2018 marked the third year of a substantial strategic evolution for Royal Institute for Deaf and Blind Children (RIDBC) that will result in a new era of service provision for Australians with vision or hearing loss, their families, and the professionals who support them.
REPORT OF THE PRESIDENT AND CHIEF EXECUTIVE

2018 IN REVIEW

RIDBC is now well into its transformation journey with 2018 marking the third year of implementation against our 2020 Strategic Plan. This involves a substantial evolution for RIDBC that is heralding a new era of service provision for Australians with vision or hearing loss, their families, and the professionals who support them.

Significant and positive change is a constant as we continue to build the RIDBC of tomorrow and over the course of 2018 we accelerated many key priorities within our strategy to reach more people, deliver best practice and secure our future.

Reaching More People

Throughout 2018, our focus on service accessibility, relevance and responsiveness saw us provide services to more than 9,000 children, adults, families and professionals. We delivered services through our extensive network of permanent and visiting sites, across Australia via telepractice and through our postgraduate and continuing professional education programs.

Our commitment to reach more people was exemplified at the start of 2018, when we celebrated the 10th Anniversary of RIDBC Teleschool – our ground breaking service that enables people living in rural, regional and
remote areas of Australia to access specialist vision and hearing services.

In January, as part of the Teleschool celebrations, we staged Australia’s biggest ever Braille Camp – bringing together children with vision impairment and their families, from all over the country, providing vital connections for children, adults and families living in rural and remote locations.

In February 2018 we were pleased to announce a significant and important merger between RIDBC and Taralye Victoria. Taralye is an early intervention, preschool and audiological service provider, with a proud 50 year history. This, alongside our merger with the Victorian-based Early Education Program for Hearing Impaired Children (EEP), ensures that we are providing the best possible future for Victorian children who are deaf or hard of hearing and their families. As a result of these mergers, Victoria is now RIDBC’s second biggest service region outside NSW.

In order to realise our strategic aim of reaching more people, we implemented a new regional model of service management and service delivery in 2018. Having grown from three to 20 sites over the past five years, alongside our mergers, partnerships and expansion into new geographical areas across Australia, this major organisational design change allows us to be more agile and community centric in our local service delivery.

Over the course of 2018 we supported more than 2,000 children with vision or hearing loss across Australia.

We also supported more than 4,000 children and adults through our cochlear implant services.

Our significant influence in the vision sector saw RIDBC experts leading many of the most influential professional bodies, consumer representative organisations and lobbying groups within the field, both nationally and internationally.

Delivering Best Practice
Throughout 2018, we continued recalibrating and realigning our programs and services – developing, delivering and demonstrating a total service offering that will comprise the RIDBC Centres of Excellence and ultimately define the world-class experience delivered at all RIDBC sites across Australia.

In May 2018, we achieved a major milestone in RIDBC’s relocation to, and affiliation with Macquarie University when the ‘Teaching Affiliation and Collaboration Agreement: RIDBC Renwick Centre’ between Macquarie University and RIDBC was executed.

2018 also marked the second year of RIDBC Renwick Centre student enrolments into the Macquarie University Master of Disability Studies program. Across the year, over 190 students were enrolled in postgraduate studies across three different specialisations, leading to qualifications as teachers of the deaf, teachers of students with vision impairment and as orientation and mobility instructors. In 2019 we will celebrate the first graduation ceremony for students undertaking this new program.

Our world-leading RIDBC Renwick Centre and SCIC research programs were managed as a dual stream in 2018 with more than 30 significant research projects in the field under the auspices of RIDBC. More than a dozen staff published research findings over the course of 2018, and together our staff delivered more than 100 presentations in their specialist fields, both nationally and internationally.

Our commitment to maintaining best practice standards and delivering consistent quality services presents us with major opportunities and challenges as we review our service offerings to ensure that we remain relevant and responsive to the changing needs of our clients.

In the field of vision impairment we recognise the importance of building strong and sustainable partnerships with other vision
service providers to support more children with vision impairment across Australia. To this end, we are continuing to explore new ways to support children through early intervention services and we are assessing the potential for a new preschool support model to meet the needs of more children within mainstream preschool settings.

We are also challenged to find solutions for the ongoing delivery of our important Alternate Format Publications service, which does not have a current funding source, either under the National Disability Insurance Scheme (NDIS) or through other government education funding schemes.

In the field of hearing loss we are trialling a new preschool and long day care support model that is designed to meet the needs of many more children and families through mainstream preschool support. Consequently we announced the closure of our preschools in the Nepean and Hunter regions of NSW at the end of 2018 and are transitioning our children and families in these areas into their local preschool settings.

This has given RIDBC the opportunity to invest in new fit for purpose facilities in locations more accessible to the Hunter and Nepean communities. Planning and design work is underway with Hunter ENT doctors to bring a new state of the art facility to the Hunter region. This model of providing integrated services, inclusive of the medical specialists, creates valuable service ‘hubs’ that enhance seamless RIDBC service delivery, simplifies the process for our clients, improves organisational efficiency and provides professional development opportunities for our staff.

**Securing Our Future**

Throughout 2018, we maintained a strong focus on the delivery of our key projects, major organisational change initiatives, and the prudent management of our significant business commitments and operations.

Substantive architectural and design projects were furthered as part of our move to the Macquarie University precinct, expected to occur in early 2023.

In addition we undertook considerable architectural, build and fit-out works across our sites in NSW – Port Macquarie, Liverpool and Penrith; VIC - Moonee Ponds and the NT – Darwin. This work ensured that these sites are fit for purpose, flexible enough to cater for a range of services, easily accessed, consistently branded and support the overall client experience.

As we continue to expand geographically and enhance our program and service offering, a key transformation of 2018 was the establishment of a Client Care centre. All new referrals are now captured by a central function and appropriately triaged to ensure clients are aligned with the most appropriate service and receive early support to achieve funding packages under the NDIS where applicable.

Significantly, almost all of RIDBC’s block funding has now been removed and replaced by activity based funding through the implementation of the NDIS, although a small amount remains in Victoria. Together with organisations in the First Voice group RIDBC was successful in gaining government support to deliver consistent NDIS packages for clients needing hearing services.

Internally we are ensuring all of our systems support appropriate and high acquittal of the available funding packages and that this process is achieved in the most efficient and cost effective manner.

Services marketing activity increased significantly in 2018, with the implementation of overarching campaigns and localised marketing activity to support our network of sites.

A consolidated and impactful approach to increasing brand awareness is crucial for RIDBC moving forward. To this end, we are undertaking a major review of the RIDBC brand as well as the
brands of our merged entities, to increase our service reach and achieve greater engagement with new and existing clients, referrers, donors and key stakeholders, both nationally and internationally.

Fundraising continues to operate in a challenging environment – competing in a highly competitive not for profit industry sector, experiencing change and disruption with the NDIS roll out, and the need to manage changing donor demographics and preferences. Following a detailed review of our fundraising portfolio in 2018, we have realigned our fundraising resources and programs.

Engagement of our people continued to be a strong focus area in 2018. We introduced a roadshow communication process to ensure that staff were given regular and meaningful updates on key activities across the organisation and to foster a connection and ongoing commitment to the significant changes underway.

**FINANCIAL PERFORMANCE**

In 2018, RIDBC achieved Total Revenue of $51.1M which was a decrease of $1.9M or 3.5% from 2017.

Total Expenditure on Operating Activities increased by $4.1M or 9.2% to $48.5M, with 79% of our outgoings on student and client services including our Cochlear Implant Program.

We are most grateful for the generosity of our donors and supporters who contributed 37% of our Operating Revenue in 2018, including income from bequests and other fundraising activities.

As we continue to navigate a changing and challenging financial landscape in 2019, we will maintain our focus on driving new and existing revenue streams against prudent expense management to deliver even greater impact on our mission.

**THANK YOU**

Today, as always, it is the community of RIDBC supporters which significantly bolsters the positive work RIDBC undertakes across Australia.

Community support, corporate partnership and philanthropy remain key sources of RIDBC fundraising.

We pay tribute to our valued donors, celebrating their ongoing enthusiasm and support of RIDBC. The generosity of these individuals and organisations helps us in turn to help thousands of Australians with vision impairment, or who are deaf or hard of hearing. We thank our corporate supporters, partner organisations, staff and volunteers – including our valued RIDBC Board members.

**LOOKING AHEAD**

2019 is set to be another exciting and progressive year for RIDBC.

Moving forward we are committed to providing more accessible and responsive hearing and vision services nationwide. In order to reach more people we will continue to focus on meeting need, delivering best in class services and ensuring the long term sustainability of our organisation.

As we forge ahead we look forward to updating you on our important work, ensuring the ongoing provision of high quality vision and hearing services for the children, adults, families and professionals we support.

Sean P Wareing
RIDBC President

Chris Rehn
RIDBC Chief Executive
ABOUT RIDBC

Royal Institute for Deaf and Blind Children (RIDBC) is Australia’s largest non-government provider of education, therapy and cochlear implant services for children and adults with vision or hearing loss, their families and the professionals who support them.

Our range of specialist services are unique in Australia and are delivered by a broad group of highly qualified professionals. Using in-person sessions combined with modern technology, RIDBC connects children, adults and families across Australia to the expert education, therapy, cochlear implant and vision or hearing support services they need.

As a charity, RIDBC relies significantly on fundraising and community support to continue to make a difference in the lives of people with vision or hearing loss.

Our Mission and Objectives

To provide quality and innovative services to achieve the best outcomes for current and future generations of Australians with vision and/or hearing loss.

To engage in research, information dissemination, professional preparation and continuing staff development for teachers and associated professionals in the field of sensory disability.

To recruit the best people we can, engage them in challenging work, and continually develop their skills and knowledge so that they can perform to the best of their ability.

To provide sufficient funding from diverse sources to have maximum impact on the mission of RIDBC.

Striving for quality

Innovative

Respectful to all people

Child, adult and family focused

Sharing knowledge

Ethical

OUR VALUES
Our Services

RIDBC provides specialist vision and hearing services for children, adults, families and professionals, including:

- Assessment and diagnostics
- Specialist audiological services
- Early intervention and early learning programs
- Specialist preschools, schools and school support services
- Telepractice services
- Allied health services
- Cochlear implant services
- Specialist accessible technology services
- Research, postgraduate and continuing professional education programs.

Our History

RIDBC was established in 1860, 20 years before education became compulsory for sighted and hearing children, and more than 80 years before school attendance became compulsory for children who were deaf or blind.

Over the past decade, RIDBC’s footprint has continued to expand, with services now being provided from an extensive network of sites across Australia. We also support people in regional and remote areas of Australia using high-quality video conferencing technology.

In 2014, RIDBC acquired Sydney Cochlear Implant Centre (SCIC), to provide Australia’s largest and most comprehensive cochlear implant program for people of all ages. This acquisition represented a major milestone in RIDBC’s evolution, resulting in the provision of cochlear implant, therapy and rehabilitation services to both children and adults for the first time in our 157 year history.

We are currently undertaking a substantial evolution as we implement the RIDBC 2016-2020 Strategic Plan. In 2018 RIDBC merged with Early Education Program (EEP) and with Taralye, strengthening essential early intervention services for children with hearing loss, and their families, across Victoria. We remain focused on continuously improving our outcomes and service accessibility to achieve sustainability and growth for RIDBC.
2018 AT A GLANCE

An extensive network of 20 centres visiting sites and telepractice services across Australia

- RIDBC sites
- RIDBC Teleschool services
- RIDBC Renwick Centre students
- Continuing professional education graduates
- Postgraduate students from NZ and Asia
9,000+ people supported by RIDBC in 2018

- 20% of people in services from culturally and linguistically diverse communities
- 2,800+ children received assessment and diagnostic services
- 1,000+ children supported in early intervention services and schools

420+ implant surgeries performed

- 4,000+ people received ongoing support from SCIC Cochlear Implant Program
- 42% of implant recipients were public patients
- 12 surgeons
- 23 hospitals

950 continuing professional education course attendees

- 100+ specialist presentations delivered by RIDBC experts nationally and internationally
- 190+ students enrolled in postgraduate courses
- 45 professional education courses and seminars streamed

79% of expenditure spent on student and client services

- 37% operating revenue derived from fundraising and bequests
- $18.8M raised through charitable fundraising activities and bequests

54,000+ unique website visits

- 29,000+ downloads of RIDBC’s suite of language learning apps
- 189,000+ website pageviews
- 10,000+ Facebook followers

20,000+ hours contributed by volunteers

- 22 people presented with RIDBC Volunteer Service and Recognition Awards
- 145 students from 37 schools and universities involved in work experience
**GIVING CALLIE THE WORLD**

Parents of children who are deaf or hard of hearing can often feel like they need to make a choice whether to pursue spoken language or Auslan for their child, but it doesn’t have to be either or.

Callie was diagnosed with profound sensorineural bilateral hearing loss at birth, meaning she has permanent hearing loss in both ears.

One of the hardest decisions Callie’s parents made was for Callie to get a cochlear implant. As a proud member of the deaf community Jordanna, Callie’s mum, grew up using sign language, and knew that a combination of Auslan and spoken language were important goals for Callie’s future.

“There is a mistaken belief that people have to choose sign language or a cochlear implant. But that’s simply not the case – I want to give Callie every opportunity - I want to give her the whole world,” said Jordanna.

At just three years of age, Callie is now bilingual, fluent in Auslan and English, in which she has reached equivalency with her hearing peers.

**PAUL’S STORY**

In 2018, Paul, graduated from The King’s School with an Australian Tertiary Admission Rank (ATAR) of 98.65 and he was awarded an RIDBC medal of excellence to acknowledge this significant achievement.

Born with a genetic condition that resulted in farsighted vision, Paul was also involved in an accident that rendered his right eye sightless at the age of three.

Paul received extensive support throughout high school from RIDBC, working in collaboration with the school by bringing in specialist teachers in vision impairment, orthoptists and access technology consultants to coordinate with in-class assistance and strategies around accessing the curriculum.

“RIDBC was instrumental in my studies,” said Paul. “RIDBC staff kept in contact with my teachers, informing them of how they could best support me, and advising me on how to refine my methods of accessing class and examination materials.”

“I have never encountered a student more deserving of success,” said Paul’s RIDBC School Support Teacher Daniel Noort. “His ability to succeed while remaining down to earth, epitomises a young man whose future knows no limit.”
MARIANNE’S LIFE CHANGING IMPLANT

For Port Macquarie resident, Marianne, a cochlear implant was life changing. Marianne began to notice her hearing was deteriorating in her 20s, before receiving the first of two hearing aids at the age of 29 - but these eventually stopped giving her access to sound.

"The sound became muffled, so I made the decision to receive a cochlear implant," said Marianne. "Now my quality of life has increased exponentially. As a swimming coach my job is all about communicating - imagine coaching children’s swimming squads across six swimming lanes without your hearing!

"It’s easy to lose confidence when you have hearing loss – you are constantly asking people to repeat information and the concentration it takes is immense. It can wear you down. Now, so many areas of my life have changed. Even something as simple as being able to talk on the phone.

"The implant wasn’t 'magic' – I had to work hard to hear and that’s why having a local service through RIDBC’s SCIC Cochlear Implant Program was so important. They support you every step of the way."

DR FRANCES GENTLE RECEIVES AO

In June, RIDBC’s Dr Frances Gentle was made an Officer of the Order of Australia (AO) for her distinguished service to people who are blind or have low vision, particularly in the area of special education, policy development and practice on inclusiveness and standards.

Dr Gentle works as a lecturer in vision impairment at RIDBC Renwick Centre.

“I have been fortunate to work with children with disabilities and their families in Australia and overseas. Education is such an important gateway to employment and full participation in society,” said Dr Gentle.

“In many developing countries that I have visited children who are blind are unable to attend school as the teachers do not know how to adjust the curriculum or teach braille,” said Dr Gentle.

“It’s the most satisfying career imaginable knowing that you are opening the doors of language and literacy to children with a sensory impairment.”

Dr Gentle is the president of the International Council for Education of People with Visual Impairment (ICEVI) and an executive member of the World Blind Union.
NOAH ADDRESSES NSW PARLIAMENT

In April 2018 Noah, who is a student at RIDBC Thomas Pattison School and uses Auslan as his first language, was invited to a ground breaking event at NSW Parliament, to speak to Ministers and parliamentarians.

As part of the event, which was hosted by a collation of hearing service providers, six young people shared their experiences and insights into what it is like to be deaf or hard of hearing.

Noah told the gathering that “Auslan interpreters give me full access to information, which is a basic human right. I have the right to be independent, and using Auslan interpreters helps me communicate with the wider community, like medical professionals and doctors.

“Being a 15-year-old boy, at times it can be embarrassing relying on a parent to communicate for me or on my behalf, so having access to Auslan interpreters is quite empowering.”

“Hopefully one day I will be able to attend university or TAFE with Auslan interpreter access, which means I can work in the area of technology or business in the future.”

BIGGEST EVER BRAILLE CAMP

In January 2018 we staged Australia’s biggest ever Braille Camp as part of our Teleschool 10th anniversary celebrations.

“Braille Camp has been the most fantastic experience for our children. They look forward to it all year” recalled one parent.

“It was such a great opportunity for my daughter to meet other kids with vision impairment and socialise. RIDBC has really encouraged her to develop relationships with other kids and families so that she feels comfortable and confident with her vision impairment”.

A significant focus of the program is placed on improving the Braille literacy of children which is as important to a person with a vision impairment as print is to a sighted person.

The isolation for families who have no one else in their community facing similar challenges can be daunting. The opportunity for children and families to meet and learn important skills allows them to share their experiences in-person where geographic boundaries don’t apply.

RIDBC Braille Camp wouldn’t be possible without the generous and continued support from Hyundai Help for Kids.
GOVERNOR OF NSW VISITS RIDBC

His Excellency General The Honourable David Hurley AC DSC (Ret’d), Governor of New South Wales, and Mrs Linda Hurley, visited RIDBC in March.

The Vice Regal couple, who have been joint Patrons of RIDBC since 2014, spent time meeting some of the children RIDBC supports.

His Excellency and Mrs Hurley are committed to the provision of inclusive education and support services and are highly engaged with the work RIDBC does with children, adults and families.

During their visit they met students at two of our schools for children who are deaf or hard of hearing, and were able to participate in a classroom where many of the students were using Auslan.

They also met Ali Porter and her son Timothy (pictured), who attends RIDBC Rockie Woofit Preschool. Timothy’s brother Elijah has hearing loss and has been supported by RIDBC’s cochlear implant, early intervention and preschool programs. Elijah is now thriving in his local mainstream school.

RIDBC EXPANDS INTO VICTORIA

In February 2018 RIDBC officially expanded its services to Victoria, through our merger with Taralye – an early intervention, preschool and audiological service provider; and with the Early Education Program for Hearing Impaired Children (EEP).

Established in 1968, today, Taralye is an internationally renowned name in oral-language education for children who are deaf or hard of hearing. Families are supported through an auditory verbal program where children listen, learn and speak to their full potential.

Established in 1980, EEP was formed to help families with infants and children under school age who have permanent hearing loss.

Taralye celebrated its 50th anniversary in 2018, with a morning tea held at Government House, graced by The Honourable Linda Dessau AC.

Another highlight of the year was the opening of Taralye’s centre in Moonee Ponds which now provides accessible services to families living in the north and west of metropolitan Melbourne.

The merger between RIDBC, Taralye and EEP is part of our strong strategic focus on supporting even more people with vision or hearing loss across Victoria.
2018 Financial Summary

In 2018, RIDBC achieved Total Revenue (from both Operating and Non-Operating Activities) of $51.1M which was a decrease of $1.9M or 3.5% from 2017.

We are very grateful for the generosity of our donors and supporters who contributed 37% of our Operating Revenue in 2018. This includes income from bequests and other fundraising activities.

Total Expenditure on Operating Activities increased by $4.1M or 9.2% to $48.5M in 2018. The increase was primarily due to the inclusion of the Victorian based operations ($4.6M) and increase in Strategic initiatives ($0.9M), offset by a reduction of costs across many of the operational and support areas.

RIDBC spent 79% of its outgoings on Student and Client Services including the Cochlear Implant Program in 2018. Finance, Administration and General Management costs were contained to 6.1% of operational expenditure compared to 7.3% in 2017, reflecting our ongoing vigilance around headcount and the operating costs associated with these functions.

The 2018 financial statements include the acquisition of The Advisory Council for Children with Impaired Hearing (Victoria), known as Taralye, on the 1st of February 2018 and Early Education Program for Hearing Impaired Children (EEP) on the 16th of February 2018, both for nil consideration.

Non-operating expenditure of $0.5M relates to the impairment of property obtained through the acquisition of Taralye which was stated at fair value at the time of acquisition and subsequently impaired at balance date following an independent valuation.

2018 Income and Expenditure Summary

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*1 Operating Revenue and Expenditure for 2018 include the newly acquired Taralye and EEP operations.
*2 Non-Operating Item related to the impairment of property stated at fair value as at balance date.
**2018 Expenditure**

- **Strategic initiatives**: 79.0%
- **Charitable fundraising**: 8.2%
- **Marketing and communications**: 6.1%
- **Investment management**: 4.6%
- **Administration**: 1.8%
- **Student and client services**: 11.0%

**2018 Expenditure: Student and Client Services**

- **Preschool and early childhood**: 21.3%
- **School children who are blind or have low vision**: 8.1%
- **School children who are deaf or hard of hearing**: 11.0%
- **School children who have sensory and additional disabilities**: 7.5%
- **Community support services including allied health and teleservices**: 14.0%
- **RIDBC Jim Patrick Audiology Centre**: 5.9%
- **SCIC Cochlear Implant Program**: 19.8%

**2018 Revenue**

- **Government funding**: 27.6%
- **Investment income**: 15.1%
- **Other sales, fees, income**: 7.0%
- **SCIC Cochlear Implant Program**: 13.4%
- **Bequests**: 21.0%
- **Charitable fundraising**: 15.9%
Our mission is to provide quality and innovative services to achieve the best outcomes for current and future generations of Australians with vision or hearing loss. This mission remains unchanged and unwavering.

We are designing a future to do more for those who need us. We’ll reach more people through expansion and partnerships. We’ll develop, deliver and demonstrate best practice in everything we do. We’ll secure our future, continuing to strengthen our identity and operations whilst remaining relevant and responsive to the needs of the children, adults, families and professionals who need us.
WE ARE DESIGNING A FUTURE TO DO MORE FOR THOSE WHO NEED US

REACH MORE PEOPLE

Meet nationwide demand for our services

Expand services & partner with organisations

DELIVER BEST PRACTICE

Found Centres of Excellence in vision & hearing

Relocate RIDBC within Macquarie University precinct

SECURE OUR FUTURE

Build organisational performance, efficiency & viability

Grow recognition, awareness & engagement
We are reaching more people by positioning ourselves to meet nationwide demand for our services.

RIDBC Teleschool celebrates 10 years of ground breaking remote service delivery.
We are committed to reaching more people across Australia who need our services.

Over the past decade, RIDBC has actively expanded its footprint to meet the needs of Australians with vision or hearing loss. We are currently supporting thousands of clients across Australia from 20 sites, a network of visiting sites, and via telepractice.

There are still areas of unmet need across the country and we are committed to reaching these. Opportunity exists to better connect people to the expert vision and hearing services they need. Expanding our services and partnering with other organisations that are aligned with our mission will help us achieve this.

**MEET NATIONWIDE DEMAND FOR OUR SERVICES:**
- Ensure community relevant, responsive and embedded services
- Continue footprint expansion

**EXPAND SERVICES & PARTNER WITH ORGANISATIONS:**
- Explore industry partnerships, merger and acquisition opportunities, synergistic alliances and new program and service developments

**FEB 2018**
Victoria becomes RIDBC’s second biggest service region outside NSW

**JUL 2018**
New RIDBC regional management model rolled out across 20 sites

**OCT 2018**
Sites in NSW, Victoria and the Northern Territory refurbished and relaunched
In 2018 we continued to evolve our comprehensive range of services to meet the changing needs of the people we serve. RIDBC offers a range of vision and hearing services from an extensive network of permanent and visiting sites, and across Australia via telepractice. We continue to deliver on our commitment to provide nationwide services and to explore opportunities to expand our services, including partnerships with other organisations that are aligned with RIDBC’s vision and mission.

Service Expansion – RIDBC Victoria

In February 2018, two of Victoria’s early intervention services, Taralye and the Early Education Program for Hearing Impaired Children (EEP), officially merged with RIDBC, strengthening essential early intervention services for children who are deaf or hard of hearing, and their families, across Victoria.

Taralye began in 1968 as The Advisory Council for Children with Impaired Hearing (ACCIH), founded by a group of parents and early-childhood educators to support children with hearing loss. This group included Mrs Nancy John MBE, Dame Elisabeth Murdoch AC DBE, Mrs Frances Derham MBE, Mrs Ethleen King CBE, Mr and Mrs Worrall Jones, Mr John Calvert-Jones AM and Mrs Janet Calvert-Jones AM.

Today Taralye is an internationally renowned name in oral-language education for children who are deaf or hard of hearing. Children are supported so that they listen, learn and speak to their full potential. Taralye also played a major role in changing the landscape of training and education in audiology not only in Victoria, but across Australia.

EEP was established in 1980 to help families with infants and children under school age who have hearing loss. It facilitates a child’s listening, speech, and language skills, supporting them through early intervention, audiological management, and education-transition services. EEP was originally a part of the John Pierce Centre in Ripponlea, and became a separate entity in 1996.

2018 was a milestone year for Taralye, with the celebration of its 50th anniversary which was commemorated with a morning tea at Government House. In October, Taralye opened a new site in Moonee Ponds in order to reach families living in the north and west of metropolitan Melbourne.

The establishment and build of the Moonee Ponds site was made possible with the support of The William Buckland Foundation and John T Reid Charitable Trusts who, along with Australian Unity Foundation, Helen MacPherson Smith Trust and Marian & EH Flack Trust, gave us funds towards renovating and furnishing the centre.

Under the RIDBC banner, Taralye and EEP support children and families across Victoria, with centres in Blackburn, Moonee Ponds, Geelong and Brighton East. This has resulted in Victoria now becoming RIDBC’s second biggest service region outside of NSW.

Site Developments in NSW, VIC and NT

In October 2018, we officially opened our newly refurbished centre in Port Macquarie NSW, a fit-for-purpose facility featuring an expanded service offering. This includes audiology, habilitation, administration and telepractice across a range of services, including vision related activities. Importantly this centre is situated in a population hub of retirees, reflecting RIDBC’s commitment to supporting the growing needs of ageing Australians with hearing loss.

We also undertook considerable architectural, build and fit-out works across our sites in NSW – Liverpool and Penrith; VIC - Moonee Ponds and the NT – Darwin. This work ensured that these sites are fit for purpose,
flexible enough to cater for a range of service provision, easily accessed, consistently branded and will enhance the overall client experience.

**Regionalisation**

Regionalisation, introduced in 2018, is designed to provide a more decentralised and adaptive structure that enables local tailoring of RIDBC’s many scalable quality services to better meet the specific communities we operate in.

Key elements of this process included the move to a more agile regional management structure with greater autonomy around decision making, tailoring services for specific communities, enhanced client care and new ‘on-boarding’ processes for clients. This was coupled with new best practice frameworks to ensure high and consistent quality of services and enhanced utilisation of available resources. Also key to the regionalisation process has been the cultural alignment organisations that have merged with RIDBC over recent years, including Taralye, EEP and SCIC.

RIDBC has grown from three sites to 20 over the past five years, alongside our mergers, partnerships and expansion into new geographical areas across Australia. Regionalisation is vital when coupled with significant changes in consumer preferences for localised, tailored service delivery.

**Ten years of Teleschool**

In 2018, RIDBC Teleschool celebrated its 10th anniversary. This service truly reflects RIDBC’s pioneering nature, providing education and therapy services for children with vision or hearing loss living in regional and remote Australia, using high quality videoconferencing technology.

Services include individual sessions, listening and spoken language development, Auslan support, braille tuition and vision loss support, transition to school and school support, a lending library, residential camps and parent networking and information.

Special residential programs supplement our remote service provision, providing vital connections for children with vision or hearing loss and their families.

Teleschool services are provided out of RIDBC sites in North Rocks, Toowoomba and Darwin, enabling expert staff in these sites to supplement their face to face appointments with telepractice sessions.

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**THE WORLD IS CORDELIA’S OYSTER**

Four-year old Cordelia lives with her family approximately 300 kilometres from Melbourne and loves her weekly telepractice sessions.

Cordelia was diagnosed with hearing loss when she was six weeks old and with an enlarged vestibular aqueduct, a cause of childhood hearing loss, when she was four months old.

Taralye has been part of her journey from the beginning, and continues to support Cordelia and her family.

Taralye speech pathologist Kirralee has telepractice sessions with the family every week, visits them at their home every three months and sees them whenever they come to Melbourne.

Eleanor, Cordelia’s mum, said that Taralye has been a “phenomenal advocate” for Cordelia and following comprehensive psychological consultations and assessments by the Taralye team, Cordelia received a cochlear implant in December 2018.

Eleanor added: “We always feel so supported by Taralye and we couldn’t be more grateful for their help in bolstering our case for a cochlear implant, which has hugely boosted her development in the first month alone. We are so proud of Cordelia and her achievements, and with Taralye’s continued support, we know that she can fully realise her potential.”
DELIVER BEST PRACTICE

We are developing, delivering and demonstrating best practice by continuing our commitment to achieving excellence in everything we do.
In order to provide more people across Australia with best practice vision and hearing services and support, we are founding Centres of Excellence in vision and hearing.

The core purpose of the Centres of Excellence is to deliver best practice for our clients, not only through outcomes, but through evidence-based practice and our unwavering commitment to help children, adults, and their families achieve their goals.

We will also relocate RIDBC’s head offices and RIDBC Renwick Centre programs within the Macquarie University precinct, ensuring we continue to develop, deliver and demonstrate best practice services.

**FOUND CENTRES OF EXCELLENCE IN VISION & HEARING:**
- Build Centres of Excellence to develop, deliver and demonstrate best practice services and support for people with vision or hearing loss

**RELOCATE TO THE MACQUARIE UNIVERSITY PRECINCT:**
- Relocate RIDBC & SCIC Cochlear Implant Program head offices, services and support functions within the Macquarie University precinct
- Develop a new affiliation agreement and new RIDBC Renwick Centre programs within the Macquarie University academic structure

**FEB 2018**
Educational leadership integrated across RIDBC Thomas Pattison and Garfield Barwick Schools

**MAY 2018**
RIDBC and Macquarie University partnership formalised, to advance the field of disability education

**DEC 2018**
More than 30 significant research programs in the field under the auspices of RIDBC
In 2018 RIDBC provided hearing, vision and professional education services to more than 9,000 children, adults, families and professionals across Australia. We maintained our focus on developing, delivering and demonstrating the best practice frameworks that define the world-class RIDBC experience delivered across Australia.

2018 in numbers
In 2018 we supported more than 2,000 children who are deaf or hard of hearing, or who have vision impairment, across Australia.

In addition, specialist paediatric audiological assessment and diagnostic services were provided to more than 2,200 children.

Our cochlear implant program now offers ongoing support to over 4,000 children and adults with implants and during the year more than 420 implant surgeries were performed by our affiliated Ear, Nose and Throat (ENT) surgeons.

The reach of this service continues to grow and we are now working with 12 ENT surgeons and 23 partner hospitals, ensuring increased access for those who can benefit from this life-changing technology.

Throughout the year we focused on increasing our significant influence in the vision sector, which saw RIDBC experts leading many of the most influential professional bodies, consumer representative organisations and lobbying groups in the field, both nationally and internationally.

More than 30 significant research projects were in the field in 2018 under the auspices of our RIDBC Renwick Centre and SCIC research programs. In addition, more than a dozen staff published research findings over the course of 2018, and together our staff delivered over 100 presentations in their specialist fields both nationally and internationally.

Ensuring relevance and responsiveness
Our commitment to maintaining best practice standards and delivering consistent quality services challenges us to continually review our service offerings to ensure that we remain relevant and responsive to the changing needs of our clients.

During 2018 we began to develop a new outreach-style preschool support program for children with hearing loss who are attending mainstream preschools and long day care centres. This model is designed to meet the needs of children and families who are not in a position to access RIDBC’s specialist preschools and families who have a preference for their child to attend a local mainstream preschool.

We are assessing the potential for new preschool support and school support models for children with vision impairment also, including ways to support children who are blind, including those who have additional disabilities who are enrolled in other special schools or services.

Schools integration
As part of the preparation for our planned move to Macquarie University we have commenced the transition towards a new exemplar schools model for children who are deaf or hard of hearing.

In 2018 this included merging the educational leadership of our Thomas Pattison School and our Garfield Barwick School.

This change helped us build a united culture and school identity; combine class sports events and activities; provide shared playground spaces; and give students opportunities to socialise and learn from each other.

Postgraduate and Continuing Professional Education
2018 marked the second year of RIDBC Renwick Centre student enrolments into the Macquarie University Master of Disability Studies program.
In 2018 Macquarie University and RIDBC formalised a new partnership to support the development of professional expertise required to deliver critical disability services to people with vision or hearing loss across Australia and beyond.

The new Macquarie University Master of Disability Studies program, delivered by expert staff from RIDBC Renwick Centre, offers three specialisations ensuring that Australian teachers of the deaf, teachers of students with vision impairment and orientation and mobility instructors, are qualified at the highest level. The program complements the Master of Special Education, Master of Accessible Communication and Graduate Diploma of Auslan-English Interpreting programs already offered by Macquarie.

Director of RIDBC Renwick Centre and Conjoint Professor in Educational Studies at Macquarie University, Greg Leigh, said “we are thrilled to bring together leading academics and researchers in sensory disability, to continue improving professional education and the quality of service delivery in this field.”

Professor Simon Handley, Executive Dean of the Faculty of Human Sciences, said the partnership is a chance to positively shape the future of inclusive and special education. “Partnering with RIDBC provides unique opportunities for students to develop skills in the special education, accessible communication and hearing sciences.”

Across the year, over 190 students were enrolled in postgraduate studies across three different specialisations, leading to qualifications as teachers of the deaf, teachers of students with vision impairment and as orientation and mobility instructors. Over 45 students were eligible to graduate after completing courses in 2018.

In addition RIDBC runs a program of Continuing Professional Education (CPE) courses for people working in the sector, or for people who are interested in learning more about the fields of vision or hearing loss. In 2018, nearly 800 person days of training and development were delivered through CPE, with 45 seminars streamed online for participants to view either live, or at a later date to suit their individual training requirements.

**Growing impact of UEB Online**

The impact of RIDBC’s UEB Online program, the world’s first eLearning braille course, continues to grow and by the end of 2018 people from 186 countries worldwide were using the program. During the year the important contribution made by RIDBC in addressing the severe shortage of braille training programs in developing countries was recognised by the World Braille Council and UNICEF.

**Indigenous Outreach Program**

In 2018 the RIDBC Indigenous Outreach Program provided hearing screening for 700 children, 200 of whom were referred for further medical treatment. The program focused on communities in Dubbo, Lightning Ridge and Nambucca Heads.

In addition to outreach in these communities, a three year grant was received from the Profiel Foundation Trust to fund RIDBC’s cochlear implant program to provide outreach in four regions – Dubbo, Orange, Tamworth and Wagga Wagga, to help address the lack of local access to important hearing services in these regional communities.

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RESEARCH

Listed alphabetically by first named investigator

The early communicative environment prior to and following cochlear implants: impact on children's early communicative and cognitive development (Prof. Edith Bavin, Dr Julia Sarant, Prof. Candy Petersen, Dr Peter Busby, & Prof. Greg Leigh). ARC Linkage Grant LP 110100070.

Association between Intra-Operative Cochlear Response Telemetry (CREST) and Hearing Preservation. (A/Prof. Catherine Birman & Dr Wai Kong Lai). Supported by Cochlear Ltd.

e-IMP Online: Development of the Infant Monitor of vocal Production (IMP) as an online assessment instrument (Dr Robyn Cantle Moore). HEARing Cooperative Research Centre. Examining the effect of unilateral hearing loss on infant developmental milestones. (Dr Robyn Cantle Moore & Inge Kaltenbrunn).

Exploring data trends, IMP: MacArthur-Bates CCD—2 years. (Dr Robyn Cantle Moore). Supported by Macquarie University, Professional and Community Engagement initiative.

Proof of Concept evaluation: The role of Language Environment Analysis (LENA) in qualifying rehabilitation support for elderly CI recipients. (Dr Robyn Cantle Moore, & Colleen Psarros).

Deaf people in colonial Australia: Access to justice, education and employment (Dr Breda Carty & Darlene Thornton).

Longitudinal outcomes of hearing-impaired children: Early vs later intervention (Dr Teresa Ching, Prof. Harvey Dillon, Prof. Linda Cupples, Prof. Greg Leigh, Dr Malin Waas). Supported by US National Institutes of Health Grant Number: P091DC00890-06.

Significance of habilitation to newly implanted adult CI recipients (Kylie Chisholm & Rachelle Hassarati).

Non-auditory side effects following cochlear implant surgery (A/Prof. Melville Da Cruz).

Prediction of outcomes in adult cochlear implant recipients (Prof. Robert Cowan, Kerrie Plant, Pam Dawson, Ruth English, Jason Gavrilis, Komai Arora, Michelle Moran, Alex Rousset, Karen Pedley, Rachelle Hassarati, & Dakota Bysouth-Young). HEARing Cooperative Research Centre.


OPAL and aTune music perception (Prof. Robert Cowan, Dr Brett Swanson, Dr Kerrie Plant, Evelyn Do, Anna O’Brien, Rachelle Hassarati, & Dakota Bysouth-Young). HEARing Cooperative Research Centre.

Simultaneous cochlear implantation and removal of acoustic neuroma (Dr Robert Eisenberg & Dr Halit Sanli).

Accessible UEB Online: Developing an on-line training program in the Unified English Braille Code for learners who are blind or have low vision (including family members and professionals with vision impairment) (Dr Frances Gentle). Supported by the JSDJS Foundation and the James N. Kirby Foundation.

UEB Online for Mathematics: Developing an on-line mathematics training program in the Unified English Braille Code for learners who are blind or have low vision (Dr Frances Gentle). Supported by the JSDJS Foundation, Skipper-Jacobs Charitable Trust, Thomas Hare Investments Trust, Duchen Family Foundation and the Sibley Endowment.

Effect of audio streaming app usage on cochlear implant recipients (Rachelle Hassarati, Dr WaiKong Lai, & Colleen Psarros).

The role of data Logging and functional listening in monitoring client outcomes (Rachelle Hassarati, Dr WaiKong Lai, & Colleen Psarros). A phase IIII nonrandomized, controlled trial, evaluating the safety and efficacy of neurotrophin gene therapy delivered during cochlear implant surgery. (Prof. Gary Housley, A/Prof. Catherine Carty, Prof. Catherine McMahon) Research supported by NHMRC Garnett Passe and Rodney Williams Memorial Foundation, and Cochlear Ltd.

Promoting social well-being in adults following cochlear implantation (Cleon Kirby).

Delayed diagnosis of misplacement of cochlear implants into the vestibule: A novel technique to reinsert the existing pre-curved electrode (CI-512 contour advance) (A/Prof. Jonathon Kong & Prof. William Gibson).

Occurrence of diziness after cochlear implant surgery (Dr WaiKong Lai, Philip Chu, & Colleen Psarros). Longitudinal ART/AutoART data: a retrospective analysis (Dr WaiKong Lai & Colleen Psarros). The influence of processor upgrades on quality of life outcomes of CI recipients (Eleanor McKendrick, Nichola Midgley, & Rachelle Hassarati).

The effectiveness of telepractice in delivering specialist early intervention services to deaf and hard of hearing children and their families—PhD project (Melissa McCarthy—Supervisor/s: Prof. Greg Leigh & Prof Michael Arthur-Kelly). Assessment of patterns of teacher-student interactions in sign language-inclusive classrooms (Prof. Jamilah Napier, Prof. Greg Leigh, Delia Goswell, & Dr Breda Carty). Research supported by Macquarie University/ RIDBC Enterprise partnership Grant.

Workplace experiences of employees with hearing impairment—MPHit project—University of Newcastle (Michèle Nesson—Supervisor/s: Prof. Philip Newall, & Prof. Greg Leigh). The delivery of cochlear implantation related services in a remote access environment —PhD project—Macquarie University (Colleen Psarros—Supervisor/s: Prof Catherine McMahon, Prof. Greg Leigh & Prof. Robert Cowan).

Objective monitoring of residual hearing following cochlear implantation (Dr Halit Sanli, Philip Chu, & Dr WaiKong Lai).

Intraoperative Remote Assistant testing (Dr Halit Sanli, Philip Chu & Dr WaiKong Lai).

Profileting children with vision impairment in Australia - The Australian Childhood Vision Impairment Register (Sue Silveira). Supported by the Japan Australia Friendship Fund.

Shifting the focus from cause to impact: A study into childhood vision impairment—PhD Project—University of Newcastle (Sue Silveira—Supervisor/s: Dr Mike Steer, Dr Robyn Cantle Moore & Prof. Michael Arthur-Kelly). Early intervention for infants at risk for cerebral palsy: Babbling study. (Dr Roslyn Ward, Dr Robyn Cantle Moore).

The following details the research, publications and presentations undertaken by RIDBC during 2018

DELIVER BEST PRACTICE
RESEARCH, PUBLICATIONS AND PRESENTATIONS


**PRESENTATIONS**

A selection from more than 100 presentations made by RIDBC people


Rennie, M., Chisholm, K., Hassarati, R., & Lai, W.K. (2018, June). The role of data-logging in monitoring quality of life outcomes following cochlear implantation. 43rd Convention, Arizona, USA.


We are securing our future by ensuring the long-term sustainability, vitality and vibrancy of RIDBC

NDIS becomes predominant funding stream for RIDBC services
RIDBC’s continued focus on outcomes and service accessibility, driven through our community, our services and our people will ensure we remain relevant and responsive to the evolving landscape that we operate in, positioning us for sustainable growth into the future.

We will continue to strengthen our identity in the market by increasing awareness and recognition, improving how we operate and focusing on providing services to those who need us.

**BUILD PERFORMANCE, EFFICIENCY & VIABILITY:**
- Build organisational design and geographical management models
- Develop systems and infrastructure for optimum organisational efficiency
- Diversify investment, revenue and funding streams
- Leverage assets and investments for maximum return and re-investment

**GROW RECOGNITION, AWARENESS & ENGAGEMENT:**
- Undertake a brand review and increase services marketing to build RIDBC’s profile
- Increase effectiveness of internal and external communications channels to maximise engagement

**JUN 2018**
Client Care Centre launched to effectively support clients across Australia

**NOV 2018**
Substantive architectural projects furthered, to support planned move to Macquarie precinct

**DEC 2018**
Donors and supporters contribute 37% of RIDBC operating revenue
The long-term sustainability of RIDBC requires a holistic approach to secure our future, including being client centred in our practices, maintaining a focus on our people, prudent management of the organisation, updates to our operating model, the development of new business systems, enhancements to our marketing and fundraising outputs and tight revenue and expenditure control.

**Client care**

As we continued to expand geographically and enhance our program and service offering, a key transformation of 2018 was the establishment of a client care centre.

The client care team are the first point of contact for new enquiries into RIDBC. This ensures that client enquiries, information and new referrals are consistently captured and that we are able to align a client with the most appropriate service according to their individual needs.

Where applicable this team also provides information and support for clients who may be eligible to achieve funding packages under the National Disability Insurance Scheme (NDIS), helping them access services as quickly as possible, so that they benefit from timely early intervention.

**NDIS**

Over the course of 2018 almost all of RIDBC’s block funding was removed and replaced by activity based funding through the implementation of the NDIS, although a small amount of block funding will still remain in Victoria until they are fully transitioned in 2019.

NDIS continues to place an increasing financial and operational burden on RIDBC as we significantly transform our management structures, business operations, service delivery models and our administrative and financial systems.

Under the scheme there is no financial compensation to undertake these business transformation activities and we have seen first-hand the pressure that this is placing on large and small organisations trying to survive this major systemic change.

We expect that the impact of NDIS will require further investment and staff training over the coming years and that our ability to effectively guide clients through the NDIS pathways will continue to be crucial.

**People and Culture**

Engagement of our people continued to be a strong focus area in 2018 with an emphasis on cross functional collaboration and communication, to foster a connection and ongoing commitment to the significant changes we are undertaking across RIDBC.

From a strategic perspective we focused on building organisational capability through our people, positioning HR as a trusted advisor within the organisation, fostering a high performance culture and increasing internal compliance with business and management practices.

**Marketing and Communications**

In 2018 we continued to refine our marketing and communications function and an increased focus on integrated digital marketing campaigns proved effective for a range of RIDBC services.

In November 2018, we partnered with Cochlear to launch a major marketing and awareness campaign to generate cochlear implant leads in the Hunter and Central Coast regions of NSW. The campaign targeted local referrers such as GPs and Audiologists, as well as potential cochlear implant recipients through local events, community information sessions, print advertising and PR.

Work on reviewing the RIDBC brand continues as we explore ways to maximise awareness of who we are and what we do. During 2018 we undertook a process to define and design a potential new brand identity for RIDBC and began a series of consultation workshops to test key elements of this work.
A SHARED JOURNEY

Sean and his son Connor, have a special bond – they both received cochlear implants seven years ago and are on the journey together.

**Fundraising**

Fundraising continues to operate in a challenged environment – competing in a highly competitive not for profit industry sector, experiencing change and disruption with the roll out of NDIS and the need to manage changing donor demographics and preferences.

Following a detailed review of our fundraising portfolio in 2018 we are exploring new activities, events and programs to align with developments in the external fundraising environment.

**Relocation of RIDBC to Macquarie University**

In the coming years, RIDBC will establish an extensive presence in the Macquarie University precinct, relocating our offices, teaching spaces, demonstration schools and a range of services, in order to reach more people than ever before and to demonstrate excellent practice in the field of sensory disability.

This will add to our existing presence at the Australian Hearing Hub at Macquarie University, where we work in partnership with others in our sector and provide cochlear implant services, early intervention and therapy programs for children and adults with vision or hearing loss.

As part of this planned relocation, expected to take place in early 2023, substantive architectural and design projects were furthered in 2018. We also opened up an expression of interest sale process for our site at North Rocks.

**Financial and Business Acumen**

To ensure organisational sustainability for the short and long term we focused on building strong financial management, planning, reporting, governance and control systems and processes in 2018.

This included the rollout of a new monthly review process for all services across the organisation, providing structure for managing and reporting of performance, whilst also building and developing a culture of accountability.

Sean was born deaf and during childhood in the 1970s Sean was given a set of hearing aids that were worn strapped to the chest, the best available technology at the time.

Sean is an Auslan user and made the decision to get a cochlear implant in his 30’s. He was inspired by his son Connor, who received an implant at eight months old, a decision his parents didn’t take lightly.

“We had many discussions about having the implants fitted, but once we made the decision Connor’s mother and I never hesitated to go ahead.”

“Cochlear implants have transformed Connor’s life from an almost totally deaf baby to a very happy active talking boy. He can hear well with the implants and loves to communicate. He sometimes interprets for me or can alert people that his dad is deaf, so they are aware when talking to me.

“He loves to tell me about sounds he can hear, such as a rooster crowing, but most of all we love to laugh. He is always playing games and joking around.

“I have watched him grow and learn to listen and speak clearly. I am a very proud deaf dad and I’m confident his life will be better because of his implants,” Sean concludes.
The support RIDBC receives from its community, corporate and philanthropic partners underpins the critical services we provide to thousands of Australians with vision or hearing loss.
THANK YOU TO OUR SUPPORTERS
COMMUNITY FUNDRAISING

Selfless 9 year old Jason leads the way on how easy it is to raise funds for RIDBC

In Celebration – Meet Jason
Jason wrote a beautiful card to RIDBC that said “I have everything I need and I’d like to help someone else out...so I hope I’m bringing some happiness to you.” Nine year old Jason and his wonderful party guests gave us so much happiness by fundraising almost $2,000 when he asked his friends and family to donate to us instead of getting presents, thank you Jason!

Dramatic Productions
Dramatic Productions Canberra donated 10% of all ticket sales to local charities in 2018, raising almost $13,000. With the assistance of matched funding via Masonicare, RIDBC were one of the lucky charities selected. We look forward to working with Dramatic Productions in 2019 on their next exciting production.

Coleman Greig Challenge
The 2018 Challenge raised over $230,000 to be divided between three charity partners. We are also grateful to have received $76,000 for our Alternate Format Publications service.

Andrew Grima, Principal Lawyer at Coleman Greig Lawyers, toured RIDBC in the lead up to the event and was incredibly inspired by what he saw. He said, “It’s all about being able to give children an opportunity. Irrespective of your disability, RIDBC is able to provide students with the right tools to help educate and inspire them to live their lives – just like everyone else can.” If you would like to find out more visit cgchallenge.com.au

NRMA Day
NRMA visited RIDBC at North Rocks in September, with a tailored program to empower students with knowledge and skills to increase their safety on the road.

“It extended on the information our children have been learning in the classroom and provided them with additional strategies and resources to strengthen their ability to be safe in varying situations,” Sandi Ambler, Head of Education at RIDBC explained. Thank you NRMA for sharing this important program and milestone with RIDBC.

Community Supporters

| Coleman Greig Lawyers | Despina Georgiou |
| Mount Pritchard and District Community Club Ltd | Marion Hayes |
| Wenona School | Morgan Forrest |
| Rotary Club of Turramurra | Clovelly Women’s Bowling Group |
| National Australia Bank Limited | Healthshare NSW |
| Richard Johnson Anglican School | Maroubra Garden Village Residents |
| Lions Club of Emu Plains | MET Oatlands School |
| St Thomas Indian Orthodox Cathedral | Lions Club of Sussex Inlet & District Inc |
| Gordon Love Jr | Sutherland Shire Toy Restoration Centre |
RIDBC Lantern Clubs

It was another amazing year for RIDBC Lantern Clubs, who worked tirelessly at their fundraising events, lunches and stalls. For 54 years, Lantern Clubs have fundraised for RIDBC through various fun and creative activities such as morning teas, raffles, fashion shows, guest speaker events and much more.

We are so grateful for their continued and ongoing support of RIDBC and thank all of our hardworking and dedicated members for all of their fundraising efforts.

**Lantern Club Presidents**

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The Lantern Club members were delighted to hear from guest speaker Belinda Tyrrell and daughter Morgan at the 54th Combined Lantern Club Annual Luncheon

RIDBC said thank you to our amazing Lantern Club members at a very special Christmas Lunch
RIDBC Abstract Committee

The Abstract Committee is RIDBC’s longest serving committee, formed in 1965. The Committee’s major fundraising event is the annual RIDBC Book, Toy & Music Fair, which raised over $45,000 for RIDBC in 2018. This major event is highly reliant on the generosity of the general public who donate items, also attending and supporting the event over three days in April. It relies greatly on a dedicated team of volunteers who commit many hours sorting, cleaning and pricing the donations. Thanks to their energy, commitment and hard work the fair never fails to be a success year on year.

The sale of the Entertainment™ Book is another of the committee’s very successful major fundraising initiatives, together with an annual trivia night which attracts great interest. These initiatives, together with donations from generous supporters, raised $60,000 in 2018.

President
Charles Loxton

Patron
Graeme Skarratt OAM

RIDBC Horizon Committee

The Horizon Committee held two major fundraising events in 2018. The Annual Authors’ Lunch was held in May in the Strangers’ Dining Room of the New South Wales Parliament House hosted by Melanie Gibbons, MP.

Australian Voices in Print presented two exciting writers. Karen M Davis, author of the Lexie Rogers series enthralled the audience with her real-life knowledge of being a cop, and Robbi Neal exposed all about her novel the Art of Preserving Love written under the pen name Ada Langton.

In November, the committee held its annual Oaks Day Lunch and Fashion Parade at the award winning Primus Hotel, in Sydney. The event was compred by Barry Quinn with fashions from Moss & Spy and couture millinery by Philadelphia Philpot.

President
Colleen Keys OAM
In December, Qantas Pathfinders celebrated another fabulous year of fundraising at Rosé Royale, Potts Point when Qantas A330 Captain Craig Lambert, proudly presented a cheque to RIDBC’s Darren Parmenter and Kaye Bailey for $314,000 representing funds raised in 2018.

At the AGM in April, Craig had been welcomed as the incoming Pathfinders President. His appointment is particularly meaningful, as his daughter Natalija has a vision impairment and is a former RIDBC student, giving Craig’s family first hand experience of RIDBC’s services.

We sincerely thank former President Louise Flitcroft Paisley for her superb leadership of Qantas Pathfinders over the last 14 years. Under her leadership, this year Pathfinders surpassed the amazing milestone of raising $8 million for RIDBC since it began in 1967. It is noteworthy that some of the Pathfinders executive committee have been involved for over 45 years and we are extremely grateful for their contribution.

In 2018 Pathfinders fundraising focus was again on fun and unique annual events including:

**Qantas Pathfinders Charity Flight**
Another sellout chartered 737 flight saw passengers enjoy a day in the magnificent Adelaide Hills. After a walking tour of historic Hahndorf, everyone was treated to a delicious private lunch at The Lane Vineyard, prepared by 2018 Australian Good Food Guide Chef Hat winner James Brinklow, accompanied by a selection of The Lane’s outstanding award winning wines. Pathfinders Ambassador and food and wine devotee Simon Marnie and the much loved Maggie Beer AM hosted the event.

Everyone’s highlight was the keynote speech by guest speaker Nas Campanella, who shared her experiences of becoming ABC’s first cadet journalist who is blind through to her current role.
as a newsreader at Triple J. A total of $80,000 was raised through this event in 2018.

**Qantas Pathfinders Revue**
For five nights in October/November 2018, more than 2,300 people were entertained by the highly talented cast comprised of Qantas Cabin Crew and Pilots in the all singing, all dancing show, “I’m in Economy, Get Me Out of Here” at NORTHs, Cammeray. The venue rocked with laughter as audiences thoroughly enjoyed the antics of our “celebrity” passengers who went all out to survive and win the various challenges they faced in the economy cabin. It takes more than 80 people to bring this show together, all who volunteer their time and talents. The popular raffle again sold record ticket numbers. More than $156,000 was raised through the Revue this year.

**Qantas Jumbo Joy Flight**
To see the excited faces and hear the squeals of delight from the young passengers was a privilege for everyone involved in November’s Jumbo Joy Flight, organised in association with the Rotary Club of Turramurra. Now in its 46th year, 350 children with disabilities, or from underprivileged backgrounds, were chosen to represent various charities to experience a fabulous morning flying over Sydney – for many, the first time they have experienced the joy of flying. The wonderful Qantas crew, pilots and volunteers prepare for many months to make this very special day possible.

**Gig in the Street (GITS)**
Qantas employees again showed their unfailing generosity as they supported a raffle at this year’s GITS event organised by Qantas staff. Everyone let their hair down while being entertained by the Captains of Industry band, made up of senior Qantas managers. It certainly was a fun afternoon, with all funds raised donated to Qantas Pathfinders.

Other events which added to a highly successful 2018 included the Qantas Pathfinders Trivia Challenge and the Magic Raffle where major prize winners enjoyed a VIP experience in Qudos Bank’s corporate suite watching Bruno Mars live in concert.

RIDBC look forward to another great year of fundraising through Qantas Pathfinders in 2019.

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**A CAPTAIN’S LETTER**
Craig’s heartfelt message on how RIDBC has supported his daughter Natalija

I first heard about the Pathfinders Charity Flight back in about 2007 whilst on an aircraft reading the Qantas Way magazine.

From that point I decided that I would get heavily involved with the charity flight, not because I was a Qantas B737 Captain but for one simple reason, my daughter Natalija is blind. Much of Natalija’s support has come from, and will continue to come from RIDBC.

I remember when Natalija’s condition became apparent. I thought she could see up until about six months. She seemed fine but we suspected something wasn’t quite right. Then at six months she just went rapidly downhill over a two or three week period. The problem was a brain tumour. On her return from hospital I soon found out what all parents of blind children know: raising a child with no vision is immensely challenging as the child is unable to copy the actions of the people around them. We had to teach her everything — how to sit up, how to lie down, how to eat and how to drink.

Natalija first attended RIDBC VisionEd Preschool at North Rocks. The staff worked with her, teaching her braille and helping her adapt to her environment as a child without sight.

RIDBC continues to play a large part in Natalija’s education, providing in-class support each week and in other areas like reproducing Natalija’s text books in braille. She has turned out be a vibrant, energetic, out there young lady. Natalija continues to bring much joy to my life with her energy and of course her passion for music and song.

**Captain Craig Lambert**
President Pathfinders Auxiliary and Chairman
Qantas Pathfinders Charity Flight Committee
THANK YOU TO OUR SUPPORTERS
RIDBC HONOUREES

RIDBC wishes to acknowledge the contributions of the professionals, organisations and community members who are critical to the work we do to children and adults with vision or hearing loss across Australia.

Visiting and Honorary Professional Staff and Organisations

Consulting Otologist
Professor William Gibson, AO, AM, MD, FRACS, FRCS
Associate Professor Catherine Birman, MBBS, FRACS, GAICD, PhD

Consulting Paediatrician
Dr Elizabeth Peadon MBBS, DCH, MPH, PhD, FRACP

Auditor
Grant Thornton Australia Limited

Banker
St George Bank

Solicitor
Bartier Perry
Coleman Greig Lawyers
Marquette Intellectual Property
Matt Crouch Legal
Meyer Vandenberg Lawyers
Sparke Helmore Lawyers

Insurance Broker
Aon Risk Services Australia

Investment Adviser
JANA Investment Advisers

Life Members Appointed 2018
Harrie & Noreen Baker
Julieanne Crawford
John Foster
Robin Hutcheon
Christine Kenworthy

Life Governors as at 31 December 2018
Abigroup Limited
Andrew Petthebridge
Broadspectrum (Australia) Pty Limited
Bruce & Joy Reid Trust
Charles P Curran AC
Cochlear Limited
Crane Group Limited
Dorothy Malouf OAM
Dr Pat Mutton
Emeritus Professor Christine E Deer AM
Graeme Skarratt OAM
Gwynvill Group
Ian Holmes
James N Kirby Foundation
Dr John Gregory-Roberts
John Race
Kathleen Breen Children’s Charity Trust
Kenny Cheng
Kumagai Australia Pty Ltd
Lynda Rydge Guyton
Lysia O’Keefe
Merry Howie
Myer Community Fund
National Australia Bank
Network Ten Pty Limited
Norman Rydge AM OBE

NORHTS
Opera Australia
Patricia Tang
Qantas Airways Limited
Richard Bonyngé AO CBE
Richard Owens AM
Robert Albert AO
Rotary Club of Carlingford
Rotary International District 9680
Rotary International District 9690
Rotary International District 9750
Royal New South Wales Bowling Association Inc
Sir Michael Parkinson CBE
St Andrew’s Cathedral School
Suttons Motors Pty Ltd
Sydney Airport Corporation Limited
Tasia Varvaressos
Terrace Tower Group
The Profield Foundation Trust
The R A Gale Foundation
Vera Rado
Vincent Fairfax Family Foundation
THANK YOU TO OUR SUPPORTERS

Bequests Received in 2018

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Colin Archer</td>
<td>Doku Kostantin</td>
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<td>Hilarie Backous</td>
<td>Svetko Krismancic</td>
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<td>Ernest Baxter</td>
<td>Vera Lawrence</td>
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<td>Harriet Brown</td>
<td>Victor Mason</td>
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<td>Frederick Burton</td>
<td>Edna Mathews</td>
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<td>Evangelia Coroneos</td>
<td>Fresa McCullough</td>
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<td>William Moore</td>
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<td>Zula Nittim</td>
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<td>Eric Nowak</td>
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<td>Konstantin Doku</td>
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<td>Miriam Philipp</td>
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<td>Annie Fursman</td>
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<td>Donald Godfrey</td>
<td>Bernard Rothbury</td>
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<td>Sylvia Gronvald</td>
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<td>Milford Stahl</td>
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<td>Mavis Holcroft</td>
<td>Basil Vincent</td>
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<td>Jenny Hrebeniuk</td>
<td>Sir William Walkley</td>
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<td>Gladys Humphreys</td>
<td>Warren Watkins</td>
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<td>Marjorie Jenkins</td>
<td>George Whittaker</td>
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<td>Raymond Jones</td>
<td>Sidney Williams</td>
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<td>J &amp; C Kennedy Trust</td>
<td>Dorothy Wood</td>
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<td>Marion Kingston</td>
<td>Gloria Woodfull-Eades</td>
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LASTING LEGACY
Retired Financial Planners Mario and Michele Topcic understand how important it is to plan your Estate early

Within their Estate planning process, Mario and Michelle nominated charities with particular attention to those impacting children, RIDBC being one of these. Michele had a personal connection to RIDBC’s mission, as her mother had hearing problems from her thirties and today has significant hearing loss.

“We wanted to leave money to the children’s charities that had a strong presence in the community” said Michele. “Anything can happen, at any time” said Mario. “It’s vital to make a decision about your estate before something happens. This is not just for yourself, but for other family members, so they are aware of your wishes. We decided to make a percentage allowance in our Will” said Mario. “This means that as the estate value grows over time, so will the amount that is going to RIDBC and the other beneficiaries. Once we had completed our Will we asked our Solicitor to notify RIDBC in writing.”

Today, Mario and Michele are part of the Hunter Baillie Circle, established to recognise, honour and thank those who make a bequest to RIDBC in their Will. “We are so glad we chose RIDBC. We have seen first hand the work they are doing and I know that our contributions will be well spent,” said Mario.

To learn more about leaving a lasting legacy contact 1800 043 411 or email bequests@ridbc.org.au
At RIDBC we value collaborating with like-minded organisations from the corporate sector, working strategically and purposefully together towards shared objectives. For companies that we work with, a strategic partnership with RIDBC helps to enable their business goals and engage their staff and customers, helping businesses to make a valuable impact in the community.

RIDBC works with corporate partners in a number of different ways, including: through grants and donations of goods and services; expertise, skills and people via our corporate volunteering program; workplace giving; sponsorship; and events that are held to raise funds and awareness for RIDBC.

We would like to thank our corporate supporters and their staff who have very generously donated their money, time, skills, goods and services to support our programs and services in 2018.

**Hyundai Help for Kids**

Hyundai Help for Kids (HHFK) has provided invaluable support via funding, vehicle use and volunteering for RIDBC Telepractice Residential Camps since the commencement of our partnership in 2015.

In January, we celebrated the 10th anniversary of RIDBC Teleschool and hosted 40 regional and remote-based families at a four-day, all ages Braille Camp in Sydney thanks to HHFK. This camp was our biggest ever with over 150 people in attendance.

Attendees of the camp were overwhelmed with the event. “Once again Braille Camp has been the most fantastic experience for our children. They look forward to it all year. Thank you for providing these experiences.”

The aim of these camps is for students to meet and play as well as practise various skills (braille, Auslan, echo sounding etc.) alongside other students. Another vital aspect of this initiative is to provide the opportunity for parents and siblings to network with other families and learn from the experiences of others.

HHFK have extended their partnership with RIDBC for an additional three years until 2021. Together we are commencing work on developing another project that will be the perfect addition to the residential camps. HHFK’s support is immense, with over $200,000 a year being provided to assist children and families who access our services via telepractice.

**Abacus**

Thank you Abacus Property Group for leading the way and becoming our Platinum Unl’imited Business Leader in 2018. “At Abacus Property Group we like to align ourselves with organisations that share our values of striving to deliver results of the highest quality. In RIDBC we have found the perfect partner that allows us to support an organisation that gives back to the community.” Steven Sewell, Managing Director.

We want to thank Abacus for all their support and volunteering efforts over the years. Find out more at unlimitedbusinessleaders.org.au
Mounties Group
RIDBC received a donation of over $50,000 from the Mounties Group to establish a playgroup for children with vision impairment in Liverpool. As a result of the club’s Annual Charity Golf Day, Mounties CEO Greg Pickering said: “The main goal of the golf day was being able to make a difference in the lives of children in our local community.”

De Lorenzo
For more than 22 years, De Lorenzo has been supporting RIDBC with donations of over $350,000 worth of their famous range of hair care products. As a Life Member, De Lorenzo is a highly valued supporter and friend of RIDBC.

VTech Australia
RIDBC and VTech are now in the second year of a three year partnership. The Vtech CareLine™ of products help those with a vision or hearing loss be independent. The financial support of VTech has allowed RIDBC to continue to develop resources and apps to assist adults and children on RIDBC services.

Disney Day
On June 5th, RIDBC welcomed Disney Australia employees, who joined children and their families for a jam-packed family fun day, bringing a little bit of Disney magic to North Rocks.

This was the largest Corporate Volunteer Day in RIDBC’s history with over 90 Disney employees attending the North Rocks site. The volunteers worked together to provide a range of activities including tactile experiences for children with vision loss, storytelling in Auslan and much more.

Corporate Supporters
| Abacus Property Group | PricewaterhouseCoopers Pty Ltd |
| Camilla Australia | RBA Group |
| Coleman Greig Lawyers | Security Portman Pty Ltd |
| Disney Australia Pty Ltd | The Architecture Practice Pty Ltd |
| First Focus IT Pty Limited | The UBS Australia Foundation |
| Glencore International AG | Tree Transplanters Australia Pty Ltd |
| Godolphin Australia Pty Ltd | Vinta Investment Management Pty Ltd |
| Hyundai Motor Company Australia Pty Ltd | Vtech Australia |
| J J Richards & Sons Pty Ltd | Wandglow Pty Limited |
| Macquarie Group Foundation Limited | Zen Imports Pty Limited |
| Macquarie Group Limited | |
| Martannmar Pty Ltd | |
| Maxim Accounting & Business Advisors | |

Corporate Volunteer Groups
| Abacus Property Group | Liberty International Underwriters |
| Abbott | Mood Media |
| Commonwealth Bank | Novartis |
| Disney | St George |
| Johnson & Johnson Medical | Westpac |
| Kellogg’s | |

Workplace Giving
| BT Financial Group | Railcorp |
| DXC Technology Australia | Scentre Group (Head Office) |
| Ernst & Young | Sparke Helmore Lawyers |
| Fletcher Building Group | Stocktick Trading – Mt Garnett Office |
| Foxtel | Sydney Water Corporation |
| National Australia Bank | UBS |
| Parramatta City Council | Westpac Group |
| Qantas Airways Limited | |
The support we receive from the Victorian community, clubs and corporates enables us to continue to provide innovative programs and services from a number of locations across the state.

There were many successful events held throughout the year, including Twilight at Taralye, Golf Day, Celebration Women Long Table Lunch, Market Day and Trivia Night.

Corporate supporters
In 2018, and for two years running, Diana Ferrari was a major sponsor of Taralye’s Celebration Women Long Table Lunch. The fashion retailer provided goodie bags for all the guests, as well as tombola prizes and a cash donation. It is through the corporate support of organisations such as Diana Ferrari that we are able to realise many of our plans.

Another of our significant corporate supporters is Bendigo Bank, who supported our annual Market Day and our Lunch Bunch program, which is one of our early intervention Small Group Programs.

Finally, we wish to thank Strikeforce AMC. The company, which specialises in sales and merchandising, supported Taralye last year through cash donations and participation in our annual Golf Day.

Community supporters
Our Parents & Friends Committee, as led by Anna Holloway and Mandy Truong, played a big role in raising funds for Taralye in 2018. The committee organised fundraising events for the parents of kindergarten children attending Taralye and made significant donations in support of our 50th year. Taralye and RIDBC acknowledge the many wonderful volunteers who contribute to our work across Victoria for the children in our care.

The Freemasons Victoria’s Grand Master’s Ball was held in November with Taralye as one of two charitable recipients. We were honoured to have been chosen and received $28,170 which has enabled us to replace and repair the shade sails in our inclusive kindergarten playground, which supports both hearing-impaired children and those from the community.

Volunteers
As a non profit organisation, we rely on the help of a large number of volunteers who make our work easier. We particularly acknowledge the contribution of Valerie Ebdon, who has been a library volunteer at our Blackburn centre for nine years, and is a wonderful help in terms of labelling, covering, and cataloguing our library books and resources, as well as helping Taralye children when they borrow books from the library.

We also thank Beverley Brown, Ross Williams and Zoe Richards for their much valued assistance in distributing and collecting our small change boxes in Victoria.

Finally, we thank the employees of Cummins and Strikeforce AMC, who regularly donate their time and efforts to help us with various jobs around our centre in Blackburn, from mailouts to grounds maintenance.

Taralye Supporters

<table>
<thead>
<tr>
<th>Freemasons Foundation Victoria Ltd</th>
<th>Inger Rice Foundation</th>
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<tr>
<td>The Miller Foundation Ltd</td>
<td>William Angliss Charitable Fund</td>
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<td>Limb Family Foundation</td>
<td>Janet Calvert-Jones AO &amp; John Calvert-Jones AM</td>
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<td>Barr Family Foundation</td>
<td>John Dorrington</td>
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<td>William Buckland Foundation</td>
<td>John Brian Little</td>
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<td>Victorian Foundation for the Promotion of Oral Education of Deaf</td>
<td>Don &amp; Sharon Moss</td>
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<tr>
<td>Flora &amp; Frank Leith Charitable Trust</td>
<td>Margaret Ross AM</td>
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<td>Geoff and Helen Handbury Foundation</td>
<td>Tony Robinson</td>
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<td>The Marian &amp; E H Flack Trust</td>
<td>Peter &amp; Joan Selby Smith</td>
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<td>Brian M Davis Charitable Foundation</td>
<td>Strikeforce AMC</td>
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<td>Coopers Brewery Foundation Incorporated Trust</td>
<td>Diana Ferrari</td>
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<td>Bendigo Bank</td>
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<td>Parents &amp; Friends - Taralye</td>
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THANK YOU TO OUR SUPPORTERS
FUNDRAISING APPEALS, LOTTERIES AND TELEMARKETING

Fundraising Appeals, Regular Giving and Lotteries

“I’m proud to be a supporter of RIDBC. As for my reasons, I can’t quite remember why I donated to you in the first place, but I’ve remained a supporter because I hear and read about the work that RIDBC does with children with hearing or sight difficulties and how that work influences the lives of those children and their families. It is inspiring! I strongly believe that all children, no matter their abilities or disabilities, are entitled to all the help that they need to become the best that they can be. And this is why RIDBC is so important.” Cathy Kite, donor since 1992.

RIDBC are very fortunate to have a community of committed donors who give regularly, many of them monthly. Cathy Kite has been donating to RIDBC since 1992, in 2006 she joined our Regular Giving program. We are very grateful to Cathy and all our Regular Givers for their ongoing support – thank you!

In 2018 we saw an increase in online donations with 18% more donors choosing to donate on our website. This has allowed us to communicate with more donors through email and provide your donation receipts faster whilst also decreasing our postage costs.

At the end of 2018 we drew our 104th Rainbow Lottery. We are so grateful to all our lottery supporters some who have been with us for many years – including a dedicated group of people who bought a ticket in Lottery No. 1 and are still supporting us today.

In our 2018 Christmas appeal we invited donors to send back messages for children who receive RIDBC services and we were delighted with the response. The cards were placed on several of the Christmas trees on our site in North Rocks Sydney, where our preschools and schools are located, so everyone could read the messages of support.

Christmas wishes from our donors to the children we support
THANK YOU TO OUR SUPPORTERS

PERMANENT FUNDS, GRANTS AND SCIC COCHLEAR IMPLANT PROGRAM

Permanent Funds

We would like to acknowledge and sincerely thank our supporters who established permanent funds to support RIDBC’s work.

**Permanent funds list**

<table>
<thead>
<tr>
<th>Fund</th>
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<tr>
<td>18th Australian Infantry Brigade Association of NSW Fund</td>
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<td>Ann Ratcliffe Fund</td>
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<td>Dora &amp; George Garland Memorial Fund</td>
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<td>Elsie McLachlan Bursary Fund</td>
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<td>Frederick Gregory-Roberts Prize Fund</td>
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<td>Jack and Gwen Freeman Fund</td>
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<td>Jane Vickery Memorial Fund</td>
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<td>Joseph Tyrrell Fund</td>
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<td>Neville McWilliam Prize Fund</td>
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<td>Robert Simpson &amp; Amy Caroline Brown &amp; Family Fund</td>
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<td>Stan and Betty Graham Bursary Fund for GBS</td>
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<td>Stan Graham Bursary Fund for TPS</td>
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<td>The Estate of Joan Isabel Craven Fund</td>
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<td>Vera Rado Fund</td>
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<td>William &amp; Gladys Judd Memorial Fund</td>
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<td>William H Boydell Fund</td>
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SCIC Cochlear Implant Program

Donations

Support for the program comes from many individuals, corporate organisations and the wider community. We extend a sincere thank you to all our supporters who helped us raise over $100,000 in 2018.

**Donations to SCIC Cochlear Implant Program**

| The Donald Boden Memorial Trust                                                       |
| Mr Mohan Rengaswamy                                                                  |
| F B Rice                                                                              |
| Dr Therese McGee                                                                     |
| Professor Jennie Brand-Miller                                                        |
| Mrs Christine Bishop                                                                 |
| Mrs Sue Daw                                                                           |
| Ms Rachel C Fitzhardinge                                                             |
| Mr Peter Gibson                                                                       |
| Mr Johann Kainbacher                                                                 |

Grants

Grants provide benefits across the organisation by diversifying the budget and are critical for RIDBC’s capacity to pilot new services, undertake visionary projects, establish programs in new locations and refurbish centres to accommodate the latest clinical and educational technology.

**RIDBC Team Travels to the Bush**

A three year grant received from the Profield Foundation Trust is funding RIDBC’s Cochlear Implant Program outreach services in Dubbo, Orange, Tamworth and Wagga Wagga, helping to address the issue of hearing health in regional communities where hearing deficits are present at much higher rates than the general population. They are also under reported due to the social stigma associated with deafness and the perceived need to be away from the farm for extensive periods whilst undergoing testing, treatment and habilitation.

The program being supported by the grant will include regional pop up clinics to provide follow up services for cochlear implantation recipients, first step hearing screening and seminars for local general practitioners, ear nose and throat specialists, audiologists and allied health professionals.

**Alice Betteridge School Equipment**

The Lazberger Family Fund provided a grant to purchase the special equipment needed by students of the Alice Betteridge School. The grant enabled the purchase of Jenx Supine Standers, high backed swings seats with pommel and safety harnesses, a treadmill with safety features that assists the children improve their independent walking pattern and speed and brailers for students with limited hand movement control.

**Access Technology Equipment Pool**

Access Technology is being used to level the playing field for children with vision loss,
bringing them closer to being defined by their achievements not by their disability.

The Morpheus Foundation provided a grant to purchase additional devices that will ensure staff can trial the most relevant device that meets each child’s individual braille learning needs.

**Early Literacy Development Program**
The Morpheus Foundation also provided funding for the Early Literacy Development Program. Sighted children learn to read through exposure to print and picture. Consistent exposure to braille and large print books, eBooks and tactile picture books is how children with significant vision impairment will develop early literacy concepts.

This project, co-funded by the Denton Family Trust, will assist RIDBC ensure more children who are blind or have low vision have access to appropriate resources that will support their early literacy development and promote opportunities for shared reading with family members and peers.

**Incy Wincy Signers Playgroup Program Development Project**
The majority of children who are deaf are born into hearing families who have no previous exposure to Auslan.

A trial playgroup, funded by the Maple-Brown Family Foundation, is being conducted where parents of babies and toddlers who are using Auslan participate in weekly morning tea sessions. Activities include craft, puzzles, building games and drawing, singing and reading.

An interpreter attends to support the young parents to communicate with mums and staff who are deaf. The session is delivered in Auslan to model for the parents how to engage in play activities using sign language.

**Braille Mathematics Program Development Project**
At the present time, there is a severe shortage of training programs that provide teachers with the knowledge and skills required to enable equitable inclusion in mathematics for learners who use the sense of touch to access and communicate information.

The project team will use the recently developed online braille training programs, Unified English Braille (UEB) Online and Accessible UEB Online, as the basis for creating a linked series of lessons that can be accessed through online user registration combined with internet access.

The project will improve the quality of education outcomes for mathematics students with vision impairment through the provision of a comprehensive, high quality online training program in braille mathematics and the supporting teaching and learning activities. This will in turn increase the inclusive nature of education.

This significant long term project is being undertaken with funding provided by the Skipper-Jacobs Charitable Trust, Duchen Family Foundation, Thomas Hare Investments Trust, JLDJS Foundation and the Sibley Endowment.

**RIDBC is grateful to all the trustees for their consideration of our funding submissions in 2018**

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<thead>
<tr>
<th>ANZ Staff Foundation</th>
<th>Sibley Endowment</th>
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| Ausgrid Employees’ Children’s Appeal
| Australian Chinese Charity Foundation
| Birchall Family Foundation Trust
| Brian M Davis Charitable Foundation
| Bridgewater Foundation
| Bruce & Joy Reid Trust
| Commonwealth Bank Foundation
| Cuneo Gibson Foundation
| Datt Family Foundation
| Duchen Family Foundation
| Gladys Stone Foundation
| Henson Foundation
| James N Kirby Foundation
| JLDJS Foundation
| Kathleen Breen Children’s Charity Trust
| Kool Nominees
| Lazberger Family Fund
| Liangrove Foundation
| Maple-Brown Family Foundation
| Marich Foundation
| Michael and Mary Whelan Trust
| Mutual Assistance Society, Sydney
| Nell & Hermon Slade Trust
| Olsson Property Group Trust
| Parramore Family Foundation
| Payne Family Charitable Fund
| Skipper-Jacobs Charitable Trust
| Telstra Foundation Limited
| The Amelia Eliza Holland Trust
| The Belalberi Foundation
| The Denton Family Trust
| The Dick and Pip Smith Foundation
| The Donald Boden Memorial Trust
| The F M Bradford Endowment
| The George Lewin Foundation
| The Hargrove Foundation
| The Hildanna Foundation
| The J & G Bedwell Endowment
| The John Bedwell Endowment
| The Johnson Family Foundation
| The Lady Fairfax Charitable Trust
| The Morpheus Foundation
| The Perpetual Foundation
| The Profield Foundation Trust
| The R A Gale Foundation
| The Rydge Foundation
| The Shaw Foundation
| The Walter and Eliza Hall Trust
| Thomas Hare Investments Trust
| U & A Foundation
THANK YOU TO OUR SUPPORTERS
MAJOR AND INDIVIDUAL DONORS

We are very grateful for all ongoing philanthropic support we receive at RIDBC. Our major donors are instrumental in helping us continue to provide a comprehensive range of services to children and adults with vision or hearing loss – ensuring a long-term community benefit for years to come.

It is always a thrill to meet with individuals who make personal gifts. Whether their lives have been touched by loss of vision or hearing or not, their motivation to give generously is always inspiring.

The list below acknowledges some of our most generous individual donors. At RIDBC, however, every gift, big or small, is valued and important to ensuring we can deliver best practice services to the children and adults in our care.

In this year’s report we would like to especially acknowledge the incredible contributions by Janet Calvert-Jones over more than 50 years.

Janet’s son James was born with a hearing impairment as a result of rubella. John and

In the following list, we would like to acknowledge just some of our wonderful individual supporters

Robert O Albert AO
Ross Anderson
Rita M Andre
John Aston
Clive Berghofer AM
Mary Bluettt
L R Barnett
Jeannie Barton
Timothy Blomfield
Eileen M Birch
Leo Browne
Kenny Cheng
Allyn Colgan
Peter J Campbell
Hugh C Condon
Laurence Cable
Justin Cherrington
Charles P Curran AC
Evelyn Chan
John T Cameron
The Hon. Brian J K Cohen QC
Margaret E Dobbin
Nellie Davies
Graham Diggins
Sharon Ewing

Janelle Ellwood
Rachel Fitzhardinge
Beryl Forbes
Colin Gageler
John Gerofi
Maureen Graham
Paul Grant
M and C Gwynne
Peter Haeusler
Barbara Humphrey
Peter Hardi
Betty C Hatch
Brian Harrison
Ian Huntley
Geoff Hartnett
Felicity Hogg
Frank Isaacs
Gordon Ingate
Adam Jackel
Steven Kalmin
Christine Kenworthy
Lawrence Kupkee
Sudha and Vijay Khandelwal
Lee & Sons
Colin Mercer
Anita S McKenzie

Ian S Miller
Sue Metzmacher
Fiona MacGregor
Therese McGee
Rocco P Mangano
Catherine Moroney
Colin McGregor
Narelle McLennan
M and M Monaghan
Nancy McFarlane
Robert J Merlino
Meredith Miller
Jeanette Milston
Roger Moore
G and K Mann
Patricia D New
Gwennyth O’Brien
Norm O’Neill
Richard Oliver
Mary Owyon
Andrew M Pethebridge
Jill Pratten
Linda Park
Tom and Robyn Pinzone
Harin and Lakmali Panambalana

Bill Petrie
Bernard Royle
Rosemary Rajola
Richard Rydge
Norman B Rydge
AM OBE
Vera Rado
Sandra Rollo
Barry Rath
Michael and Karen Rich
H Ralston AM and J Ralston
Peter R Robson
Alison Rosenberg
Guy Silberstein
Charles Shuetrim AM
and Sandy Shuetrim
Peter Stephens
Nikolas Skibsted
F L Adaon
Richard Stallan
Adrienne Shaw
Eleanor Sydney-Jones
W and J Stone
Barbara Stone AM
Carolyn Shih
Margaret J Sekhon
Frank Swan
Anthony Sweetman
Patricia Tang
Graham Timmins
David Taylor
Graham Todd
Gregory Vaughan
Anabel Westwood
Anthony and Gai Wales
Janet Wright
Janice Willia
Brian Winter
Glen Woodward
Peter and Jan Ward
Francis Wedesweiler
Walter Willia
Roy and Gay Woodward
Gwennyth Wallis and Stewart Wallis AO
John Wright-Smith
Pamela M Wall OAM
Edward and Lorraine West
Annette Waight
Jason Yeo
Janet sought an oral-language outcome for James and embarked on a global search for best practice. One leader in the field was Nancy John, who had enjoyed success teaching her own daughter, who had a hearing impairment, to speak. Nancy also taught many other children with hearing loss, who attended Ewing House in Ballarat, Victoria in the 1950’s. Nancy was highly educated and thoroughly familiar with relevant research of the time and she had converted much of her knowledge into practical activities for parents of children who are deaf.

When Janet met Nancy, they quickly identified that there were other parents of children who are deaf searching for an oral outcome. They joined forces with other parents to establish the Advisory Council for Children with Impaired Hearing, known today as Taralye, an RIDBC service.

The achievements of the Council and Taralye have had much global impact. Janet’s tireless pursuit of oral outcomes for children who are deaf is to be celebrated. The significant and ongoing financial contributions from her and her husband John, as well as their family foundation, have helped us develop much of today’s global best practice therapeutic techniques in supporting children who are deaf or hard of hearing.

The support we receive from individual donors across Australia ensures that RIDBC can continue pursuing the Advisory Council’s original vision and creating tomorrow’s best practice.

If you are inspired to make a difference and help lift the limits for children and adults with vision or hearing loss, we would love to hear from you.

Please contact our Fundraising team to find out how:
1800 043 411
fundraising@ridbc.org.au
Everyday we continue to deliver our range of comprehensive services and organisational priorities in a professional, effective and agile way.
RIDBC’s workforce of highly committed staff work together to continually deliver best outcomes to clients. We employ a diverse group of highly skilled and experienced professionals working across our many programs.

With more than 450 staff and 1,000 volunteers supporting the organisation through fundraising activities and service delivery, RIDBC is committed to engaging the very best people in the industry who have a genuine passion for working with children and adults with disabilities.

The ongoing development of our staff is something we continue to be committed to. Our staff have access to industry leading professional development, which allows them to directly contribute to RIDBC’s development.

Volunteering is crucial to RIDBC – it is central to our culture and to our ability to provide services.

In 2018 we were pleased to welcome 24 new volunteers to RIDBC. We were also delighted to have 22 volunteers awarded service and recognition awards – including two volunteers acknowledged for their 20 year commitment to RIDBC and one volunteer for their 15 year commitment. There were over 20,000 volunteering hours provided to RIDBC in 2018 which is a phenomenal contribution.

These incredible individuals continue to make a direct and positive impact to their community and to the work of RIDBC.

RIDBC hosted a record number of 145 students from 37 schools and universities in 2018. We also hosted 10 corporate volunteer days with over 210 corporate volunteers joining us to participate in school open days; assist with the annual RIDBC Book, Toy and Music Fair; help with a variety of fundraising events; and provide maintenance support at our North Rocks site.
OUR PEOPLE
STAFF IN THE COMMUNITY

Many RIDBC staff take on additional, important leadership roles within the industry each year

Tricia d’Apice
Secretary, Pacific Region, International Council for the Education of People with Visual Impairment (ICEVI)
Life Member, South Pacific Educators in Vision Impairment (SPEVI)

Nick Baulderstone
Director, Audiology Australia
Committee Member, Audiology Australia University Accreditation Committee
Committee Member, Audiology Australia Professional Practice Standards Working Group

Breda Carty
Member, Inclusion Advisory Committee, State Library of NSW
Consultant Expert on Education and Deaf Community and Culture, Deaf Australia
Member, Editorial Board, Journal of Deaf Studies and Deaf Education
Newsletter Editor, Deaf History International

Jacqui Donnelly
Member, Accessible Assessment Working Party, Round Table on Information Access for People with Print Disabilities

Wendy Dorn
Member, Early Childhood Intervention Australia (ECIA)

Frances Gentle
President, International Council for the Education of People with Visual Impairment (ICEVI)
Co-President, South Pacific Educators in Vision Impairment (SPEVI)

Executive Committee Member, World Blind Union
Member, Inclusive Education Task Group, International Disability and Development Consortium (IDDC)
Member, Editorial Committee, The Educator, International Council for Education of People with Visual Impairment

Harzita Hashim
Director and Treasurer, Australian Blindness Forum

Marianne Kraszewski
Member, Early Childhood Intervention Australia (ECIA)

Greg Leigh
Chair, Australasian Newborn Hearing Screening Committee
Co-Chair, International Committee, International Congress on Education of the Deaf
Consultant Expert on Education, Deaf Australia
Member, Key Scientist Group, HEARing Cooperative Research Centre
Member, Board, Deafness Foundation
Member, Department of Educational Studies Advisory Board, Macquarie University
Member, Advisory Board, H:EAR Hearing Education Application Research Centre, Macquarie University
Member, Editorial Board, Deafness and Education International
Member, Editorial Board, Phonetics and Speech Sciences
Member, Editorial Board, Journal of Deaf Studies and Deaf Education
Volunteering to make a difference

Jessica has been volunteering at RIDBC since high school and was herself born blind

“I was born with Leber’s Congenital Amaurosis, which causes vision loss, and my parents turned to RIDBC for support,” said Jessica. “I continued to receive support from RIDBC until I went to school, which was essential to learning braille and to learn about access technology, which was critical to my future studies.”

Now studying at University, Jessica continues her connection to RIDBC through the support she provides as a volunteer.

“My role at RIDBC involves supporting the children at RIDBC by producing braille. Everything from creating braille books to making sure that they have name tags in braille on their lockers,” said Jessica.

“Braille production is incredibly intensive and expensive and access is a real issue for people who are blind. In high school it was often half way through the term before I was able to access my text books in braille.

“As an adult I now want to assist in the important work RIDBC does supporting the literacy outcomes of children who are blind or have vision loss. RIDBC’s role in ensuring children and young adults have access to the braille resources they need is critical.”

“Volunteering is a really rewarding experience,” said Jessica. “For other people my age thinking about it – you should definitely try and find some work in an area you care about. It’s really worthwhile.”
**Chris Rehn**  JP, BBus, DipAppSc  
**Chief Executive**  
Joined RIDBC in 2010. Previously Chris was general manager of Sydney Cochlear Implant Centre (SCIC) which merged with RIDBC in 2014. His early career was in health management within the public and private sectors. He is a Harvard Club of Australia Non-Profit Fellow.

**Michelle Barletta**  MCom (HR & IR), DipHRM  
**Director, People & Culture**  
Joined RIDBC in 2014. Previously Michelle has held human resource management roles in computing, healthcare and professional services organisations. Michelle has a pragmatic approach to people-related strategy and extensive experience partnering within organisations.

**Shy Bastianpillai**  FCPA, FCMA (UK), CGMA  
**Chief Financial Officer**  
Joined RIDBC in 2016. Shy has a strong financial background having recently held a number of senior financial management roles in multinational organisations. Prior to this, Shy held a number of financial controller and financial management roles within a range of industries, having started her career with one of the big four professional service firms.

**Linda Berrigan**  BCom (Mktg)  
**Director, Marketing & Communications**  
Joined RIDBC in 2014. Linda is a strategic transformation, communications and marketing executive with experience across not for profit, government, professional services and corporate organisations in both the UK and Australia. Linda has a track record of achieving positive social impact and change through innovative campaigning, communication and advocacy.
Robyn Bridgwood **JP**  
**Executive Officer**  
Joined RIDBC in 2005 as executive assistant to the chief executive and was appointed as executive officer in July 2014. Robyn has significant experience providing high level support, guidance and administrative assistance to chief executives, senior leadership teams, board members and members of special committees.

Bart Cavalletto **RN, GradDipNMgt (Paed)**  
**Director, Services**  
Joined RIDBC in 2013. Bart has significant experience in service delivery, planning and implementation. With over 10 years’ experience in large government agencies, Bart has substantial knowledge of the workings of government, strategy and policy, including complex state-wide services and cochlear implant services.

Hockman Chang **BConstMgt, MRE, DipAppSc, CertRiskMgt**  
**Director, Technology, Operations & Property**  
Joined RIDBC in 2013. Hockman has a background in property, construction, operations, risk, and work, health and safety, with experience working in senior management roles for ASX top 50 multinational and international corporations in Australia. Hockman brings a depth of project and program management disciplines to RIDBC.

Professor Greg Leigh **AO, DipTeach, BEd, MSc, PhD, FACE**  
**Director, RIDBC Renwick Centre**  
Joined RIDBC as head of Renwick College (now RIDBC Renwick Centre) in 1993, and was appointed assistant chief executive (educational services) in 1999. In 2006, Greg was appointed to his current role and assigned the responsibility of expanding and developing RIDBC’s research and professional development programs and facilities.
**OUR PEOPLE**

**PATRONS AND BOARD MEMBERS**

## PATRONS

### Joint Vice Regal Patrons

**His Excellency General, The Hon. David Hurley**

AC DSC (Ret’d), Governor of NSW, and Mrs Linda Hurley.

### Vice Patron

**Mr Norman B Rydge**

AM OBE, was a director from 1977-2009 and president from 1995-2009. He is an RIDBC Life Governor.

## BOARD MEMBERS

### President of the Board

**Mr Sean P Wareing**

FCPA, ACIS, was appointed to the Board in 2000, elected a Vice President in 2003 and President in 2009. He is a Life Member of RIDBC. Mr Wareing has had extensive experience both as an Executive in, and Chairman or Director of, public and private companies. He is a Graduate of the Senior Management Program of the Harvard Business School, an Honorary Fellow of the University of Western Sydney and a former Vice President of the NSW Division of CPA Australia.

**Meetings:** Board 6 of 7 | Committee 2 of 2

### Vice Presidents of the Board

#### Mr David Dinte

BEC, LLB, MAICD, is a property developer with extensive experience in commercial, retail, industrial and residential development, acquisition and management in both Australia and the United States of America. Mr Dinte is a Director of South Cares. He is a member of the International Council of Shopping Centres. Mr Dinte joined the Board in 2000, was appointed a Vice President in 2009 and is a Life Member.

**Meetings:** Board 6 of 7 | Committee 3 of 3

#### Mrs Barbara Stone

AM, BA, DipEd, MEd, MAICD, FACE, FACEL Retired as Principal of MLC School in 2011. Mrs Stone is a former National Chair of the Association of Heads of Independent Schools of Australia (AHISA), past State Chair, AHISA NSW/ACT, former President, Alliance of Girls’ Schools of Australasia. Current other Board directorships: Association of Independent Schools, NSW; Newington College, Stanmore. Mrs Stone joined the Board in 2002, was appointed a Vice President in 2012 and is a Life Member.

**Meetings:** Board 6 of 7 | Committee 3 of 3

#### Mr Peter van Dongen

BComm (Acc), FCA, F Fin, GAICD, is Chairman of PwC Australia’s Board of Partners and a Director of PwC Asia Pacific Ltd. Previously, Peter was the National Managing Partner of PwC Australia’s assurance practice and a member of PwC Australia’s Executive Board. Peter has over 30 years’ experience in delivering assurance services to many of Australia’s largest ASX-listed companies, predominantly in the financial services sector. Peter was until recently the Independent Auditor of the Australian National Audit Office, having been appointed by the Governor General to
a fixed term to 1 January 2019. He joined the Board in November 2013 and was appointed a Vice President in 2018.

Meetings: Board 6 of 7 | Committee 3 of 3

**Directors of the Board**

**Associate Professor Catherine Birman**  
MBBS, FRACS, GAICD, PhD  
is an Ear, Nose and Throat surgeon at the Children's Hospital at Westmead and a number of other public and private hospitals. She has extensive experience in cochlear implant surgery and research in this area. She is the Medical Director of the SCIC Cochlear Implant Program, an RIDBC service. She has been a past Chairman of the NSW division of the Australian Society of Otolaryngology, Head and Neck Surgery, and past Secretary of the Australian and New Zealand Paediatric Otolaryngology Society. In 2017 she was awarded the New South Wales Premier’s Award for Woman of the Year and in 2018 was awarded the Australian Society of Otolaryngology Head and Neck Surgery Medal. A/Prof Birman joined the Board in 2011.

*Meetings: Board 6 of 7 | Committee 4 of 4*

**Mr Charles M Cowper**  
BA, LLB, FAICD is a solicitor and former partner of national commercial law firms, Corrs Chambers Westgarth and Gadens Lawyers. He is currently a Consultant to global law firm Dentons. He is an acknowledged expert in mergers and acquisitions, corporate law and governance. He has held board positions in a range of for profit and for purpose organisations including in education, on the Council of Shore School and in disability, as a director of Royal Blind Society of New South Wales. He is a Fellow of the Australian Institute of Company Directors. Mr Cowper joined the Board in May 2017.

*Meetings: Board 7 of 7 | Committee 2 of 4*

**Mr Roger Gee**  
Retired in 2006 from Qantas after a 41 year career with the airline. He retired as a 747-400 Senior Check Captain. He has been an active member of RIDBC’s Qantas Pathfinders Auxiliary for more than 30 years. He instigated the Charity Flight, a very successful fundraising event, and piloted the Qantas Children’s Jumbo Joy Flight for many years. Mr Gee joined the Board in 2008 and is a Life Member of RIDBC.

*Meetings: Board 7 of 7 | Committee 3 of 3*

**Mr Matt Pearce** has an extensive career in media and events. He has worked in newspapers and magazines and for the last 15 years, events. He has strong mergers and acquisition experience and sits on a number of industry boards. He has been involved in hearing services in Victoria for the last 25 years, previously serving as Chairman and Board director for Taralye and Taralye Foundation. Mr Pearce joined the Board in 2018.

*Meetings: Board 3 of 4 | Committee N/A*

**Ms Michele Phillips**  
BBus, MBA, GAICD joined the Board in May 2017. Formerly a Vice President for Electrolux Australia and Asia Pacific, Ms Phillips has led some of the world’s strongest brands in Australia and internationally. Commencing her career at Procter & Gamble, she has a strong focus on marketing, digital technology and customer centricity. She led innovation on health and wellbeing products for children and older adults. She has held board positions across disability, social enterprise and the arts. She retired from the Board in February 2019.

*Meetings: Board 7 of 7 | Committee 6 of 6*

**Mr Greg Sedgwick**  
BComm, MComm, FAICD, joined the Board in 2011. He was previously the Managing Director of Crane Group Limited and was instrumental in fostering the corporate relationship between RIDBC and Crane. He was Vice President of the Australian Industry Group of NSW and a member of the Business Council of Australia. He is Chairman of NextGen Clubs and Chairman of AmpControl. He has had extensive international experience and has held board positions with listed companies in Japan, India and South Africa. He retired from the Board in February 2019.

*Meetings: Board 5 of 7 | Committee 3 of 4*
The Board of Directors

The RIDBC Board of Directors has responsibilities and duties defined under the Royal Institute for Deaf and Blind Children Act 1998 and the by-laws. These define broadly the processes of control by which the board and management ensure that RIDBC is achieving its objectives effectively and efficiently, that its financial reporting is properly informative and reliable, that it is setting and reviewing organisational strategy and that it acts in compliance with all laws and regulations.

The RIDBC Board of Directors selects and appoints the chief executive who is accountable to the board for the performance of RIDBC.

RIDBC Board of Directors and Governance

The RIDBC Board of Directors has implemented a number of formal steps in corporate governance. These include an ‘integrity statement’, guidelines for the selection of persons to fill casual vacancies on the board and a process of performance self-appraisal by board members.

Integrity Statement

Good governance is essential to maintaining trust between RIDBC and its supporters, funding authorities and the families of students.

RIDBC is a charitable human service organisation. Accordingly, its board will aim to promote appropriate values and attitudes of service, integrity, financial prudence, consideration of individuals, accountability and personal responsibility.

Criteria for board membership are determined by eligibility guidelines, largely derived from relevant clauses in the Royal Institute for Deaf and Blind Children Act 1998 and the by-laws.

Members of the RIDBC Board of Directors agree to be bound by this integrity statement. New appointees to the board will be required to agree to be bound by the integrity statement. Any member of the board finding herself/himself unable to meet or to continue to meet the requirements of the integrity statement must offer to resign from the board.

Members of the RIDBC Board

- Shall be non-executive and unpaid and take no benefit whatsoever from their office. No member of RIDBC staff may be appointed to the board;
- Shall act at all times and in all matters in the best interests of RIDBC in conformity with its act and the by-laws;
- Have a duty to ensure that the management of RIDBC is competent, ethical and prudent and that it acts in the best interests of RIDBC;
- Shall at all times act honestly and in good faith in the exercise of their powers and the discharge of their duties of office;
- Have a duty to use due care and diligence in fulfilling the functions of office and in exercising the powers attached to that office;
- Should not engage in conduct likely to bring discredit upon RIDBC;
- Shall not take improper advantage of their position nor allow personal, family or business interests to conflict with the interests of RIDBC; and
- Require the prior approval of the board and subsequent disclosure to the members for the performance of any service or the supply of any article for which compensation may be received.
Guidelines – Appointments to the Board
Prospective appointees to the RIDBC Board of Directors must:
• Be, or be prepared to become, members of RIDBC in accord with the Royal Institute for Deaf and Blind Children Act;
• Have sympathy with, and be prepared to contribute to, RIDBC’s purpose and objectives;
• Have abilities and skills which would be of use to RIDBC;
• Be compatible with and prepared to work harmoniously with existing members of the board;
• Have a range of personal and/or professional contacts from various fields of endeavour who would be of potential benefit to RIDBC; and
• Have an understanding of the duties and responsibilities of a board member.

Performance Appraisal by Self-Analysis
In order to ensure that the RIDBC Board is constituted so as to properly discharge its duties to the members, staff and clients of RIDBC, board members agree that periodically they will undertake a performance appraisal by self-analysis.

This requires the completion and signing of a questionnaire, signifying continued agreement to be bound by the requirements of the Integrity Statement. A copy of the questionnaire can be found on RIDBC’s website at ridbc.org.au/board-directors

Standing Committees of the Board
Under the Royal Institute for Deaf and Blind Children Act, the board is empowered to establish such committees as the board thinks will assist it to exercise its functions. Currently, there are seven standing committees as detailed below. Committee membership is reviewed on an annual basis.

Capital Projects Committee
Oversees all but minor capital projects, receiving proposals from the Chief Executive and making recommendations to the Board in relation to proposed projects.
Members: David Dinte (chairperson), Greg Sedgwick, Peter van Dongen.

Cochlear Implant Committee
Assist the Operational Services Committee in its governance responsibilities. The committee will review and endorse the SCIC Cochlear Implant Program strategic plan.
Members: A/Prof Catherine Birman (chairperson), Roger Gee, Michele Phillips.

Finance, Audit & Risk Committee
Reviews the accounting policies of RIDBC, the provision of financial information, and the policy on risk management. The committee receives and reviews the annual budgets and financial statements prior to their consideration by the RIDBC Board.
Members: Peter van Dongen (chairperson), A/Prof Catherine Birman, Charles Cowper, Michele Phillips.

Fundraising Committee
Receives and considers plans and progress reports in relation to RIDBC’s community relations and fundraising activities. The committee reviews the annual Operational Plan for community relations and fundraising.
Members: David Dinte (chairperson), Charles Cowper, Barbara Stone.

Investment Committee
Reviews RIDBC’s investment policies and practices to ensure they are and remain appropriate to RIDBC’s needs.
Members: Sean Wareing (chairperson), David Dinte, Greg Sedgwick.

Nominations & Governance Committee
Develops and maintains guidelines to apprise prospective board members of the board’s expectations of its members, and advises the RIDBC Board on the selection and recruitment of persons to fill vacancies on the Board.
Members: Sean Wareing (chairperson), David Dinte, Barbara Stone, Peter van Dongen.

Operational Governance Committee
Received and considers proposals that relate to the establishment of new programs or services, or to significant changes or the discontinuation of existing programs or services. The committee reviews the annual RIDBC Operational Plan for Services.
Members: Barbara Stone (chairperson), A/Prof Catherine Birman, Roger Gee.
DISCUSSION AND ANALYSIS OF THE FINANCIAL STATEMENTS

Information on RIDBC Concise Financial Report

The financial statements and disclosures in the concise financial report have been derived from the 2018 Annual Financial Report of the Royal Institute of Deaf and Blind Children (RIDBC). A copy of the full Annual Financial Report and the accompanying auditor’s report will be sent to any member, free of charge, upon request.

The discussion and analysis are provided to assist members in understanding the concise financial report. It is based on RIDBC’s financial statements, the information contained in the concise financial report and in the 2018 Annual Report of RIDBC.

During the year, RIDBC acquired the businesses of The Advisory Council for Children with Impaired Hearing (Victoria), known as Taralye on the 1st of February 2018 and Early Education Program for Hearing Impaired Children (EEP) on the 16th of February 2018, both for nil consideration. RIDBC has recognised an equity contribution of $17.1M and $1.0M respectively as a result of the net assets acquired from each entity. Notes 5 and 6 to the Financial Statements provide further details. The activities of both Victorian based Taralye and EEP are included in the Financial Statements of RIDBC since the respective acquisition dates. Taralye and EEP have contributed $3.6M and $0.3M of revenues and incurred net losses of $0.5M and $0.02M respectively in the eleven [11] months and this is reflected in RIDBC’s 31 December 2018 consolidated results.

Statement of Income & Expenditure

In 2018 RIDBC recorded total revenue of $51.1M which was a decrease of $1.9M or 3.5% when compared to 2017. Revenues in 2018 were driven by several factors, notably Bequests, Government Funding and Investment Income.

Bequest income of $10.7M was $4.5M or 30% lower than 2017 which was a record year for bequest income received. In 2018 it was primarily due to the estates of the Late Ian Paul ($2.2M), Margaret Crawley ($1.3M), Mavis Holdcroft ($0.6M) and Sylvia Gronvald ($0.6M) amongst many other generous bequests in the year. RIDBC continues to be very grateful for the
generosity and foresight of all our philanthropists including those who have made provision for RIDBC through their wills.

Fundraising was $0.9M higher than 2017 mainly attributable to the inclusion of the Victorian businesses acquired in 2018 ($1.4M) offset by the challenges in the internal and external fundraising environment ($0.5M).

Government funding was $0.7M or 5.4% higher than 2017 which was mainly due to the inclusion of Taralye and EEP in Victoria. In New South Wales a decrease in the Ageing, Disability & Home Care (ADHC) funding ($3.2M) was only partially offset by an increase in National Disability Insurance Scheme (NDIS) fees ($2.7M) during this transition phase. Cochlear Implant Program revenue increased by $0.8M to $6.8M or 13.4% compared to last year due to higher Medicare revenue and an increase in cochlear devices and fitting fees. RIDBC continues to provide services to many in need in New South Wales, Queensland, Victoria and across Australia and consequently benefit from the ongoing support of the respective State and Commonwealth governments for which we are most appreciative.

Investment Income of $7.7M was a decrease of $0.8M or 9.9% compared to 2017. While the portfolio continued to grow, the rising uncertainty in relation to the medium-term trajectory for economic growth and corporate earnings across the regions resulted in a general widespread sell-off in equity and credit markets and consequential reduction in values which RIDBC’s investment portfolio was not immune to.

Total Expenditure on Operating Activities increased in 2018 by $4.1M or 9.2% to $48.5M, the increases being mainly due to the inclusion of the Victorian based operations ($4.6M) and Strategic initiatives ($0.9M) offset by a reduction of costs across many of the operational and support areas. Strategic initiative expenditure of $2.2M was $0.9M higher than 2017. A considerable portion of this related to the initial activities relating to the establishment of the new Centre of Excellence at Macquarie University and the Transformation Management Office which was established in 2017 to support the organisation in its successful execution of strategy.

RIDBC spent 79% of its outgoings on Student and Client Services including the Cochlear Implant Program.

Finance, Administration and General Management costs were contained to 6.1% of operational expenditure compared to 7.3% in 2017.

Non-operating expenditure ($0.5M) relates to the impairment of the property obtained through the acquisition of Taralye during the year. The property was recorded at fair value at the time of acquisition and subsequently has been impaired following an independent valuation at balance date.

Statement of Other Comprehensive Income
The loss of $6.5M (2017: gain of $3.9M) represented a decrease in the year end market values of the long term investments held by RIDBC and is reflective of general investment market conditions.

Statement of Financial Position
The value of RIDBC’s Net Assets has increased by 7.7% to $191.9M.

Of particular note is the increase in Financial assets (+$24.4M), consisting of RIDBC’s Investment portfolio, which reflects the additional investment of funds as a result of the bequests and an option fee received for the future sale of the property at North Rocks. The option fee is included as a liability until the completion of the future sale.

RIDBC’s investment portfolio is diverse, being invested broadly across a range of managers and asset classes including cash, bonds, equities, infrastructure and property trusts. RIDBC is a long-term investor and operates its investment portfolio with the advice of an independent asset consultant and with a special purpose subcommittee of the RIDBC Board.

During 2018, RIDBC’s property, plant and equipment increased by $11.7M This is mainly attributed to the acquisition of property from Taralye during the year.

Statement of Cash Flows
Net cash inflows from operating activities decreased 68% compared with 2017 primarily due to an overall decrease in receipts from bequests, donations and fundraising and investment returns, while payments to suppliers have increased following the acquisitions of the Taralye and EEP businesses.
## STATEMENT OF INCOME & EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2018

<table>
<thead>
<tr>
<th>Note</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>REVENUE FROM OPERATING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bequest Income</td>
<td>10,661,271</td>
<td>15,201,911</td>
</tr>
<tr>
<td>Fundraising Income</td>
<td>8,145,527</td>
<td>7,205,067</td>
</tr>
<tr>
<td>Government Funding</td>
<td>14,114,052</td>
<td>13,389,827</td>
</tr>
<tr>
<td>Investment Income</td>
<td>7,714,314</td>
<td>8,561,192</td>
</tr>
<tr>
<td>Other Income</td>
<td>10,443,920</td>
<td>8,582,358</td>
</tr>
<tr>
<td><strong>REVENUE FROM OPERATING ACTIVITIES</strong></td>
<td>51,079,084</td>
<td>52,940,355</td>
</tr>
<tr>
<td>INCOME FROM NON OPERATING ACTIVITIES</td>
<td>1,995</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE AND INCOME</strong></td>
<td>$51,081,079</td>
<td>$52,941,355</td>
</tr>
</tbody>
</table>

| EXPENDITURE FROM OPERATING ACTIVITIES | | |
| Bequests | 259,673 | 167,271 |
| Fundraising | 3,694,569 | 3,807,393 |
| Marketing and Communications | 863,710 | 813,185 |
| Administration | 2,980,293 | 3,243,232 |
| Investment Management | 145,030 | 132,044 |
| Student and Client Services | 38,311,728 | 34,885,387 |
| Strategic Initiatives | 2,222,884 | 1,331,728 |
| **EXPENDITURE FROM OPERATING ACTIVITIES** | $48,477,887 | $44,380,240 |
| **EXPENSES FROM NON OPERATING ACTIVITIES** | 500,000 | - |
| **TOTAL EXPENSES** | $48,977,887 | $44,380,240 |

**SURPLUS FOR THE YEAR**

$2,103,192

$8,561,115

These financial statements should be read in conjunction with the accompanying notes.
<table>
<thead>
<tr>
<th>Note</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>SURPLUS FOR THE YEAR</td>
<td>$2,103,192</td>
<td>$8,561,115</td>
</tr>
<tr>
<td>OTHER COMPREHENSIVE INCOME</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net unrealised (loss) / gain on revaluation of long term investments held at fair value and net realised (loss) / gain on disposal of investments</td>
<td>(6,487,217)</td>
<td>3,852,602</td>
</tr>
<tr>
<td>Gain on revaluation of Defined Benefit Superannuation Funds</td>
<td>5,975</td>
<td>60,267</td>
</tr>
<tr>
<td>TOTAL OTHER COMPREHENSIVE (LOSS) / INCOME</td>
<td>$(6,481,242)</td>
<td>$3,912,869</td>
</tr>
<tr>
<td>TOTAL COMPREHENSIVE (LOSS) / INCOME FOR THE YEAR</td>
<td>$(4,378,050)</td>
<td>$12,473,984</td>
</tr>
</tbody>
</table>

These financial statements should be read in conjunction with the accompanying notes.
## STATEMENT OF FINANCIAL POSITION

**AS AT 31 DECEMBER 2018**

The following table presents the financial position of the Royal Institute for Deaf and Blind Children as at 31 December 2018.

<table>
<thead>
<tr>
<th><strong>CURRENT ASSETS</strong></th>
<th><strong>2018</strong></th>
<th><strong>2017</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>6,829,557</td>
<td>4,812,911</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>2,393,349</td>
<td>1,851,085</td>
</tr>
<tr>
<td>Other current assets</td>
<td>1,102,659</td>
<td>598,619</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>$10,325,565</strong></td>
<td><strong>$7,262,615</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>NON-CURRENT ASSETS</strong></th>
<th><strong>2018</strong></th>
<th><strong>2017</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial assets</td>
<td>160,139,230</td>
<td>135,584,245</td>
</tr>
<tr>
<td>Investment property</td>
<td>1,530,000</td>
<td>1,530,000</td>
</tr>
<tr>
<td>Retirement benefit surplus</td>
<td>278,644</td>
<td>272,669</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>54,710,164</td>
<td>43,023,239</td>
</tr>
<tr>
<td>Other Intangible assets</td>
<td>6,192</td>
<td>26,335</td>
</tr>
<tr>
<td>Other non-current assets</td>
<td>312,500</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT ASSETS</strong></td>
<td><strong>$216,976,730</strong></td>
<td><strong>$180,436,488</strong></td>
</tr>
</tbody>
</table>

| **TOTAL ASSETS** | **$227,302,295** | **$187,699,103** |

<table>
<thead>
<tr>
<th><strong>CURRENT LIABILITIES</strong></th>
<th><strong>2018</strong></th>
<th><strong>2017</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade and other payables</td>
<td>2,217,269</td>
<td>1,965,859</td>
</tr>
<tr>
<td>Other current liabilities</td>
<td>1,883,669</td>
<td>1,750,683</td>
</tr>
<tr>
<td>Short-term provisions</td>
<td>5,386,621</td>
<td>5,053,249</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td><strong>$9,487,559</strong></td>
<td><strong>$8,769,791</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>NON-CURRENT LIABILITIES</strong></th>
<th><strong>2018</strong></th>
<th><strong>2017</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Long-term provisions</td>
<td>934,656</td>
<td>818,147</td>
</tr>
<tr>
<td>Long-term financial liabilities</td>
<td>7 25,000,000</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT LIABILITIES</strong></td>
<td><strong>$25,934,656</strong></td>
<td><strong>$818,147</strong></td>
</tr>
</tbody>
</table>

| **TOTAL LIABILITIES** | **$35,422,215** | **$9,587,938** |

| **NET ASSETS** | **$191,880,080** | **$178,111,165** |

<table>
<thead>
<tr>
<th><strong>FUNDS</strong></th>
<th><strong>2018</strong></th>
<th><strong>2017</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Reserves Defined Benefit Reserve</td>
<td>278,644</td>
<td>272,669</td>
</tr>
<tr>
<td>Capital projects account</td>
<td>1,009,552</td>
<td>1,009,552</td>
</tr>
<tr>
<td>Cochlear Implant Program permanent funds</td>
<td>1,571,520</td>
<td>1,708,580</td>
</tr>
<tr>
<td>Prescribed purpose funds</td>
<td>6,123,082</td>
<td>6,682,648</td>
</tr>
<tr>
<td>Asset revaluation / realisation reserve</td>
<td>58,432,563</td>
<td>64,757,172</td>
</tr>
<tr>
<td>Designated investment fund</td>
<td>80,305,148</td>
<td>80,305,148</td>
</tr>
<tr>
<td><strong>Total reserves</strong></td>
<td><strong>$147,720,509</strong></td>
<td><strong>$154,735,769</strong></td>
</tr>
<tr>
<td><strong>Retained earnings</strong></td>
<td><strong>$44,159,571</strong></td>
<td><strong>$23,375,396</strong></td>
</tr>
<tr>
<td><strong>TOTAL FUNDS</strong></td>
<td><strong>$191,880,080</strong></td>
<td><strong>$178,111,165</strong></td>
</tr>
</tbody>
</table>

These financial statements should be read in conjunction with the accompanying notes.
# Statement of Changes in Equity

For the Year Ended 31 December 2018

## Balance at 1 January 2017

<table>
<thead>
<tr>
<th>Retained Earnings</th>
<th>Defined Benefit Reserve</th>
<th>Capital Projects Account</th>
<th>CIP Permanent Funds</th>
<th>Prescribed Purpose Funds</th>
<th>Asset Revaluation/Realisation Reserve</th>
<th>Designated Investment Fund</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>14,873,679</td>
<td>212,402</td>
<td>1,009,552</td>
<td>1,722,598</td>
<td>6,609,232</td>
<td>60,904,570</td>
<td>80,305,148</td>
<td>165,637,181</td>
</tr>
</tbody>
</table>

**Total comprehensive income for the year**

- 8,561,115
- 60,267

**Subtotal**

- 23,434,794
- 272,669
- 1,009,552
- 1,722,598
- 6,609,232

**Balance at 31 December 2017**

<table>
<thead>
<tr>
<th>Retained Earnings</th>
<th>Defined Benefit Reserve</th>
<th>Capital Projects Account</th>
<th>CIP Permanent Funds</th>
<th>Prescribed Purpose Funds</th>
<th>Asset Revaluation/Realisation Reserve</th>
<th>Designated Investment Fund</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>23,375,396</td>
<td>272,669</td>
<td>1,009,552</td>
<td>1,708,580</td>
<td>6,682,648</td>
<td>64,757,172</td>
<td>80,305,148</td>
<td>178,111,165</td>
</tr>
</tbody>
</table>

**Equity contribution on business combination**

- 18,146,965

**Subtotal**

- 43,625,553
- 278,644
- 1,009,552
- 1,708,580
- 6,682,648

**Total comprehensive income for the year**

- 2,103,192
- 5,975

**Balance at 31 December 2018**

<table>
<thead>
<tr>
<th>Retained Earnings</th>
<th>Defined Benefit Reserve</th>
<th>Capital Projects Account</th>
<th>CIP Permanent Funds</th>
<th>Prescribed Purpose Funds</th>
<th>Asset Revaluation/Realisation Reserve</th>
<th>Designated Investment Fund</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>44,159,571</td>
<td>278,644</td>
<td>1,009,552</td>
<td>1,571,520</td>
<td>6,123,082</td>
<td>58,432,563</td>
<td>80,305,148</td>
<td>191,880,080</td>
</tr>
</tbody>
</table>

* Equity contribution on business combination relates to the acquisition of the Advisory Council for Children with Impaired Hearing (Victoria) and Early Education Program for Hearing Impaired Children. Refer Notes 5 & 6

These financial statements should be read in conjunction with the accompanying notes.
### STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2018

<table>
<thead>
<tr>
<th>Note</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cash flow from operating activities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Receipts from fundraising, bequests, fees and sundry sources</td>
<td>28,009,077</td>
</tr>
<tr>
<td></td>
<td>Government grants &amp; subsidies received</td>
<td>14,432,276</td>
</tr>
<tr>
<td></td>
<td>Interest received</td>
<td>317,839</td>
</tr>
<tr>
<td></td>
<td>Receipts from investments</td>
<td>7,260,816</td>
</tr>
<tr>
<td></td>
<td>Payments to suppliers and employees</td>
<td>(46,708,411)</td>
</tr>
<tr>
<td></td>
<td>Net cash inflows from operating activities</td>
<td>$3,311,597</td>
</tr>
<tr>
<td></td>
<td>Cash flows from investing activities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cash acquired upon acquisition of Taralye and EEP 5 &amp; 6</td>
<td>2,983,930</td>
</tr>
<tr>
<td></td>
<td>Proceeds from sale of property, plant and equipment</td>
<td>2,000</td>
</tr>
<tr>
<td></td>
<td>Payments for property, plant and equipment</td>
<td>(917,753)</td>
</tr>
<tr>
<td></td>
<td>Receipts from sale of investment securities</td>
<td>2,565</td>
</tr>
<tr>
<td></td>
<td>Receipt of option fee for property</td>
<td>7 25,000,000</td>
</tr>
<tr>
<td></td>
<td>Payment of agency fee for property</td>
<td>(312,500)</td>
</tr>
<tr>
<td></td>
<td>Payments for investment securities</td>
<td>(28,053,193)</td>
</tr>
<tr>
<td></td>
<td>Net cash (outflows) from investing activities</td>
<td>$(1,294,951)</td>
</tr>
<tr>
<td></td>
<td>Net increase / (decrease) in cash held</td>
<td>2,016,646</td>
</tr>
<tr>
<td></td>
<td>Cash at the beginning of the financial year</td>
<td>4,812,911</td>
</tr>
<tr>
<td></td>
<td>Cash at the end of the financial year</td>
<td>$6,829,557</td>
</tr>
</tbody>
</table>

These financial statements should be read in conjunction with the accompanying notes.
Note 1 – Basis of Preparation of the Concise Financial Report

The concise financial report is an extract from the full financial report for the year 31 December 2018. The concise financial report has been prepared in accordance with the principles of Accounting Standard AASB 1039: Concise Financial Reports, and the Charitable Fundraising Act 1991.

The financial report covers the entity of the Royal Institute for Deaf and Blind Children (RIDBC) domiciled in Australia, incorporated in 1905 by Act No. 10 of the New South Wales Parliament, and replaced by the provisions of the Royal Institute for Deaf and Blind Children Act No. 6 from 26 June 1998.

The financial statements, specific disclosures and other information included in the concise financial report are derived from and are consistent with the 2018 Annual Financial Report of the Royal Institute for Deaf and Blind Children (RIDBC). The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of RIDBC as the Annual Financial Report. A copy of the Annual Financial Report and auditor’s report will be sent to any member, free of charge, upon request.


RIDBC was automatically registered as a charity with the Australian Charities and Not-for-profits Commission (ACNC) when its registration details transferred across from the Australian Taxation Office (ATO) having been previously endorsed by the ATO as a charity.

The Annual Information Statement and an Annual Financial Statement for 2017 was duly submitted on 22nd June 2018.
## Note 2 – Revenue from Operating Activities

### (a) GOVERNMENT FUNDING

#### Commonwealth Department of Education
- Basic Per Capita: $2,906,397 (2018), $2,491,287 (2017)

#### Commonwealth Department of Social Services & Department of Human Services

#### NSW Ageing, Disability & Home Care
- Early Childhood Intervention: $304,677 (2018), $1,289,228 (2017)

#### NSW Department of Education

#### NSW Department of Health

#### Queensland Department of Health
- Support for Students at Teleschool: $200,000 (2018), $252,436 (2017)

#### Victorian State Government
- Education & Training: $1,286,041 (2018), -$ (2017)

### TOTAL GOVERNMENT FUNDING
- $14,114,052 (2018), $13,389,827 (2017)

### (b) OTHER INCOME

#### Student and Other Fees

#### Cochlear Implant Program

#### Total Cochlear Implant Program excluding NSW Government Funding
- $6,847,858 (2018), $5,862,465 (2017)

#### Professional Development
- $177,025 (2018), $201,326 (2017)

#### Miscellaneous Income

### TOTAL OTHER INCOME
- $10,443,920 (2018), $8,582,358 (2017)

### (c) INCOME FROM NON OPERATING ACTIVITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gain on sale of property, plant and equipment</td>
<td>$1,995</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

### TOTAL INCOME FROM NON-OPERATING ACTIVITIES
- $1,995 (2018), $1,000 (2017)
### Note 3 – Expenditure

**(a) ADMINISTRATION**

<table>
<thead>
<tr>
<th>Service</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>General and Financial Management</td>
<td>2,191,944</td>
<td>2,395,830</td>
</tr>
<tr>
<td>Human Resources Management</td>
<td>788,349</td>
<td>847,402</td>
</tr>
</tbody>
</table>

**TOTAL ADMINISTRATION EXPENDITURE** $2,980,293 $3,243,232

**(b) STUDENT AND CLIENT SERVICES**

**Preschool Services**

<table>
<thead>
<tr>
<th>Service</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alice Betteridge School</td>
<td>2,865,201</td>
<td>3,907,098</td>
</tr>
<tr>
<td>Thomas Pattison School</td>
<td>1,686,645</td>
<td>1,906,744</td>
</tr>
<tr>
<td>Garfield Barwick School</td>
<td>1,518,421</td>
<td>1,682,945</td>
</tr>
</tbody>
</table>

**Schools Support Services**

<table>
<thead>
<tr>
<th>Service</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jim Patrick Audiology Services</td>
<td>677,412</td>
<td>647,552</td>
</tr>
<tr>
<td>Renwick Centre</td>
<td>2,279,185</td>
<td>2,623,759</td>
</tr>
<tr>
<td>Teleschool Services</td>
<td>2,841,127</td>
<td>3,306,514</td>
</tr>
<tr>
<td>Early Learning Program and Other Client Services</td>
<td>9,181,407</td>
<td>7,386,041</td>
</tr>
<tr>
<td>Cochlear Implant Program Services</td>
<td>7,606,097</td>
<td>7,249,705</td>
</tr>
</tbody>
</table>

**TOTAL STUDENT AND CLIENT SERVICES EXPENDITURE** $38,311,728 $34,885,387

**(c) The expenditure from operating activities include the following specific expenditures**

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amortisation of non-current assets</td>
<td>$20,143</td>
<td>$39,021</td>
</tr>
<tr>
<td>Depreciation on non-current assets</td>
<td>$2,579,383</td>
<td>$2,514,714</td>
</tr>
</tbody>
</table>

**Remuneration of auditor**

<table>
<thead>
<tr>
<th>Service</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit services</td>
<td>115,000</td>
<td>80,000</td>
</tr>
<tr>
<td>Other assurance services</td>
<td>48,731</td>
<td>5,000</td>
</tr>
<tr>
<td>Taxation Advice</td>
<td>-</td>
<td>3,000</td>
</tr>
</tbody>
</table>

**Total remuneration of auditor** $163,731 $88,000

**Bad and doubtful debts**

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>$28,137</td>
<td>$27,674</td>
</tr>
</tbody>
</table>

**Total employee benefits expense** $34,284,145 $31,161,274

**(d) EXPENDITURE FROM NON OPERATING ACTIVITIES**

<table>
<thead>
<tr>
<th>Activity</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impairment of non-current assets</td>
<td>500,000</td>
</tr>
</tbody>
</table>

**TOTAL EXPENDITURE FROM NON-OPERATING ACTIVITIES** $500,000
Note 4 – Fundraising Activities Conducted
Information & Declarations to be furnished under the Charitable Fundraising Act 1991

Under this Act, Royal Institute for Deaf and Blind Children holds multiple authorities to fundraise for RIDBC centres.

(a) Details of income and aggregate expenditure of appeals conducted jointly with traders

RIDBC conducts all our appeals in-house. We do not use third party traders.

(b) Forms of fundraising appeals conducted in 2018

Details of aggregate income and expenditure from fundraising are as follows:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Partnerships</td>
<td>331,024</td>
<td>509,298</td>
<td>(178,274)</td>
<td>41,519</td>
</tr>
<tr>
<td>Committees &amp; Events</td>
<td>400,031</td>
<td>156,039</td>
<td>243,992</td>
<td>249,902</td>
</tr>
<tr>
<td>Lantern Clubs</td>
<td>202,686</td>
<td>77,502</td>
<td>125,184</td>
<td>138,051</td>
</tr>
<tr>
<td>Corporate Partnerships</td>
<td>472,075</td>
<td>200,609</td>
<td>271,466</td>
<td>150,894</td>
</tr>
<tr>
<td>Regional</td>
<td>36,660</td>
<td>230,221</td>
<td>(193,561)</td>
<td>(61,193)</td>
</tr>
<tr>
<td>Individual Giving</td>
<td>2,509,679</td>
<td>1,941,640</td>
<td>568,039</td>
<td>1,028,344</td>
</tr>
<tr>
<td>Major Donors</td>
<td>1,896,105</td>
<td>252,025</td>
<td>1,644,080</td>
<td>803,747</td>
</tr>
<tr>
<td>Grants from Trusts and Foundations</td>
<td>2,297,267</td>
<td>327,235</td>
<td>1,970,032</td>
<td>1,153,802</td>
</tr>
<tr>
<td>Alumni Program</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>(107,392)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$8,145,527</strong></td>
<td><strong>$3,694,569</strong></td>
<td><strong>$4,450,958</strong></td>
<td><strong>$3,397,674</strong></td>
</tr>
</tbody>
</table>

Net Income                                     $4,450,958   $3,397,674
Note 5 – Acquisition of trade and net assets of The Advisory Council for Children with Impaired Hearing (Victoria), known as Taralye

On 1 February 2018 RIDBC acquired the business of Taralye to operate as a going concern for nil consideration. The fair value of the assets and liabilities acquired equated to book value except for the property at Blackburn, Victoria which has been recorded at fair value based on an independent valuation.

The details of the business combination are as follows:

**Fair value of consideration transferred:**

<table>
<thead>
<tr>
<th>Amount settled in Cash</th>
<th>-</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL</strong></td>
<td>-</td>
</tr>
</tbody>
</table>

**Recognised amounts of identifiable net assets**

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash equivalents</td>
<td>1,904,836</td>
</tr>
<tr>
<td>Other Current Assets</td>
<td>14,550</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$1,919,386</strong></td>
</tr>
<tr>
<td>Financial Assets</td>
<td>2,764,256</td>
</tr>
<tr>
<td>Property, Plant &amp; Equipment</td>
<td>13,863,063</td>
</tr>
<tr>
<td><strong>Total Non-Current Assets</strong></td>
<td><strong>$16,627,319</strong></td>
</tr>
<tr>
<td>Trade and Other Payables</td>
<td>210,996</td>
</tr>
<tr>
<td>Other Current Liabilities</td>
<td>759,131</td>
</tr>
<tr>
<td>Provisions</td>
<td>477,207</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td><strong>$1,447,334</strong></td>
</tr>
</tbody>
</table>

**Identifiable Net Assets** $17,099,371

**Equity contribution** $17,099,371

The revenue included in the consolidated statement of comprehensive income since 1 February 2018 contributed by Taralye was $3,580,744. Taralye also contributed a deficit of $517,530 over the same period.

Had Taralye been consolidated from 1 January 2018 the consolidated statement of comprehensive income would have included revenue of $3,774,688 and a deficit of $725,313.
Note 6 – Acquisition of trade and net assets of Early Education Program for Hearing Impaired Children (EEP)

On 16 February 2018 RIDBC acquired the business of EEP to operate as a going concern for nil consideration. The fair value of the assets and liabilities acquired equated to book value. The details of the business combination are as follows:

<table>
<thead>
<tr>
<th>Fair value of consideration transferred:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount settled in Cash</td>
</tr>
<tr>
<td>TOTAL</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Recognised amounts of identifiable net assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash equivalents</td>
</tr>
<tr>
<td>Other Current Assets</td>
</tr>
<tr>
<td>Total Current Assets</td>
</tr>
<tr>
<td>Property, Plant &amp; Equipment</td>
</tr>
<tr>
<td>Total Non-Current Assets</td>
</tr>
<tr>
<td>Trade and Other Payables</td>
</tr>
<tr>
<td>Provisions</td>
</tr>
<tr>
<td>Total Current Liabilities</td>
</tr>
</tbody>
</table>

Identifiable Net Assets $1,047,594

Equity contribution $1,047,594

The revenue included in the consolidated statement of comprehensive income since 16 February 2018 contributed by EEP was $328,005. EEP also contributed a deficit of $22,138 over the same period.

Had EEP been consolidated from 1 January 2018 the consolidated statement of comprehensive income would have included revenue of $366,800 and a deficit of $28,001.
Note 7 – Long term financial liability

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Option fee on forward contract</td>
<td>25,000,000</td>
</tr>
</tbody>
</table>

**TOTAL LONG TERM FINANCIAL LIABILITY**  
$25,000,000

During the year RIDBC entered into a put and call option agreement with a buyer for the property at North Rocks. An option fee of $25m was received by RIDBC in 2018 and will be retained as a long term liability until the contract for sale is executed in October, 2022. At this point the final settlement is expected to occur.

Note 8 – Events After the Balance Date

Matters or circumstances that have arisen since the end of the financial year which significantly affect or may significantly affect the operations of RIDBC, the results of those operations, or the state of affairs of RIDBC in future financial years are provided below.

Subsequent to balance date,
(a) RIDBC sold the Glenmore Park property on 31 January, 2019. Total proceeds of sale were $8.0M. A gain on sale of $4.87m has been recognised in 2019.

(b) During the year RIDBC entered into a put and call option agreement with a buyer for the property at Floraville. An option fee of $20k was received by RIDBC in 2018 and will be retained as a liability until the contract for sale is executed. In January 2019, a further tranche of $135k has been received. Final settlement is expected to occur in December, 2019.
RESPONSIBLE ENTITIES’ DECLARATION

The Responsible Entities of RIDBC declare that:

1) The financial statements and notes of RIDBC are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 including;
   a. giving a true and fair view of its financial position as at 31 December 2018 and of its performance for the financial year ended on that date;
   b. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Australian Charities and Not-for-profits Commission Regulation 2013; and

2) there are reasonable grounds to believe that RIDBC will be able to pay its debts as and when they become due and payable.

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

Sean P Wareing  
President  
26 March 2019

Peter van Dongen  
Director  
26 March 2019

DECLARATION BY THE PRESIDENT WITH RESPECT TO FUNDRAISING APPEALS

I Sean Wareing, President of the Royal Institute for Deaf and Blind Children, declare that in my opinion:

a. the accounts give a true and fair view of all income and expenditure with respect to fundraising appeals;

b. the statement of financial position gives a true and fair view of the state of affairs of the organisation with respect to fundraising appeals;

c. the provisions of the Charitable Fundraising Act, the regulations under the Act and the conditions attached to the fundraising authority have been complied with by the organisation; and

d. the internal controls exercised by the organisation are appropriate and effective in accounting for all income received and applied by the organisation from any of its fundraising appeals.

Sean P Wareing  
President  
26 March 2019
Auditor’s Independence Declaration

To the Directors of the Royal Institute for Deaf and Blind Children

In accordance with the requirements of section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012, as lead auditor for the audit of the Royal Institute for Deaf and Blind Children for the year ended 31 December 2018, I declare that, to the best of my knowledge and belief, there have been:

a  no contraventions of the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and

b  no contraventions of any applicable code of professional conduct in relation to the audit.

Grant Thornton Audit Pty Ltd
Chartered Accountants

A J Archer
Partner - Audit & Assurance

Sydney, 26 March 2019
INDEPENDENT AUDITOR’S REPORT
TO THE MEMBERS OF THE RIDBC

Independent Auditor’s Report

To the Members of the Royal Institute for Deaf and Blind Children

Report on the audit of the concise financial report

Opinion

We have audited the concise financial report of the Royal Institute for Deaf and Blind Children (the Registered Entity), which comprises the statement of financial position as at 31 December 2018, and the statement of income & expenditure, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, derived from the audited financial report of Royal Institute for Deaf and Blind Children for the year ended 31 December 2018 and the discussion and analysis.

In our opinion, the accompanying concise financial report, including the discussion and analysis of Royal Institute for Deaf and Blind Children for the year ended 31 December 2018 complies with the principles of Accounting Standard AASB 1039 Concise Financial Reports.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Registered Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board’s APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Concise financial report

The concise financial report does not contain all the disclosures required by the Australian Accounting Standards in the preparation of the financial report. Reading the concise financial report and the auditors’ report thereon, therefore is not a substitute for reading the financial report and the auditor’s report thereon.

The financial report and our report thereon

We expressed an unmodified audit opinion on the financial report in our report dated 26 March 2019.

Responsibilities of the Directors for the concise financial report

The Directors of the Registered Entity are responsible for the preparation and fair presentation of the concise financial report in accordance with the principles of Accounting Standard AASB 1039 Concise Financial Reports, the Australian Charities and Not-for-profits Commission Act 2012. This responsibility includes such internal controls as the Directors’ determine are necessary to enable the preparation of the concise financial report.
Auditor’s responsibilities for the audit of the concise financial report

Our responsibility is to express an opinion on the concise financial report, in all material respects, complies with the principles of AASB1039 Concise Financial Reports and whether the discussion and analysis complies with the principles of AASB1039 Concise Financial Reports based on our audit procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

Report on the requirements of the NSW Charitable Fundraising Act 1991 and the NSW Charitable Fundraising Regulation 2015

We have audited the compliance of the Royal Institute for Deaf and Blind Children with the requirements of Section 24(2) of the Charitable Fundraising Act 1991 for the year ended 31 December 2018.

Opinion

In our opinion:

a the Royal Institute for Deaf and Blind Children has properly kept the accounts and associated records during the year ended 31 December 2018 in accordance with the NSW Charitable Fundraising Act 1991 and NSW Charitable Fundraising Regulations 2015 (section 24(2)(b) of the CF Act); and

b the Royal Institute for Deaf and Blind Children, has, in all material respects, properly accounted for and applied money received as a result of fundraising appeals conducted during the year ended 31 December 2018 in accordance with section 24(2)(c) of the CF Act; and

c there are reasonable grounds to believe that the Royal Institute for Deaf and Blind Children will be able to pay its debts as and when they fall due over the 12 month period from the date of this report (section 24(2)(d) of the CF Act).

The responsible entities responsibility under the Charitable Fundraising Act 1991

The Responsible Entities’ of the Royal Institute for Deaf and Blind Children are responsible for compliance with the requirements and conditions of the NSW Charitable Fundraising Act 1991 and NSW Charitable Fundraising Regulation 2015 and for such internal control as the Directors determine is necessary for compliance with the Act and the Regulation. This responsibility includes establishing and maintaining internal control over the conduct of all fundraising appeals; ensuring all assets obtained during, or as a result of, a fundraising appeal are safeguarded and properly accounted for; and maintaining proper books of account and records.

The Directors are also responsible for ensuring the Foundation will be able to pay its debts as and when they fall due.

Auditor’s responsibility

Our responsibility is to form and express an opinion on the Royal Institute for Deaf and Blind Children’s compliance, in all material respects, with the requirements of the Act and Regulations, as specified in section 24(2)(b), 24(2)(c) and 24(2)(d) of the Charitable Fundraising Act 1991.

Our audit has been conducted in accordance with the applicable Standards on Assurance Engagements (ASAE 3100 Compliance Engagements), issued by the Auditing and Assurance Standards Board. Our audit has been conducted to provide reasonable assurance that the Royal Institute for Deaf and Blind Children has complied with specific requirements of the Charitable Fundraising Act 1991 and Charitable Fundraising Regulation 2015, and whether there are reasonable grounds to believe the Registered Entity will be able to pay its debts as and when they fall due over the 12 month period from the date of this independent auditor’s report (future debts).

Audit procedures selected depend on the auditor’s judgement. The auditor designs procedures that are appropriate in the circumstances and incorporate the audit scope requirements set out in the Act. The audit procedures have been undertaken to form an opinion on compliance of that the Royal Institute for Deaf and Blind Children with the Act and Regulations and its ability to pay future debts. Audit procedures include obtaining an understanding of the internal control structure for fundraising appeal activities and examination, on a test basis, of evidence supporting the Royal Institute for Deaf and Blind Children’s compliance with specific requirements of the Act and Regulation, and assessing the reasonableness and appropriateness of the Royal Institute for Deaf and Blind Children’s assessment regarding the Registered Entity’s ability to pay future debts.

Inherent limitations

Because of the inherent limitations of any compliance procedures, it is possible that fraud, error or noncompliance may occur and not be detected. An audit is not designed to detect all instances of noncompliance with the requirements of the Act and Principles, as the audit procedures are not performed continuously throughout the year and are undertaken on a test basis.

Whilst evidence is available to support the Registered Entity’s ability to pay future debts, such evidence is future orientated and speculative in nature. As a consequence, actual results are likely to be different from the information on which the opinion is based, since anticipated events frequently do not occur as expected or assumed and the variations between the prospective opinion and the actual outcome may be significant.

Sydney 26 March 2019

Grant Thornton Audit Pty Ltd
Chartered Accountants

A J Archer
Partner – Audit & Assurance
FIVE YEAR
FINANCIAL HISTORY
FOR THE YEAR ENDED 31 DECEMBER 2018

Description % 2018 2017 2016 2015 2014 %

EXPENDITURE
Student and Client Services
Expenditure
Preschool Services 2,316,582 2,635,403 2,571,657 2,306,921 2,660,789
Schools Services
Alice Betteridge School 2,865,201 3,907,098 3,802,411 4,163,446 4,487,680
Thomas Pattison School 1,686,645 1,906,744 1,855,370 2,092,679 2,029,620
Garfield Barwick School 1,518,421 1,682,945 1,498,066 1,647,678 1,744,498
Schools Support Services 3,273,798 3,539,626 3,876,675 3,919,441 3,672,268
Jim Patrick Audiology Services 677,412 647,552 684,274 622,160 652,003
Renwick Centre 2,279,185 2,623,759 2,879,448 2,835,575 2,690,015
Teleschool Services 2,841,127 3,306,514 2,953,066 2,944,124 2,657,680
Early Learning Program and Other Client Services 13,247,260 7,386,041 7,417,410 6,039,375 5,870,706
Cochlear Implant Program 7,606,097 7,249,705 5,043,402 5,255,161 2,674,758

Total Student and Client Services Expenditure 38,311,728 34,885,387 32,581,779 31,826,560 29,140,017 77

Administration 2,980,293 3,243,232 3,167,922 3,168,082 3,096,580 8
Investment Management 145,030 132,044 125,176 234,320 290,029
Charitable Fundraising 3,954,242 2,781,278 3,087,291 3,402,248 2,908,779 8
Rainbow Lottery - 1,193,386 1,620,379 1,633,629 2,106,406 6
Strategic Initiatives 2,222,884 1,331,728 553,146 - -
Marketing & Communications 863,710 813,185 1,102,819 734,104 400,358 1

Total Expenditure from Operating Activities 48,477,887 44,380,240 42,238,512 40,998,943 37,942,169 100
<table>
<thead>
<tr>
<th>Description</th>
<th>%</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE FROM ORDINARY ACTIVITIES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Charitable Fundraising Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bequests</td>
<td>10,661,271</td>
<td>15,201,911</td>
<td>14,439,317</td>
<td>3,549,700</td>
<td>7,617,257</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>6,890,399</td>
<td>4,201,507</td>
<td>5,145,711</td>
<td>5,205,994</td>
<td>4,066,126</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lantern Clubs, Committees and Auxiliaries</td>
<td>1,255,128</td>
<td>1,261,844</td>
<td>1,642,853</td>
<td>1,332,902</td>
<td>1,203,118</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rainbow Lottery</td>
<td>-</td>
<td>1,741,716</td>
<td>2,041,729</td>
<td>2,321,075</td>
<td>2,726,065</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Charitable Fundraising Income</strong></td>
<td>37</td>
<td>18,806,798</td>
<td>22,406,978</td>
<td>23,269,610</td>
<td>12,409,671</td>
<td>15,612,566</td>
<td>40</td>
</tr>
<tr>
<td><strong>Government funding</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commonwealth Department of Education</td>
<td>3,019,670</td>
<td>2,531,045</td>
<td>2,423,254</td>
<td>2,417,118</td>
<td>2,664,559</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commonwealth Department of Social Services &amp; Department of Human Services</td>
<td>5,331,646</td>
<td>2,730,952</td>
<td>2,182,682</td>
<td>2,014,258</td>
<td>1,475,710</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NSW Ageing, Disability and Home Care</td>
<td>882,709</td>
<td>4,128,368</td>
<td>5,757,749</td>
<td>6,179,028</td>
<td>6,027,771</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NSW Department of Education</td>
<td>2,145,107</td>
<td>2,492,837</td>
<td>1,914,003</td>
<td>2,366,076</td>
<td>2,080,433</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NSW Department of Health</td>
<td>1,248,879</td>
<td>1,254,189</td>
<td>392,955</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>QLD Department of Health</td>
<td>200,000</td>
<td>252,436</td>
<td>304,872</td>
<td>307,311</td>
<td>300,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Victorian Department of Education &amp; Training</td>
<td>1,286,041</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Government funding</strong></td>
<td>28</td>
<td>14,114,052</td>
<td>13,389,827</td>
<td>12,975,515</td>
<td>12,548,473</td>
<td>33</td>
<td></td>
</tr>
<tr>
<td><strong>Other Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment income</td>
<td>7,714,314</td>
<td>8,561,192</td>
<td>8,238,111</td>
<td>6,775,156</td>
<td>5,380,112</td>
<td>14</td>
<td></td>
</tr>
<tr>
<td>Cochlear Implant Program</td>
<td>6,847,858</td>
<td>5,862,465</td>
<td>5,310,674</td>
<td>5,991,166</td>
<td>2,414,988</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Sales, fees and miscellaneous income</td>
<td>3,596,062</td>
<td>2,719,893</td>
<td>2,744,723</td>
<td>2,847,387</td>
<td>2,639,394</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td><strong>Total Other Income</strong></td>
<td>13</td>
<td>18,158,234</td>
<td>17,143,550</td>
<td>16,293,508</td>
<td>15,613,709</td>
<td>10,434,494</td>
<td>27</td>
</tr>
<tr>
<td><strong>Total Revenue From Operating Activities</strong></td>
<td>100</td>
<td>51,079,084</td>
<td>52,940,355</td>
<td>52,093,484</td>
<td>41,307,171</td>
<td>38,595,533</td>
<td>100</td>
</tr>
<tr>
<td><strong>Operating Surplus</strong></td>
<td>2,601,197</td>
<td>8,560,115</td>
<td>9,854,972</td>
<td>308,228</td>
<td>653,364</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net gain/(loss) on disposal of property, plant &amp; equipment</td>
<td>1,995</td>
<td>1,000</td>
<td>2,400,962</td>
<td>72,460</td>
<td>132,137</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net (loss) on impairment of non-current assets</td>
<td>(500,000)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gain on acquisition</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3,249,119</td>
<td></td>
</tr>
<tr>
<td><strong>Surplus for the year</strong></td>
<td>2,103,192</td>
<td>8,561,115</td>
<td>12,255,934</td>
<td>380,688</td>
<td>4,034,620</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Other Comprehensive Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gain / (Loss) on defined benefit super funds</td>
<td>5,975</td>
<td>60,267</td>
<td>(16,399)</td>
<td>7,561</td>
<td>(51,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net unrealised (loss) / gain on revaluation of long term investments held at fair value and net realised (loss) / gain on disposal of investments</td>
<td>(6,487,217)</td>
<td>3,852,602</td>
<td>3,035,257</td>
<td>(430,592)</td>
<td>2,235,867</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total comprehensive (loss) / income for the year</strong></td>
<td>(4,378,050)</td>
<td>12,473,984</td>
<td>15,274,792</td>
<td>(42,343)</td>
<td>6,219,487</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source of Funds</td>
<td>Legislation</td>
<td>Funding Purposes</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>-----------------</td>
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</tr>
<tr>
<td><strong>Commonwealth Department of Education</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Recurrent Grants Program</td>
<td>Australian Education Act (2013)</td>
<td>Assistance towards the cost of recurrent services at our schools</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Recurrent Grants for Non-Government Schools</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Commonwealth Strategic Assistance for Improving Student Outcomes Schools Support Non-Government</strong></td>
<td>Australian Education Act (2013)</td>
<td>Assistance towards costs of education support services at and from our Special Schools.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Australian Sports Commission - Sporting Schools Program</td>
<td>Australian Government</td>
<td>Initiative program aimed to involve more children in playing sport at the RIDBC Thomas Pattison and Garfield Barwick Schools</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Education Research Project</td>
<td></td>
<td>Access and utilise education research in the RIDBC Thomas Pattison School</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Commonwealth Department of Social Services</strong></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Early Childhood - Remote Hearing and Vision Services RIDBC Teleschool Project</td>
<td>Childcare Act (1972)</td>
<td>To provide intensive, targeted and coordinated support for parents and children who have limited or no access to specialised professional services in their local community.</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Better Start Early Intervention Funding</strong></td>
<td></td>
<td>The Better Start for Children with Disability (Better Start) initiative aims to assist eligible children with developmental disabilities to access funding for early treatment, diagnostic and management services.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>National Disability Insurance Scheme</td>
<td>National Disability Insurance Scheme Act (2013) No. 20, 2013</td>
<td>NDIS provide community linking and individualised support for people with permanent and significant disability, their families and carers.</td>
<td></td>
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</tr>
<tr>
<td>Production of Alternate Format Print</td>
<td>Print Disability Service – Disability Services Act (1986)</td>
<td>Subsidy towards the production of AFP (Part II, Section 10 of the Act)</td>
<td></td>
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</tbody>
</table>
## N.S.W. Ageing, Disability and Home Care

<table>
<thead>
<tr>
<th>Category</th>
<th>Act/Policy</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Assistance Grants</td>
<td>Disability Services Act (1993)</td>
<td>Assistance towards the cost of providing boarding, therapy, low vision and other services, under Section 7 of the Act.</td>
</tr>
<tr>
<td>Community Services Grants</td>
<td>Departmental policy initiative - Children (Care and Protection) Act (1987)</td>
<td>Community services grants program funding for community support and braille production.</td>
</tr>
</tbody>
</table>

## N.S.W. Department of Education

<table>
<thead>
<tr>
<th>Category</th>
<th>Act/Policy</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Capita Allowance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teaching Supervisor’s Subsidy</td>
<td>Education Act (1990)</td>
<td>Subsidies for approved teaching staff of intellectually impaired children.</td>
</tr>
<tr>
<td>Intervention Support Program</td>
<td>Early Childhood Education</td>
<td>The Program provides support that is supplementary to improve educational opportunities, learning outcomes and personal development of children with disabilities. The Program provides funding to non-government, not-for-profit incorporated services.</td>
</tr>
<tr>
<td>Early Childhood Education</td>
<td>Early Childhood Education Grants Program (2013) (Also now known as Start Strong)</td>
<td>Supports direct delivery of early childhood education by not-for profit preschool providers. Target audience is children in their year before school and those from CALD, ATSI and low income backgrounds</td>
</tr>
<tr>
<td>Preschool Per Capita Grant</td>
<td>Preschool Disability Support Program</td>
<td>Per capita allowance for eligible children attending RIDBC’s Hunter, Nepean, Roberta Reid, Rockie Woofit and VisionEd Preschools under the Early Childhood Education Program 2013</td>
</tr>
</tbody>
</table>

## N.S.W. Department of Health

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Health</td>
<td>Support for Cochlear Implant services on the mid-north coast</td>
</tr>
<tr>
<td></td>
<td>Support for the coordination of replacement of redundant Cochlear Implant Sound Processors for eligible public patients</td>
</tr>
<tr>
<td></td>
<td>Support for coordination of bone conduction implant program for public patients clinically identified for Bone Anchored Hearing Devices (BAHD)</td>
</tr>
</tbody>
</table>

## Q.L.D. Department of Health

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Health</td>
<td>Support for students at Teleschool</td>
</tr>
</tbody>
</table>

## Victoria State Government

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Education &amp; Training</td>
<td>Early Intervention &amp; Other Client Services</td>
</tr>
</tbody>
</table>
Massimo and his mum Vanessa feel like they are part of the ‘RIDBC family’ and as Massimo continues on his journey, they truly value the support they receive.
RIDBC North Rocks –
Head Office & Main Campus

Services offered:
- Early intervention & early learning programs
- Specialist preschools, schools & school support
  - RIDBC Rockie Wooffit Preschool
  - RIDBC Roberta Reid Preschool
  - RIDBC VisionEd Preschool
  - RIDBC Thomas Pattison School
  - RIDBC Garfield Barwick School
  - RIDBC Alice Betteridge School
  - RIDBC School Support Service
- RIDBC Teleschool (Remote Services)
- Assessment, diagnostics, therapy & rehabilitation services
- Audiology services
  - RIDBC Jim Patrick Audiology Centre
- Cochlear implant services
  - SCIC Cochlear Implant Program, an RIDBC service
- Research, postgraduate & professional education services
  - RIDBC Renwick Centre

Contact us:
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TTY: 02 9872 0994

Donate: 1800 043 411
Email: info@ridbc.org.au
Web: www.ridbc.org.au
Private Bag 29 Parramatta NSW 2124

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www.ridbc.org.au/digital

Join the RIDBC conversation!
You can be part of the RIDBC community online by following us on Facebook, Twitter, Instagram and YouTube.

@ridbc @ridbc @ridbc /ridbc
WAYS YOU CAN MAKE A DIFFERENCE

Every year, thousands of people help change the lives of children and adults with vision or hearing loss. Here are just a few of the many ways you can help:

- **Become a Volunteer**
  Volunteers support our staff in areas as diverse as making tactile books, assisting in classrooms, gardening and professional roles.

- **Make a Donation or Become a Regular Giver**
  Your gift helps support our vital services to lift the limits for children and adults with vision or hearing loss.

- **Leave a Lasting Legacy**
  Funds donated through bequests, trusts, foundations or permanent funds continue to support future generations.

- **Create a Corporate Partnership**
  Talk to us about becoming an RIDBC corporate partner and how your organisation and staff can make a difference.

- **Join a Lantern Club**
  Lantern Clubs raise funds for RIDBC through fun and social events and activities.

- **Become a Community Fundraiser**
  Whether you want to raise funds for RIDBC through your own fundraising event, or participate in an existing event, we can help you maximise your success.

Find out more about how you can make a difference:
ridbc.org.au/howtohelp
1800 043 411
fundraising@ridbc.org.au