



2020/21

Annual Report





Autism SA acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the Traditional Custodians of the lands where we live, learn and work.

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Our Vision, Our Mission, Our Values

Our Vision

Each person on the autism spectrum lives the life they choose in an inclusive society

Our Mission

Is to be the first choice for individuals on the autism spectrum, supporting them to turn their potential into reality

Our Values

We care about People
We have Integrity and Honesty
We Work Together
We are Innovative and Problem Solve
We provide Dignity and Respect
We have Ambition
We harness Heart



About Autism SA

Every family has a story — here is ours...

Autism SA was founded in 1964 by people with autism and their families driven by the desire to ensure that they had access to the best information, education, and support. They also advocated for acceptance and understanding and encouraged research and leadership in the community.

Autism SA was the first organisation of its kind in Australia. Since its beginnings, Autism SA has been focussed on supporting the autism community and has been at the forefront of service development and advocacy. Today, the organisation has a long and rich history of being a recognised leader for the provision of specialised consulting, services and supports to people on the autism spectrum, their families, and the broader community. It has also continued with a strong legacy of being responsible for introducing many firsts in South Australia and nationally.

Autism SA has over 15,000 registered individuals on the autism spectrum and prides itself on a strong values-driven culture of empowering and supporting individuals living with autism.

Our team of more than 500 staff are dedicated to providing a continually expanding range of quality services and supports that follow evidence-based practice, to individuals across the lifespan, their families, as well as associated professionals and organisations. Our team operates from various locations including clinics, in-home, the wider community and in schools.

We are also highly active as thought leaders and in providing a strong representative voice to improve life outcomes for people on the spectrum and their families. We do this by delivering and facilitating the very best information, connections, expertise, education, services, and support, and by being a lead advocate for all things autism related to build capacity and an inclusive society.

Autism SA has earned a positive and consistent reputation for autism specialisation among individuals with autism and their families, disability stakeholders, and the general public.

Our strategic goal continues to be for us to remain true to our foundations with people with autism at the centre of everything we do, and being the 'autism-friendly go to' for people on the spectrum over their life span, at all times recognising their unique talents and abilities.

Autism SA continues to redesign and evolve how we operate to ensure that people with autism can get more of what they want and live the life they choose.

We embrace new and innovative ways of providing responsive and adaptable services and partner with the autism community to identify where there are gaps in services, supports or policies so we can advocate for change. We support and encourage activities that build community capacity and create environments that are conducive to improving the social and economic participation and outcomes of people on the spectrum. This includes being the home of the Autism Friendly Charter, through which Autism SA has made a significant contribution to enabling businesses, recreational facilities, and other iconic places around the nation to become autism friendly.

We are inspiring a culture of engaged, invigorated, and empowered staff who are connected to our vision, as well as streamlining our processes so that we are focused on quality, safeguarding outcomes, and implementing systems that underpin the continually changing environment in which we operate to enhance the customer experience for individuals and their families. Our policy is that all of our activities must be sustainable and meet our high standards for service quality and ethical practice and generate positive, person-centred outcomes for individuals, families, carers, and others supporting our community. Respecting and protecting people's human rights and our obligation to promote and fulfil the human rights of our clients is very important to us.

Autism SA advocates for policy change locally and nationally. Autism SA is an elected member of the National Disability Services (NDS) State Committee, and NDS National Youth and Children's Subcommittee. We are also a partner of the Australian Autism Alliance and a Board member of the Australian Advisory Board on Autism, both of which have representation on the NDIA Autism Advisory Board.

Being a strong representative voice for the autism community is the reason we exist.

Major milestones in the history of Autism SA include:

- First National Conference on autism in 1967
- First national federation of service providers specialising in autism in 1969
- Operated the first autism-specific school in South Australia, opening its doors to students on the spectrum in 1974
- Published the first autism journal in 1979
- First with specialised employment services
- Developed the first recognition awards in 2007 to celebrate achievements within the autism community, which evolved into a national program
- Initiated the first national Future Leaders Program to involve and engage people on the spectrum as part of the 2013 Asia Pacific Autism Conference
- Researched and developed the iModeling™ App
- Developed and launched in 2016 Australia's first Autism Friendly Charter to build friendly business and workplace environments and app
- Developed the Autism Conference Series
- Developed and launched The Spectrum website, a resource to support any person at any life stage on their autism journey.



Chair's Report



Richard Price
Board Chair

The year has flown by and once again it is my great pleasure as Chair to be able to introduce Autism SA's report on another great result for the organisation.

As you read through this report, you will discover another outstanding year of service by the Autism SA team for our community. COVID-19 continued to present new challenges and despite once again being extremely fortunate to escape prolonged lockdowns, the uncertainty was an additional burden for our community to bear.

We are also still faced with the complex environment of the National Disability Insurance Scheme. There is a mood for change both in the broad community to make the NDIS easier to navigate and in government to constrain the rate of cost increase.

Consequently, I would like to recognise our CEO, Jenny Karavolos for her election to the Co-Chair of the Australian Autism Alliance and the Deputy Chair of the Australian Advisory Board on Autism to represent the interests of our community at a national level.

During the last year we relocated 120 staff and opened services in our fabulous purpose-built premises at Tonsley whilst continuing to invest in our existing sites - as I write this an exciting new outdoor area for our Foundation Skills Group at Netley has been completed.

In 2020-21, our revenue of \$35.1 million has increased by 23% compared to last year and maintained a positive net operating margin in line with our long-term objective. To deliver these increased services Autism SA has welcomed an additional 89 full time equivalent employees to the team.

Much of this growth came from supported independent living and builds on the work foreshadowed in my report last year.

In the last five years Autism SA has turned around a negative operating margin and grown by 120% to serve over 9000 clients today with over 500 staff. It is difficult to grow so quickly.

Autism SA's leadership team with the support of the Board has set a focus for the coming year to pause this growth, "Reset and Refresh", and ensure our governance, our structure, and our systems are up to the task of supporting our staff and culture efficiently and effectively.

On behalf of the Board, our thanks to the Autism SA staff, volunteers, families and supporters who contribute so that those on the autism spectrum live the life they choose in an inclusive society.



Precinct Director Philipp Dautel, Founding CEO of the Sacred Site Within Healing Centre Rosemary Wanganeen, Autism SA's Chair Richard Price and CEO Jenny Karavolos at the Tonsley Topping out ceremony.

CEO's Report



20/21 can be summarised as a year of adaption –creating a culture of adaptability to change, grow and evolve in an uncertain environment so as to continue to provide services and supports to our community

This financial year we have continued to be faced with the unprecedented challenge that COVID brought us, impacting on both our work and home lives. The organisation has also been operating in the constantly evolving and changing environment of the NDIS since 2013. Despite these two challenging external forces, the organisation has come a long way with many successes– in scale, breadth, and depth.

Underpinning this success is our biggest asset – our people, the lifeblood of the organisation, who have continually risen to the challenges and adapted; driven by the ethos of “making a meaningful difference”.

We can reflect on 2020/21 with pride, as outlined in this annual report. Some of the highlights include:

- Completion and moving into our headquarters in the Tonsley Innovation precinct
- Investment in the number of 24/7 residential accommodation to enable the delivery of life-changing services
- Establishing a Foundations Skills Group at our prior Netley site
- Further creation and delivery of many unique programs across the lifespan, including a range of online services to support what people want. This included providing parents and carers supports and tools to build capacity at home
- Creation of a National Advisory Group to assist in providing ongoing feedback to the organisation on all new initiatives from a lived experience perspective
- Autism SA's National Autism Friendly Charter initiative being awarded the 'Australian Dental Foundation Community Welfare Innovation Award'

- Enhancing our reach, to shape and improve the disability sector in the state and nationally, and to ensure the voice of autism remains relevant. This included:
 - input to many State disability access and inclusion plans
 - attending the Senate Select Committee on Autism as a witness
 - being active on a number of significant representative groups ` including the Australian Advisory Board on Autism, National Disability Services National Children's and Youth Committee, National Disability Services SA State Committee, and
 - ending the financial year with the CEO being elected as the Co-Chair of the Australian Autism Alliance
- The privilege of supporting many fabulous and inspirational individuals and their families achieve their goals. The quantum of what was delivered is outlined throughout this annual report.

We are now at a stage where the organisation requires a different level of business maturity for the next evolution of Autism SA, as we are no longer a small-medium sized charity-based organisation.

We are now a 500 plus strong workforce supporting our community. Growth to meet the increased demand for our services and supports and adapting to COVID, has placed additional pressure on our resources, systems, processes, and governance.

So 2021/22 brings with it a greater internal focus so as to be able to deliver even better experiences for our clients, our workforce, and the autism community in the changing world.

I would like to extend my sincerest gratitude to all those who have partnered with us to contribute to our vision of each person on the autism spectrum lives the life they choose in an inclusive society:

- Our funding bodies for their support including the Department of Human Services, Department of Social Services, Department of Child Protection, Office of Public Advocates, National Disability Insurance Agency, and Department for Education
- Our many grant providers, business partners, ambassadors, volunteers, fundraisers, sponsors, and life members whose contributions are instrumental
- Our Board for their governance, commitment, and support
- Our workforce of awesome autism champions employed who have an unwavering passion, commitment, resilience, and professionalism to make a world of difference every day
- Our extended leadership team and COVID19 task force for their guidance, dedication, and responsiveness
- Our always amazing clients, families, and broader autism community for whom we exist and inspire us to achieve.

Diagnostic Services

Our Diagnostic Service continued to see an increase in referrals throughout the year, receiving more than 680 referrals, a total increase of 30% from the previous year and an increase in demand across all ages.

The team was able to adapt to the challenges of the global pandemic and successfully reduce wait-times for adult diagnosis by developing telehealth options for those above the age of 18. Throughout the 12 months, more than 180 diagnostic assessments were conducted by the team, with 37% of those assessments being for adults.

This focus of adapting for adult diagnostic appointments, assisted many adults in vulnerable or challenging situations where, upon diagnosis, they were able to provide suggestions for more appropriate support for the individuals, including accessing the National Disability Insurance Scheme (NDIS).

Besides providing direct assessment for autism, the Diagnostic Services team continued to provide consultancy throughout the year, including participating in regular meetings with the NDIS and SA Health to maintain diagnostic standards across the different professional bodies.

The team continued to provide support as part of the Primary Health Network Program, a program that offers families in more regional areas timelier and more cost-effective diagnostic assessments, with the program finishing in October of 2020.

Throughout the year the team continued to be aware of and implement, where appropriate, the latest research in the field, and to fine-tune and adjust ways of working with new equipment across different age groups and skill levels. We continue to ensure that we are engaging with our clients in the most appropriate ways, particularly being considerate of cultural backgrounds and gender diversity.

We are very much looking forward to being able to resume delivering our professional training program in the new financial year, that was on hold during the pandemic, to meet the increasingly strong demand.

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184

diagnostic assessments conducted

.....

680+

referrals for diagnosis

.....

1900+



were registered at
Autism SA

.....

40%



increase in the rate for
referrals for adults across
the year

Advice, Assistance and Access

Throughout 2020/2021 our Advice, Assistance and Access team were agile and adaptive to a continually changing climate to deliver collaborative, consistent, and timely front-line support to families, clients, and the community across the year including:

- Responding to more than 7600 direct calls to Infoline while achieving shorter on hold times for callers
- Assisting more than 700 people via Live Chat
- Facilitating faster turnaround times on signed service agreements through more responsive systems
- Reducing waiting times for newly diagnosed support, supporting over 800 families during the 12-month period
- Providing assistance and information at several disability and community expos.

...

700+



people assisted
via Live Chat

...

7600+



direct calls to Infoline

Early Intervention

Our Early Intervention Consultants provided essential support to families and Early Childhood Educators, to support the development of preschool aged children with autism, and their successful inclusion in preschool settings.

- Newly Diagnosed Support was offered to all families of newly diagnosed children, in the form of home visits or Autism SA site appointments. The continuously challenging circumstances across the financial year with the pandemic resulted in our consultants also offering telephone and video appointments.
- 'Consultation' was provided in a range of settings to help parents, preschool and community centres with strategies for their child's development including early developmental skills, positive behaviour support and practical ideas to help children with transitions to education settings
- Parents were provided with capacity building home visits through the 'NDIS funded Early Intervention Consultation' to model strategies to use when teaching their child play and social skills, including turn-taking, waiting, and sharing.



Foundation Skills Group

Autism SA's Foundation Skills Group (FSG) program is an intensive trans-disciplinary autism early intervention group designed to support children under the age of 6 to reach their goals

Our Speech Pathologists, Occupational Therapists and Developmental Educators work collaboratively with families, educators, and other service providers to form a team around the child and utilise best practice strategies and approaches to achieve significant meaningful outcomes in all areas of a child's learning and development. Our program was responsive to growing demand for early intervention support through the 2020/21 financial year, opening a new FSG site at Netley, and the expansion of our other sites to offer additional days for the program.

In the 2020/21 financial year, the Foundation Skills Group recorded the following achievements:

- Provided support to 193 clients across the financial year
- Launched a new site at Netley, offering the FSG program 5 days a week with 2 concurrent groups

- Development of a parent support group, designed out of a recognised need for parents to come together during the pandemic to ask questions and build support networks
- Delivery of 2 new groups, Circle of Security Parenting™ and Join In Playgroup, designed for parents/carers of young children on the spectrum to build their capacity
- Implemented targeted toilet training programs for 52 children
- Introduced over 58 tailored Augmentative and Alternative Communication systems (AAC) to children with communication differences
- Delivered over 29,000 hours of early intervention support
- Supported children utilising a Positive Behaviour Support framework and to transition to either school or kindy
- Provided placement opportunities for students from the Speech Pathology and Disability and Developmental Education courses.



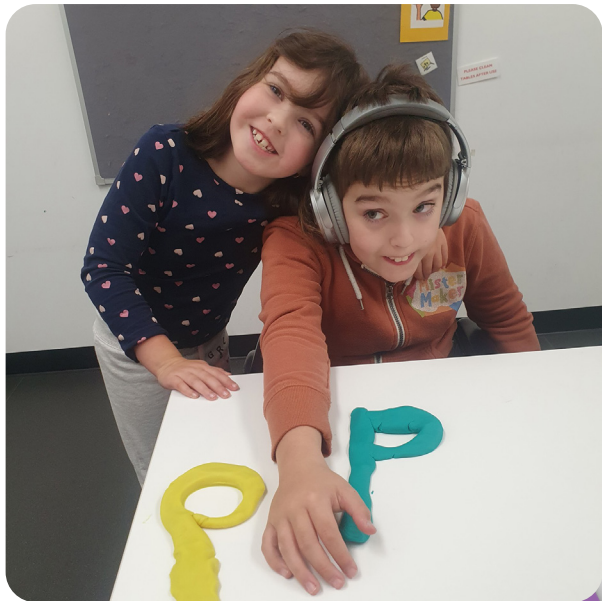
Therapy Services

Focusing on choice and control for our clients over their own journey, the Therapy Services team implemented a number of new programs, new ways of delivering services, and upskilled and empowered families through the development and utilisation of new resources across the year.

The transformation of services has opened up new opportunities for clients to access therapy supports online. This has enabled clients and their families/caregivers to access services in environments most conducive to their learning needs. With therapy services now available online, they are no longer necessarily limited by location, making access now available regionally.

Achievements across the financial year include:

- Expansion of the Aquatic Therapy program to the northern suburbs
- Development of several school holiday programs, focusing on social skill development in a therapeutic environment, with a multi-d team who all bring a different approach to the sessions, providing positive outcomes for clients
- Growth of the Augmentative and Alternative Communication (AAC) program, and further expansion of AAC across the entire organisation
- Implementation of a student placement program, aimed at developing key foundation skills for future employment.

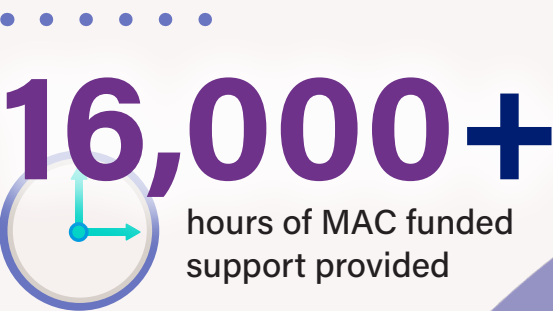


School Support

Autism SA's Consultants and Facilitators provided more than 16,000 hours of MAC funded support, focusing on capacity building in schools to help young people adapt to the school environment. The team worked tirelessly across the year, adapting to online programs when the need arose so that ongoing support for the students could be maintained, and producing many resources to help children understand changes resulting from the pandemic.

Key achievements across the financial year for the school program include:

- Building and strengthening relationships with the Department for Education, Catholic and Independent schools
- Providing support packages with a focus on transition to high school
- Pivoting to an online program through the height of the pandemic to build capacity around the student in a home environment to enable ongoing support
- Developing resources to support students understand mask wearing in adults and teens so that they could be comfortable in their interactions.



Social Work

Driven by an identified increase in need, Autism SA focused on developing Social Work as a stand-alone service which can be delivered alongside other therapeutic supports, including facilitating and delivering groups with a social work focus.

A key focus across the year has also been to develop our safeguarding practices, for both adults and children. This has been achieved by tightening our safeguarding policies and procedures, and through increasing training for staff to ensure everyone feels safe and supported by Autism SA.

Highlights for the social work team across the 12 months include:

- Positively developing a social work focus across the business, including providing support around identity
- Increasing opportunities for professional development across the organisation to raise awareness of safeguarding practices for adults and children
- Supporting final year placement students, to provide real life work experience for career development
- Facilitating 'Yeah the Girls' – our social group for teenage girls which is run with other allied health staff.

“*The improvements since starting at our school have been incredible and this is down to the wonderful team around him who always have his best interests at heart. He is an absolutely delightful child who has a very bright future ahead of him.*”

- Educator testimonial

Support Coordination and Specialised Support Coordination

Our support coordination and specialist support coordination teams have a strong reputation across the industry for providing families unbiased independent support helping manage barriers they may be experiencing, and helping people build capacity in their lives. The pandemic saw a large increase in demand for support, as lack of access to services became an increasing barrier for clients during this time.

The team demonstrated agility during the pandemic, by transitioning support coordination and specialised support coordination into an online and telephone support service, with a focus on working towards client goals and managing supports. Transforming the service in this way enabled the team to offer both greater flexibility and access for clients, continued availability as one of the first supports for people after receiving an NDIS plan not only in Metropolitan Adelaide but also to regional centres, enabling greater access.



Psychology, Behaviour Support and Counselling (PBSC)

Throughout the 2020/2021 financial year the Psychology, Behaviour Support and Counselling team met ongoing demands for support by learning from, and incorporating, Australia's best evidence-based resources, assessments and knowledge to deliver supports to our clients.

Using this evidence-based knowledge, our team of psychologists, behaviour practitioners, developmental educators, social workers and counsellors, developed and facilitated:

- Positive behaviour support plans
- Behaviour therapy
- Individual and group counselling
- Psychological assessment and therapy
- Complex case consultations
- Mentoring and,
- Other individualised programs.



Community Support and Inclusion

Throughout the 2020-21 financial year, despite the uncertainty in the environment we successfully continued to provide 24/7 support to individuals from early childhood to mature adulthood, with a person-centred approach. As a recognised provider of supports to people with autism and complex support needs, the number of individuals supported to live on their own or to share living arrangements with a chosen housemate grew significantly. Contracted as a specialist disability service provider in the delivery of services within the Department for Child Protection's Therapeutic Residential Care model, we also provided support and care for children in Voluntary Out of Home Care alongside the South Australian Government Department of Human Services Exceptional Needs Unit.

We work closely with each of our clients and their nominated important people to ensure each support is specifically tailored towards unique preferences and living needs. These preferences include where each person would like to live, how their home environment is to be set up, and extends to the level and style of supports. This ensures our services reflect our client's unique qualities and meets their individual interests, needs ambitions and goals for a meaningful life.

Throughout the financial year, the team also:

- Provided more than 16,000 hours of respite support within varied accommodation settings, and
- Delivered more than 35,000 hours of community-based support, assisting individuals to access daily activities or pursue their personal interests in the community.

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35,000+

hours of community-based support, assisting individuals to access daily activities or pursue their personal interests in the community

.....
16,000+



hours of respite support provided within varied accommodation settings

CSI Groups

The Community Support and Inclusion Groups Team experienced significant growth and demand across the past financial year, despite the pandemic. Growth occurred across all current group programs, as well as an increase in demand for new programs. The height of the pandemic saw the need for many of our group programs to adapt and move online, and offsite, to maintain support and connection for participants keen to keep in touch and continue achieving their goals. Towards the end of the financial year, the Groups Team successfully transitioned 'back home' to Autism SA's new headquarters at Tonsley where they have been able to make the most of the state-of-the-art spaces that provide opportunities to practice real life skills in the purpose-built environment. The move to Tonsley has also afforded the opportunity for the program to create local connections across the Innovation District to build on future initiatives.

The highlights for our CSI Groups over the past 12 months include:

- The introduction of a new program that uses tabletop games as a way to interact with others and participate in the building of social skills
- Significant growth across our School Leaver Support Program and teen social group programs
- High participation rates on the online environment
- Successfully working towards technical goals and creation of social networks across different interest areas for our participants, enabling the building of friendships, social skills, and confidence
- Expansion of groups to be delivered at both our Northern and Southern Hubs, with continual growth in both spaces expected for the next financial year



I love experiencing the participants grow as individuals through experiences whilst working towards their goals
- CSI groups facilitator

Training, Consultancy and Research (TC&R)

Throughout the financial year, the Training, Consultancy and Research (TC&R) team was busy adapting with a number of initiatives.

The team diversified service delivery to increase accessibility for the community, to better enable them to engage in training through a range of mediums including live webinars. This involved creating different ways to build engagement in sessions, drawing on technology to facilitate breakout sessions, small group discussions, attendee polling and chat functions. As the year continued the decision was made to also pivot the Autism Conference Series to become a fully integrated virtual conference, ensuring that we could still share the insights of our keynote speaker with those registered to attend.

The team also worked extensively on the development of content for the Information Linkages and Capacity Building grant that will deliver a series of innovative online modules specifically for autistic adults to provide information via an accessible, digital platform. Individual modules will be developed based on current research into greatest areas of information needs and include but not be limited to topics such as understanding autism, self-care, human rights, relationships and finding and keeping a job.

A key objective of this project is to be co-designed by the autistic community. As a result, a National Autistic Advisory Committee was established, consisting of eleven members based across Australia. The committee will be pivotal in developing a national survey for the purpose of naming the project and developing the brand concept in the new financial year.

The Professional Practice Committee , of which we are members, expanded to be more diverse, adding an additional three members, including an autistic member, contining to provide the South Australian community with a platform to influence Australian autism research.



200+ workshop were ran by the TC&R team across the year

3300+ participants total who recieved training

Additionally, consultation support was provided by the TC&R team to a range of external bodies to support accessibility and inclusion across South Australia. The team advocated for the community by reviewing various external stakeholder disability and accessibility inclusion consultation papers to support the development of submissions to achieve superior outcomes for the autistic community.

Additional key achievements across the financial year include:

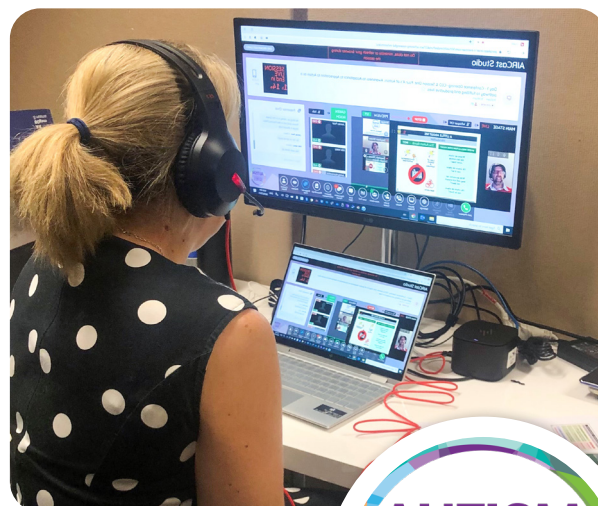
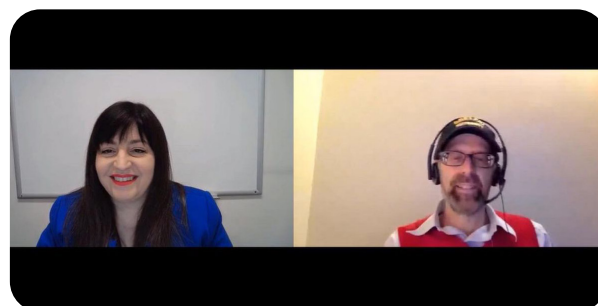
- Expansion of our internal training to provide both face to face and online options to support all employees
- Continuation of the implementation of the Robotics LEGO® Group, funded by Telethon for Kids. Working with a research team from Flinders University and Griffith University this project focuses on improving mental health and wellbeing for participants
- Development and production of the free digital resource, My Child and Autism, for parents of children under the age of 6 who have, or are in the process of being assessed for an autism diagnosis
- Finalisation of the Autism Advisor Program – Northern Territory grant funded by Department of Social Services, which concluded after 13 years of providing autism advisory services with the expectation that NDIS will now support participants
- Building high quality online resources across a range of topics for a range of age groups to increase capacity for diverse training sessions and an opportunity to engage wider audiences
- Supported the continuation of the Reducing Restrictive Practice (RRP) Committee who meet on a regular basis to support Autism SA's commitment to working towards the reduction and elimination of restrictive practices that infringe on people's human rights.

Autism Conference Series - Achieving Meaningful Inclusion

Our Autism Conference Series took on a new format this year, presented for the first time as a fully interactive virtual conference to bring Dr Stephen Shore from the US to our loungerooms.

Ensuring that we delivered a virtual event that would be equivalent to a face-to-face experience, our attendees were, in addition to hearing from our keynote speaker, able to visit a number of virtual exhibition stands, and participate in group discussions through chat functions and networking spaces. To further enhance the experience, attendees had the opportunity to hear from 6 breakout speakers, sharing personal experiences and knowledge. Overall, the conference received excellent feedback, with attendees rating the content and presenter a 4.4 out of 5 - and many expressing a desire to hear more.

We look forward to incorporating our successful experience of hosting virtual events into future opportunities to continue to bring the latest knowledge and lived experiences to the autism community.



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4.4



rating for quality of
content and speaker

“Just brilliant - so easy to listen to as his knowledge base was extraordinary and his balance of application to the theoretical aspects was spot on!”

- Conference attendee

“Outstanding - clear, easy to understand and practical strategies supported by excellent visuals...”

- Conference attendee

Digital Reach

.....

1,760,700+

people were reached on social media across the year

.....

530+

stories and photos shared
with the community

.....

75,700+

people in the community used the
Autism SA website, reading more
about supports and services, speaking
with Pathways Consultants on
LiveChat, or applying to work with us

.....

13%

increase in social media
followers.

.....

18,000+

18,000 people in the community, including
individuals, parents, carers, and professionals
regularly received Informational

.....

245,000+

people used our free online resource,
The Spectrum, to learn more about autism





Next Step has been a very positive experience for me and I'm now able to make a positive difference to my life, someone else's life, and hopefully other people's lives in the future.

- Rory, Next Step participant



What I've learnt over the past three years – don't let opportunities pass by, don't be afraid of failure or of trying new things.

- Rory, Next Step participant

Rory's Story

Rory is a 22-year-old on the spectrum, who has been a participant of Autism SA's Next Step Program for the past three years.

Rory wasn't initially sure about joining the group, however decided to give it a go and found that he really enjoyed it.

"It's been helpful to join a group surrounded by others of similar ages and life experiences. Before joining I felt a bit like an outsider, and I felt insecure"

Rory explains that Next Step has helped him not only make strong friendships, but to also learn many employment skills which have helped him to secure a mentoring role this year.

"One of the main goals for me at Next Step is to learn employment skills." Rory has participated in several different employment skill building activities including writing resumes and cover letters, and how to use these to sell your skills and yourself to an employer, plus learning how to participate in an interview and then putting these new skills into practice through mock interviews held during one of the sessions. There have also been several work experience opportunities for the participants in the group including at a café with DJ's Cookies and More, and at two well know recreation centres – Latitude and Bounce, where participants worked in customer service roles.

Rory shares that "Next Step isn't like a typical classroom setting. It's pretty informal and everyone has the chance to interact with one another if they like to. I really enjoy going to see the amazing people I've met."

One of the highlights was that, throughout the year, each participant has had the opportunity to run one of the sessions in their own way. This involved choosing an activity, making the preparations – and then leading the day. Rory took the group to Mt Lofty on his day, and though he reflects that it might not have been to everyone's interest, everyone approached the day with optimism. Through this activity, each person in Next Step has been given

the opportunity to share something they are passionate about with the group, whilst learning new skills in organisation, planning, and leading a team.

It is these real-life skills, together with the practice interviews, that Rory believes have assisted him in securing his job as a mentor, as he feels this prepared him for his interview. Rory has one buddy who he mentors so far and says that he is "really enjoying it."

"Rory has a unique 'have a go' attitude, and he has had a positive impact within the group" shares Jason, Senior Group Facilitator of the Next Step Program. "Rory has grown so much in confidence over the time I've known him, and for me it's been such a privilege to see how he has inspired his peers along the way.

"We were all so thrilled to hear he was successful in pursuing an opportunity to become a mentor, spreading positivity and inspiring others beyond Next Step"

Outside of Next Step and his new mentoring role, Rory is in his second year at university, studying a Bachelor of Software Engineering. Rory was drawn to this field because of his fascination with technology, how technology works, and how it's shaping the world.

Whilst in the past Rory may have been hesitant to pursue new opportunities, with the support of the Next Step group and facilitators he has learnt so many skills to help him take on new challenges head on.

"What I've learnt over the past three years – don't let opportunities pass by, don't be afraid of failure or of trying new things.

"Next Step has been a very positive experience for me and I'm now able to make a positive difference to my life, someone else's life, and hopefully other people's lives in the future."

Our People

Our inspiring staff supported and encouraged each other through a year of continual change, working together to ensure that services to our clients weren't disrupted and that new opportunities were pursued to provide even more support in a sector experiencing significant demand.

This financial year presented us with immense challenges responding to the global pandemic, however our staff eagerly transformed our services and supports to meet client needs. We focused on values-based recruitment to meet the demand for services and supported career aspirations and professional development opportunities to upskill our existing workforce to deliver high-level supports, in new and accessible ways for our clients and the autism community. We ended the financial year with more than 500 dedicated staff members, volunteers, students, and trainees across all sites.

Recognising the immense mental toll the global pandemic has had on so many people, Autism SA has committed to strengthening our workplace practices and culture to embed initiatives that support the mental health and overall wellbeing of our staff. This includes creating more ways of connecting with each other though separated by locations, improving our communication channels to keep staff updated with important changes and information, and by expanding our staff recognition programs run throughout the year to celebrate the big and small wins across the organisation.

I love being an OT at Autism SA and working with passionate therapists to empower and support the autistic community.
- Sam, Senior Occupational Therapist

- Achievements for our staff across the year included:**
- Endorsement of our inaugural Reflect - Reconciliation Action Plan, which outlines our commitment and focus on reconciliation, and the actions we will take as an organisation
 - Implementation of a successful traineeship program, with trainees thriving in diverse roles within the organisation
 - Successful transition of our Netley based staff to Autism SA's new head office at the Tonsley Innovation District
 - Building of capacity across the organisation to meet demand and provide new supports and services based on what our community wants
 - Connecting with people for training and interviews via online channels as well as providing greater flexibility in workplace arrangements.



Service Milestones

- 5 years**
Adriana Forte
Cecilia Tournour
Ankur Sharma
Deborah Schonfeldt
Saah Solee
Poonam Bhullar
AdrianaForte (Bouyesi)
Monique Hapgood (Watson)
Meg Lawson
Aristide Nininahazwe
Kimberly Carruthers
Anna Kopsaftis
Hanna Wilson
Lisa Daniell
Tristan Prentice
Sandeep Singh
Brigitte Benker
Adam Meola
Kellie Artis
Anh Pham
Johnson Tarley
Sharon Aguila
Desire Nitereka

- 10 years**
Susan Manning
Lisa Brewer

- 15 years**
Monica Terreri

- 30 years**
Christine Aram

Workplace Gender Equality Report

In accordance with requirements of the Workplace Gender Equality Act 2012 (Act), on 10 August 2021 the Autism Association of South Australia lodged its annual compliance report with the Workplace Gender Equality Agency (Agency). The aim of gender equality in the workplace is to achieve broadly equal opportunities and outcomes for women and men, not necessarily outcomes that are exactly the same for all.

The Autism SA report information is available on the Autism SA website at:
autismsa.org.au/governance

2020 STAR Awards

Celebrating the end to a challenging calendar year, 250 staff, volunteers, board members and partners enthusiastically attended the 2020 Staff, Team and Recognition Awards at the stunning Adelaide Oval – thanks to a number of very generous and supportive sponsors. The commencement of the evening brought joy and excitement as teams and colleagues were able to get together socially for the first time in several months, to enjoy an evening of recognising the contribution and achievements made, big and small, over the year.

A total of 18 awards were presented to individuals and teams who had been nominated by their peers, the evening also including a celebration of those staff achieving service milestones and special recognition was made to Chris Aram for her 30 years of service.

Congratulations to all who received acknowledgements for their outstanding achievements across the year, and to all staff for their unwavering commitment and dedication to each other and the community we support. You are all STARS!



Award	Recipient	Special Commendations
Kate Parker Exemplary Service Award	Anh Pham, Developmental Educator – Foundation Skills Group.	Jessica Steyn, Program Coordinator
Autism SA Volunteer Award	Jasmina Bogias, Volunteer for Foundation Skills Group.	Rosemary Libralato, Volunteer for Strategic Marketing.
Expr3ss Innovation Award	The Robotics Lego Group Project	Aquatic Therapy
Logic Plus Workplace Culture Award	David Peterkin - Occupational Therapist	Kim Carruthers - Senior Occupational Therapist
Workplace Excellence Award	Anna Kopsaftis - Senior Speech Pathologist	Rachael Knight - Program Coordinator – Community, Support & Inclusion
StreetFleet Bold Brave Brilliant Award	Paul Cooke - Senior Group Facilitator – Next Step/Community, Support & Inclusion	Stephanie Miller - Foundation Skills Group Coordinator
Community Business Bureau Team Spirit Award	Foundation Skills Group Redwood	Bedford Park - Community, Support & Inclusion
Optus Person Centred Award – support to clients	Peta Richards - Pathways Consultant	Jason Mason, Facilitator – Next Step/ Foundation Skills Group
CBS Person Centred Award – support internally	Leah Sarkanj - Early Intervention Facilitator – Foundation Skills Group	Lisa Studders - Senior Social Worker

Quality and IT

Building processes and systems to support staff and clients

During the height of the pandemic, the Quality and Information Technology teams played a crucial role in ensuring all our processes and systems were in place to support our staff to provide the best quality service and support to our clients.

This included:

- Ensuring systems met the needs of clients for ability to access teletherapy, online appointments, and online webinars
- Introducing a digital visitor sign in system to assist the flow of people in reception, and to immediately alert staff to their clients/ visitor’s arrival
- Embedding security systems into all technology and providing staff with ongoing training to identify and manage security threats
- Updating and improving our processes, including offering clients an easier and more accessible mechanism for feedback
- Managing constant change by continuing to adapt and pivot our system requirements for the organisation to meet client needs.

Highlights

As the last financial year ended, and the 2020/2021 financial year began, it was clear that this would be a year unlike one we'd experienced before. Our workforce continued to provide services and supports remotely, where possible, and adapt our face-to-face service delivery to meet the ongoing changes to the environment we were required to operate in. Through all this, our teams brilliantly rose to every challenge to continue to provide exceptional support to clients and families, respond to the need for the development of new groups, and share and provide useful information to support the community, as well as taking the time to celebrate many achievements across the year.

These are the highlights of 2020/2021.

Autism SA kicked off the financial year with an event, based on a Nordic custom, to commemorate the successful completion of the highest point of our new Southern Hub. Whilst attendance was limited due to COVID-19 restrictions, the event provided us with an opportunity to invite Rosemary Wanganeen to perform Welcome to Country, and to help us dedicate one of the plants that will feature in our future roof top sensory garden. This intimate affair was videoed and shared on all digital channels for the community to join in our excitement and vision for the future of our building. We look forward to a more official and community celebration in the next financial year as the building is fully fitted out and restrictions ease.

Demand for services and supports online and in group formats grew, leading to the development of several new groups, with two of the new groups designed for autistic individuals, and the other two for parents and carers.

Mind and Body Group, led by of our Occupational Therapists, was one of the early introductions in the year, developed specifically to be attended online. The aim of this group was to support the development of gross motor skills while also focusing on sustaining a healthy mindset through learning and experiencing a variety of relaxation techniques. Attendees could participate from their homes and from a quiet space that best suited their own needs, learning skills that could be practiced at any time outside of the group. With a slightly different focus, and launched once face-to-face restrictions were beginning to relax, Tabletop Steps was born. Tabletop Steps is a role-playing boardgame group where attendees immerse themselves in a world of games while socialising.

The Mind and Body Group focuses on sustaining a healthy mindset through learning and experiencing a variety of relaxation techniques.
- Autism SA staff member

Highlights

Realising the need to focus on providing parents and carers with tools to build capacity at home, two parent/carer specific groups were also launched; Augmentative Alternative Communication Group for Communication Partners – this group teaching attendees how to integrate high-tech and low-tech devices into the everyday routine at home; and, Behaviour Change Through Physical Activity – a group created to support parents and carers to learn new and creative ways to implement physical activity in daily routines at home.

To help us to understand more of what the community wanted, and to help us shape the content for new free digital resources for which we were awarded grants, we asked the community for their feedback via three separate community surveys. We also put a call out to create a National Advisory Group which will assist in providing ongoing feedback to the organisation on all new initiatives from a lived-experience perspective.

Striving to continue to meet our commitments for inclusion, and in line with our vision, we created several new Social Narratives and other easy read resources which have been made available to the autistic community for free via our website, Infomail newsletter and social media. We have also committed to incorporating text subtitles on all future videos produced by and for the organisation to ensure they met accessibility requirements, and to lead change by example.

With special thanks to Flinders University, we were awarded a grant for a very special project to create a video that focused on the impact our volunteers have on the organisation, filmed by final year film making students. The video shared the stories of many individuals in our community, and highlighted the roles of some of our volunteers, and what inspired them to give their time to Autism SA and how they help to make the world of difference. Thank you to Flinders University, and the amazing students for this incredible storytelling, and to the community and our special volunteers for bringing this project to life.

Thank you to Flinders University, and the amazing students for this incredible storytelling, and to the community and our special volunteers for bringing this project to life.

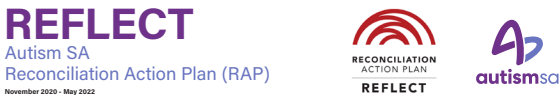


Highlights

Pivoting to a mostly online format, we celebrated a variety of different awareness raising days, and weeks including Speech Pathology Week, Occupational Therapy Week, Mental Health Week, World Social Work Day, Harmony Day, RU Ok Day?, International Day of People with Disability, International Volunteer Day, Augmentative Alternative Communication Awareness Month and World Autism Awareness Day. To highlight the significance of these awareness days/weeks/ months we shared information on what each means; shared resources, tools, and strategies for use at home; we recognised staff and volunteers in the different roles within the organisation; and celebrated diversity within and outside Autism SA.

A further key event in our calendar was NAIDOC Week, where we launched the official Reflect Reconciliation Action Plan that will guide us on our journey of understanding and reconciliation. Our committee participated in a number of awareness raising activities and created and encouraged conversation around what reconciliation means within the organisation and within our community.

As the year continued on, some of our existing groups expanded and developed new opportunities for program participants, with The Next Step Group expanding its reach further south and joining forces with DJ's Cookies and More and Latitude to gain valuable work experience opportunities.



We started our RAP journey almost 2 years ago with a small enthusiastic group of members, driven by the desire to create change in the organisation. We were so proud to deliver our very first Reflect RAP, endorsed by Reconciliation Australia during the year. Our members continue to inspire others to join us on the journey of reconciliation, which has led to greater engagement across the organisation, and a growing number of members. We look forward to continuing to deliver on our commitments and to start our next stage in the journey.

- Amy, RAP Chair

Highlights



Art to me isn't just about expressing myself it's also about helping others by allowing them to begin to understand and express themselves too.
- Eliza, Art Steps Participant



Our Art Steps Program gave participants an opportunity to exhibit in SALA (South Australian Living Artists Inc.) as part of a collaborative exhibition designed to give young emerging artists on the autism spectrum a voice. The exhibition was an exciting collection of books, zines, lino, digital prints, paintings, works on paper, 3D and 2D, textiles, map making, animations, poetry, intimate video conversations, and more. It was a privilege to see all the artwork come to life and be proudly displayed in the Adelaide CBD as part of the event.

With the end of the year approaching, it was with great excitement that we were able to continue with our tradition of the past few years to offer a special community space and quiet room for the autistic community to attend and watch the much-loved National Pharmacies Christmas Pageant - held at the Adelaide Oval the first time in 2020. We were also thrilled to support many families to visit Santa and participate in Christmas activities by facilitating bookings and sharing gathered information with the community about sensory friendly events across the state.

At the end of each calendar year, we typically hold our Annual General Meeting (AGM), and this year with last minute changes to event capacities, we needed to adapt our face-to-face meeting into a virtual AGM. On this event, and via video link, members were treated to the inspirational story of Sarina and Christian, a parent and adult client of Autism SA. It was so motivating to hear of their triumphs over challenges and our role in supporting Christian and the family since his early intervention days. It is stories like these that continue to inspire us, and remind us what is possible. We hope you enjoy reading Rory's story in this year's annual report.

Highlights



Our remarkable community continued to assist us through many different and novel fundraising initiatives and donations to support the work that we do. These fundraisers include the incredible efforts of The Booze Brothers Staff Charitable Fund who jumped in to support us with a donation for the purchase and installation of an in-ground trampoline at one of our respite houses, Harald creating an online fundraiser for his 86th birthday and encouraging his large network to support his birthday fundraising efforts in lieu of a party, and Grant the Barber who raised money, and awareness for the Autism Friendly Charter, in a 24-hour hair cutting marathon. There were plenty more fundraising events and efforts throughout the year, and we thank every single person who instigated a fundraising activity or made a contribution to one.



As is custom, April was Autism Month, with April 2 celebrated as World Autism Awareness Day. Each year, a new theme for awareness raising activities is determined by the United Nations, with this year being 'Inclusion in the Workplace: Challenges and Opportunities in a Post-Pandemic World.' Through the month of April, we shared personal stories from the community highlighting the strengths, goals and passions of the storyteller and learning what inclusion in a post pandemic world means to them. We also drew on the knowledge of others, such as Dr Stephen Shore, and shared their words of wisdom and their stories, and also highlighted the wonderful growing community of businesses across South Australia (and Australia) that have committed to becoming autism aware by joining our Autism Friendly Charter. We created a profile frame for Facebook, asking for as many people as possible to highlight the month and help us to raise awareness by adding the frame to their profile picture. It was wonderful to see so many of these frames in use across the month. We also managed to relocate our head office to the Tonsley Innovation District during April.

Inclusion means everything and can make a difference to anyone, whether on the autism spectrum or any other disability.
- David, Autism SA Employee

Highlights

Though many events at the beginning of the year were cancelled, or transitioned online due to the pandemic, our teams managed to attend several expos and events to raise awareness of autism, and highlight what we have available to support people's goals including free supports that are available to our community. In addition to events for families, we attended several career expos to provide University students, school students, and job seekers information on what fabulous opportunities there are at Autism SA to build their career with us. As industry leaders, we also shared research that will continue to assist in building knowledge in the autism space.

A final highlight of the year was for Autism SA's Autism Friendly Charter initiative to be recognised in the Dental Industry by being awarded the 'Australian Dental Foundation Community Welfare Innovation Award.' This award recognised the importance of the Autism Friendly Charter and the impact this training and understanding can have in the dental industry in supporting autistic individuals when attending appointments. We were honoured to receive this award, and welcomed Founding Board Member & Director of National Operations Brett Miller to our offices to officially present the award to our CEO Jenny Karavolos.

What a year it was! While filled with uncertainty of what the pandemic would result in, we were agile and adapted to what challenges lay before us, to have an incredible year that, as always, had our community at our hearts. We head into the next year with full force to continue to create conversations around awareness and acceptance, and to drive change.



Unveiling a refreshing new brand for Autism SA

Many people would have recognised the Autism logo as the purple capital “A” with a puzzle piece behind it as a shadow– and wonder “why would we change a brand that is so well known to South Australia?”

All brands go through changes as part of their continual evolution, and Autism SA and organisations like ours are no exception. The rebrand has been a project that has been carefully researched, and planned over a number of years, instigated by regular feedback from the autistic community about the negative associations with the puzzle piece – a key part of the logo.

The puzzle piece has, for a long time, been associated with autism. It was first used by the National Autistic Society as a representation of the ‘puzzling condition of autism’. For many in our community, particularly those who grew up with the puzzle piece messaging, this represents an old way of thinking about people on the spectrum - and this certainly does not represent who we are as an organisation or our goals for the future. At our heart, we are an organisation that has stayed strongly connected to our family focused beginnings, and we continue to strengthen our resolve that people on the autism spectrum live the life they choose, and that as an organisation we work to support them providing more of what they want. Key to achieving this, is adaptation, and person-centred practice, with a passion and dedication for supporting people.

Hence this logo refresh also offered the opportunity to herald our evolution without loss of our proud heritage.

After seeking input from our community through a survey and a consultation process, several designs later, the refreshed logo was developed. The diagram below is a great visual representation of the transformation of the refreshed logo from what so many people have been used to seeing.

The refreshed logo uses the strong “A” and the shadow from the previous logo, representing our support to create a three-dimensional shape, with our well-known signature purple as the primary colour.

By moving your viewpoint of this 3D shape from different perspectives it creates diverse shapes, making each point of view unique, in the same way that every person is unique. Whichever perspective you look at the logo, each person will see and interpret something different.

For instance, one person may see the infinity shape which signifies to many in the autism community, the concept of limitlessness, infinite possibilities, and empowerment.

It also reflects togetherness and inclusion.

Another may see a heart, and another may see the wings of a butterfly meaning transformation – the possibilities are endless.

The refreshed logo was launched to the community in August 2020 and has been, and continues to be, integrated into all documents, and print materials representing the organisation, including proudly incorporating it into this year’s annual report.

Logo evolution



Governance Statement

The Board of Autism SA accepts overall responsibility for the corporate governance of the organisation and is committed to ensuring that the principles of good governance are implemented with integrity.

Autism SA Governance

The Board is required to act in accordance with the objects of the Autism SA Constitution to:

- 1. Lead performance improvement of Autism SA through strategy formulation, policy development and monitoring management actions and
- 2. Ensure compliance of Autism SA and the correct conduct of Directors, both as individuals and collectively, as a Board.

Corporate Governance Statement

The Charter clarifies the responsibilities and boundaries of the Board in setting the strategy and direction of Autism SA and managing and controlling the organisation.

As extracted from Autism SA's Board Charter, 'Autism SA is a Company Limited by Guarantee and operates as a not-for-profit organisation with the status of a public benevolent institution. It is governed by a constitution approved by members.'

The Board delegates the responsibility for the management of the organisation to the Chief Executive Officer. The Board reports to members through the Annual Report, Annual General Meeting and such other meetings as may be called by the Board or the membership.

Membership

Membership of the Company comprises of two classes: Ordinary Members (no fee) and Associate Members (who pay an annual fee). For further information regarding organisational membership, please refer to the constitution of Autism SA, which is published publicly on the Company website at www.autismsa.org.au

Composition of the Board

The composition of the Board is determined in accordance with the Autism SA Constitution. The Board is comprised of no less than five and no more than eight Directors. This includes two Client Representative Directors (elected by the Ordinary Members) and between three and six Directors (including the Managing Director, if any) with the skills and expertise that the Board determines it requires.

The Board has a Board skills matrix and is responsible for succession planning and making Board appointments. Details of Directors' experience and qualifications are included in this document. They are all advocates and champions for the rights of people with a disability.

Board members serve on a voluntary basis, except for out-of-pocket expenses.

Board Committees

The Board has established a number of committees to assist it in carrying out its responsibilities. The Board determines the membership, role, and responsibilities of each committee.

Governance Statement

Ethical Standards

Autism SA is committed to maintaining the highest of ethical standards. The organisation follows good practice in governance to ensure integrity and influence. This includes the Board placing great importance on Board members declaring any existing or potential conflict of interest in relation to their duties as Directors.

The organisation has also developed extensive policies and third-party certification against the NDIS Quality and Safeguard Commission and Australian Service Excellence Standards (ASES) as part of its quality assurance and continuous improvement framework. It also ensures it meets its other requirements and obligations to operate and provide services and supports.

We also ensure our services align with the purpose of the Convention on the Rights of Persons with Disability. We promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

Privacy Policy

Autism SA values support from the community and is committed to ensuring the privacy of the personal information that is entrusted to the organisation by responding to the 13 Australian Privacy Principles in the Privacy Act, as amended 2012, dealing with the collection, use, disclosure, and data security of personal information. The respect for privacy forms part of the ongoing trust the organisation wishes to maintain with stakeholders.

Details regarding the Board and Autism SA's financial position are outlined in the audited financial report for the year ended 30 June 2021. This report can be obtained online from autismsa.org.au

Board of Representatives

Name	Qualifications	Position	Appointments	Dates	Committees	Attendance at Meetings
Richard Price	B. Sc (Tech) Electronics, GAICD	Board Appointed Director, Board Chair	Re-appointed Chair	09/12/2020	Finance & Risk Committee	13 Board meetings + AGM 12 Finance & Risk Committee meetings
Mark Morelli	B. Economics, Grad. Diploma of Accounting, Grad Diploma of Property, MBA, GAICD, CA	Board Appointed Director, Chair of the Finance & Risk Committee	Re-appointed Chair of Finance & Risk Committee"		Finance & Risk Committee	13 Board meetings + AGM 12 Finance & Risk Committee meetings
Troy Mohler	B. Com, MBA, GAICD	Client Representative Director - elected			Finance & Risk Committee	12 Board meetings + AGM 9 Finance & Risk Committee meetings
Dianne Rogowski	Board Appointed Director	Board Appointed Director			Finance & Risk Committee	12 Board meetings 11 Finance & Risk Committee meetings
Heath Colebatch		Client Representative Director (casual vacancy) Client Representative Director - elected	"Appointed Casual Vacancy Director 13/11/2020 Resigned Casual Vacancy Director 09/12/2020 Elected Client Representative Director 09/12/2020"		Finance & Risk Committee	9 Board meetings + AGM 5 Finance & Risk Committee meetings
Jenny Karavolos	B.Acc, CPA, MBA (Brooke Scholar), AIPM, GAICD	Company Secretary	Re-appointed	9/12/2020	Finance & Risk Committee	13 Board meetings + AGM 12 Finance & Risk Committee meetings

Treasurer's Report



Mark Morelli

Treasurer

Autism SA had a remarkable year of growth, with key metrics of underlying revenue increasing from \$23M to \$35M to meet the demand of our clients. Revenue, expenditure – mainly staffing costs - and profit all increased by circa 50 per cent on the prior year due to efficiencies and commercially sound decisions.

Table 1 below, details the underlying and statutory surplus result from the prior year, with 2019-20 impacted by a one-off adjustment relating to a change in funding model which resulted in revenue recognition for services performed in prior years. Autism SA was able to achieve a strong result for the financial year. We were

TABLE 1			
Profit and Loss Position	2020 - 21	2019 - 20	% change
Operating revenue from current year services	35,099,783	23,284,754	51%
Operating expenses	33,871,343	22,458,775	51%
Underlying surplus	1,228,440	825,979	49%
Operating revenue from prior year services	-	5,184,041	(100%)
Net surplus	1,228,440	6,010,020	(80%)

able to navigate the uncertainty arising from the COVID-19 pandemic, and the continuous changes and challenges in the sector whilst continuing to build on our reputation for providing holistic autism services to the community.

Whilst we have now matured into a large financially sound organisation, to consolidate this position we must now purposely slow our growth and consolidate our business processes, systems and people. Our focus for 2021-22 is to implement much needed new core systems and processes and provide some respite for our diligent management and staff to position ourselves for the future. Given the growth and restructuring of both Autism SA and the business sector

Treasurer's Report

we operate in, driven by the NDIS, there is a shortage of skilled resources. We need to continue to place a strong focus on training and developing the workforce and embedding our clinical and care excellence to ensure we continue to operate in a sustainable and agile manner. We continue to offer peak body services including to enhance the voice of all things Autism, despite many no longer being externally funded.

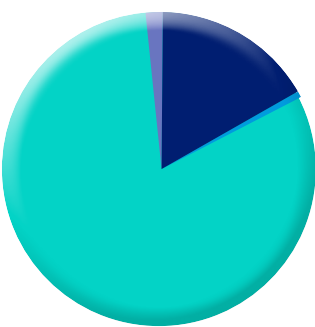
Government funding represented 17 per cent of total revenue for 2020/21, which was comparable to the underlying revenue of the prior year - see table 2 below. Government funding sources changed in 2020/21, with several Department of Child Protection residential care services commencing. Fee for service income, which includes services provided to NDIS participants, increased to 81 per cent of total revenue for 2020/21.

Autism SA faced challenges in expanding the workforce due to a tight

TABLE 2

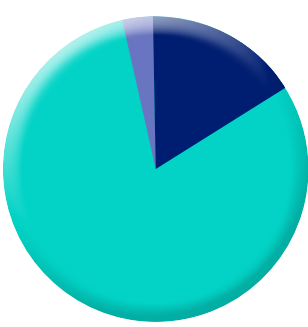
Revenue Sources	2021	% of total	2020	% of total
Government Funding – current year services	5,951,861	17%	3,853,091	17%
Investment revenue	135,434	0%	9,461	0%
Fee for service (including NDIS)	28,452,544	81%	18,660,752	80%
Events, fundraising & other income	559,944	2%	761,450	3%
Total revenue	35,099,783	100%	23,284,754	100%

Revenue Source 2021



- Government funding - current year services 5,951,861 - 17%
- Investment revenue 135,434 - 0%
- Fee for service income (inc NDIS) 28,452,544 - 81%
- Event, fundraising and other income 559,944 - 2%

Revenue Source 2020



- Government funding - current year services 3,853,091 - 17%
- Investment revenue 9,461 - 0%
- Fee for service income (inc NDIS) 18,660,752 - 80%
- Event, fundraising and other income 761,450 - 3%

Treasurer's Report

employment market and different conditions arising from the pandemic. Additional resources continue to be required to operate in a highly transactional, uncertain NDIS market. Our focus is on investing for the future, with technology and better system solutions at the forefront to achieve efficiencies.

Total assets increased by 103 per cent, primarily represented by an increase in the right-of-use lease assets under the application of AASB 16 Leases relating predominately to the new head office in Tonsley which we occupied in April 2021. This resulted in an increase in the assets of \$13.9M.

Total liabilities increased by 203 per cent also due to the application of AASB 16 Leases resulting in an increase in liabilities of \$13.2M. We also faced an increase in the employee entitlements' liabilities, primarily due to increased employee numbers and reduced leave taken during COVID-19.

The net asset position of the consolidated entity increased by 24 per cent from \$8,728,142 at 30 June 2020, to \$10,808,814 as at 30 June 2021 as presented below:

TABLE 3

Balance Sheet	As a 30/6/21	As at 30/6/20	% change
Current assets	8,052,698	10,335,354	(22%)
Non-current assets	23,863,042	5,366,205	345%
Total assets	31,915,740	15,701,559	103%
Current liabilities	6,184,030	5,548,800	11%
Non-current liabilities	14,922,896	1,424,617	948%
Total liabilities	21,106,926	6,973,417	203%
Net assets	10,808,814	8,728,142	24%

As we move ahead, operating predominately under NDIS funding, we are focussed on investments in technology, client engagement and the workforce to ensure we are well placed to continue to deliver innovative, high-quality services that meet the needs of our clients and community. Our every pursuit is focused on strengthening our position as a leading autism specialist in South Australia, ensuring we remain agile in a particularly volatile environment and sector.

As chair of the Finance and Risk committee I would like to thank the staff, management, and the Board for their diligence during this period of rapid growth and on-going change, whilst also effectively navigating the impacts of COVID-19 on the community and staff.

Thank you

A big thank you to all the organisations, businesses, and individual and community fundraisers for all your support across the past 12 months. Your generosity enables us to realise our vision where everyone lives the life they choose in an inclusive society.

Major Organisation Partners

Baiada Poultry – Children’s Charity Nest
Department of Child Protection
Department for Education
Department of Human Services
Department of Social Services
National Disability Insurance Agency
Office of Public Advocacy
Variety Sprout Fund

Our Incredible donors, fundraisers, and supporters

Aarons Outdoor	Johnston Grocke
ABC Workplace giving	Kimba Friendly Grocer
Anne Moroney	Lesley Ward
Baiada Children’s Charity Nest	Logic Plus
Bentleys	Margaret Rainbow Web
Bethany Christian School	Matthew Hale
Beyond Bank	Michael Steele
Bevan Hill	MRS Property
Blackwood Primary School	Optus
Booze Brothers	Phillips Ormonde Fitzpatrick
City of Adelaide	Photographyroom
Community Bridging Services	Platinum Development and Construction
Community Business Bureau	S Dillon
Deloitte	SA Power Networks
Di Fava Group	Sam Walker – Aussie Home Loans Franchisee
DJ’s Cookies and More	Stephanie Haras
Expr3ss	StreetFleet
Flinders Un	Team Gorilla Gorilla
Glenside Lions Club	Theo Marinis
Graeme Atwell	Vincenzo Salzano
Grant the Barber	Vuly Play
Greenwith Senior Citizens	Westpac Lockleys
Guarna Legal	
Hillbank Community Children’s Centre	
HWL Ebworth	
Industrial Air	

Life Members / Ambassadors

Autism SA recognises that without the contribution of its Life Members we would not be where we are today. We thank you for your support.

Assoc Prof Verity Bottroff
Anne Nottage
Bernard Vaughn
Betty Jordan OAM
Cheryl Casey
David McLean
Dr Margaret Kyrkou
Dr Peter Tillett
Dr Ruth McIntyre
Jean Bryant
Jean Cox
John Harley
John Rosevear
Joy Johns
Judith Leeson
Luke Dale
Lloyd Cox
Leigh Hall OAM
Margaret Wilson
Mary Angel
Richard Bruggemann
Rose Baker
Roma Aimes
Ruth Halpin

In Memoriam

Betty Davis
Dudley Wilson
Hilary Johnson AM
Ken Foggo OAM
Mae Saun
Matthew Tiddy OAM
Nerida Higgins
Tim Fischer, AC
Valerie Retallick

We have a large number of ambassadors that represent autism SA in the community, to raise awareness of autism and to build acceptance and inclusion in or society.

We thank all of our wonderful ambassadors for helping us to make a difference.

Our new head office at the Tonsley Innovation District

Thanks to the support of Renewal SA, the Tonsley Innovation Precinct and the Tonsley Collective, we opened our new Southern Hub in the Tonsley Innovation District in April 2021.

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The ceremony commenced with a special Welcome to Country by Rosemary Wanganeen, the founding CEO of the Sacred Site Within Healing Centre, who shared that she "likes to use her Welcome to Country to incorporate an educational component ..." and that the event itself was "reconciliation in action." One of the main focuses of the event was the dedication and planting of a native plant, a symbolic commitment to Autism SA's dedication to inclusion and reconciliation. The young plant, a native Grevillea Lavandulacea, was chosen to symbolise social change, inclusion, and acceptance of autistic individuals in our society, as well as to symbolise the commitment to reconciliation, and the growing and strengthening relationships with Autism SA and Aboriginal and Torres Strait Islander People's. Autism SA's Chair, Richard Price, and Phil Dautel the Tonsley Precinct Director shared inspiring and heartfelt words, and participating in the planting ceremony alongside Rosemary.

With the little plant in the safe hands of a capable gardener, it has been nurtured and cared for whilst the building of our Southern Hub continued, until reaching our move in date of April 2021. At this time, the entire workforce from Netley, 120 permanent staff, moved into the new purpose-built space in the Innovation District. The new head office features consultancy and therapy rooms, a state-of-the-art gross motor room, and autism-friendly life skills spaces that support clients to develop life skills in the home. Becoming a part of the Innovation District will provide the opportunity for us to enable capacity building and inclusion for individuals on the autism spectrum within other sectors in the Precinct and create opportunities for collaboration and new partnerships with other likeminded businesses.

Staff and clients have since settled into the new space, with many new service delivery ideas and initiatives in the pipeline for the new financial year.

Whilst most of the fit out is complete, our sensory garden on the gorgeous roof top is in the process of being designed and installed. Once this occurs, our little Grevillea plant will be rehomed where it can be admired and enjoyed by those visiting the building for many years to come.



Through our state-of-the-art spaces and innovative practices, we are forging the way forward for social change and inclusion for people on the autism spectrum in all walks of life.

- Jenny Karavolos, Autism SA CEO

To help support the work of Autism SA, please make a tax-deductible donation via our website at autismsa.org.au

Autism SA services and supports:

- Aquatic Therapy
- Augmentative Alternative Communication (AAC)
- Autism Advisory
- Autism Friendly Charter
- Community Support
- Day Options
- Diagnosis
- Early Intervention
- Foundation Skills Group
- Groups – early years, school aged children, teens, adolescents, adults
- Infoline
- In-home support
- Mealtime Therapy
- NDIS Planning and Goal Setting
- Next Step
- Positive Behavior Support
- Psychology. Counselling
- Research
- School Holiday Programs
- School Leaver Employment Supports
- School Support
- Social Skills
- Social Work
- Speech Pathology and Occupational Therapy
- Support Coordination
- Supported Living
- The Spectrum
- Training, Consultancy and Workshops

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