which consists of manual signs, facial expressions and fingerspelling.

HOW CAN I LEARN AUSLAN?

Auslan courses are held at a number of TAFE colleges, including Blacktown, North Sydney, Tamworth and Randwick. Check the NSW TAFE website www.det.nsw.edu.au or contact the TAFE information line on 13 16 01.

The Deaf Education Network (DEN) offers both unaccredited and accredited Auslan courses. Contact DEN on (02) 8845 9444 or check the DEN website www.deaf.nsw.edu.au

HOW DO DEAF PEOPLE COMMUNICATE WITH HEARING PEOPLE?

Every Deaf person is different and will possess different skills in communicating with hearing people.

When communicating with Deaf people, remember that:

- Deaf people may use sign language, gestures and visual aids, lip-reading, writing or a combination of any or all of these modes when communicating with hearing people.
- Some Deaf people do not use speech to communicate.
- While lip-reading may be a useful communication tool in certain situations, it is not equivalent to listening to speech. Deaf people rely on context clues, the process of elimination, guesswork and other strategies to understand speech when lip-reading.
- Many sounds that are made with the voice look similar to each other whilst some sounds are not visible at all. Accents, facial hair and unclear mouth movements make lip-reading more difficult. Understanding a conversation by lip-reading is therefore only 30% effective.
- Some Deaf people will choose to write and read messages to communicate with hearing people.
- When communicating with a Deaf person, it is important to allow them to choose the mode(s) of communication used and to respect their choice.

HOW CAN TECHNOLOGY HELP DEAF PEOPLE?

Some Deaf people rely on technology such as hearing aids to assist their communication. Hearing aids amplify sounds but do not make them clearer. Sometimes Deaf people wear hearing aids to enable them to be aware of environmental noises but the hearing aids may not actually assist them in communicating due to the nature of their hearing loss.

Deaf people also use other forms of technology like a TTY (Teletypewriter – a special text telephone), computers and text mobile phones. These types of technology can be limiting due to the amount of time

and level of written language skills required for their use.

New technology such as video conferencing will also improve the lives of Deaf people, especially those living in rural and remote areas of the State.

WHEN DO DEAF PEOPLE NEED INTERPRETERS?

In order to access services that hearing people take for granted, Deaf people require the assistance of Auslan interpreters. Situations in which interpreters are used include:

- Medical appointments
- Obtaining a drivers licence
- Legal and court situations
- Employment interviews and training
- Special religious occasions, including weddings, christenings and funerals

Service providers are obliged under section 24 of the Disability Discrimination Act (1992) to make their services accessible for Deaf people by providing Auslan interpreters.

WHAT TIPS CAN ASSIST WITH COMMUNICATION?

- Get the Deaf person’s attention before starting your conversation. This can be done by way of a tap on the shoulder or a wave in the line of vision for an individual, or by flashing overhead lights on and off for a group.
- Maintain eye contact throughout the conversation.
- Speak clearly, but do not exaggerate lip movements.
- Use simple sentences and avoid idioms and messages with double meanings.
- Use gestures and visual aids that are relevant to your discussion.
- Write down important details.
- Check that you are being understood – ask the Deaf person to repeat back important messages.
- Be patient, relax and enjoy your conversation.

Further information on these topics is available free of charge. Please contact the Deaf Society on (02) 9893 8555 (voice); (02) 9893 8858 (TTY) or check our website www.deafsocietynsw.org.au

The Deaf Society of New South Wales

OUR MISSION

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

OUR VISION

To be recognised as the organisation delivering world class services to the Deaf Community of New South Wales.

OUR BELIEF

We believe that Deaf people should enjoy the same political, civil and human rights as other members of the community and we work with the Deaf Community to secure these rights.

OUR WORK

We provide a wide range of support services and programs for Deaf people, including Deaf people who may have disabilities such as visual impairment, cerebral palsy, or developmental delay.

Our broad major goals are to educate and support members of the Deaf Community to access relevant community services and to educate community services on the needs of the Deaf Community.

We provide core services in the traditional areas of need, such as welfare and counselling support, community development, interpreting provision, education, training and employment support.

We aim to meet new demands demonstrated by community request which include focusing on mental health, children and family support, rural and regional outreach, and of course changing technology and its impact on the Deaf Community.

OUR HISTORY

The Deaf Society of NSW was founded in 1913 in response to the needs of Deaf people who used sign language as their primary means of communication.

“The Adult Deaf and Dumb Society of New South Wales” was incorporated in 1922 under the Companies Act, 1899, as a Company Limited by Guarantee. The Society’s title has been altered twice since that time, and now operates as “The Deaf Society of New South Wales”.

OUR OPERATIONS

The Deaf Society of New South Wales is a State-wide 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 majority of the 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 annual general meetings. Directors can hold office for a period of three years and can nominate for re-election at the end of each term.

The Society employs professional staff to carry out its functions.

As a Company Limited by Guarantee, we are accountable to our clients, members, donors and supporters, the Commonwealth and State Governments and to the Australian Securities Commission.

This report, as a document of accountability, provides detailed information about our endeavours in achieving the Society’s goals.

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OFFICE BEARERS

Patron

Her Excellency
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 Gorringe, JP, NIA, Ass Dip in Business
– Deputy Chairman

Stewart Anthony McClay, CA (Scot), CA (Aust), FAICD,
BAcc (University of Glasgow) – Honorary Treasurer

George Michael Barbouttis, OAM, FCA, FCPA Dip
Commerce

Catherine Clark, BEd (Adult)

Alexandra Anne Lindsay Hynes

Jane Innes, BEc, LLB, LLM (Hons)

Stephen Matchett, PhD (Sydney), BA (Hons), Grad Dip
Marketing

Jitka Navratil, BAppl Science

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

Honorary Solicitors

Patterson, Houen and Commins

Auditors

Benbow and Pike

Executive and Senior Staff

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

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

HIGHLIGHTS OF THE YEAR

- **Conducted** the inaugural Auslan Heritage School, in association with the Royal Institute for Deaf and Blind Children. (See page 4)
- **Developed and produced** a specialist resource guide for first time Deaf mothers entitled “Motherhood – The First Five Years – A Guide for Deaf Mothers”. (See page 5)
- **Provided** a series of workshops for people with Usher Syndrome as part of the “Light at the End of the Tunnel” project. (See page 5)
- **Developed** a privacy and confidentiality statement for the Society in plain English format and adapted this document into a 10 minute video in Auslan (Australian Sign Language) for clients. (See page 6)
- **Relocated** the Newcastle office to newer, brighter premises within the Newcastle CBD. (See page 9)
- **Launched** “Hands On News”, a quarterly newsletter for the Deaf Community, outlining current affairs, educational events and opportunities in plain English. (See page 12)
- **22% increase** in interpreting bookings. (See page 14)

Robert Adam, BA, BEd – Co-ordinator, Community Relations and Interpreting

Larissa Burns, B.Social Work (Hons), Ass Dip of Social Science (Welfare), Dip of Interpreting (Auslan) – Co-ordinator, Community Access and Information Service

Sandra Carroll, BA (Welfare Studies)
– Co-ordinator, Regional Outreach and Community Development

Michelle Corbett, BCom – Co-ordinator, Communication, Education and Employment

Stephen Nicholson – Senior Community Access Worker, Independent Living Skills Program

Tania Otten – Office Administrator

PRESIDENT'S REPORT

From modest beginnings in 1913, the Deaf Society of NSW has grown to become a highly professional organisation providing a broad range of services and support to Deaf people, their families, and the wider community.



Services offered by the Society have the overall goal of self advocacy and self determination and we continue to consult with Deaf people in order to ensure that our services remain both effective and relevant to their lives.

It is my pleasure to present this 90th annual report to our members and supporters and take this opportunity to comment briefly on specific key areas of the Society's operations. Reports on our activities during the past year, as well as financial information, are set out in more detail on the following pages.

Board of Directors

I was honoured to be re-elected President for a further three year term at the 89th Annual General Meeting held on 30 November 2002. Directors George Barbouttis, Anthony Gorringe and Alexandra Hynes were also re-elected for additional three year terms.

Stewart McClay was elected Honorary Treasurer at the Board meeting held in December, 2002. I would like to place on record the Society's appreciation to George Barbouttis, who held this position for the past seventeen years, and to welcome Stewart in his new position.

The role of voluntary Director is a complex one which requires time, thought and effort in coping with the many challenges in operating a non-profit organisation dedicated to providing high quality services to both the Deaf and wider communities.

Directors' responsibilities include strategic planning, reviewing performance against corporate plans and budgets, financial management and reviewing policies and procedures. Directors also provide expertise with legal and financial matters to ensure that the Society operates in line with current legislation.

I wish to thank my colleagues on the Board for the many hours they have devoted to the affairs of the Deaf Society during the past twelve months, and for the great assistance they have rendered me, the staff and the Deaf Community of New South Wales.

Life Membership

During the year, Life Membership was awarded to three long time members of the Deaf Society who have served, or are currently serving on the Board of Directors.

Adam Salzer, OAM was first elected to the Board in 1982, rejoined the Board in 1987 and served as President from 1992 until 1996. Adam resigned from the Board in 1997 due to business commitments. Adam's initial involvement with the Deaf Community was as artistic director of the Theatre of the Deaf and he later co-founded the Australian Caption Centre with his partner Alexandra Hynes. This community involvement coupled with his professional experience was a great asset to the Board. Adam's contribution to the Deaf Community was recognised in 1988 when he was awarded an Order of Australia Medal.

Colin Allen was first elected to the Board in 1987, rejoined in 1989 and served as Deputy Chairman from 1996 until 2001. Colin's considerable experience together with his personal involvement in the Deaf Community enabled him to make significant

contributions to the deliberations of the Board. Colin retired from the Board in 2001 and is working with Deaf Communities in developing nations.

George Barbouttis, OAM was first elected to the Board in 1982 and served as Honorary Treasurer from 1985 until 2002. George's long time service and valuable contribution to Deaf people, through his involvement with the Deaf Society, and to the Greek Community was recognised in 1997 when he was awarded an Order of Australia Medal.

Congratulations to our newest Life Members on this well deserved honour.

Investment Policy Review

The Society's investment goals are to generate sufficient income to cover operating costs, stimulate new services and ensure long term growth in our asset base. These goals are never easy to achieve, especially during times of significant volatility in investment markets.

During the year, Directors undertook a major investment policy review which resulted in the adoption of a new Investment Policy Statement and the appointment of Nigel Weaver, Eclipse Asset Management, as the Society's investment advisor. Transfer of our current investments to new holdings will commence in July 2003.

I would like to thank my colleagues on the Board for their conscientious efforts in undertaking this review process.

Fundraising and Marketing

The importance of promoting the Society's profile in the community and increasing our income via fundraising was also addressed by Directors during the year. Updated fundraising guidelines were adopted in December 2002 and a fundraising and marketing subcommittee was established to undertake a review of current fundraising practices.

The subcommittee focused on a number of issues including whether additional fundraising



Jitka Navratil, Anthony Gorringe and Cathy Clark discuss business matters at a bi-monthly meeting of Directors.

schemes would be cost effective, i.e. would there be reasonable return on investment. Furthermore, would potential marketing promote a positive image of consumers.

The major recommendation from the subcommittee, adopted at the April board meeting, was to focus on activities which would not require a large financial outlay such as upgrading existing material, sponsorship, deferred giving and profile raising.

I would like to thank members of the subcommittee Alexandra Hynes, Stephen Matchett, Cathy Clark and Sharon Everson for their valuable contributions to the review process.

Financial Results for the Year

I am pleased to report that the Deaf Society achieved an operating surplus of \$57,067 this financial year. Financial reports on pages f1 to f16, provide detailed information on where our funds came from and how we utilised income.

A major goal of Directors and staff is to continue working together to ensure that such favourable results are maintained. The Board of Directors wishes to acknowledge the efforts of the Executive Directors and our staff in achieving this positive result for 2002/2003.

Deaf Community Centres

During the year financial contributions from the Deaf Community Centres fund were made to the Deaf Community Association Northern Rivers (Lismore), the Sydney Deaf Senior Citizens Group and Coffs Coast Deaf Community (Coffs Harbour).

Guidelines for making submissions from this fund are available from the Society's office and on our website.

Future Directions

We are proud of our excellent record of service provision and we continue to strive to ensure the quality and availability of programs are maintained.

Areas we are keen to develop and which require

additional investment include early intervention and family support, addressing the special needs of minority groups and support for Deaf people living in rural and remote areas, including provision of videoconferencing technology.

Increased demands for existing services, particularly the provision of medical interpreting, place a heavy financial burden on our already limited resources. This may result in a delay in commencing some of our planned projects or some projects being delivered in a reduced capacity.

However, I have no doubt that the Deaf Society will continue to grow and develop as we head towards our Centenary Year in 2013.

The Society extends our thanks to all individuals and organisations who have assisted our growth and effective delivery of services through the past year, either through the donation of time, services or financial assistance. In particular, I would like to thank my colleagues on the Board for their support and assistance; the Society's Honorary Solicitors, Patterson, Houen and Commins for their legal advice; and Mr Gerard Abrams, Benbow and Pike, for his assistance with financial and accounting matters.

Please contact us 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 New South Wales.

Peter Brownlee

President



The Board of Directors – Cathy Clark, Alexandra Hynes, Stewart McClay, George Barbouttis, Stephen Matchett, Jitka Navratil (rear), Peter Brownlee and Anthony Gorrings (absent Jane Innes and Susanne Rae)

EXECUTIVE DIRECTORS' REPORT

For 90 years the Deaf Society of New South Wales has been the major service provider for Deaf people in New South Wales.

The Society acts as an educator and advocate for, with and on behalf of the Deaf Community and promotes Deaf language and culture. We provide specialist support from within the Society and assistance to enhance access to services external to our organisation.

The Society's core business is the provision of Auslan (Australian Sign Language) interpreting services, counselling and support for individuals and families, independent living skills training for adults and children with special needs, community education and deafness awareness training programs and employment services.

In addition to these core services, we were fortunate during the year to receive additional funding which allowed us to trial several innovative pilot programs designed to address special needs within the Deaf Community.

Children are our future – support for children and families

This year we were pleased to implement two programs designed to improve the quality of life for children and families.

The majority of Deaf children are born into hearing families and rarely have the opportunity to have contact with Deaf people who share their language and culture. Often hearing parents of Deaf children can feel isolated. They may have few contacts with whom to compare and share their experiences and may also lack significant information about how to deal effectively with issues relating to their Deaf child.

The Deaf Society's **Auslan Heritage School**, established in conjunction with the Royal Institute for Deaf and Blind Children, aims to address this need by providing linguistic and cultural immersion for Deaf children and their families. This involves a twofold approach encompassing a

parent education and support group as well as a playgroup for children.

During the year two programs, involving a series of Saturday morning classes, were held. We were fortunate to secure financial assistance from the Community Development Support Expenditure Scheme via Parramatta Leagues Club, which enabled us to purchase electronic equipment. A grant from the Department of Health and Ageing also facilitated the involvement of older Deaf people in the program.

We look forward to offering additional sessions of the Auslan Heritage School in 2003-2004.

Often Deaf mothers experience great difficulty in accessing parenting information. For many Deaf mothers who use Auslan, the barrier to accessing mainstream parenting services is that of language. It is vital that these mothers, as primary care givers, are supported to gain the appropriate strategies for dealing with their infants, as well as developing effective coping strategies for themselves.

The **Deaf Mothers Support Network**, established last year, offered additional workshops and presentations on topics such as child development, communication issues, family relationships, behaviour management and play resources during 2003.

“Motherhood The First Five Years – a Guide for Deaf Mothers”

providing essential information for Deaf mothers in a plain English and visual format was produced and distributed to almost 500 parents,



Lise Clews, Project Co-ordinator, launches “Motherhood – The First Five Years – A Guide for Deaf Mothers” at Woodstock on 14 February 2003

service providers and health professionals.

The Deaf Society was fortunate to receive funding from the Department for Women for this project.

Services for Older People

During the year the Society continued to provide support to **Mullauna Village**, the residential facility which is home to a number of elderly Deaf people. As well as direct support for Deaf residents, we also provided Auslan and Deafness Awareness Training for staff. We would like to take this opportunity to congratulate Elizabeth Stoddart, Chief Executive, Mayflower Aged Care Facilities for achieving a further three year Government accreditation for Mullauna Village.

Focusing on fitness and fun, a 10-week recreational program **“Deafinitely Fit”** offered a series of gentle exercise classes for Deaf people aged over 55. This program was made possible by funding received from the Community Development Support Expenditure Scheme via Burwood RSL Club.

Assistance to Deafblind people

The Society has provided support and assistance on a needs basis to Deaf people who have Usher, their family and the community for many years. Usher Syndrome is a genetic condition that causes mild to profound hearing loss from birth and progressive loss of sight due to Retinitis Pigmentosa.

Our concern about the lack of appropriate support for Deaf people who have Usher, their isolation and fragmentation from the Deaf Community became the impetus for a pilot program **“Light at the End of the Tunnel”** held during the year. A series of workshops exploring counselling, advocacy and support networks were delivered through a variety of media including art therapy, theatre, role-modelling and simulation exercises.

As a result of this project, people with Usher Syndrome have initiated the NSW Usher Support Network, with assistance provided by the Society. The Network will have the dual purpose of providing education

and support for the target group as well as conducting awareness raising workshops for the wider community with the aim of enhancing access for Deafblind people.

This project was made possible thanks to funding received from the FACES (Friends of Australian Communication Exchange Support) Program.

Interpreting Services – ensuring access to vital services

A qualified Auslan interpreter is vital in ensuring that Deaf people are able to access services at the same level as hearing people. Without an interpreter, communication between Deaf people and service providers is severely compromised. Using notes, lipreading, or an unqualified interpreter means that a Deaf person receives a less favourable service. In medical situations, the potential for misunderstanding or misdiagnosis could lead to life threatening consequences for Deaf patients.

The Society provides Auslan interpreting services in a range of settings as part of our core business. Assignments include primary health care (doctors, specialists and dental appointments), private legal and financial appointments, various employment-related activities, through to special occasions such as funerals and weddings. Unfortunately, service providers do not always accept financial responsibility for the provision of interpreters. Based on the long held principle that Deaf people should not be charged for interpreting services, many of our assignments are provided without costs being recouped.

The Deaf Society of NSW, in collaboration with Deaf Societies in other States, has been endeavouring for over ten years to secure funding to ensure the provision of accredited sign language interpreters for Deaf people in all situations.

As an initial step, particular focus has been on the provision of funding for interpreting services in primary health care situations. Access to primary health care is a human right and it is also our belief that a charitable organisation should not be subsidising a function which properly belongs to Government.

Although Auslan is recognised by the Commonwealth Government as a community language, the Translating and Interpreting Service (TIS) does not provide Auslan interpreting, forcing Deaf Societies to accept this responsibility.

Intense lobbying over the past year resulted in the Commonwealth Government advising in May that an independent consultant would be engaged to assess and report on the supply, demand and funding of existing interpreting services. The Society has been very much involved in the consultation process and is represented by the Executive Officer of the Australian Federation of Deaf Societies (AFDS) on the reference group overseeing the project.

We hope recommendations from this report, due in October 2003, will result in the Government providing funding for interpreting services for Deaf people, as they do for people who use languages other than English.



The Management Team – Sandra Carroll, Rebecca Ladd, Sharon Everson, Robert Adam, Gerry Smith, Tania Otten, Larissa Burns and Michelle Corbett.

Encouraging Tertiary Education

This year the K W Tribe Fellowship Fund, established by the Board of Directors in 1982 in recognition of the extensive contribution made to the Deaf Society by Kenneth Tribe, AO, assisted six Deaf people in accessing tertiary studies. Successful applicants are undertaking a wide range of studies including Master of Arts – International Relations; Certificate in Auslan Teaching and Certificate IV in Assessment and Workplace Training; Bachelor of Dietetics; Bachelor of Design (Visual Communication); Associate Degree

in Information Technology and an Associate Degree in Law (Paralegal Studies).

We wish all these applicants every success with their studies.

Technology – bringing improvements to everyday life

The Anne Mac Rae Technology Scheme, launched last year in collaboration with Technical Aid for the Disabled NSW continued to provide low cost access to technology for a number of consumers during the year.

Reference information and latest news are now available in an electronic format on the Society's website. Our thanks go to Trevor Maggs for his help with the major reconstruction of our site.

Upgrades and improvements to our computer network were made possible during the year thanks to a most generous donation of software from Microsoft Australia.

SMS access for both clients and staff was revolutionised thanks to the donation of TTYsms S100 software from Unwired Internet Enterprise which enables us to send and receive computerised text messages to mobile phones.

Negotiations are continuing with IBM Australia regarding the trial of video conferencing equipment. This technology has enormous potential in improving the lives of Deaf people living in rural and remote regions of the State by providing access to video interpreting services.

The Society's Privacy Policy is now available in video format thanks to the expertise of Alex Nyam, our casual IT support officer. The video, produced in Auslan with plain English captions, is now shown to all Deaf clients.

Focusing on the Future

We are pleased to report that confirmation has been received that the projects set out below have received one-off funding for 2003–2004.

This funding will allow us to continue to implement innovative projects thus ensuring that the Deaf Society remains at the forefront of service delivery for its constituents.

- **“Talking Hands Tutoring Project”** – will allow Deaf children from ten disadvantaged families to access an Auslan tutoring service (funded by Parramatta City Council);
- **Auslan Tutoring for Aboriginal Families** – will operate in a similar way to the above but is specifically targeted to Aboriginal families (funded by the Department of Community Services Families First initiative);
- **Deaf Specific Children's Respite Network** – will assist existing respite care services to plan and deliver appropriate service to Deaf children as well as Deaf parents (funded by the Department of Community Services Families First initiative); and
- **School Holiday Recreation Program** – will assist in the planning, promotion and co-ordination of school holiday recreational activities for Deaf and hearing impaired young people (funded by Parramatta City Council).

The implementation of new initiatives such as those planned for 2004, helps us to remain a dynamic organisation able to respond to the needs of Deaf people throughout New South Wales.

The Deaf Society's achievements during the year are truly a team effort. We would like to thank the Directors of the Board, in particular the President Peter Brownlee, for their guidance during the past year. Sincere gratitude is expressed to members of staff – without their conscientious efforts, excellence in service provision would not be a reality. We would also like to thank members of the Deaf Community for their active participation in community consultations. Feedback from our consumers assists us with quality assurance of existing programs and more importantly allows us to plan for future programs to ensure that our services remain relevant to their lives.

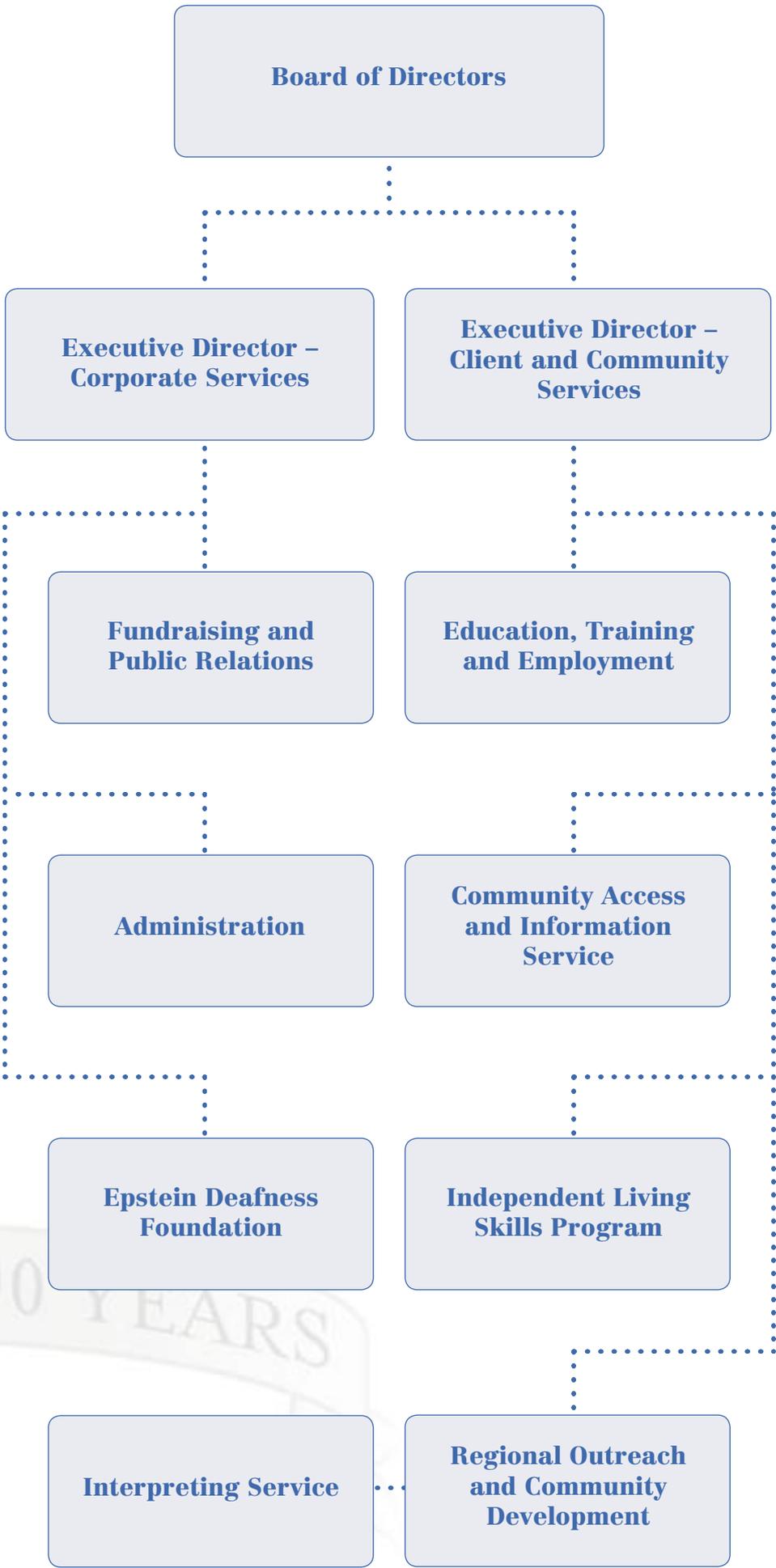
It is gratifying to know that as we face the future, the aspirations of both the Deaf Society and the Deaf Community are being realised.

Rebecca Ladd and Sharon Everson

90 YEARS OF DEAF SOCIETY HISTORY

Turn of the 20th Century	Members of the Deaf Community meet around a street lamp post in Newtown.
1913	Public meeting at the Sydney Town Hall leads to the establishment of “The Adult Deaf and Dumb Society of New South Wales”.
1922	“The Adult Deaf and Dumb Society of New South Wales” incorporated under the Companies Act.
1927	Elizabeth House, 5 Elizabeth Street, Sydney, the Society’s first headquarters, purchased.
1928	The first “Silent Messenger” magazine published.
1929	Newcastle Branch formed.
1930	Deaf General Committee formed.
1949	Gordon Davis House Youth Hostel, Stanmore officially opened by Helen Keller.
1952	Alfred Lonsdale House, Strathfield (a hostel for aged people) opened.
1954	Dey House, Stanmore opened.
1966	Wollongong branch formed.
1975	Stanmore Deaf Centre officially opened. “The Adult Deaf and Dumb Society of New South Wales” became the “Adult Deaf Society of New South Wales”. Further Education Program (forerunner of the Deaf Education Network) established.
1976	Stanmore Lawn Bowling Green opened. The New South Wales Theatre of the Deaf, formerly operated under the auspices of the Society, became fully professional under the management of the Elizabethan Theatre Trust.
1979	Lonsdale House Hostel and Nursing Home officially opened.
1980	First Deaf members elected to the Board of Directors
1981	Australian Caption Centre established with Deaf Society assistance.
1982	The Society’s name was changed to “The Deaf Society of New South Wales”.
1982	K W Tribe Fellowship Fund established.
1985	The Society supported the establishment of the Adult Education Centre for Deaf and Hearing Impaired Persons (Deaf Education Network).
1993	Auslan became the 90th community language offered by the Community Relations Commission (formerly Ethnic Affairs Commission). World’s first KODA camp conducted for hearing children with Deaf parents.
1994	Stanmore property sold and office relocated to Parramatta.
1995	National TTY Relay Service established. Residents of Lonsdale House transferred to Mullauna Village, Blacktown.
1997	Internet access introduced.
1999	“Hands Up NSW”, results of a year long statewide demographic study of the Deaf Community published.
2000	New computer network installed.
2002	Anne Mac Rae Technology Scheme established in partnership with Technical Aid for the Disabled.
2003	Inaugural Auslan Heritage School for Deaf children and their families.
The Future	Research and Development? ... Technology? ... Genetics? ... Intervention?

ORGANISATIONAL CHART



EXECUTIVE MANAGEMENT

MISSION

To lead and manage the Deaf Society of NSW and the Epstein Deafness Foundation to achieve each organisation’s objectives, the effective use of assets and the ongoing development of their people and capabilities.

To develop, direct and implement client services and community development strategies and activities that enable the Deaf Society of NSW and the Epstein Deafness Foundation to achieve all organisational goals.

WHO WE ARE

The Executive Director – Client and Community Services and the Executive Director – Corporate Services.



WHAT WE DO

- Support the operations and administration of the Board of Directors.
- Ensure compliance with legal and corporate requirements.
- Focus on the continuing financial viability of the Deaf Society including seeking new avenues of income.
- Review and update strategies and policies in order to achieve the goals of the Society.
- Manage the development, promotion, delivery and quality of programs and services.
- Develop and maintain relationships and partnerships with government and external organisations.
- Oversee human resources, including implementation of a staff appraisal system, encourage professional development and provide support for staff.



HIGHLIGHTS

Secured funding for a number of additional projects during the year including:

Involvement of older Deaf people in the Auslan Heritage School (Dept of Health and Ageing);

Electronic equipment to facilitate the presentation of Auslan classes for the Auslan Heritage School (Parramatta Leagues Club);

Deaf Seniors day trip and luncheon (Seniors Week Grant);

“Deafinitely Fit” – seniors gentle exercise program (Burwood RSL Club), and;

“Light at the End of the Tunnel” Usher Support (Friends of ACE)

Secured funding commitments for 2003/2004 including:

Auslan in-home tutoring (Parramatta City Council)

In-home sign language tutoring for Aboriginal families (Department of Community Services);

Deaf specific children’s respite network (Department of Community Services);

Recreational activities for Deaf and hearing impaired youth during school holidays (Parramatta City Council); and

Baby cry alarm equipment loan scheme (Department of Community Services).

Achieved excellent interdepartmental collaboration in implementing the Auslan Heritage School.

Relocated the Newcastle office to newer, brighter premises within the CBD following feedback from Newcastle community consultations.

Assisted the Board in carrying out a review of investments, resulting in the adoption of a new investment policy and the appointment of an investment advisor.

Assisted the Board in the drafting of an updated Fundraising Policy and the establishment of a fundraising/marketing subcommittee.

Continued representations and lobbying to Government on a number of issues, most importantly, the funding of interpreting services.

Provided career development opportunities for staff to act in senior roles, during staff leave.

Developed and implemented Auslan and English skills development programs for all staff.

KEY INFLUENCES AND CHALLENGES

Maximise financial returns to enable the continuation of quality services.

Secure additional funding and sponsorship opportunities to not only maintain current services and programs but also to implement new initiatives.

Attract staff with the required skills, knowledge and experience.

Increase public awareness on issues affecting Deaf people.

Promote our services, both within the Deaf Community as well as the wider community.

Ensure that our services continue to remain relevant.

Increase the number of partnerships.

KEY STRATEGIES

Develop Corporate Plan 2004-2007.

Continue to seek funding and sponsorship opportunities.

Increase the number of media releases highlighting topical events.

Continue to hold Open Days, Community Consultations and stakeholder forums.

Continue to provide support and assistance to Deaf Community organisations.

Continue existing partnerships and develop new collaborative relationships.

Continue to review, amend and develop policies and procedures.

Continue to investigate ways of supporting and developing staff.

STATISTICAL AND FINANCIAL INFORMATION

	02/03	01/02
Open Days – Parramatta	2	2
Open Days – Newcastle	1	1
Community consultations – Sydney	1	2
Rural and regional consultations	21	18
FAQs produced	14	8
Training opportunities for staff	43	38
Study leave provided for staff	9	8
Financial assistance for Auslan/Interpreting courses	4	6
Income	\$475,996	\$520,826
Expenditure	\$114,163	\$112,417
Surplus/(Deficit)	\$331,833	\$408,409
Bequests received	\$419,644	\$5,035



The Newcastle Official Opening provided visitors with an opportunity to keep up to date with services and programs, as well as catch up with friends.

COMMUNITY ACCESS AND INFORMATION SERVICE

MISSION STATEMENT

To ensure Deaf people receive the same opportunities and have equal access to services and activities as do other members of the community.

WHO WE ARE

The CAIS team includes a co-ordinator who works with a core staff of three full time and two part time staff members. This team provides specialist case work in both the Sydney metropolitan and Hunter region and are also responsible for a number of specific projects, including children and families, youth, services to older people, counselling and Deafblind support.

Additional staff are recruited on a fixed term basis for various one-off projects. A number of staff are also employed on a casual basis as Deaf support workers for a specialised Deaf children's residential program.



*The CAIS Team –
Linda Wilson, Paula
Thornton, Mandy
Smith, Larissa
Burns and Lorraine
Mulley.*

WHAT WE DO

Provide information, advocacy and support services to Deaf people and their families via our Drop In service, casework, counselling and community development activities.

Provide specialist consultation to service providers and Government agencies in relation to deafness issues.

Undertake special projects, in consultation with the Deaf Community, to address a particular need or issue affecting Deaf people.

Work in partnership with community organisations to provide services or programs targeting specific populations within the Deaf Community.

Provide specialist support for a Deaf children's residential care service.

HIGHLIGHTS

Contracted by the Department of Community Services to provide specialist support for a Deaf children's residential care service.

Conducted consultations with Deaf youth, teachers, parents and service providers as part of the Youth and Families profile community development research.

Held a Deaf students "Art Expo" as part of the Society's Open Day.

Developed a wallet-size information card for young Deaf people detailing youth specific services.

Assisted young Deaf people in establishing the Deaf Youth Advocates Group.

Established the Deaf Specific Service Providers Youth Working Group

Conducted five parenting courses/workshops for Deaf parents as part of the Deaf Mothers Support Network.

Developed and produced a specialist resource guide for first time Deaf mothers "Motherhood -The First Five Years – a Guide for Deaf Mothers".

ADMINISTRATION

MISSION STATEMENT

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

WHO WE ARE

The Administration team consists of an office administrator and receptionist at Parramatta, assisted by a part-time accounts clerk and clerical assistant. A part-time clerical assistant is also employed at the Newcastle office.

WHAT WE DO

Provide financial and administrative support to all Deaf Society programs.

Maintain office supplies and equipment.

Provide staff with IT support, computer troubleshooting, advice and training.

Respond to requests/queries from consumers through a variety of different means.

Keep forms and information produced by the Deaf Society updated and accessible as required.

Ensure that OH&S requirements are met.

HIGHLIGHTS

Launched the Society's upgraded Website.

Secured three computer packages from the Department of Ageing, Disability and Home Care.

Organised a highly successful community consultation and family barbecue in October 2002 as part of the National Week of Deaf People.

Developed a privacy and confidentiality statement for the Society in plain English format and adapted the document into a 10 minute video in Auslan. The video is shown to all clients who receive services from the Society.

Secured a donation of TTY SMS software, enabling computerised SMS text messaging.

Employed an IT support officer on a short term basis.

Provided a series of support/information workshops for people with Usher Syndrome as part of the “Light at the End of the Tunnel” project.

Conducted a trial “Drop In Literacy program” in collaboration with the Deaf Education Network.

Promoted the Society’s services within the professional arena and increased contact and referral from other agencies including Department of Community Services Child Protection, Department of Education and Training and SCARBA Children’s Services.

Provided two in-service training sessions for CAIS and ILSP staff resulting in the standardisation of policies, procedures and work practices across these teams. Topics addressed included child protection, mental health, ethics, privacy and external supervision.

Developed a 10 week language immersion program for Deaf and hearing children (in collaboration with the Thomas Pattison School). This program ran concurrently with the communication and Auslan skills program for parents.

KEY INFLUENCES AND CHALLENGES

Increased resources are required to improve conditions for Deaf people living in rural and regional communities.

Need to enhance awareness by generic services to help them more effectively meet the needs of Deaf people.

Additional resources are required to assist us improve or create services in a number of specialist areas including Deafblind support and mental health.

KEY STRATEGIES

Support people with Usher to develop and formalise a NSW Usher Support Network and secure funding to enable the Network to operate more independently.

Employ a Specialist Worker for Deaf children in residential care.

Liaise with the Australian Taxation Office to provide tax help sessions for Deaf clients.

Implement in-home Auslan tutoring project.

STATISTICAL AND FINANCIAL INFORMATION

Support to clients	02/03	01/02
Office visits	784	732
Home visits	366	314
Outside visits	486	477
Phone contacts	7,638	7,309
Income	\$403,337	\$284,183
Expenditure	\$557,288	\$458,201
Surplus/(Deficit)	\$(153,951)	\$(174,018)

Government support totalling \$181,549 was received from the Department of Ageing, Disability and Home Care to assist with the operation of the Community Access and Information Service. The NSW Department of Community Services provided funding of \$83,688 towards support of children, youth and families and the NSW Department for Women provided \$19,727 towards the operation of the Deaf Mothers Support Network. Funding of \$85,524 was received from the NSW Department of Community Services to provide specialist support for Deaf children’s residential services.

Provided the opportunity for ten students to undertake work experience.

Secured a donation of Microsoft products from Microsoft Australia.

KEY INFLUENCES AND CHALLENGES

Constant need for upgraded computer hardware and software restricts our efficiency in some areas.

Increasing demands on service delivery programs creates new challenges for support staff.

KEY STRATEGIES

Ensure information on website remains relevant and reflects current services.

Ensure computer software and hardware is updated as required.

Ensure upgrading of filing system.

Continue to review, amend and develop policies and procedures.

STATISTICAL AND FINANCIAL INFORMATION

Requests for information increased during the year. Contact was made by a number of means, including telephone, TTY, email and fax. Many people are now utilising the Society’s website for information about our services.

The cost of providing administrative support is expensed across all program areas.



The Admin Team – Nicole Harris, Angie Michael, Mary Srbic and Tania Otten.

EDUCATION AND TRAINING

MISSION STATEMENT

To provide education and information to Deaf youth and adults to enhance Deaf people's opportunities and access to the community.

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

WHO WE ARE

The Education and Training team consists of a part time community educator who is supported by a part time co-ordinator. A number of sessional and casual educators, interpreters and support staff are utilised in providing this service.

WHAT WE DO

Promote and encourage an awareness among Deaf people of the benefits of further education and life long learning.

Provide the opportunity to improve skills for Deaf people in the areas of self-determination, self-advocacy and self-management.

Generate increased awareness of Deafness and hearing impairment by employers of Deaf people and service providers.

Teach practical strategies and tips to facilitate Deaf/hearing communication.

Provide experiential workshops, simulating some of the barriers which Deaf people confront in daily living.

HIGHLIGHTS

Launched "Hands on News", a quarterly newsletter for the Deaf Community, outlining current affairs, educational events and opportunities in plain English.

Undertook a language, literacy and numeracy workplace analysis of the staff working with older Deaf people at Mullauna Village.



Deaf participants enjoyed a specially guided and interpreted tour of the Sydney Aquarium including a hands on tactile tour of the Great Barrier Reef display.

INDEPENDENT LIVING SKILLS PROGRAM

MISSION

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.

WHO WE ARE

The ILSP team consists of a senior community access worker, one full time and two part time community access workers.

WHAT WE DO

Provide specialist support services for clients who have additional needs to access the community.

Assist clients to live independently in the community by helping them learn a variety of skills, including cooking, budgeting, household management, travel training and social skills.

Encourage clients to access educational opportunities.

Enhance access to leisure activities for clients.

HIGHLIGHTS

Organised two successful Open Days at the Parramatta Office.

Assisted clients at a basic cooking skills course at TAFE.

Supported clients attending educational workshops and social activities.

Presented information on Deafness issues to the Office of the Protective Commissioner and Cumberland Prospect Disability Forum.

Held a successful Christmas Barbecue for clients and supporters.



ILSP clients are encouraged and supported to learn new skills and are also provided with opportunities to interact socially.

KEY INFLUENCES AND CHALLENGES

Maintain a consistent level of service by ensuring client interest and relevance of educational programs offered.

Ensure that information, in an accessible form, is available to all Deaf people across NSW.

Reticence of the Deaf Community to avail themselves of further education due to poor educational experiences in the past.

Persuade services and employers of the importance of Deafness Awareness Training.

Maximise financial returns from Deafness Awareness Training to enable the continuation of quality services.

Enhance public awareness on issues affecting Deaf people.

Increase recognition of our services within the Deaf Community.

KEY STRATEGIES

Produce materials of a high quality utilising new technology.

Produce and disseminate "Hands On News" on a quarterly basis.

Continue to provide community education workshops.

Continue to market Deafness Awareness Training.

Continue to seek funding for Deafness Awareness Training.

STATISTICAL AND FINANCIAL INFORMATION

A number of workshops were presented to the Deaf Community on topics including finance and budgeting and men's health. A well-attended tour to the Sydney Aquarium was organised as part of the experiential learning programs requested by the community during the review process.

We also circulate information presented at workshops in a plain English format via the "Hands On News" newsletter. We hope this method will help improve the general information and knowledge of Deaf people in rural and regional locations who cannot physically access these educational opportunities.

This year, a total of 22 deafness awareness training workshops were provided to external agencies including Qantas, Centrelink, South Sydney Council and Wollongong University.

	02/03	01/02
Income	\$77,106	\$56,066
Expenditure	\$82,829	\$75,818
Surplus/(Deficit)	\$(5,723)	\$(19,673)

Funding of \$66,288 from the Department of Ageing, Disability and Home Care helped offset the expenses incurred in operating the Community Education Program.



The Education & Training Team – Michelle Corbett and Paula Thornton.

KEY INFLUENCES AND CHALLENGES

A reduction in funding levels would affect the provision of full and adequate support for our clients.

Difficulty of meeting the needs of clients who live in rural and regional areas of the State.

Lack of past suitable educational opportunities impact on the capacity of clients to absorb and integrate new information.

Finding appropriate ways to deliver life important information in line with client needs.

KEY STRATEGIES

Encourage other agencies to enhance the accessibility of their services for Deaf people.

Develop presentation for ILSP clients outlining policies and procedures in plain English.

Establish a bi-annual program of social activities for ILSP clients.

Introduce fees for Independent Living Skills assessments when requested by other organisations.

Establish partnerships with existing services in rural and regional areas.

STATISTICAL AND FINANCIAL INFORMATION

	02/03	01/02
Support to clients		
Office visits:	562	772
Home visits:	701	356
Outside visits:	685	525
Telephone contact:	1,931	2,239
Income	\$267,018	\$232,291
Expenditure	\$295,418	\$281,073
Surplus/(Deficit)	\$(28,400)	\$(48,782)

Government support of \$267,018 was received from the Department of Ageing, Disability and Home Care to operate this program.



The ILSP Team – Kristen Hingerty, Carol Iannella, Gerry Smith and Thuy Van Do.

INTERPRETING SERVICES

MISSION STATEMENT

To provide high quality Auslan/English interpreting services to the Deaf Community of New South Wales.

To promote Deaf language and culture and ensure services are accessible to Deaf people.

WHO WE ARE

Our team comprises two part-time interpreters, a full-time interpreting services clerk and a program co-ordinator.

We also utilise a number of casual interpreters (61 in the metropolitan area, 38 in country areas) to fill assignments.



The Interpreting Services Team – Robert Adam, Kellie Willenberg and Sue Atherton.

WHAT WE DO

Provide a responsive Auslan/English interpreting service.

Provide a high standard of professional development and support for interpreters.

Network with Government interpreting services to ensure quality interpreting services for the Deaf Community.

Liaise with the Deaf Community on service needs and issues, through community consultations, regional meetings and individual contacts, in both metropolitan and country areas.

HIGHLIGHTS

22% increase in assignments undertaken in comparison to 2001/2002.

Presented five professional development workshops for accredited interpreters in association with the Deaf Education Network Auslan Interpreting Service.

Presented three professional development weekends for interpreters (in association with the Department of Education and Training) in Lismore, Orange and Tamworth. This program was designed to encourage unaccredited interpreters in regional/rural/remote areas to gain accreditation.

Participated at meetings and provided submission to the Board of Studies regarding the introduction of Auslan as a Language Other Than English in the NSW High School system.

REGIONAL OUTREACH AND COMMUNITY DEVELOPMENT

MISSION STATEMENT

To work with the Government, other service providers, families and the Deaf Community to promote Deaf language and culture and advocate for change at a systems level.

To ensure community services throughout New South Wales are available and accessible to Deaf people.

WHO WE ARE

A project co-ordinator is responsible for the provision of outreach and community development services to Deaf people living in rural and regional areas of the State.

The co-ordinator also oversees the operation of new pilot programs.

Staff from other departments work collaboratively in order to achieve many of the goals of this department. Additional staff are also utilised on a casual basis from time to time.

WHAT WE DO

Advocate for change at a systems level through lobbying directly to and on behalf of the Deaf Community and individual Deaf people as well as to Government and external agencies.

Develop partnerships and collaborative relationships with external service agencies to expand services offered to members of the Deaf Community.

Establish and enhance relationships with local service providers and the Deaf Community in country areas to better meet needs.

Provide holistic information and support to families including hearing parents of Deaf children and Deaf parents.

Develop relationships with other organisations in order to provide innovative service provision.

Ensure the Deaf Society remains at the forefront of service provision for its constituents by contributing to research, providing information relating to Deafness and ensuring that we keep abreast of developments

which may impact on the lives of Deaf people.

HIGHLIGHTS

Introduction of the Auslan Heritage School, in association with the Royal Institute for Deaf and Blind Children (RIDBC).

Made 21 visits to Deaf people living in rural, regional and remote areas of the State.

Established partnerships with

The Department of Education and Training – professional development workshops for interpreters;

Deaf Education Network – five interpreting workshops and pilot Drop In Literacy Program;

Royal Institute for Deaf and Blind Children – Auslan Heritage School and rural development;

Unifam Counselling and Mediation Service – therapeutic counselling;

Benevolent Society – women's health forums;

Multicultural Disability Advocacy Association – rural advocacy project.

Attended the Progress Conference in Auckland NZ organised by the Sign Language Interpreters Association NZ and the NZ Sign Language Tutors Association at the Auckland University of Technology.

KEY INFLUENCES AND CHALLENGES

Critical shortage of appropriately qualified interpreters, particularly at Interpreter level accreditation and in regional/rural/remote areas of NSW.

Lack of Government funding to assist in providing life important interpreting services.

Poor community awareness, particularly by service providers, about the requirement under legislation to provide access to interpreting services for Deaf people.

Limited availability of culturally appropriate information for the Deaf Community in Auslan or plain English.

KEY STRATEGIES

Promote awareness to service providers regarding interpreter provision.

Continue to lobby in collaboration with the Australian Association of the Deaf, Australian Sign Language Interpreters Association and the Australian Federation of Deaf Societies to secure Government funding for interpreting provision (particularly for private medical appointments).

Continue to lobby the Department of Education regarding the provision of qualified Auslan interpreters in the NSW school system.

Upgrade DSNSW website to enable on line interpreting bookings.

Provide educational workshops for Deaf people about their rights regarding access to interpreting services.

Support TAFE in the introduction of a relay interpreting course.

Pilot mentoring partnerships with interpreters.

Continue to produce written information in a plain English format.

Lobby for Auslan to be introduced in schools as a Language Other Than English.

STATISTICAL AND FINANCIAL INFORMATION

Interpreting assignments during the year	02/03	01/02
Fee for Service	1,060	876
Medical No Fee	979	776
No fee	190	174
Income	\$206,648	\$186,248
Expenditure	\$271,542	\$217,237
Surplus/(Deficit)	\$(64,894)	\$(30,989)

It should be noted that no Government funding was received to cover the costs of providing interpreters.

Provided deafness awareness training in rural and regional areas.

Prepared discussion papers on the eligibility of Deaf people to be jurors and the teaching of Auslan in schools.

Attended Gaulladet University Press Institute Conference on Genetics, Disability and Deafness.

KEY INFLUENCES AND CHALLENGES

Lack of Deaf specific services and accessible generic community services in rural and regional areas.

Dearth of interpreting services in rural and regional areas.

Poor community awareness, particularly by service providers, about the requirement under legislation to provide access to people with disabilities.

Increased resources are required to improve conditions for Deaf people living in rural and regional communities.

KEY STRATEGIES

Publicise the Deaf Society's services by distributing promotional material to generic agencies.

Conduct a further term of the Auslan Heritage School (in collaboration with RIDBC).

Initiate a respite program for Deaf children.

Co-ordinate in-home Auslan tutoring programs for families.

Visit six rural and regional areas at least twice annually and produce a written profile on each area.

Deliver leadership training in rural areas, in conjunction with local Deaf consumer organisations.

Prepare a training package for service providers on genetic research and its future impact on the Deaf Community.

Continue to develop partnerships and work collaboratively with other organisations.

STATISTICAL AND FINANCIAL INFORMATION

	02/03	01/02
Visits to regional areas	21	18
Income	\$91,224	\$63,927
Expenditure	\$113,022	\$83,413
Surplus/(Deficit)	\$(21,798)	\$(19,486)

Government support totalling \$73,838 was received from the Department of Ageing, Disability and Home Care to assist with the operation of this program.



Project co-ordinator Sandra Carroll with Robert Adam.

EMPLOYMENT

MISSION STATEMENT

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

WHO WE ARE

The Employment Service consists of two employment officers (one full-time and one part-time) supervised by a part time co-ordinator.



*Helen Bon,
Employment
Officer*

WHAT WE DO

Provide a free employment assistance service to Deaf and hearing impaired people who are either unemployed or are already working but are seeking alternate employment.

We provide assistance with:

Job seeking and interview skills

Preparing resumes

Marketing and promotion to prospective employers

Supporting applicants at interviews, including interpreter provision

Educating employers on the needs of Deaf employees

Providing on the job training and post placement support

HIGHLIGHTS

Obtained eight placements as required by the funding body.

Additional funding sought and gained for eight employment places as part of the "Australians Working Together" program.

Successfully completed service assessment and self assessment of the Employment Service for the Department of Family and Community Services.

Commenced review of employment practices in order to comply with the new Quality Assurance system.

Established employment networks within Katoomba, Wollongong and Lithgow.

Provision of "Think Jobs" workshops for clients.

HUMAN RESOURCES

Employment Practices

The Deaf Society is a bilingual workplace where both Auslan and English are used and valued. It is expected that permanent staff will be able to use Auslan or will take reasonable steps to learn the language as soon as possible.

As a culturally diverse workplace, we expect that all staff will possess or develop knowledge of Deaf culture and the Deaf Community and respect the rights of Deaf people.

The Society actively supports the acquisition of Auslan and interpreting skills by staff and subsidises staff to attend training. All staff are encouraged to develop and improve their written skills through on-the-job assistance and feedback. Professional development

activities are also designed to enhance written English skills.

Interpreters are provided at both internal and external meetings as well as professional development opportunities and events at which both Deaf and hearing people are present.

As an equal employment opportunity employer, we are proud that Deaf people are currently employed at all levels of our organisation. Deaf people are encouraged to apply for any employment vacancy and as part of our affirmative action policy, some positions are targeted to the Deaf Community, with associated marketing particularly encouraging Deaf and hearing impaired people to apply.

The Deaf Society has also implemented a number of technological modifications to our workplace including telephones and accessories, flashing light smoke detectors and fire alarms and caption decoders.

An FAQ sheet on "Deaf-friendly Work Practices" is available free of charge by contacting the Society. We hope that other employers of Deaf people will choose to emulate these practices to make their workplaces more accessible.

Staff Training and Development

The Deaf Society is fortunate to have a dedicated team of highly trained and professional staff. Staff are encouraged to access training, in the main, designed to enhance their existing skills, or to provide more specialist knowledge in key areas, such as child abuse, family support and legal and advocacy matters.

During the year key service staff attended in-service training designed to standardise policies and procedures across direct service provision teams. External training was also provided to address the occupational health and safety issues in working with difficult or violent consumers. All staff took part in an in-house staff appraisal system, including captioned video training and individual goal setting exercises. This system provides tools to not only assist with current career choices, but also helps with general self development strategies.

Superannuation

The Deaf Society contributed 9% 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).

Clients can now access a video version of the Society's Privacy Policy produced in Auslan, their preferred language.



KEY INFLUENCES AND CHALLENGES

The introduction of a Quality Assurance (QA) system.

Imminent changes to the funding structure from block funding to a case based funding model.

Need for increased awareness by employers about the advantages of recruiting Deaf staff.



Peter Webster,
Employment Officer

KEY STRATEGIES

Review and develop policies and procedures to ensure compliance with the new QA system.

Produce an information kit for school leavers in the Sydney metropolitan area.

Continue to provide "Think Jobs" workshops.

Ensure we remain up to date with changes to funding models and government policies in relation to disability employment services.

Ensure we are aware of funding opportunities as they arise.

Continue to seek partnerships with existing employment services in rural and regional areas.

Investigate the provision of workplace assessments on a fee for service basis.

STATISTICAL AND FINANCIAL INFORMATION

Assisted 24 people to obtain or maintain employment

Total clients 2002/2003 35

Total clients 2001/2002 41

	02/03	01/02
Income	\$126,948	\$128,436
Expenditure	\$126,948	\$126,948
Result for the year	0	0

Government support totalling \$108,325 was received from the Commonwealth Department of Family and Community Services via block funding with an additional \$18,623 received via Case Based Funding.

Industrial and Employee Relations

The Social and Community Services Employees (State) Award covers all community workers and community access workers. Clerical staff are covered by the Clerical and Administrative Employee (State) Award and employment officers are 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 time lost to industrial disputes.

Occupational Health and Safety

The Deaf Society of NSW has a strong commitment to Occupational Health and Safety. In order to ensure the health and safety of all staff, we ensure that OH&S audits are held on a monthly basis. We also ensure that OH&S matters identified as potential risks are addressed promptly.

There was no time lost due to accidents during the year.

Volunteers

Assistance provided through volunteers ranged from the work contributed by our honorary Board of Directors through to general clerical

assistance and volunteer transport provision. We were also privileged to have the assistance of dedicated volunteers who assisted in program provision, in particular, those who assisted with various Usher Syndrome activities during the year.

Work Experience

The assistance provided during the year by work experience students was very much appreciated and we enjoyed giving secondary school Deaf students the opportunity to trial the world of work for the first time and assist them with possible career choices.

Permanent Employees

	2002/2003		2001/2002		2000/2001		1999/2000	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Executive	2	-	2	-	2	-	2	-
Administration	2	3	2	3	2	2	3	1
Access, Information & Support	6	5	8	2	8	1	8	2
Interpreting	2	1	2	2	2	1	2	-
Education, Training and Employment	2	2	2	2	2	1	2	1
Total	14	11	16	9	16	5	17	4
Salaries and Wages	\$1,150,254		\$970,357		\$818,514		\$765,057	
Workers' Compensation	\$36,436		\$28,089		\$16,979		\$21,096	
Superannuation	\$78,987		\$62,326		\$70,634		\$59,512	
Total	\$1,265,677		\$1,060,772		\$906,127		\$845,665	
Total Expenditure	\$1,591,210		\$1,360,437		\$1,196,730		\$1,121,574	
Percentage of Total Expenditure	79.5%		78%		76%		75%	



The Deaf Students' Art Expo was held in conjunction with the Society's bi-annual Open Day in April 2003.



Computer equipment supplied under the Anne Mac Rae Technology Scheme enables Deaf clients to access affordable technology.



It was certainly a busy year for interpreters – this year the number of interpreting assignments rose by 22%.



Practical methods of ensuring personal safety were taught as part of the Provent training for staff.

HONORARY TREASURER'S REPORT

Overview

Fellow members, it is my pleasure to report to you, in my first year as Honorary Treasurer, that the Deaf Society once again



recorded an operating surplus. This year the operating surplus for the Deaf Society totalled \$57,067 with the consolidated operating surplus for the Deaf Society and Epstein Deafness Foundation (NSW) totalling \$59,270.

This is a particularly good outcome, given the many demands on the Society and its resources. The Society needs to be financially healthy to ensure its ability to survive for the longer term and to deliver ongoing programs to members of the Deaf Community.

The Society receives significant subsidies for its operations from its investments. In times of uncertainty this places added strains on the Society's programs. I would like to take this opportunity to thank all our staff for their hard work in achieving this result.

Investment Policy Review

As we noted in last year's report, the Directors had expressed concern with the level of returns that we had been achieving on our investments. We needed to ensure that we have investments that will grow in order to produce sufficient income to fund services, not only in the short term, but to address the long term needs of the Deaf Community. To that end the Board decided on an in depth review of our investment approach and our investment policies. As a result of that review we have appointed an independent expert to advise us on these matters and

to help us manage our investments going forward.

Mr. Nigel Weaver, Eclipse Asset Management, has been appointed investment advisor and the transfer of investments from our holdings with IOOF (formerly AM Investment Corporation) and Colonial First State Investments (formerly Commonwealth Investment Management) have begun.

Investments and Grants from Epstein Deafness Foundation (NSW)

The Epstein Deafness Foundation (NSW), which was established in 1990 to recognise a generous bequest from the late Mr and Mrs Epstein, continued to hold investments on behalf of the Deaf Society under a Deed of Trust.

During the year investment income earned was \$255,776 and grants totalling \$179,262 (which is 11% of operating income), were transferred to the Deaf Society. This support greatly helped to offset expenses for programs which are not funded from other sources.

Fundraising

Fundraising income totalled \$44,754 for the 2002/2003 year. We were also fortunate to receive amounts totalling \$419,644 by way of bequests during the year. This is an excellent result for an organisation which expends so little (only 0.5% of our expenditure) on seeking donations and legacies.

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 from members of Women's Bowling Clubs throughout New South Wales. We hope that this support will continue in the future.

Provision for Research and Development

As part of its commitment to research and development,

an amount of \$121,319 was transferred from the reserve of \$496,000 originally established in 1997/1998. These funds enabled the continuation of staff support and service development, as well as community development and outreach to rural and regional areas of the State.

Services and Programs

The tables set out on pages 20 and 21 provide an analysis of the total income and expenditure for the year, a record of the Society's financial results for the past five years and highlight how funds were utilised.

Table 1 gives an analysis of operating income by cost centre and source for the year. Commonwealth Government funding totalled \$126,948 (7.5% of total income); NSW State Government funding totalled \$792,425 (48% of total income); fees for service totalled \$227,909 (13.5% of total income); fundraising income totalled \$44,754 (3% of total income); income from investments and grants from Epstein Deafness Foundation totalled \$435,038 (26.5% of total income) with sundry income totalling \$25,023 (1.5% of total income). Total income for 2002/2003 was \$1,648,277, an increase of 9% on the previous year.

Table 2 gives a break down of expenditure across all service and program areas. As will be noted from the table, \$957,477 (60% of all expenses) was spent on the provision of information, access and support services; \$271,541 (17% of all expenses) on interpreting services; \$218,028 (14% of all expenses) on education and training programs; \$133,526 (8.5% of all expenses) was on body corporate expenses and \$10,638 (0.5% of all expenses) was on fundraising.

Table 3 summarises total income and expenditure for each service area as a percentage of total income and expenditure.

Table 4 highlights the use of operating surpluses from

investments, fundraising, interpreting fees and deafness awareness training. Of this total of \$370,778, 76% was consumed by the provision of access, information and support services; 17% was consumed in the provision of medical interpreting services and 7% in offsetting the deficit incurred by education, training and employment services.

Table 5 sets out a financial summary for both income and expenditure for the past five years.

As will be noted from the information in these tables, the Society relies heavily on funding from both the Commonwealth and NSW State Governments. I would like to take this opportunity to acknowledge the financial assistance received from various government departments during the year. The NSW Department of Ageing, Disability and Home Care provided grants for a number of our core programs including the community access and information services, independent living skills program, community liaison and the community education program. The Commonwealth Department of Family and Community Services provided funding for the employment program. Funding from the NSW Department of Community Services funded the detached family worker as well as the out of home care program support workers. Finally, a grant from the NSW Department for Women assisted with the operation of the Deaf Mothers' Support Network.

Statement of Financial Position

The detailed statement of financial position as at 30 June 2003 will be found on pages f1 to f16 of this report. The ratio of assets to liabilities at year end was 13.5:1 with assets totalling \$6,320,325 and liabilities totalling \$462,781. Total equity as at 30 June 2003 was \$5,857,544.

The Future

In common with other non-profit organisations, the Society relies heavily on producing income from its own investments to offset expenses incurred in operating programs for which little or no funding is received. We will continue to manage and monitor investments in order to maximise income as well as ensuring capital growth in our assets base. We will strive to maintain small surpluses and avoid losses: as this way we can preserve and grow our investments. Our investments are the way that we can deliver services to the community above and beyond those that are subsidised by government and ensure services in the future.

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 who provide funding for our programs, and to our members for their support.

STEWART McCLAY

BAcc, CA (Scot), CA (Aust) FAICD
Honorary Treasurer

Table 1 – 2002/2003 Analysis of Operating Income by Source and Cost Centre

	Total	C'wealth	NSW State	Fee for Service	Appeals/ Donation	Invest	Epstein Deaf Fdn	Sundry
Body Corporate	428,281	-	-	-	-	250,199	159,854	18,228
Fundraising	47,716	-	-	-	39,284	5,577	-	2,855
Information, Access & Support								
Sydney and Regional	169,342	-	169,342	-	-	-	-	-
Hunter Region	42,280	-	27,000	-	-	-	15,160	120
Detached Family Worker	83,688	-	83,688	-	-	-	-	-
Independent Living Skills	220,717	-	220,717	-	-	-	-	-
Community Liaison	73,838	-	73,838	-	-	-	-	-
325 Funding	46,301	-	46,301	-	-	-	-	-
Deaf Mothers' Support Network	19,727	-	19,727	-	-	-	-	-
Regional Outreach/Comm Development	11,911	-	-	3,843	3,820	-	4,248	-
Out of Home Care Respite Program	85,524	-	85,524	-	-	-	-	-
Interpreting Services	206,647	-	-	206,647	-	-	-	-
Education, Training & Employment								
Staff Support/Program Development	2,776	-	-	2,776	-	-	-	-
Community Education Program	66,288	-	66,288	-	-	-	-	-
Deafness Awareness Training	10,818	-	-	10,818	-	-	-	-
Employment Program	108,325	108,325	-	-	-	-	-	-
Case Based Funding Trial	18,623	18,623	-	-	-	-	-	-
Heritage School	5,475	-	-	3,825	1,650	-	-	-
Total	<u>1,648,277</u>	<u>126,948</u>	<u>792,425</u>	<u>227,909</u>	<u>44,754</u>	<u>255,776</u>	<u>179,262</u>	<u>21,203</u>
Percentage	100	7.5	48	13.5	3	15.5	11	1.5

Table 2 – 2002/2003 Analysis of Operating Expenditure

	2002/2003	%
Body Corporate	133,526	8.5
Fundraising	10,638	0.5
Information, Access & Support		
Sydney and Regional	260,048	16.5
Hunter Region	79,781	5
Detached Family Worker	83,688	5.5
Independent Living Skills	249,117	15.5
Community Liaison	95,636	6
325 Funding	46,301	3
Community Worker Older People	25,744	1.5
Deaf Mothers' Support Network	19,727	1.5
Regional Outreach and Community Development	11,911	0.5
Out of Home Care Respite Program	85,524	5
Interpreting Services	271,541	17
Education, Training & Employment		
Staff Support/Program Development	2,776	0.5
Community Education Program	73,159	4.5
Deafness Awareness Training	9,670	0.5
Employment Program	108,325	7
Case Based Funding Trial	18,623	1
Heritage School	5,475	0.5
Total	<u>1,591,210</u>	<u>100</u>

Table 3 – Summary of Income and Expenditure as a percentage of Income and Expenditure by Service Area

SERVICE AREA	INCOME		EXPENDITURE	
	\$	%	\$	%
Body Corporate	428,281	26	133,526	8.5
Fundraising	47,716	3	10,638	0.5
Information, Access & Support	753,328	45	957,477	60
Interpreting	206,647	13	271,541	17
Education, Training, Employment	212,305	13	218,028	14
Total	<u>1,648,277</u>	<u>100</u>	<u>1,591,210</u>	<u>100</u>

Table 4 – 2002/2003 Use of Net Disposable Income by Service Area

NET SURPLUS FROM	\$	%
Body Corporate	294,755	79.5
Fundraising	37,078	10
Interpreting - Fee for Service	37,797	10
Deafness Awareness Training	1,148	0.5
Total	<u>370,778</u>	<u>100</u>
Less Operating Deficits by Service Area		
Access, Information & Support	204,149	76
Medical Interpreting (no fee)	102,691	17
Education, Training % Employment	6,871	7
Sub total	<u>313,711</u>	<u>100</u>
Surplus	57,067	
Total	<u>370,778</u>	

**Table 5 –
Financial Summary for the last five years**

INCOME	2003	2002	2001	2000	1999
Body Corporate	428,281	485,265	642,965	475,433	506,148
Fundraising	47,716	35,561	24,919	32,255	52,835
Information, Access & Support					
Sydney and Regional	169,342	153,664	139,268	132,941	130,578
Hunter Region	42,280	45,453	44,581	39,286	54,338
Illawarra Region	-	-	8,060	14,129	13,803
Detached Family Worker	83,688	73,668	69,925	66,686	82,317
Independent Living Skills	220,717	192,800	189,919	186,518	174,088
Community Liaison	73,838	63,927	62,637	59,284	67,702
325 Funding	46,301	39,491	39,028	37,988	38,046
Community Worker Older People	-	-	-	-	-
Deaf Mothers' Support Network	19,727	11,398	-	-	-
Regional Outreach and Community Development	11,911	-	-	-	-
Out of Home Care Respite Program	85,524	-	-	-	-
Interpreting Services	206,647	186,248	69,899	14,131	27,876
Education, Training & Employment					
Staff Support/Program Development	2,776	-	-	-	-
Community Education Program	66,288	56,055	55,404	53,994	52,963
Deafness Awareness Training	10,818	12,439	9,701	28,614	19,200
Employment Program	108,325	108,636	105,713	93,222	95,280
Case Based Funding Trial	18,623	19,800	12,650	-	-
Heritage School	5,475	-	-	-	-
Sub Total	1,648,277	1,484,405	1,474,669	1,234,481	1,315,174
Operating Surplus	57,067	123,823	277,939	112,907	173,024
Total	1,591,210	1,360,582	1,196,730	1,121,574	1,142,150
EXPENDITURE	2003	2002	2001	2000	1999
Body Corporate	133,526	102,911	100,444	114,131	135,763
Fundraising	10,638	9,506	5,703	12,314	14,995
Information, Access and Support					
Sydney and Regional	260,048	235,305	207,612	181,188	159,772
Hunter Region	79,781	104,158	98,728	93,088	92,114
Illawarra Region	-	-	8,060	14,129	13,803
Detached Family Worker	83,688	73,668	71,961	71,010	82,578
Independent Living Skills	249,117	241,582	233,819	209,701	174,088
Community Liaison	95,636	83,413	75,703	107,022	79,835
325 Funding	46,301	39,491	39,028	41,013	38,046
Community Worker Older People	25,744	30,152	24,513	15,462	26,312
Deaf Mothers' Support Network	19,727	11,398	-	-	-
Regional Outreach and Community Development	11,911	-	-	-	-
Out of Home Care Respite Program	85,524	-	-	-	-
Interpreting Services	271,541	217,237	119,988	71,905	89,718
Education, Training and Employment					
Staff Support/Program Development	2,776	-	-	0	-
Community Education Program	73,159	75,818	78,787	63,511	64,180
Deafness Awareness Training	9,670	7,507	14,022	33,878	75,666
Employment Program	108,325	108,636	105,713	93,222	95,280
Case Based Funding Trial	18,623	19,800	12,650	-	-
Heritage School	5,475	-	-	-	-
Total	1,591,210	1,360,582	1,196,731	1,121,574	1,142,150

CELEBRATING 90 YEARS

of working with and for
the Deaf Community
of New South Wales

The Deaf Society's success in providing quality services to the Deaf Community over the past 90 years has been due, in no small part, to the financial help given by our committed supporters.

Many of our donors, including members of Women's Bowling Clubs throughout the State, have proven their loyalty to the Society and their dedication to our cause by continuing their financial support over many years.

We would like to place on record our thanks and appreciation to our supporters whose assistance enables us to enhance our service provision and to provide new programs for Deaf people and their families.

MAJOR DONATIONS

B Anderson
D Andrews
B Armstrong
F Aspinall
D Ball
Bankstown Trotting Club
F Baudish
J Baxter
A Bean
V Bear
D Beaver
M Beetham
P Bender
A Berbari
H Bennell
H Bicket
D Black
J Bonner
Boorowa Council
R Bradfield
D Bright
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A W Bryne Equity
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C Heathers
D Henderson
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G Henderson
J Hepburn
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M Hyde
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H Learoyd
B Lemon
A & L Lenn
V Little
M Lum
M Macarthur
J Mackinnon
C Maher
W Matthews
B Mansfield
H McCartney
J McDonald
S McGilchrist
T McKay
I & W McNair
N McPherson
I Mensdorff-Pouilly
R Mewburn
A Milston
J Moore
S Mourot
F Muecke
P Muir
E Murray
J O'Connor
F O'Leary
P Ongley
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J Petersen
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D Ramsay
R Rathbone
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R Rossleigh
G Rowe
R Rowse
The Promotions Factory
D Salter
J Sankey
G Savage
P Savvas
N Scott
P T Seymour Pty Ltd
J & B Shaw
R Smart
J Smith
E Southwell
L Stewart
B Taylor
TDK Australia Pty Ltd
Textile Clothing & Footwear Union
L Thearle
G Thomas
G Thompson
Torlee Investments Pty Ltd
J Tuckwell
A Vernon
F Vio
VIOcom Pty Ltd
E Wales
R Wallis
C Wheatley
A Whelan
Michael and Mary Whelan Trust
A Whittle
L Wilcox
C Wilhelm
J Wiseman
G Wirrell
R Young
V Young

WOMEN'S BOWLING CLUBS

Belmont Macquarie Women's Bowling Club
Binnaway Women's Bowling Club
Brooms Head Sandon Women's Bowling Club
East Maitland Women's Bowling Club

Milton-Ulladulla Women's Bowling Club
 Munmorah Women's Bowling Club
 Nambucca Heads Women's Bowling Club
 Parkes Women's Bowling Club
 Parramatta RSL Women's Bowling Club
 Scone RSL Women's Bowling Club
 Sussex Inlet RSL Women's Bowling Club
 Tumbarumba Women's Bowling Club
 Umina Beach Women's Bowling Club
 Wyong RSL Women's Bowling Club

We would also like to place on record our thanks to Parramatta Leagues Club, and Burwood RSL Club for their support under the Community Development Support Expenditure Scheme.

Our thanks are also extended to Microsoft Australia, whose extremely generous donation of computer equipment enabled us to upgrade and standardise our computer network system.

We would also like to take this opportunity to thank Gavin Rewell, from Not Just Networks who has provided us with generous discounts on both software and network support.

Lastly, we would like to thank Mahesh Menon, from Unwired Internet Enterprise, whose kind donation of the TTYsms software enabled us to computerise message services, which assists not only Deaf individuals, but

also Deaf staff members who rely on the SMS service for communication.

MEMBERSHIP AS AT 30 JUNE 2003

Robert Adam
 Penelope Aitkens
 Tina Alden
 Nicole Alexander
 Stephen Anich
 Renee Beveridge
 Peter Brownlee
 Judith Cameron
 William Camp
 Cathy Clark
 Michelle Corbett
 Anthony Craig
 Tarcia deWit
 Alan Eldridge
 Marion Fairweather
 Alan Gardiner
 Marcia Girke
 Anthony Gorringer
 Charlene Grace
 Jenny Hannan
 Peter Hannan
 Michael Harrison
 Lyn Hartman
 Keith Hinton
 Anna Hruby
 Alexandra Hynes
 Jane Innes
 Dennis Johnston
 Andrew Jones
 Rosa Kasteel
 George Krams
 Kimberley Larson
 Stephen Lawler
 Victoria Lee
 David Lilley
 Judith Lilley
 Kerry Lund
 Stephen Matchett
 Stewart McClay
 Andrew McCredie
 David McQuiggin
 Angie Michael
 Judith Moloney
 Jitka Navratil
 Helen Nicholson
 Ron Nicholson
 Stephen Nicholson
 Betty O'Brien
 Helen O'Malley
 Tania Otten

Frank Peterson
 Kerry Priem
 Susanne Rae
 Christie Rhodes
 Judith Russell
 Bonita Slinn
 Mandy Smith
 Barbara Stathis
 Valma Stebbings
 Wanda Stewart
 Beryl Taylor
 Linda Trotman
 Alan Webber
 Glenn Welldon
 Linda Wilson

LIFE MEMBERS

Colin Allen
 George Barbouttis OAM
 Victor Bear AM
 Ron Byrant
 Nola Colefax OAM
 Lyell Crane
 Barry Duggan
 Ethel Goff
 Dorothy Griffiths
 Michael Hedley
 Anthony Houen AM
 D W Pulsford
 Harry Roberts
 Adam Salzer OAM
 Brian Surtees
 Ben Taylor OAM
 Ray Todd
 K W Tribe AO
 Steve Turner
 Norman Vance
 Ray Whitten

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 assists 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 Society was fortunate to receive legacies from the undermentioned estates during the year.

BEQUESTS AND LEGACIES

Estate late R A Craig
 Estate late H J Doherty
 Estate late G I Halpin
 Estate late W Hammond
 Estate late K C Huggonson
 Estate late N R Partridge
 Estate late S H Robotham

OUR STAFF

For over 90 years the Deaf Society has relied on dedicated, committed and highly skilled staff to help us achieve our goals.

During 2003 our staff once again proved their commitment by improvising and adapting work practices to ensure the continuation of established services. Faced with financial restraints, staff proved their dedication by undertaking additional duties which enabled the successful implementation of several new programs.

One particular area where this commitment was demonstrated was the Auslan Heritage School. We would like to place on record our special thanks to Mandy Smith and her dedicated band of helpers who ensured the success of this innovative program.

The contributions made by our staff across all teams are very much appreciated. We remain confident that future challenges will continue to be met by our dedicated employees.

Staff Members' Qualifications and Additional Contributions

Robert Adam BA, BEd

Co-ordinator – Community Relations and Interpreting

- President & Life Member, Australian Association of the Deaf (AAD)
- Treasurer, NSW Association of the Deaf (NSWAD)
- Board member, Australian Theatre of the Deaf
- Member, Auslan Language Panel, National Accreditation Authority for Translators & Interpreters (NAATI)
- Member, Attorney General's Department, Disability Advisory Council
- Member, Department of Education & Training, Disabilities Community Consultative Committee
- Member, Deaf Society of NSW
- Member, World Federation of the Deaf

Sue Atherton Certificate 2 in Auslan

Interpreting Services Clerk

Fiona Battle

Office Assistant, Newcastle Branch

Helen Bon BEd – Habilitation, Certificate I

& III in Auslan, Certificate IV in Workplace Assessment & Training

Employment Officer

- Member, ASLIA NSW
- Member, Deaf Society of NSW

Larissa Burns B.Social Work (Hons),

AssDip Social Science (Welfare), Dip of Interpreting (Auslan)

Co-ordinator – Community Access and Information Service

- Member, Australian Association of Social Workers
- Camp Counsellor – Youth Carer Camps

Sandra Carroll BA (Welfare Studies),

NAATI Paraprofessional Accreditation,
Co-ordinator – Regional Outreach and Community Development

- Member, NSWAD
- Member, ASLIA
- Member, ATOD

Lise Clews

Project Co-ordinator

- Member, NSWAD
- Member, AAD
- Member, Deaf Sports & Recreation NSW

Fran Collins Dip Interpreting (Auslan),

NAATI Paraprofessional Accreditation
Interpreter

Michelle Corbett BCom, Cert IV Workplace

Assessment & Training
Co-ordinator – Communication, Education and Employment

- Member, Deaf Society of NSW

Thuy Van Do

Community Access Worker

Sharon Everson JP, Dip Comm Man

Executive Director – Corporate Services

- Member, Australian Association of Company Directors
- Member, Australian Institute of Management
- Affiliate, Chartered Secretaries Aust

Nicole Harris Certificate II, III & IV in

Auslan

Receptionist

- Volunteer, Sydney Deaf Games 2003

Kristen Hingerty Dip Comm Services

(Welfare)

Community Access Worker

- Member, NSWAD
- Member, AAD
- Member, ATOD
- Member, DEN
- Freelance Auslan Teacher
- Deafblind Relay Interpreter

Michelle Horswood RN, NAATI

Paraprofessional Accreditation
Community Worker

- Member, NSWAD

Carol Iannella

Community Access Worker

Rebecca Ladd JP, BEd (Hons), MMan

(Comm Man)

Executive Director – Client and Community Services

- Executive Committee Member, ASLIA NSW
- NAATI Interpreter Level Accreditation
- Teacher, TAFE
- Freelance Interpreter

Angie Michael Certificate in Word

Processing, Certificate in Secretarial Studies
Clerical Assistant

- Member, Deaf Society of NSW

Lorraine Mulley Dip Comm Welfare

Community Worker

- President, Campbelltown Deaf Netball Group
- Player, Campbelltown Deaf Netball Group
- Member, Deaf Sports & Recreation NSW
- Player, NSW Deaf Netball Team
- Player, Australian Deaf Netball Team
- Member / Leader Campbelltown Deaf Women's Group

Stephen Nicholson

Senior Community Access Worker – Independent Living Skills Program

- Member, NSWAD
- Board Member, AAD
- Sessional Teacher, DEN & TAFE
- Member, Deaf Society of NSW
- Member, ACE
- Member, World Federation of the Deaf
- Deafblind Relay Interpreter

Alex Nyam Dip Info Technology (Systems

Admin)

IT Support Officer (Casual)

Tania Otten

Office Administrator

- Member, Deaf Society of NSW

Gerry Smith Certificate IV in Assessment &

Workplace Training, Dip Interpreting (Auslan),

NAATI Paraprofessional Accreditation

Senior Community Access Worker

- Executive Committee member, ASLIA NSW

Mandy Smith BA, BSW (Hons)

Community Worker

Mary Srbic BBus (Accounting)

Accounts Clerk

Paula Thornton Advanced Cert Comm

Services

Community Worker

- Member, NSWAD
- Member, AAD

Peter Webster JP, Certificates II, III &

IV in Auslan, Certificate IV in Workplace

Assessment & Training

Employment Officer

Kellie Willenberg

Interpreting Services Clerk

Linda Wilson BA (Welfare Studies)

Community Worker

- Member, Deaf Society of NSW

CELEBRATING 90 YEARS

of working with and for
the Deaf Community
of New South Wales

HOW CAN YOU HELP THE DEAF SOCIETY?

As you read through this report, you will realise the great importance of the work carried out by The Deaf Society of New South Wales.

There are many ways in which you can help ensure the future success of our programs and services.

A donation may be given in the full knowledge that your gift will be used to the best advantage of Deaf people in this State.

Remembering the Deaf Society in your will – support through bequests and legacies provides vital financial assistance for our work.

Donations of used computer equipment will assist us in making technology available to

Deaf people through the Anne Mac Rae Technology Scheme.

Become a member or supporter of the Deaf Society – keep up-to-date with happenings in the Deaf Community and progress made in achieving our goals.

Volunteer your skills to help us with our work.

Be understanding of the communication needs of Deaf people.

Think about taking the challenge and learn Auslan!

You can contact us by mail at PO Box 1060, Parramatta, 2124 or by telephone (02) 9893 8555 (voice) or (02) 9893 8858 (TTY) or email deafsoc@ihug.com.au

Donations of \$2.00 and over 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
Freecall: 1800 893 855

TTY: (02) 9893 8858
Freecall: 1800 893 885

Fax: (02) 9893 8333
Freecall: 1800 898 333

Email: deafsoc@ihug.com.au

Web: www.deafsocietynsw.org.au

Registered Charity No. 1026
Deductible Gift Recipient

This Report is to be presented to members
at the Deaf Society's 90th Annual General Meeting
to be held on 15 November 2003

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 2003

DIRECTORS' REPORT

Your directors present their report of the chief entity and its controlled entity for the financial year ended 30 June, 2003.

Directors

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

George Michael Barbouttis, Peter Owen Brownlee, Catherine Clark, Anthony Alan Gorringer, Alexandra Anne Lindsay Hynes, Jane Innes, Stephen Matchett, Stewart Anthony McClay, Jitka Navratil and Susanne Alexandra Rae.

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 Deaf people. 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 significant items, for the financial year was \$59,270. The net amount of the consolidated profit, after significant items for the financial year was \$117,610.

Review of Operations

During the year the Society continued to provide counselling and interpreting services, community development, education programs for both the Deaf and hearing living communities and independent living skills training for Deaf people, as well as those who have a disability and employment support programs.

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.

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 except for the diminution in value of funds under management.

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.

Likely Developments

The Society will continue to maintain current services and programs and as part of their proposals for activities to be undertaken in 2003/2004 to ensure that Deaf people achieve their full rights and fulfil their responsibilities as Australian citizens. 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 Deaf people gain access to community based support services, will continue to utilise its resources to undertake community support and development in regional and rural areas of New South Wales.

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

As a result of a review of the economic entity's investment structure and strategy, the Society appointed an independent investment advisor and has decided to transfer funds under management to new holdings in 2004.

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., F.C.P.A.,

Dip. Commerce

- * Chartered Accountant
- * 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)

- * Manager
- * Member of the Board since November 2000

—
Anthony Alan Gorrige JP NIA Assoc. Dip. in Business

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

—
Alexandra Anne Lindsay Hynes

- * Director
- * Member of the Board since 1989
- * Co-founder of the Australian Caption Centre
- * Director, Australian Caption Centre
- * Director, The Epstein Deafness Foundation (NSW)

—
Jane Innes B.Ec, LLB, LLM (Hons)

- * Senior Lecturer in Law / Director
- * Elected to the Board in November, 2001
- * Trustee, Lionel Murphy Foundation

—
Stephen Matchett PhD (Sydney) BA (Hons)

- Grad. Dip. Marketing**
- * Journalist and Marketing Communications Consultant
- * Member of the Board since November 2000
- * Director, International Grammar, Sydney
- * Member, Sydney West Marketing

—
**Stewart Anthony McClay CA (Scot), CA (Aust) FAICD
BAcc (Glasgow)**

- * Chartered Accountant
- * Member of the Board since February 1999
- * Honorary Treasurer
- * Director, The Epstein Deafness Foundation (NSW)

—
Jitka Navratil B.Appl. Science

- * Employment Consultant
- * Elected to the Board in November, 2001
- * Secretary, Ephpheta Centre Pastoral Council

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

- * Education Administrator/Teacher
- * 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
George Michael Barbouttis	6	3
Peter Owen Brownlee	6	6
Catherine Clark	6	5
Anthony Alan Gorrige	6	6
Alexandra Anne Lindsay Hynes	6	5
Jane Innes	6	4
Stephen Matchett	6	5
Stewart Anthony McClay	6	4
Jitka Navratil	6	3
Susanne Alexandra Rae	6	5

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 \$462 for each person.

G. Barbouttis, P. Brownlee, C. Clark, A. Gorrige, A. Hynes, J. Innes, S. Matchett, S. McClay, J. Navratil, S. Rae, S. Everson and R. Ladd.

Directors' and Executive Officers' Emoluments

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. The emoluments of the two Executive Officers are detailed in the notes to the consolidated accounts.

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

Director
Sydney, 25 August, 2003

S. A. McClay

Director

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 2003 as set out on pages f4 to f14.

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 in Australia 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:

- (a) the Corporations Act 2001, including:
 - (i) giving a true and fair view of the Society's and the economic entity's financial position as at 30 June 2003 and of their performance for the year ended on that date; and
 - (ii) complying with Accounting Standards in Australia and the Corporations Regulations 2001; and
- (b) other mandatory professional reporting requirements.

Benbow & Pike

Chartered Accountants
13/263 Alfred Street (North)
North Sydney NSW 2060
Sydney, 25 August, 2003

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 f1–f14, in accordance with the Corporations Act 2002:
 - a. comply with Accounting Standards and the Corporations Regulations 2001; and
 - b. give a true and fair view of the financial position as at 30 June 2003 and of the 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, 25 August, 2003

S. A. McClay

Director

**STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30 JUNE 2003**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2003 \$	2002 \$	2003 \$	2002 \$
CLASSIFICATION OF EXPENSES BY NATURE				
Revenues from ordinary activities	2 1,666,000	1,511,091	1,648,277	1,484,260
Employee benefits expense	1,150,662	1,083,853	1,150,662	1,083,853
Depreciation expense	75,010	65,643	75,010	65,643
Other expenses from ordinary activities	381,058	229,916	365,538	210,941
Profit from ordinary activities before significant items	59,270	131,679	57,067	123,823
Significant items	2 58,340	(851,385)	224,068	(353,265)
Net profit/(loss)	117,610	(719,706)	281,135	(229,442)
Retained profits at the beginning of the financial year	5,227,037	5,946,743	1,112,956	1,342,398
Retained profits at the end of the financial year	5,344,647	5,227,037	1,394,091	1,112,956

The accompanying notes form part of these financial statements.

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2003**

		Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
		2003	2002	2003	2002
		\$	\$	\$	\$
CURRENT ASSETS					
Cash	17	311,971	276,322	191,151	161,575
Receivables	5	1,265,623	696,464	795,784	427,168
Investments	6	-	239,876	-	-
TOTAL CURRENT ASSETS		1,577,594	1,212,662	986,935	588,743
NON-CURRENT ASSETS					
Receivables	5	446,647	446,647	446,647	446,647
Investments	6	6,605,871	6,905,378	3,260,053	3,429,002
Property, plant and equipments	7	1,626,690	1,648,068	1,626,690	1,648,068
TOTAL NON-CURRENT ASSETS		8,679,208	9,000,093	5,333,390	5,523,717
TOTAL ASSETS		10,256,802	10,212,755	6,320,325	6,112,460
CURRENT LIABILITIES					
Payables	8	196,487	172,074	210,566	185,860
Provisions	9	167,951	157,078	167,951	157,078
TOTAL CURRENT LIABILITIES		364,438	329,152	378,517	342,938
NON-CURRENT LIABILITIES					
Provisions	9	84,264	71,794	84,264	71,794
TOTAL NON-CURRENT LIABILITIES		84,264	71,794	84,264	71,794
TOTAL LIABILITIES		448,702	400,946	462,781	414,732
NET ASSETS		9,808,100	9,811,809	5,857,544	5,697,728
EQUITY					
Reserves	10	4,463,453	4,584,772	4,463,453	4,584,772
Retained profits		5,344,647	5,227,037	1,394,091	1,112,956
TOTAL EQUITY		9,808,100	9,811,809	5,857,544	5,697,728
Leasing Commitments	11				

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

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2003**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2003 \$	2002 \$	2003 \$	2002 \$
CASH FLOWS FROM OPERATING ACTIVITIES				
Receipts from activities	238,870	273,755	238,870	273,755
Payments to suppliers and employees	(1,761,580)	(1,455,054)	(1,747,324)	(1,431,207)
Interest, dividends and distributions received	489,207	562,876	269,934	177,252
Bequests	419,644	5,035	419,644	5,035
Grants and subsidies received	1,018,129	787,566	1,018,129	787,566
Grants received from The Epstein Deafness Foundation (NSW)	-	-	207,444	311,234
Net cash provided/(used in) operating activities	16 404,270	174,178	406,697	123,635
CASH FLOWS FROM INVESTING ACTIVITIES				
Payment for property, plant and equipment	(154,029)	(134,006)	(154,029)	(134,006)
Proceeds from sale of property, plant and equipment	112,908	61,274	112,908	61,274
Purchase of investments	(1,979,840)	(551,114)	(1,281,959)	(100,000)
Proceeds from sale of investments	1,652,340	344,111	945,959	94,111
Net cash provided/(used in) investing activities	(368,621)	(279,735)	(377,121)	(78,621)
Net (decrease)/increase in cash held	35,649	(105,557)	29,576	45,014
Cash at the beginning of the financial year	276,322	381,879	161,575	116,561
Cash at the end of the financial year 17	311,971	276,322	191,151	161,575
The accompanying notes form part of these financial statements.				

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2003

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 and the Corporations Act 2002. 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, 2003. 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 Benefits

Provision is made for the liability for employee benefits arising from services rendered by employees to balance date. Employee benefits 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 the amount expected to be paid when the liability is settled plus related on costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

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.

Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST. Receivables and payables in the statement of financial position are shown inclusive of GST.

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 2003**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2003 \$	2002 \$	2003 \$	2002 \$
2. PROFIT FROM ORDINARY ACTIVITIES				
Profit from ordinary activities has been determined after:				
Expenses:				
Depreciation – furniture, fittings, office equipment and vehicles	75,010	65,643	75,010	65,643
Rent paid	135,577	131,374	135,577	131,374
Revenues:				
Donations and appeals	40,934	33,545	40,934	33,545
Fees for service	229,509	198,576	229,509	198,576
Grants and subsidies	923,194	747,358	923,194	747,358
Grants – The Epstein Deafness Foundation (NSW)	-	-	179,262	241,128
Interest received or receivable				
- Other persons	49,370	61,237	22,134	17,480
Distributions received	326,851	321,323	176,661	150,515
Dividends received	3,356	3,255	-	-
Imputation credit refund	29,294	91,245	13,091	41,106
Profit on sale of property, plant and equipment and investments	12,511	5,839	12,511	5,839
Rent received	43,890	45,724	43,890	45,724
Other	7,091	2,989	7,091	2,989
	<u>1,666,000</u>	<u>1,511,091</u>	<u>1,648,277</u>	<u>1,484,260</u>
Significant expenses/ revenues:				
Provision for Diminution	(20,267)	(856,420)	(7,167)	(358,300)
Bequests received	419,644	5,035	419,644	5,035
Profit on sale of investments	(341,037)	-	(188,409)	-
	<u>58,340</u>	<u>(851,385)</u>	<u>224,068</u>	<u>(353,265)</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2003**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2003 \$	2002 \$	2003 \$	2002 \$
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 \$462 each.				
The names of directors of the Society who have held office during the year are G. Barbouttis, P. Brownlee, C. Clark, A. Gorringer, A. Hynes, J. Innes, S. Matchett, S. McClay, J. Navratil and S. Rae.				
Executive Officers:				
The total remuneration paid to S. Everson, Executive Director (Corporate Services) and R.Ladd, Executive Director (Client and Community Services) of the Society including superannuation contributions was in the band \$110,000 to \$119,999.				
4. AUDITORS' REMUNERATION				
Amounts received or due and receivable by the auditors:				
Auditing the accounts	17,100	17,100	14,100	14,100
Other Services	6,275	7,239	5,875	5,204

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2003**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2003	2002	2003	2002
	\$	\$	\$	\$
5. RECEIVABLES				
CURRENT				
Debtors and prepayments	265,623	236,604	245,784	217,308
Less provision for doubtful debts	–	140	–	140
	<u>265,623</u>	<u>236,464</u>	<u>245,784</u>	<u>217,168</u>
Bills of exchange accepted and endorsed by the Commonwealth Bank of Australia	1,000,000	350,000	550,000	100,000
Loans to other persons secured by mortgage	–	110,000	–	110,000
	<u>1,265,623</u>	<u>696,464</u>	<u>795,784</u>	<u>427,168</u>
NON-CURRENT				
Mullauna Village Aged Care Hostel				
Accommodation units – at cost	481,147	481,147	481,147	481,147
Provision for non recovery	34,500	34,500	34,500	34,500
	<u>446,647</u>	<u>446,647</u>	<u>446,647</u>	<u>446,647</u>
6. INVESTMENTS				
CURRENT				
Fixed Interest Securities – at cost (market value: \$nil 2002: \$210,420)	–	239,876	–	–
	<u>–</u>	<u>239,876</u>	<u>–</u>	<u>–</u>
NON-CURRENT				
Funds Under Management at cost				
– IOOF Investment management (market value: \$3,007,038 2002: \$3,077,668)	3,581,586	3,609,093	1,108,563	1,117,444
– Colonial First State Investments (market value: \$3,565,970 2002: \$3,780,470)	3,853,693	4,105,458	2,516,957	2,669,858
– Provision for Diminution	(876,655)	(856,420)	(365,467)	(358,300)
	<u>6,558,624</u>	<u>6,858,131</u>	<u>3,260,053</u>	<u>3,429,002</u>
Shares in listed corporations				
– at cost (market value: \$78,564 2002: \$71,915)	47,247	47,247	–	–
	<u>6,605,871</u>	<u>6,905,378</u>	<u>3,260,053</u>	<u>3,429,002</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2003**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2003	2002	2003	2002
	\$	\$	\$	\$
7. PROPERTY, PLANT AND EQUIPMENT				
Land and buildings	1,370,000	1,370,000	1,370,000	1,370,000
Furniture, fittings, office equipment and motor vehicles	256,690	278,068	256,690	278,068
	<u>1,626,690</u>	<u>1,648,068</u>	<u>1,626,690</u>	<u>1,648,068</u>
Land and buildings				
Concord – at directors' valuation as at 30 June, 2002	700,000	700,000	700,000	700,000
Seaforth – at directors' valuation as at 30 June, 2002	670,000	670,000	670,000	670,000
Total land and buildings	<u>1,370,000</u>	<u>1,370,000</u>	<u>1,370,000</u>	<u>1,370,000</u>
Plant and Equipment				
Parramatta Office – at cost	128,509	128,509	128,509	128,509
Accumulated depreciation	(105,073)	(92,240)	(105,073)	(92,240)
	<u>23,436</u>	<u>36,269</u>	<u>23,436</u>	<u>36,269</u>
325 Funding Program – at cost	1,926	1,926	1,926	1,926
Accumulated depreciation	(1,671)	(1,478)	(1,671)	(1,478)
	<u>255</u>	<u>448</u>	<u>255</u>	<u>448</u>
Newcastle Office – at cost	20,363	20,363	20,363	20,363
Accumulated depreciation	(15,614)	(14,098)	(15,614)	(14,098)
	<u>4,749</u>	<u>6,265</u>	<u>4,749</u>	<u>6,265</u>
Office Equipment – at cost	141,694	134,331	141,694	134,331
Accumulated depreciation	(98,908)	(79,453)	(98,908)	(79,453)
	<u>42,786</u>	<u>54,878</u>	<u>42,786</u>	<u>54,878</u>
Motor Vehicles – at cost	211,659	213,158	211,659	213,158
Accumulated depreciation	(26,195)	(32,950)	(26,195)	(32,950)
	<u>185,464</u>	<u>180,208</u>	<u>185,464</u>	<u>180,208</u>
Total plant and equipment	<u>256,690</u>	<u>278,068</u>	<u>256,690</u>	<u>278,068</u>

The directors' valuation at 30 June 2002 was based on an assessment of the properties' current market value.

Movements in Carrying Amounts

Movements in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year. The carrying values are the same for the Deaf Society and the economic entity.

	Land & Buildings	Parramatta Office	325 Funding	Newcastle Office	Office Equipment	Motor Vehicles	Total
Balance at the beginning of year	1,370,000	36,269	448	6,265	54,878	180,208	1,648,068
Additions	–	–	–	–	7,363	146,666	154,029
Disposals	–	–	–	–	–	(100,397)	(100,397)
Revaluation	–	–	–	–	–	–	–
Depreciation	–	(12,833)	(193)	(1,516)	(19,455)	(41,013)	(75,010)
Carrying amount at the end of year	<u>1,370,000</u>	<u>23,436</u>	<u>255</u>	<u>4,749</u>	<u>42,786</u>	<u>185,464</u>	<u>1,626,690</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2003**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2003	2002	2003	2002
	\$	\$	\$	\$
8. PAYABLES				
Trade and other creditors	196,487	172,074	210,566	185,860
9. PROVISIONS				
CURRENT				
Employee leave entitlements	69,751	58,278	69,751	58,278
Provision for deaf Community centres	98,200	98,800	98,200	98,800
	<u>167,951</u>	<u>157,078</u>	<u>167,951</u>	<u>157,078</u>
NON-CURRENT				
Employee leave entitlements	84,264	71,794	84,264	71,794
Note (a) Aggregate employee benefits	154,015	130,072	154,015	130,072
(b) Number of employees at year end	24	22	24	22
10. RESERVES				
Asset revaluation reserve	881,850	881,850	881,850	881,850
Capital profits reserve	3,509,960	3,509,960	3,509,960	3,509,960
Service development reserve	71,643	192,962	71,643	192,962
Mentoring project reserve	-	-	-	-
	<u>4,463,453</u>	<u>4,584,772</u>	<u>4,463,453</u>	<u>4,584,772</u>
Movements in Reserves				
Asset Revaluation Reserve				
Balance at beginning of year	881,850	661,850	881,850	661,850
Revaluation increment on land and buildings	-	220,000	-	220,000
Balance at end of year	<u>881,850</u>	<u>881,850</u>	<u>881,850</u>	<u>881,850</u>
Service Development Reserve				
Balance at beginning of year	192,962	344,480	192,962	344,480
Utilised during the year	121,319	151,518	121,319	151,518
Balance at end of year	<u>71,643</u>	<u>192,962</u>	<u>71,643</u>	<u>192,962</u>
Mentoring Project Reserve				
Balance at beginning of year	-	38,523	-	38,523
Utilised during the year	-	38,523	-	38,523
Balance at end of year	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
11. LEASING COMMITMENTS				
Operating Lease Commitments: Non-cancellable operating leases contracted for but not capitalised in the financial statements				
Payable:				
- not later than one year	111,815	95,687	111,815	95,687
- later than one year but not later than five years	-	101,805	-	101,805
	<u>111,815</u>	<u>197,492</u>	<u>111,815</u>	<u>197,492</u>
12. RELATED PARTY TRANSACTIONS				
Controlled Entity				
Grants received from The Epstein Deafness Foundation (NSW)	-	-	163,262	241,128

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2003**

13. 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 Fund 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.

14. CREDIT FACILITIES

The economic entity has no credit facilities.

15. 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, 2003.

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2003	2002	2003	2002
	\$	\$	\$	\$
16. RECONCILIATION OF CASH FLOW FROM OPERATIONS WITH PROFIT FROM ORDINARY ACTIVITIES				
Profit/(loss) from ordinary activities after significant items	118,688	(719,706)	281,135	(229,442)
Cash flows excluded from profit from ordinary activities attributable to operating activities				
Expenses incurred – Service Development and Mentoring Project Reserve	(122,377)	(190,041)	(121,319)	(190,041)
Adjustment for non-cash items				
Depreciation	75,010	65,643	75,010	65,643
Provision for Diminution	20,235	856,420	7,167	358,300
(Profit)/loss on sale of non-current assets	(12,511)	(5,839)	(12,511)	(5,839)
(Profit)/Loss on the sale of investments	341,037	–	188,409	–
Distributions re-invested	(34,391)	(56,362)	(30,627)	(17,444)
	<u>389,380</u>	<u>859,862</u>	<u>227,448</u>	<u>400,660</u>
Change in operating assets and Liabilities				
(Increase)/decrease in debtors	(29,157)	135,297	(28,616)	51,501
Increase/(decrease) in payables	24,393	67,200	24,706	69,391
Increase/(decrease) in provisions	23,343	21,566	23,343	21,566
	<u>18,579</u>	<u>224,063</u>	<u>19,433</u>	<u>142,458</u>
Net cash inflow/(outflow) from operations	<u>404,270</u>	<u>174,178</u>	<u>406,697</u>	<u>123,635</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2003**

	Deaf Society and Epstein Deafness Foundation Consolidated		Deaf Society	
	2003 \$	2002 \$	2003 \$	2002 \$
17. 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	1,730	1,870	1,730	1,870
Cash on deposit	207,213	146,146	147,833	89,269
Cash at bank	103,028	128,306	41,588	70,436
	<u>311,971</u>	<u>276,322</u>	<u>191,151</u>	<u>161,575</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 2003**

	2003 \$	2002 \$
INCOME		
Annual mail appeal	26,124	21,912
Donations	13,161	12,806
Interest	5,576	–
Merchandise sales	777	843
Other	2,078	–
Total Income	<u>47,716</u>	<u>35,561</u>
EXPENDITURE		
Advertising	535	1,287
Audit & accounting	420	300
Building overheads	2,622	985
Bank fees	16	134
Management fees	1,945	1,971
Other expenses	77	67
Postage, printing, stationery	4,323	4,162
Share of annual report costs	500	600
Telephone	200	–
Total Expenses	<u>10,638</u>	<u>9,506</u>
NET SURPLUS TRANSFERRED TO RETAINED PROFITS	<u>37,078</u>	<u>26,055</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:

- 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
- the statement of financial position gives a true and fair view of the state of affairs with respect to fundraising appeals; and
- 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
- 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, Corporate Services

25 August, 2003

REPORT ON ADDITIONAL INFORMATION FOR THE YEAR ENDED 30 JUNE 2003

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, 2003.

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, 25 August, 2003

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 30 JUNE 2003

	2003	2002
	\$	\$
Income		
Donations and appeals	42,139	35,561
Property income	43,890	45,724
Distributions received	189,752	191,621
Interest received	22,134	17,480
Grant – The Epstein Deafness Foundation (NSW)	159,854	223,560
Community Access and Information Service		
Hunter Region		
Grant – NSW Dept of Ageing, Disability & Home Care	169,342	153,664
Grant – NSW Dept of Ageing, Disability & Home Care	27,000	27,885
Grant – The Epstein Deafness Foundation (NSW)	15,160	17,568
Other Income	120	–
Detached Family Worker		
Grant – NSW Department of Community Services	83,688	73,668
Independent Living Skills		
Grant – NSW Dept of Ageing, Disability & Home Care	220,717	192,800
Community Liaison		
Grant – NSW Dept of Ageing, Disability & Home Care	73,838	63,927
Grant – NSW Dept of Ageing, Disability & Home Care	46,301	39,491
325 Funding		
Interpreting Services		
Fees for services	206,647	186,248
Community Education Program		
Fees for Service	–	98
Grant – NSW Dept of Ageing, Disability & Home Care	66,288	55,957
Deafness Awareness Training		
Fees for Service	10,818	12,439
Employment Service		
Grant – Department of Family & Community Services	108,325	108,636
Case Based Funding Trial		
Grant – Department of Family & Community Services	18,623	19,800
Deaf Mothers Support Network		
Grant – Department for Women	19,727	11,398
Staff Support and Program Development		
Fees for Service	2,776	–
Regional Outreach and Community Development		
Donation– Burwood RSL Club	2,670	–
Grant – Friends of ACES	1,150	–
Grant – The Epstein Deafness Foundation (NSW)	4,248	–
Fees for Service	3,843	–
Heritage School		
Donation – Parramatta Leagues Club	1,650	–
Fees for Service	3,825	–
Out of Home Care Respite Program		
Grant – Department of Family & Community Services	85,524	–
Other Income		
Profit on sale of fixed assets	12,511	5,839
Membership fees	450	580
Other income	5,267	461
	<u>1,648,277</u>	<u>1,484,405</u>
Expenditure		
Administration, appeals, investment properties	144,164	112,417
Community Access and Information Service	260,048	235,305
Hunter Region	79,781	104,158
Detached Family Worker	83,688	73,668
Independent Living Skills	249,117	241,582
Community Liaison	95,636	83,413
325 Funding	46,301	39,491
Interpreting Services	271,541	217,237
Community Education Program	73,159	75,818
Deafness Awareness Training	9,670	7,507
Employment Service	108,325	108,636
Case Based Funding Trial	18,623	19,800
Community Worker/Interpreter Older People	25,744	30,152
Deaf Mothers Support Network	19,727	11,398
Staff Support and Program Development	2,776	–
Regional Outreach and Community Development	11,911	–
Heritage School	5,475	–
Out of Home Care Respite Program	85,524	–
	<u>1,591,210</u>	<u>1,360,582</u>
Profit from ordinary activities before significant items	<u>57,067</u>	<u>123,823</u>

Report on Additional Information Statement of Income and Expenditure

KENNETH W. TRIBE FELLOWSHIP FUND

BALANCE SHEET AS AT 30 JUNE 2003

	2003 \$	2002 \$
CURRENT ASSETS		
Cash		
Cash at Bank	23,980	18,166
Interest Bearing Deposits	40,000	40,000
Investments		
Debentures – at cost	100,083	100,083
TOTAL ASSETS	<u>164,063</u>	<u>158,249</u>
ACCUMULATED FUNDS	<u>164,063</u>	<u>158,249</u>

**INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 30 JUNE 2003**

	2003 \$	2002 \$
INCOME		
Interest	7,461	7,366
EXPENSES		
Study Grants Paid	1,647	7,875
SURPLUS/(DEFICIT) FOR THE YEAR	<u>5,814</u>	<u>(509)</u>
ACCUMULATED FUNDS at the beginning of the financial year	<u>158,249</u>	<u>158,758</u>
ACCUMULATED FUNDS at the end of the financial year	<u>164,063</u>	<u>158,249</u>