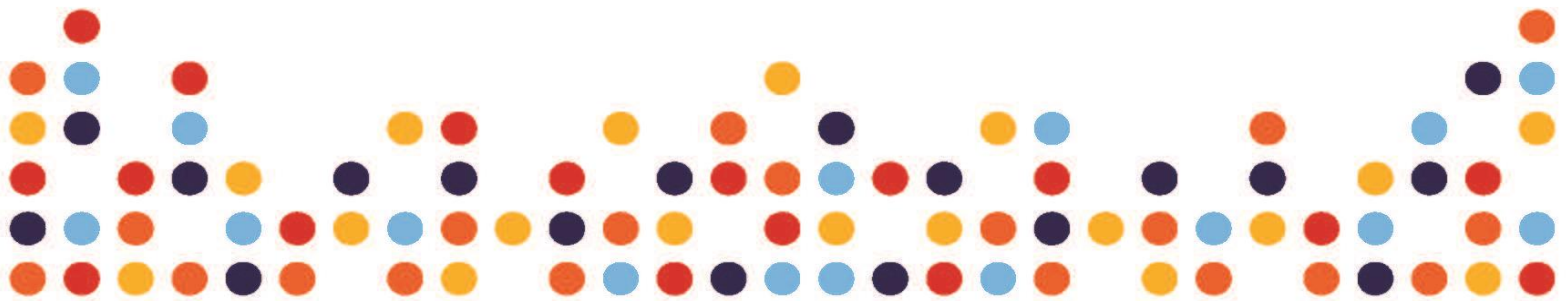
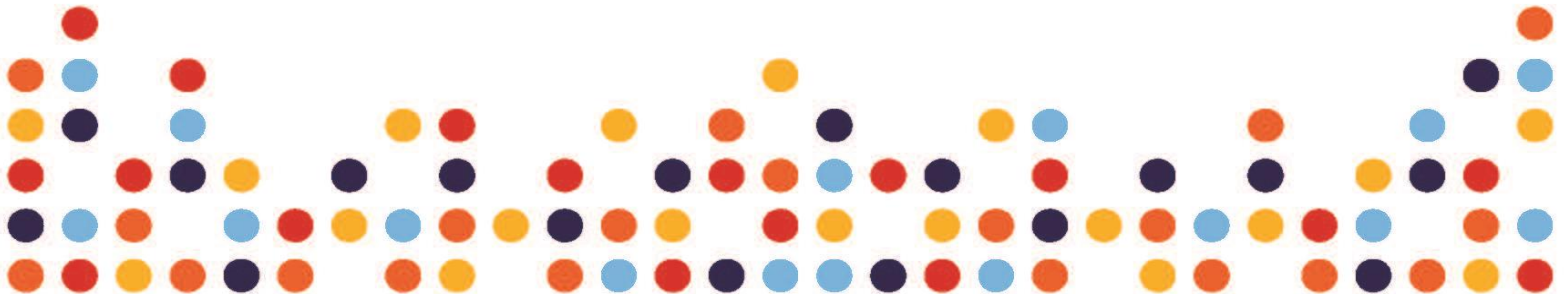


ANNUAL REPORT
2021-22



Acknowledgement of Country

IDEAS acknowledges the traditional owners of country throughout Australia and their continuing connection to land, sea, and community. We pay our respects to them and their cultures and Elders past, present, and emerging.



CORPORATE STATEMENT

Information on Disability Education & Awareness Services

Our Vision – What we seek

People with disability live full lives of their own choosing

Our Mission – What we do

IDEAS purpose is to provide access to information and opportunities for people with disability, their supporters, and the community to reach their full potential.

Our Values – What we believe in

The following are intrinsic to the organisation and everything we do:

- Respect
- Inclusion
- Ethical Behaviour
- Innovation
- Independence

CONTENTS

Corporate statement	3
Chair's Report	5
Chief Executive Officer's Report	9
Treasurer's Report	14
Financial Statement	20
Board Members	21
Supporters	30
Contact Us	31

CHAIR'S REPORT

With just two staff in 1985 and still only three in the mid-1990s, IDEAS grew to an organisation of 14 in 2008. At our peak in 2021, IDEAS employed a full-time equivalent of 45 staff in several locations with a revenue of \$4 million to deliver on our mission.

In 2020-21, IDEAS made a total of five million connections across all channels: that's five million people who benefited from IDEAS' core mission: to provide information and opportunities for people with disability and their supporters to help them reach their full potential. That's an incredible achievement.

During that time, IDEAS delivered on every government funding contract, both state and federal, flawlessly and to the highest professional standards. The culmination of this was our operation of the national Covid helpline for people with disability, a contract won on the strength of our recognised experience and expertise in operating a national information phone line for decades, responding to each query we received as an individual case, and doing our utmost to provide answers to people's questions – or you might say

solutions to people's problems. However, since last year's report, we have been unsuccessful in securing any further funding and consequently made the difficult decision to further downsize the organisation. In April 2022 we closed all IDEAS office locations and moved to a working-from-home model. At the end of the 2021/22 financial year, we made the last of our staff redundant. From the first of July, following Board deliberations, we entered a "Skeleton with Skin" model, whereby a small team of contractors drawn from former employees, including Diana Palmer, have been responsible for maintaining the following online services:

[Our flagship website](#) to deliver disability rights-based information and resources for people with disability to make informed decisions, empowering them to live better lives.

[The newly launched Infoqore](#) as an extensive directory of services and supports available for people with disability to assist them to make informed decisions about their daily living, relieving distress and poverty.

The eBility platform to assist people with disability and frail aged to buy, swap or sell second-hand disability equipment, providing benevolent relief by freeing up resources and equipment while also relieving poverty and distress by making these resources available at lower cost than new items.

The most exciting development of the year was the finalisation of the agreement with Bentleys, the accounting firm of Treasurer Chris Dumas, to establish a quality auditing business that will focus on guaranteeing the quality of services delivered to people with disability. Aspire Auditing Australia is set to become an Approved Quality Auditor under the NDIS Quality and Safeguards Commission. Some former IDEAS staff have been charged with establishing the new business, utilising their experience, insights and recently acquired quality auditing qualifications to enhance the quality of services and systems in the disability sector.

As IDEAS enters a new chapter in its history, I'd like to offer my sincerest appreciation to the many staff past and present who have supported IDEAS in fulfilling its mission.

As a board, we could not have wished for a more passionate group of people to have shown such a strong commitment to the betterment of the lives of people with disability over close to 40 years.



Martin Heng
IDEAS Chair



CHIEF EXECUTIVE OFFICER'S REPORT

The organisation had to make some difficult decisions in 2021-2022. We were advised in late 2021 that we were unsuccessful in securing recurrent funding via the NSW Government's Disability Advocacy Futures program. This resulted in us closing our advocacy service based in Campbelltown at the end of December 2021 and transitioning out of service delivery.

In August 2021 we undertook planning to develop a fundraising strategy with the help of a Philanthropic/Fundraising consultant. This work entailed the development of a pitch and research to uncover potential donors to support the information service. At the end of the year, we are still building our relationships in this space.

Before downgrading our services in July, IDEAS brought together in June supporters to celebrate looking forward to reaching our 40 years.

The Board continued to pursue the development of a joint venture business and in June 2022 finalised an agreement with Bentleys Newcastle to develop a Quality Auditing business as a joint venture.

Concurrently the IDEAS Board decided to further downsize all service delivery by IDEAS. The move to our 'Skeleton with Skin' model commenced in April 2022, the model being activated from 1 July 2022. This sees a minimum level of online service delivery maintained by a small cohort of professionals who will provide expertise via their consulting services. This will allow IDEAS to retain corporate knowledge and capability and increase capacity when the opportunity arises.

At the end of December 2021, 9 staff from PossABLE Advocacy were made redundant, and at the end of June, the remaining Information team members were also made redundant.

As of the end of June 2022, IDEAS no longer employs any staff and has sourced 3-4 external consultants to provide a small core of service support to IDEAS over the next two years.

These services continue to include:

- Management / Coordination & Board Support
- Delivery and maintenance of Infoqore database – available via www.ideas.org.au and www.infoqore.com.au
- www.ebility.com.au – Online marketplace for disability equipment and vehicles
- IDEAS eNews delivered monthly, along with a monthly newsletter to support eBility
- IDEAS continues to receive a grant for Sector Support and Development under the CHSP program and delivered this service throughout 2021–2022. This is via the Seniors Directory and the Riverina Murray Aboriginal Directory found on the ideas.org.au homepage.

Online activity continues to hold its own with many people searching online and supporting the service when and how they can.

All office space and other infrastructure has been closed, sold, or placed into storage.

EzyDun was sold to Northcott in early 2022 and is now being utilised well for people to access in the Wagga area.

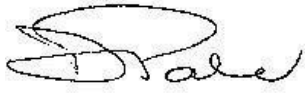
The IDEAS team has been one of resilience, strength, and determination to keep the valued service afloat as long as possible.

The team were keen to retain a minimal level of infrastructure to support the Skeleton with Skin model to ensure people with disability, family members and other supporters retain some access to independent and accurate information to support informed decision-making. The team have shown courage and integrity through the processes that have been necessary throughout 2021-2022.

Most of the staff who were made redundant have found new placements and positions that are a good fit for them. Three staff have transitioned to the Auditing business.

As of 1 July 2022, IDEAS has no CEO employed, with this being my last report as Chief Executive Officer. I would like to take the opportunity to thank the many team members, Board members, sector colleagues and supporters from over the years for their support and guidance.

IDEAS is an organisation that has strong values and will always be run by and for people with disability.



Diana Palmer

Outgoing Chief Executive Officer



TREASURER'S REPORT

2022 was a year of fiscal rectitude resulting from a slashing of our externally funded programs from \$3.9 million in the prior year to \$1.2M in the current year. Despite this we still continued to deliver quality independent advice and maintain our service (albeit in a reduced form) to the community. As was noted last year the reality of our funding situation has forced a significant reduction in services particularly in the second half of the financial year as potential funding sources were not realised.

Once more due to our future funding constraints we have seen a significant turnover in all staff, and I would like to thank all of them for their years of expertise and effort in supporting our disabled community as well as thank Diana, Andrew, and their team for the stellar effort they have put in to continue to provide services during the year. We note that the funding of the future remains uncertain but thank the Federal Government through Health and Ageing CHSP programme for their continuing support of IDEAS.

From a financial perspective we have recorded a net deficit of \$616,451. This has resulted from us continuing to operate our service post the funding sources ceasing. The predominant source of the deficit are the wages, rent and business costs incurred during the year far outstripping the total funding available. As a result of this we have significantly reduced our services and cost base for the future financial year to enable the service to continue in a modified form until the funding source of the NDIS Audit business and hopefully government and community funding for disability information advocacy resumes. I would like to thank Andrew, Diana and the team that have had to make a series of very tough decisions to enable IDEAS to continue to support the disabled community moving forward. On a monthly basis Andrew and Purpose Accounting have delivered timely and well summarised financial information all year to the Board which has enabled tough decisions to be confronted and informed discussions to take place. I once more would like to thank all the wonderful people involved in the finance team for their service. The total turnover for the year was significantly lower than the prior year. The State and Federal grants in the year were down 70% from the

prior year and will be lower in the 2022–23 financial year. I do note the business development consultancy (and training) in the development of Aspire Auditing and note that this is being matched by our business partner in this investment.

With the wind down of the business certain plant and equipment was sold resulting in a gain of \$38,000 in the financials.

As stated last year given the probability of redundancy payments being made in the 2023 Financial year, that we have recognised the entirety of all potential redundancy payments as a current liability at 30 June 2022 (noting several of these redundancy payments were made in the prior year).

IDEAS has massively reorganised its operations to enable the current assets and funding to enable the organisation to operate through the 2023 financial year on a much-reduced expenditure model. We note that Andrew has worked tirelessly to move the Aspire Auditing business forward which hopefully will be a significant future funding source into the future.

I wish also to thank all who have been involved in seeking and working with potential funding partners during this year (and in all prior years). This work is draining, requires huge skill and diplomacy and without it, we would not have been able to support our community close to the 40 years of our service to date.

In IDEAS it is the Treasurers role to have an overview of the systems that are used, monitor spending and be able to advise the board of our financial position, especially if new projects are to be undertaken as to their affordability and the recurrence or otherwise of our funding. The monitoring of these functions has been done primarily by Diana with Board support around the monthly review of IDEAS funding, budgeting and expense allocation being done efficiently and accurately.

All our accounting is prepared on XERO, reviewed monthly against prior year figures and our budget (and the budget is updated during the course of the year to reflect changes in our operations).

We are audited at the end of every financial year and thank Steven Walker for his services in doing this.

The deficit of \$616,451 is inconsistent with the prior years \$474,115 \$68,008, \$98,358, \$124,095, and \$98,413 (2021, 2020, 2019, 2018 and 2017) net results respectively. We note that the funding environment was completely different to prior years during the 2022 financial year and is likely to remain difficult this financial year.

IDEAS remains proud of the efficiency and effectiveness we continue to achieve in the delivery of our service providing strong value for money for the stakeholders in our service, particularly the disabled and their Carers. Individuals, Families, Carers, and institutions continue to require these services and we hope that this is recognised by our funding bodies moving forward to enable our services to be properly funded on an extended (as against annualised) basis.

IDEAS net Equity position has diminished during the financial year from \$1,080,361 to \$463,910. Our net total asset position has decreased by \$770,000 whilst the total liabilities have reduced by \$120,000. I note going forward that we will continue to go through restructure of our operations and finance but note we have all liabilities (actual and potential) provided for (noting all employment liabilities are recognised and provided for). I have confidence that post our ongoing

restructure that we will be able to regrow with funding back into a strong, viable provider of services to our disabled clients in the business streams that we will provide.

On a personal note, I congratulate Diana and the whole team on our decision to make it to the 40 years milestone of service provision and commend Martin and all members of the board for the work they have volunteered during the year. The retirement of Wendy from the Board this year was a loss but a reminder to celebrate the wonderful people who have given so much to our community throughout the years.

From the Board's perspective, we are proud of the ongoing work being done by Diana and all the remaining team to enable a future provision of information for our community.



Chris Dumas

Treasurer



FINANCIAL STATEMENT

IDEAS – Information on Disability Education and
Awareness Services Limited

FINANCIAL REPORT

For the Year Ended 30 June 2022

IDEAS - INFORMATION ON DISABILITY EDUCATION AND
AWARENESS SERVICES LIMITED

DIRECTORS' REPORT

Your directors present their financial report of IDEAS – INFORMATION ON DISABILITY EDUCATION AND AWARENESS SERVICES LIMITED for the financial year ended 30 June 2022. Directors have been in office since the start of the financial year unless otherwise stated. The names of the directors in office at anytime during or since the end of the year are:

Director	Office Held	Years Experience	Qualifications	Meetings Attended
Martin Heng Appointed 07/02/2017	Chairperson	27	Online Editor	12 of 12
Chris Dumas Appointed 07/02/2017	Treasurer	27	Accountant	11 of 12
Andrew George Bokor Appointed 06/11/2017	Director	8	Retired	12 of 12
Wendy Lyn Bowles Appointed 06/11/2017 Resigned 17/11/2021	Director	34	Academic	6 of 6
Karen Peacock Appointed 27/11/2018	Director	33	Consultant	11 of 12
Matt Levy Appointed 17/11/2021	Director	9	Change Analyst	6 of 7
Greg Auhl Appointed 03/12/2019	Director	24	Academic	7 of 12
Sherine Soliman Appointed 17/11/2021	Director	25	Consultant	6 of 7

Directors Meetings 12

Principal

The principal activities of the company during the financial year were to provide a range of high quality information, education and awareness services and products for people with disability, older people, their families, carers, other supporters and the general community.

Going Concern

This financial report has been prepared on a going concern basis which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business. The ability of the company to continue to operate as a going concern is dependant upon the ability of the company to generate sufficient cashflows from operations to meet its liabilities. The directors of the company believe that the going concern assumption is appropriate.

IDEAS - INFORMATION ON DISABILITY EDUCATION AND
AWARENESS SERVICES LIMITED

DIRECTORS' REPORT

Indemnifying Officers

During or since the end of the financial year the company has given an indemnity entered into an agreement or paid or agreed to pay insurance premiums for the costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in capacity of director of the company other than conduct involving a willful breach of duty in relation to the company.

Auditor's Independence Declaration

The Auditor's Independence Declaration as required under section 307C of the Corporations Act 2001 can be found on Page 5.

Signed in accordance with a resolution of the board of directors dated 28 September 2022.



Martin Heng (Director)

**IDEAS – INFORMATION ON DISABILITY EDUCATION AND
AWARENESS SERVICES LIMITED**

AUDITOR’S INDEPENDENCE DECLARATION UNDER ACNC ACT S 60-40

To the Directors of IDEAS – Information on Disability Education and Awareness Services Limited.

In accordance with subdivision 60-C of the Australian Charities and Not-for-profits Commission Act 2012, I declare that to the best of my knowledge and belief, during the year ended 30 June 2022, there has been no contravention of:

- a) the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit and;
- b) any applicable code of professional conduct in relation to the audit.

Walker BDS Partners Pty Ltd



Steven R Walker

Chartered Accountant

38A Russell Street, Tumut, NSW, 2720

Date: 28 September 2022

IDEAS – INFORMATION ON DISABILITY EDUCATION AND AWARENESS**SERVICES LIMITED****STATEMENT OF PROFIT AND LOSS AND COMPREHENSIVE INCOME****For the Year Ended 30 June 2022**

	Notes	2022 \$	2021 \$
Revenue and other income	2	1,235,839	3,926,645
Advertising and promotion		(91,711)	(32,690)
Accounting and auditing		(44,718)	(42,726)
Bank fees		(968)	(1,356)
Business costs		(102,920)	(128,899)
Business system development		(15,420)	(22,295)
Communications		(31,206)	(41,801)
Computer expenses		(79,021)	(100,624)
Depreciation leased assets		(29,849)	(85,933)
Depreciation plant and equipment		(35,156)	(55,256)
Equipment hire/lease		(2,357)	(9,720)
Insurance		(17,940)	(41,071)
Interest expense		(397)	(2,527)
Motor vehicle expenses		(13,631)	(21,947)
Other expenses		(2,553)	(1,705)
Postage, printing, and stationery		(5,342)	(23,833)
Property		(85,516)	(82,962)
Provision for employee redundancies		67,469	(222,340)
Resources		(9,935)	(39,081)
Staffing (inc. salary, wages, superannuation)		(1,320,804)	(2,445,735)
Travel		(9,989)	(16,837)
Website development and maintenance		(20,327)	(33,192)
Net current year deficit		(616,451)	474,115
Income tax expense		-	-
Net current year deficit attributable to owners of the entity		<u>(616,451)</u>	<u>474,115</u>

The accompanying notes form part of these financial statements

BOARD MEMBERS



Martin Heng, **Chair**

Martin has served as Chair of the IDEAS Board for the last 5 years & was appointed to the Victorian Disability Advisory Council in 2019. He has over 25 years working in publishing & editing. Over 20

years with Lonely Planet, Martin was responsible in publishing many 'accessible travel' books, the most recent being the Accessible Travel Phrasebook. Martin is also a regular, invited speaker on accessible travel at many travel conferences within Australia and around the world. A road accident in 2010 left him quadriplegic. Martin joined the IDEAS Board in May 2016.



Karen Peacock, Retiring Vice Chair

Karen is a communicator and a disability activist, bringing much board experience to the IDEAS Board. Having worked in government and being a full-time Member

and Senior Member of the former Social Security Appeals Tribunal for many years, Karen also holds degrees in Social Science and Law. A keen photographer, Karen is also an Arts Advisor for Accessible Arts. Karen joined the IDEAS Board in September 2018.



Chris Dumas, Treasurer

Chris has over 25 years of experience in accounting, auditing, and business development. He has been a Director of the

Public Accounting Firm, Bentleys Newcastle since 1999. He has specialist technical knowledge in capital gains tax and tax effective business restructuring and is a key member of the Bentleys Business

Service Technical Advisory Committee and the lead auditor for Bentleys Newcastle's involvement in NSW Workers Compensation Premium audit programme. Chris joined the IDEAS Board in November 2013.



Andrew Bokor, Board Member

Andrew's reason for being is to contribute to the disability community through his lived experience after being discharged from the Army, serving 18 years in the Royal Australian Engineers. Being involved in the wider community allows him to exercise a strong sense of ethical justice, making people aware of their entitlements and empowering them through information. Andrew has been an IDEAS Board Member since December 2016.



Greg Auhl, Board Member

Greg has significant experience within the field of education, having been a secondary teacher and leader before moving to the Higher Education sector. He is currently a Senior Lecturer within the Division of Learning and Teaching at Charles Sturt University, where he is Course Director for the University's Graduate Certificate in Learning and Teaching in Higher Education. Greg is the primary carer for his adult daughter who has Down syndrome. He is active within a number of organisations within his community, both disability and non-disability focussed. Greg joined the IDEAS Board in December 2019.



Matt Levy, Board Member

Matt Levy was born with cerebral palsy and vision impairment. He has been to the past 5 Paralympic Games, winning in swimming 3 gold, 1 silver and 5 bronze medals. Matt has been in Corporate Change

Management for over 12 years and is a graduate of the AICD (Australian Institute of Company Directors) Board of Directors. Matt has also completed an MBA in Leadership and Innovation and a Bachelor of Business in Management.



Sherine Soliman, Board Member

Sherine has 25 years of leadership expertise across Innovation, Product Development & Operations. A leader of large-scale global teams

with a breadth of experience across different industries including Medical Devices, Defence and Telecommunications. She has lived and worked in many geographies and held a wide spectrum of roles ranging from hands-on technical roles in Research & Development, to Project Management and Senior Management. Sherine has led major transformation programs through effective collaboration with teams, peers, and stakeholders. Sherine has a BSc in Computer Sciences and is currently working as a Senior Consultant for Med-Tech companies and is contributing to the Industry Mentoring Network in STEM Program as a Mentor.

SUPPORTERS

McCabes



CONTACT US

Information on Disability Education and Awareness Services (IDEAS)

Phone 02 6947 3377

Email ideas@ideas.org.au

Web www.ideas.org.au

