OUR VISION
A society without barriers for people with spinal cord injury.

OUR MISSION
Commitment to innovation creates independence, dignity and unlimited opportunity for people living with spinal cord injury.

OUR VALUES
Integrity
Trust
Excellence
Collaboration
Empathy
Sustainability

OUR HISTORY
Spinal Cord Injuries Australia was established in 1967 by a group of young men who wanted to change the world. These men, who were hospitalised at the time due to spinal cord injuries caused by traumatic accidents, faced a future with just two options: continuing hospitalisation or relocation to a nursing home designed not for them, but for older people approaching the end of their lives. A strong spirit of determination to become more independent developed amongst the group and they were desperate to find an alternative to aged care accommodation. They set out to form their own organisation and in September 1967, the Australian Quadriplegic Association (AQA) was constituted in the spinal unit of Prince Henry Hospital and became a registered charity in November of that year.

In 2003, our members voted to officially change our name to Spinal Cord Injuries Australia.

SPINAL CORD INJURIES AUSTRALIA
Spinal Cord Injuries Australia (SCIA) is a not-for-profit organisation that provides information, advocacy and resources for people with a spinal cord injury at every stage of their life journey.

Our organisation creates significant social capital within the Australian community by working with clients, the disability services system and the world at large. We provide excellent customer service, have strong partnerships with other organisations in the disability sector and we are an employer of choice.

Spinal Cord Injuries Australia exists to assist people with a spinal cord injury to get back on track and achieve their goals. Our clients and members do not fit into a pre-defined model of what their recovery or life choices should look like. Instead, the first question we always ask our clients is:

“What do you want to achieve?”

Our clients have their own plans for their lives. We are there to provide the necessary information, resources and assistance to help them along the way.

We encourage our clients to choose whatever services they feel are helpful to them. We are available to help people with a spinal cord injury or similar physical disability as well as their family members, friends and carers. SCIA also works to eliminate barriers that prevent social inclusion for people with a spinal cord injury, striving for a society that is accessible in every way.

At SCIA, it’s all about our clients.

PRINCIPAL ACTIVITIES
The principal activity of Spinal Cord Injuries Australia during the financial year was the provision of a range of services designed to maximise personal independence for all members and clients.

STRATEGIC GOALS
1. To advance the rights, choices and entitlements of people living with a spinal cord injury.
2. To do whatever it takes to create and maintain relevant services for people with spinal cord injury and similar conditions.
3. To position Spinal Cord Injuries Australia as the recognised leader in all matters relating to spinal cord injury.

STRATEGIC OBJECTIVES 2013-2018
1. Create a one-stop shop for advice, referrals and services.
2. Invest in infrastructure and people.
3. Build on what we do well.
4. Stay open to, and act on opportunities as they arise.
5. Build partnerships.
6. Pursue a National Spinal Strategy/Chair in SCI research.
CEO’S REPORT
By Peter Perry

Take control of your own life

After rapid growth in recent times, the last year has been a year of consolidation for SCIA. The first trial sites for the National Disability Insurance Scheme (NDIS) started operating on 1 July 2013, and the organisation’s Board and management spent a lot of time thinking about what the advent of the NDIS might mean for the organisation and its members in the future.

The NDIS will be built on the principles of individual choice and control. SCIA has had these principles at the core of its philosophy and activities since it was created in 1967, and has always sought to help its members maximise their independence and empowerment. As a result, the move to the NDIS over the next few years is welcomed by SCIA as a significant and positive social change, and the organisation remains confident that this change will only build on the organisation’s strengths and provide even more opportunities in coming years to further realise its Vision and Mission.

Even though 2014 has been a year of consolidation, that doesn’t mean that nothing significant has been happening. Some of the highlights of the last year include:

• The launch of the Research into Maximising Life Choices of People with Spinal Cord Injury report by the NSW Minister for Disability Services. This report was prepared in partnership with the UNSW Social Policy Research Centre, and highlights the key issues facing people living with a SCI and how these might be addressed;

• The continued strengthening of ties with other similar organisations across Australia, through the Australian Spinal Injury Alliance;

• The purchase of a property in Gymea (a Sydney suburb) to be the long term home of our CHOICES program, which gives injured people and their families some time out in a normal residential environment during their hospital rehabilitation;

• Continued development of our information, peer support, regional, advocacy, exercise therapy, employment, and injury prevention services.

The organisation is well placed to respond to the challenges and opportunities the future will bring, including the most significant change on the horizon, the implementation of the NDIS. We are well placed because we have always operated from a set of well-defined values and principles, and live these out consistently in everything we do, every day.

I would like to thank our directors and staff for their passion, energy and client focus during the year, with a special tribute to Alex Traill, our much loved Regional Services Manager who retired during 2014 after more than 25 years of dedicated and selfless service to his clients.

President’s Message
By Tony Varrall

Enablers rather than drivers

I always look forward to this time of the year as it’s a time of reflection, one where we stop and reflect on what impact we have made as an organisation in the lives of people living with a spinal cord injury.

We should always strive to be better year on year and I am confident that Spinal Cord Injuries Australia (SCIA) has that belief embedded in its DNA. Talking to members I hear about the growing influence that SCIA has in removing the barriers to them being successful. How the organisation is an enabler rather than a driver in people’s lives.

Some of the ways that we have supported individual growth are through our SCIA Workforce service. Over the last year 15 people with a SCI have entered into employment. Of these people 100% are still working within the companies and organisations we supported them into. This goes against national and international trends. It can also go against people’s beliefs that they cannot work, that post injury a life using a chair with little prospects naturally follows. This is not the case and all people can work. It’s a gateway to new friends and greater societal inclusion – it’s an enabler.

The Policy and Advocacy service continues to advocate for increasing numbers of clients. You would think that after four years of the National Disability Strategy, 12 years under the Disability Standards for Accessible Public Transport, nine years under the Disability Standards for Education, 22 years under the Disability Discrimination Act and eight years under the UN Convention on the Rights of Persons with Disabilities that the need for an individual advocate would decrease. Our team advocated individually on 126 cases over the last year with the majority gaining successful outcomes. The way our advocacy service is changing, more and more we are developing skills within our clients and placing them firmly at the front of their advocacy issue. This is supported by more client development work and our Power Up - It’s Your Life advocacy information sessions – that’s real enablement.

So you may ask where are we within the ‘new world’, a world of the National Disability Strategy incorporating the National Disability Insurance Scheme (NDIS) and the National Carers Strategy? There is still much work to do to develop a functional scheme. The marriage between service providers and clients has always required guidance counselling but under the NDIS it’s so essential that both parties reconcile as the traditional service model gets turned on its head. As people with a disability will be able to demand different services and be able to pick and choose where their NDIS package rests.

The recent service provider forum in the NSW Hunter trial site highlighted the unmet need, where service providers had to act as NDIS emitters taking information about the NDIS to people isolated in rural NSW. These were people who had never received state or federal services in the past. In fact many had no evidence to show that they had a disability; yet all did. These people are the real unmet need. Where governments had failed to find these people, service providers had. Now that’s enabling. It’s bringing people into supports that can help them do all the things they want to – that they are not alone and not forgotten.

I cannot wait until SCIA is involved in the NDIS, with our philosophy embedded in our DNA, we will continue and improve as enablers.

Finally I would like to thank all of our members for supporting SCIA and wish you all a very Merry Christmas and all the best for 2015.
**WHAT IS A SPINAL CORD INJURY?**

The adult spinal cord is approximately 50 centimetres long and extends from the base of the brain to about the waist. It is the nervous super highway, carrying messages between the brain and the rest of the body. Injury to the spinal cord causes loss of function of the nerves, limbs and organs below the site of the injury.

- Approximately 80% of spinal cord injuries are caused by a trauma (car accident, falls, diving etc.)
- Approximately 20% of spinal cord injuries are caused by a non-traumatic source such as disease (polio, spina bifida, Friedreich's ataxia etc.)
- 53% of people sustain quadriplegia (also referred to as tetraplegia) – a loss of function below the neck.
- 47% of people sustain paraplegia – a loss of function below the chest.

The spinal cord does not have to be severed in order for a loss of function to occur. In fact, for most people the damage is due to compression or bruising of the spinal cord, resulting in loss of function.

A person can break their back or neck and not sustain a spinal cord injury if the bones around the spinal cord (the vertebrae) are damaged, but the spinal cord is not affected. In these situations, the individual may not experience paralysis if bone damage is treated correctly.

**HOW DOES A SPINAL CORD INJURY AFFECT YOUR LIFE?**

- Loss of limb mobility.
- Loss of skin integrity causing pressure wounds.
- Loss of bowel function.
- Loss of bladder function.
- Increased pain.
- Loss of sensation.
- Inability to control muscles and reflexes.
- Potential loss of sexual function and fertility.
- Difficulty breathing, occasionally requiring a respirator.
- Increased mental health issues and depression.
- Inability to control body temperature.

**Body and mind**

**Your life**

- Independence – loss of the ability to do whatever, whenever independently.
- Employment – decreased ability to work and earn an income through meaningful work.
- High cost of living – additional transport, accommodation, equipment, medical care and medication increases the cost of living.
- Socially – activities may no longer be accessible.
- Family – a high burden can be placed on family to care for someone with a disability.
OUR SERVICES

SCIA Peer Support is there to support and educate those who are injured and in hospital – all our Peer Support staff have a SCI themselves.

Getting back to work after a SCI is easy with our Workforce team.

Educating workplaces across Australia about SCI with our Teamsafe program.

The SCIA Grant Scheme funds equipment, tools or activities so that people with SCI can live independent and engaged lives.

Learning the skills required to get back on track through our Self-Empowerment programs.

Our Australian Disability Enterprise provides jobs for over 20 people with a disability with the NSW Government Centre for Road Safety.

Supporting regional NSW with our Regional offices.

The rights of people with a physical disability are secured by our Policy and Advocacy team.

Accessible accommodation for rehabilitation and respite in Little Bay, Sydney and Coffs Harbour.

The SCIA Grant Scheme funds equipment, tools or activities so that people with SCI can live independent and engaged lives.

Socialise, meet new people and be entertained at SCIA events like Adventures and Jesters.

Care workers and registered nurses provide Occasional and Emergency Care outside of regular personal care hours.

Improved mobility, function, strength and independence with our intensive exercise therapy Walk On.

Any questions on SCI are answered by our SCInfo service.

Getting back to work after a SCI is easy with our Workforce team.

Access to independent living with our improved mobility, function, strength and independence with our intensive exercise therapy Walk On.

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Reece enjoying exercise therapy at Walk On in Brisbane.

WHO WE HELP

Our clients this year:

- 74% Male
- 26% Female

445 were Regional clients

Age:

- 25-39: 7%
- 40-64: 20%
- 65+: 18%
- Undisclosed: 51%

Type of disability:

- Paraplegia: 49%
- Quadriplegia: 43.5%
- Spina Bifida: 1.3%
- Cerebral Palsy: 1%
- M.S.: 0.9%
- Brain Injury: 0.5%
- Other: 7.8%

HOW

- 102 Walk On clients received 11,696 hours of exercise therapy.
- 1298 transitional services client contacts.
- 243 grants to members.
- 15 workforce placements.
- 126 advocacy cases.
- 91 clients used our respite and holiday accommodation.
- 15 residents in SCIA long term accommodation.
WHERE WE WORK

Australia Wide

Perth

Brisbane

Melbourne

Sydney

Canberra

Northern Rivers

New England

Central West

Illawarra / South Coast

People from across Australia came to the SCIA Independence Expo to discover new information, services and products for people with a physical disability.

136 clients in the New England region

118 clients in the Northern Rivers region

115 clients in the Central West region

76 clients in the Illawarra/South Coast region
HIGHLIGHTS OF THE YEAR

Policy and Advocacy:

126 Largest ever number of advocacy clients supported.

With the most common issue being housing and access to services.

Australian Disability Enterprise (ADE):

We celebrated 32 years of partnership with the NSW Government Centre for Road Safety - a division of Transport for NSW.

ADE employs 21 staff to analyse and record over 40,000 traffic accidents each year in a specifically designed database.

A new contract with the NSW Government Department of Trade & Investment was secured employing 4 new staff with a disability.

Walk On:

After working with the Australian Taxation Office the Walk On program is no longer subject to GST, which means we are able to keep our client’s fees steady.

11,696 HOURS OF THERAPY were completed by Walk On clients.

The number of clients increased from 85 to 102 per week.

Regional Services:

Two new peer support volunteers were appointed in Glen Innes/Inverell and Tamworth, expanding our Peer Support network already present in Armidale, Bathurst, Coffs Harbour, Lismore, Nowra, Orange, Port Macquarie and Young.

Over 40 information and education sessions were held for clients and members across our regional locations.

SCIA Independence Expo — April 2014

420 people attended the Expo on 5th April at Australian Technology Park.

That’s a 40.4% increase since the last time the event was held in 2012.

Transitional Services:

$176,000 distributed through our Grant Scheme.

26 iPads were distributed to clients in hospital.

EIGHT iPads were distributed to clients in hospital.

10 Adventures outings were held.

14 Jesters in-hospital and rehab entertainment programs were run.

A new CHOICES house was purchased in Gymea to be developed into a new rehab accommodation facility.

ADE employs 21 staff to analyse and record over 40,000 traffic accidents each year in a specifically designed database.

100% compliant for the NSW Disability Service Standards.

26 businesses presented to by Teamsafe.

Largest ever number of advocacy clients supported.

$176,000 distributed through our Grant Scheme.
COMMUNITY ENGAGEMENT

Spinal Cord Injuries Australia works closely with many different stakeholders within the community to get the best outcomes for our members and clients. We place our clients and members at the centre of everything we do, whilst balancing the needs and requirements of these stakeholders.

We are a one-stop shop for people with spinal cord injury and similar physical disability, and as such we emphasise working collaboratively with others in the community to deliver services that suit our client’s needs. We refer to and work with other services, agencies or organisations if it is in the best interest of the client, and that’s why people know they can trust us.

In 2013 – 2014 we launched our new SCIA E-News. It was sent to 1,309 members, clients and stakeholders. Including the SCIA E-News, over the 2013 – 2014 financial year 33 targeted electronic communications were sent to SCIA members, clients, donors and stakeholders, totalling over 17,423 individual emails sent.

Top 5 page hits on our website were:
• What is a spinal cord injury?
• Health & SCI
• Exercise sport rehabilitation
• Transport - Public, Driving, Hiring
• Equipment

Communications:

In 2013 – 2014 we launched our new SCIA E-News. It was sent to 1,309 members, clients and stakeholders. Including the SCIA E-News, over the 2013 – 2014 financial year 33 targeted electronic communications were sent to SCIA members, clients, donors and stakeholders, totalling over 17,423 individual emails sent.

SCIA programs, invitations to events such as the SCIA Independence Expo, offers from corporate partners, surveys and opportunities to donate.

54,054 visits to our website
35,264 unique visitors
36.7% returning visitors
63.3% new visitors

Top 5 page hits on our website were:
• What is a spinal cord injury?
• Equipment
• Health & SCI
• Exercise sport rehabilitation
• Transport - Public, Driving, Hiring

NEW:
Peter Perry’s (SCIA CEO) Twitter account was launched in May 2014.
SCIA’s Twitter account has 2,195 followers

SCIA page: 1,245
Walk On page: 1,070

316,214 page views

109,078 video views

* Readership based upon a survey distributed in the Autumn 2006 issue that revealed on average each magazine is read by five people, plus the download numbers for that edition.
MEMBER BENEFITS

Spinal Cord Injuries Australia is a member based organisation and we value the input and contribution made by our members. SCIA members receive a free copy of our quarterly magazine Accord, latest news and updates on SCI via our e-news, access to our services such as peer support, employment, exercise therapy, grants, advocacy, information, regional support and accommodation, a copy of our annual report and voting rights at the AGM in November each year.

Membership is initially complimentary for people with a physical disability, their family and carers. It is then $10 p.a. or $5 p.a. for a concession/pensioner.

Our members come from all walks of life. Most of our members are people with a physical disability, such as spinal cord injury, multiple sclerosis, cerebral palsy, muscular dystrophy, polio and spina bifida. Other members are friends, family or carers of people with a physical disability. We also have professionals working in the disability sector, such as nurses, social workers, occupational therapists and physiotherapists who are members. All of these people come together as members of Spinal Cord Injuries Australia because they believe in making our society a place where people with spinal cord injury and similar physical disabilities can achieve their goals, make choices about their own lives and live as independently as possible.

Memorial Injuries Australia is a member based organisation and we value the input and contribution made by our members.

MEMBER PROFILE

Our members come from all walks of life. Most of our members are people with a physical disability, such as spinal cord injury, multiple sclerosis, cerebral palsy, muscular dystrophy, polio and spina bifida. Other members are friends, family or carers of people with a physical disability. We also have professionals working in the disability sector, such as nurses, social workers, occupational therapists and physiotherapists who are members. All of these people come together as members of Spinal Cord Injuries Australia because they believe in making our society a place where people with spinal cord injury and similar physical disabilities can achieve their goals, make choices about their own lives and live as independently as possible.

"I tell everyone I can do pretty much anything anyone else can.”

Ollie Pizzey-Stratford
**FUNDRAISING & EVENTS**

**SCIA Independence Expo**  
5th April 2014  
Australian Technology Park

**Easy Rider**  
3rd November 2013  
Wollongong to Sussex Inlet

**The Sun-Herald City2Surf**  
11th August 2013  
Sydney

- **420 PEOPLE** attended
- **42%** People with a disability of which **63%** were Quad/Para
- **57** Corporate, not for profit and government departments exhibited at the expo.
- **$14,195.68** was given to members to assist with the cost of travel, care and equipment to attend the expo.
- **18.1%** travelled from a regional area of NSW or came from interstate.

- **120 PEOPLE** attended
- **2 TEAMS**  
  - 90 Motorcycles
  - 6 Cars
- **$21,787 Raised**

- **41 Runners**
- **2 TEAM$**

Organised by the father of a SCIA client, David Brown saw how much SCIA had helped his son Kurt, and decided to do something to give back. This is a great example of the community coming together and spending a sunny Sunday morning doing something they love to help other people.

**PARTNERS & SUPPORTERS**

**Slater & Gordon Lawyers** have partnered with Spinal Cord Injuries Australia to improve the knowledge and understanding between legal professionals and people with spinal cord injury.

**ASG Group** have partnered with Spinal Cord Injuries Australia to deliver ConnectAbility, a program providing iPads and IT support to newly injured people in spinal units in New South Wales.

Spinal Cord Injuries Australia would like to acknowledge the financial and material support from:

- ME Bank
- Rosalind Nicholson Trust
- Slater & Gordon Lawyers
- Lifetime Care and Support Agency
- One-Click Australia
- Waratahs Rugby Pty Ltd
- Edith Cowan University
- University of Sydney
- Victoria University
- The Sporting Wheelies and Disabled Sport and Recreation Association of Queensland
- ASG Group
- The Creative Zoo
- JA Wales Printing
- Apps House
- Andrew Battye
- Clayton Utz
- XOrigin
- Department of Social Services
- The Hon. John Ajaka, MLC
- Dooleys Catholic Club
- Harley Davidson Owners Group – NSW South Coast Chapter
- Mazda Foundation
- NSW Department of Family & Community Services
- The Walter & Eliza Hall Trust
- IOOF Foundation
- BHP Billiton

**PROFESSIONAL SERVICES**

Spinal Cord Injuries Australia would like to acknowledge the professional services from the following companies:

- Bell Potter
- K&L Gates
- Middeltons
- Lawler
- Clayton Utz
- Commonwealth Bank
- RaboDirect
- Macquarie Bank
- ANZ Bank
- NAB
- Commonwealth Bank
- Macquarie Bank
- ANZ Bank
- NAB
The Spinal Cord Injuries Australia team is dedicated to working with clients and supporting them in achieving their goals, making choices about their own lives and living as independently as possible.

We invest in our people, processes and technology to ensure our staff have the tools they need to provide the highest standard of service to our clients.

We strive to provide opportunities for our staff to grow and excel in their roles, and within the organisation. We pride ourselves on providing a flexible workplace to ensure staff have a positive work life balance and keep healthy and well.

Ultimately our members and clients benefit from our commitment to maintaining a happy and productive workforce.

Spinal Cord Injuries Australia wants to know how our employees view the organisation, what is working well and not working well, how people feel about their roles and working environments, and how the organisation is managed and positioned to meet the challenges ahead.

To gain this insight, for the past two years we have participated in the NDS Staff Engagement Survey run by Voice Project.

It gives staff the opportunity to voice their opinions anonymously and the final results are shared amongst all staff members.

The results help us identify what we’re doing right and help us make positive changes so that Spinal Cord Injuries Australia can be the best possible workplace for our staff.
OUR MANAGEMENT TEAM

Peter Perry
Chief Executive Officer
pperry@scia.org.au

Peter joined Spinal Cord Injuries Australia as Corporate Services Manager in 2006 after 30 years in financial management and human resources development. CEO since 2007, Peter is keen to ensure that whilst promoting and supporting innovation, Spinal Cord Injuries Australia does not lose touch with its proud community roots and history. While Peter is CEO, SCIA will always play a leading role in ensuring viability, sustainability and diversity of services for those who are at risk of being marginalised in our society.

Lesh Dhesi
Executive Support Manager
ldhesi@scia.org.au

Lesh has been with SCIA since September 2006 providing executive support to the CEO and the Board of Directors. Lesh also manages a thriving administration team that provides essential administration support to staff in our offices across Australia.

Peter Murray
General Manager - Development and Strategic Projects
pmurray@scia.org.au

Peter joined SCIA in February 2010 and spent three years managing four key areas of the organisation: Geo and Data, SCIA Workforce, Accommodation and Emergency Services and Walk On. He continues to manage the Australian Disability Enterprise team and works closely with the CEO on new projects.

Kierre Williams
Exercise Therapy Manager
kwilliams@scia.org.au

Kierre joined SCIA in November 2009 as a physiotherapist after hearing about Walk On – the incredible SCIA activity based therapy program for people with a spinal cord injury. She now manages the national Walk On program across four sites – Brisbane, Sydney, Perth and Melbourne.

Sean Lomas
Government Relations, Policy & Employment Manager
slomas@scia.org.au

Sean joined SCIA in May 2006 and is responsible for Government Relations, Policy and Employment services. He manages three teams who provide individual and systemic advocacy, self-empowerment programs and employment opportunities to our members and clients. Sean and his team liaise closely with local, state and national government, making sure that the needs of people with spinal injuries are well represented at all government levels.

Tracy Bradley
Head of Marketing & Fundraising
tbradley@scia.org.au

Tracy joined SCIA in July 2014 after a number of years in marketing and fundraising in not-for-profits, including Scouts Australia, Vision Australia and the National Safety Council of Australia. Tracy manages the Partnerships team which is responsible for community engagement, communications and membership.

Chris Nicholls
General Manager - Transitional Services
cnicholls@scia.org.au

A few months after immigrating to Australia in 2000, Chris was in an accident resulting in complete T6 paraplegia. It was during his rehabilitation that he experienced firsthand the benefits of SCIA Peer Support and subsequently joined SCIA as a Peer Support Officer. Since then he has been Team Leader, Operations Manager and is currently General Manager – Transitional Services. Chris manages Peer Support, Occasional and Emergency Community Services, Accommodation, the SCIA Grants Scheme, Teamsafe, Adventures, Jesters and the ConnectAbility Wi-Fi and iPad project.

Shirley Carpenter
Information Services Manager
scarpenter@scia.org.au

Shirley joined SCIA in December 2009 and manages the Information Services team within SCIA. Her main goal at SCIA is to make sure that everyone who is affected by spinal cord injury, either directly or indirectly, has access to all of the resources they need to live the best life they can. Shirley ensures that SCIA is a one-stop shop for people living with spinal cord injury, a trusted place to go to for information and assistance to make informed decisions.

Leanne Cowan
Regional Services Manager
lcowan@scia.org.au

Leanne joined SCIA in 2014 and has over 20 years’ experience working for health, community services and private consulting organisations across the public, private and not-for-profit sectors. Leanne leads the Regional Services Team in the delivery of information, education, advocacy, case management, support and understanding to people with spinal cord injuries, their carers, family, friends and local community.
### OUR BOARD OF DIRECTORS

The Board of Directors is elected by the members of Spinal Cord Injuries Australia for a two year period with half standing down annually. There are also two invited Directors, who are chosen for their particular skills or experience. The Board is ultimately responsible for the governance and performance of Spinal Cord Injuries Australia. The Board consists of an elected President, Chairman, and other Directors.

The maximum size of the Board is nine. Persons with disabilities constitute a majority of the Board. All Directors operate in a voluntary capacity and they meet at least once a month. In addition, many of them serve on subcommittees of the Board, which look at specific areas of operation or issues of interest.

<table>
<thead>
<tr>
<th>Director</th>
<th>Since</th>
<th>Title</th>
<th>Meetings attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tony Varrall*</td>
<td>2007</td>
<td>Director &amp; President</td>
<td>11</td>
</tr>
<tr>
<td>David Brawn</td>
<td>2006</td>
<td>Chairman</td>
<td>12</td>
</tr>
<tr>
<td>Anna-Maria Arabia</td>
<td>2012</td>
<td>Director</td>
<td>9</td>
</tr>
<tr>
<td>Brad O’Hara</td>
<td>2010</td>
<td>Chairman</td>
<td>11</td>
</tr>
<tr>
<td>David O’Brien*</td>
<td>1996</td>
<td>Director</td>
<td>11</td>
</tr>
<tr>
<td>Stewart Calderwood</td>
<td>2007</td>
<td>CEO Liaison</td>
<td>11</td>
</tr>
<tr>
<td>Joan Hume*</td>
<td>2012</td>
<td>Director</td>
<td>12</td>
</tr>
<tr>
<td>Dr Ed Watts*</td>
<td>1997</td>
<td>Director</td>
<td>12</td>
</tr>
<tr>
<td>Richard Klinger*</td>
<td>2005</td>
<td>Director (excluding 2005-2007)</td>
<td>10</td>
</tr>
</tbody>
</table>

*denotes a person with a physical disability

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Tony had just completed his first year of Industrial Arts High School teaching when he had a motorcycle accident breaking his back at the T6 level. He returned to full-time High School teaching in 1980, which he enjoyed until retirement in 2005.

Tony was a member of Ku-ring-gai Council’s Access Committee from 2000 to 2003. In 2006, he became an ambassador for Spinal Cord Injuries Australia and joined the Board of SCIA in 2007. Tony took on the role of SCIA President following the sad passing of David Brice in 2012.

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David holds a Bachelor of Science in Physics and Maths from London University, a Masters in Business Studies from the London Business School and a Diploma of Company Directors. He was CEO of Telstra eBusiness Pty Ltd, a subsidiary of Telstra Corporation, before he retired in 2003. David is a Past District Governor of Rotary District 9750.

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Anna-Maria is Director of Policy to the Hon Bill Shorten MP, Leader of the Federal Opposition. She is a trained neuroscientist and did her undergraduate and postgraduate training at the University of Melbourne, the Baker IDI Heart and Diabetes Institute, Melbourne and the Mario Negri Pharmacological Research Institute, Milan. She’s held advisory roles in both social and economic portfolios in federal government and opposition, has been involved in policy development in the federal bureaucracy, and fostered international science and technology cooperation. Anna-Maria is commitment to social justice, equity and the mission of SCIA.

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Brad heads up the NRMA Group’s Lifestyle and Entertainment programs. He has over 20 years of corporate and community experience, aiding his understanding of the unique challenges they face, and how corporates and not-for-profits can work together on common goals. Brad has developed strategies and implemented community engagement programs at NRMA and has acted as a volunteer for a number of not for profits. Brad is a recipient of the Government of New South Wales medal for community service, a member of the Institute of Automotive Mechanical Engineers and a member of the Australian Institute of Company Directors.

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Stewart is currently Director at Ord Minnett. He has a corporate background in the finance sector with over 25 years’ experience in London and Australia. Stewart suffered a spinal injury in 1994 after a diving accident, leaving him temporarily paralysed. Intensive therapy within a spinal unit aided his recovery. Stewart moved to Australia several years ago and wanted to be involved with a building a charity that addressed the needs of people with spinal cord injury and was passionate about transforming lives. Stewart uses his corporate and financial background to bring the needs of the charity and its members to the attention of the corporate sector.

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Joan holds a B.A. Dip Ed, MA (English Literature), Sydney University. She was awarded an OAM in 1982, the Australian Human Rights Awards 1991: Print Magazine Category – Highly Commended – A Portfolio of Writings promoting the rights of People with Disabilities and the Australian Achievement Award 1994 for Media Guidelines on appropriate language about people with disabilities. Joan is committed to promoting the rights and full participation of people with disabilities. She has decades of experience in education, writing and policy and has a passion for bringing development skills, management and collaborative board participation expertise.

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Richard was the Chairman of SCIA from 1998-2001, President from 1999-2000, and a member of the Community Housing Advisory Committee from 2000-2001. He is a past director and Chairman of Sargood Centre Pty Ltd. Richard’s background is in the civil construction engineering field and his present occupation is Managing Director of equibuilt, a building services company.
FINANCIAL REVIEW

Strategy
During 2013, SCIA completed a major strategic review to ensure that the organisation is well-placed to adapt to the challenges and opportunities which will arise from the launch and roll out of the National Disability Insurance Scheme (NDIS). A further review during 2014 confirmed the directions set in 2013. SCIA recognises that the implementation of the NDIS has the potential to change the way in which many of our core services are funded and delivered. Our key government funding agreements run until 30 June 2016, by which time the NDIS will not have rolled out across all regions. SCIA is mindful that all block funding agreements may not be renewed after this time, as the NDIS moves to give individuals more choice and control over how funds are spent to support them.

The strategic review showed that SCIA is well placed to adapt to these changes and during the forthcoming financial year will be investing further in technology and infrastructure to support both existing and new service offerings for our clients, and to improve productivity and effectiveness of our workforce. Projects already scoped and underway include a complete replacement and upgrade of the organisation’s customer, financial and human resources systems. SCIA will also be investing further in SRoI evaluations of our programs to demonstrate where the maximum social returns are generated and will use this evidence-based analysis to facilitate future negotiations with government and others around support and funding for key programs.

Performance
Revenue for the year dropped slightly compared to the previous year, temporarily halting the strong growth of the previous five years. A focus on consolidation and readying the organisation’s processes and systems for the future transformation of the disability sector necessarily meant less of a focus on the development of new programs and services, which had been a hallmark of the previous five years.

Revenue Growth by Source
Overall, SCIA delivered an operating deficit of $257K for the year, which was offset by a $149K rise in the value of its investments, leading to an overall deficit of $108K. The operating deficit was mainly caused by a drop in revenue in our employment service, where significant staff turnover caused a loss of momentum for much of the year. This has since been stabilised, and the service is once again growing and helping more people into sustainable employment.

Kurt is a SCIA client. His father David Brown runs the Easy Rider South Coast Cruise each year to raise much needed funds for SCIA.
MONEY COMING IN ($m)

- Fee Income: 33%
- Donations: 24%
- Interest Income: 12%
- Residents’ Contribution: 10%
- Government Grants: 7%
- Other: 6%

Total $8m

MONEY GOING OUT ($m)

- Community Development Expenses: 36%
- Community Services Expenses: 36%
- Direct Costs of Fundraising: 10%
- Marketing and Administration: 8%
- Reserves: 8%

Total $8.3

Investments

The Finance and Audit Committee also oversees SCIA’s investment policy. SCIA maintains the appropriate level of reserves to meet its current and future financial obligations. Our investments are held between cash and cash equivalents, listed shares in corporations and an investment fund currently held with Macquarie Bank. The balance of funds held in each of these areas is reviewed periodically by the Finance and Audit Committee, and not less than once every two years, to ensure that we continue to achieve the right balance between risk and return.

Governance

SCIA has established a solid platform for financial management and has come in slightly ahead of budget in five of the last six financial years. This has been achieved through the development of a sound strategic plan, management to a number of detailed divisional operating plans and a prudent budgeting policy. Our financial management is overseen by the management team and by a Finance and Audit Committee which meets quarterly and makes recommendations to the Board on key financial issues.

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2014

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$7,991,691</td>
<td>$8,113,825</td>
</tr>
<tr>
<td>2</td>
<td>98,183</td>
<td>11,008</td>
</tr>
<tr>
<td>Community development expenses</td>
<td>(3,115,165)</td>
<td>(2,822,596)</td>
</tr>
<tr>
<td>Community services expenses</td>
<td>(3,085,274)</td>
<td>(3,219,953)</td>
</tr>
<tr>
<td>Direct cost of fundraising</td>
<td>(90,152)</td>
<td>(105,546)</td>
</tr>
<tr>
<td>Administration and marketing</td>
<td>(2,056,752)</td>
<td>(1,708,841)</td>
</tr>
<tr>
<td>(Deficit)/Surplus before income tax</td>
<td>(257,469)</td>
<td>267,895</td>
</tr>
<tr>
<td>Income tax expense</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>(Deficit)/Surplus for the year</td>
<td>(257,469)</td>
<td>267,895</td>
</tr>
<tr>
<td>Other comprehensive income:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Profit/(Loss) on available for sale investments</td>
<td>148,599</td>
<td>247,192</td>
</tr>
<tr>
<td>Other comprehensive income for the year</td>
<td>148,599</td>
<td>247,192</td>
</tr>
<tr>
<td>Total comprehensive income for the year</td>
<td>(108,870)</td>
<td>515,087</td>
</tr>
</tbody>
</table>

Statement of Cash Flows

For the year ended 30 June 2014

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CASH FLOWS FROM OPERATING ACTIVITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from customers</td>
<td>2,540,471</td>
<td>2,220,716</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(7,956,614)</td>
<td>(7,740,036)</td>
</tr>
<tr>
<td>Donations received</td>
<td>994,401</td>
<td>1,176,004</td>
</tr>
<tr>
<td>Interest received</td>
<td>108,753</td>
<td>141,127</td>
</tr>
<tr>
<td>Receipt from grants</td>
<td>4,191,644</td>
<td>4,316,794</td>
</tr>
<tr>
<td>Net cash (used in)/provided by operating activities</td>
<td>(121,345)</td>
<td>114,605</td>
</tr>
<tr>
<td>CASH FLOWS FROM INVESTING ACTIVITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proceeds from sale of plant and equipment</td>
<td>74,700</td>
<td>183,175</td>
</tr>
<tr>
<td>Proceeds from sale of available-for-sale investments</td>
<td>-</td>
<td>15,026</td>
</tr>
<tr>
<td>Purchase of property, plant and equipment</td>
<td>(229,685)</td>
<td>(377,695)</td>
</tr>
<tr>
<td>Purchase of available-for-sale investments</td>
<td>-</td>
<td>(800,509)</td>
</tr>
<tr>
<td>Net cash used in investing activities</td>
<td>(154,985)</td>
<td>(1,060,003)</td>
</tr>
<tr>
<td>CASH FLOWS FROM FINANCING ACTIVITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net (decrease)/increase in cash and cash equivalents held</td>
<td>(276,330)</td>
<td>(945,398)</td>
</tr>
<tr>
<td>Cash and cash equivalents at beginning of year</td>
<td>2,012,649</td>
<td>2,958,047</td>
</tr>
<tr>
<td>Cash and cash equivalents at end of financial year</td>
<td>1,736,319</td>
<td>2,012,649</td>
</tr>
</tbody>
</table>
Statement of Financial Position
For the year ended 30 June 2014

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>4</td>
<td>1,736,319</td>
<td>2,012,649</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>5</td>
<td>510,937</td>
<td>444,631</td>
</tr>
<tr>
<td>Financial assets</td>
<td>6</td>
<td>2,530,873</td>
<td>2,302,680</td>
</tr>
<tr>
<td>TOTAL CURRENT ASSETS</td>
<td></td>
<td>4,778,129</td>
<td>4,759,960</td>
</tr>
<tr>
<td>NON-CURRENT ASSETS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>6</td>
<td>513,223</td>
<td>449,829</td>
</tr>
<tr>
<td>Liabilities</td>
<td>7</td>
<td>909,348</td>
<td>974,941</td>
</tr>
<tr>
<td>TOTAL NON-CURRENT ASSETS</td>
<td></td>
<td>1,422,571</td>
<td>1,424,770</td>
</tr>
<tr>
<td>TOTAL ASSETS</td>
<td></td>
<td>6,200,700</td>
<td>6,184,730</td>
</tr>
</tbody>
</table>

LIABILITIES
| CURRENT LIABILITIES     |      |         |      |
| Trade and other payables | 8   | 816,968  | 556,815  |
| Short-term provisions   | 9   | 534,632  | 529,713  |
| Other liabilities       | 10  | -        | 52,176   |
| TOTAL CURRENT LIABILITIES|     | 1,351,600 | 1,348,704 |
| NON-CURRENT LIABILITIES |      |         |      |
| Long-term provisions    | 9   | 63,356   | 41,412   |
| TOTAL LIABILITIES       |      | 1,414,956 | 1,389,116 |
| NET ASSETS              |      | 4,685,744 | 4,794,614 |

EQUITY
| Reserves                |     | 412,865  | 264,266 |
| Retained Surplus        |     | 4,272,879 | 4,530,348 |
| TOTAL EQUITY            |     | 4,685,744 | 4,794,614 |

Independent Audit Report to the members of Spinal Cord Injuries Australia


We have audited the accompanying financial report of Spinal Cord Injuries Australia, which comprises the statement of financial position as at 30 June 2014, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors’ declaration.

Directors’ Responsibility for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with International Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor’s judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company’s preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of Spinal Cord Injuries Australia, would be in the same terms if given to the directors as at the time of this auditor’s report.

We draw attention to Note 1. to the financial statements which describe the revenue recognition policy of Spinal Cord Injuries Australia, including the limitations that exist in relation to the recording of cash receipts from collections. Revenue from this source represents $164,379 which is 2% of Spinal Cord Injuries Australia overall revenue. Our opinion is unmodified in respect of this matter.