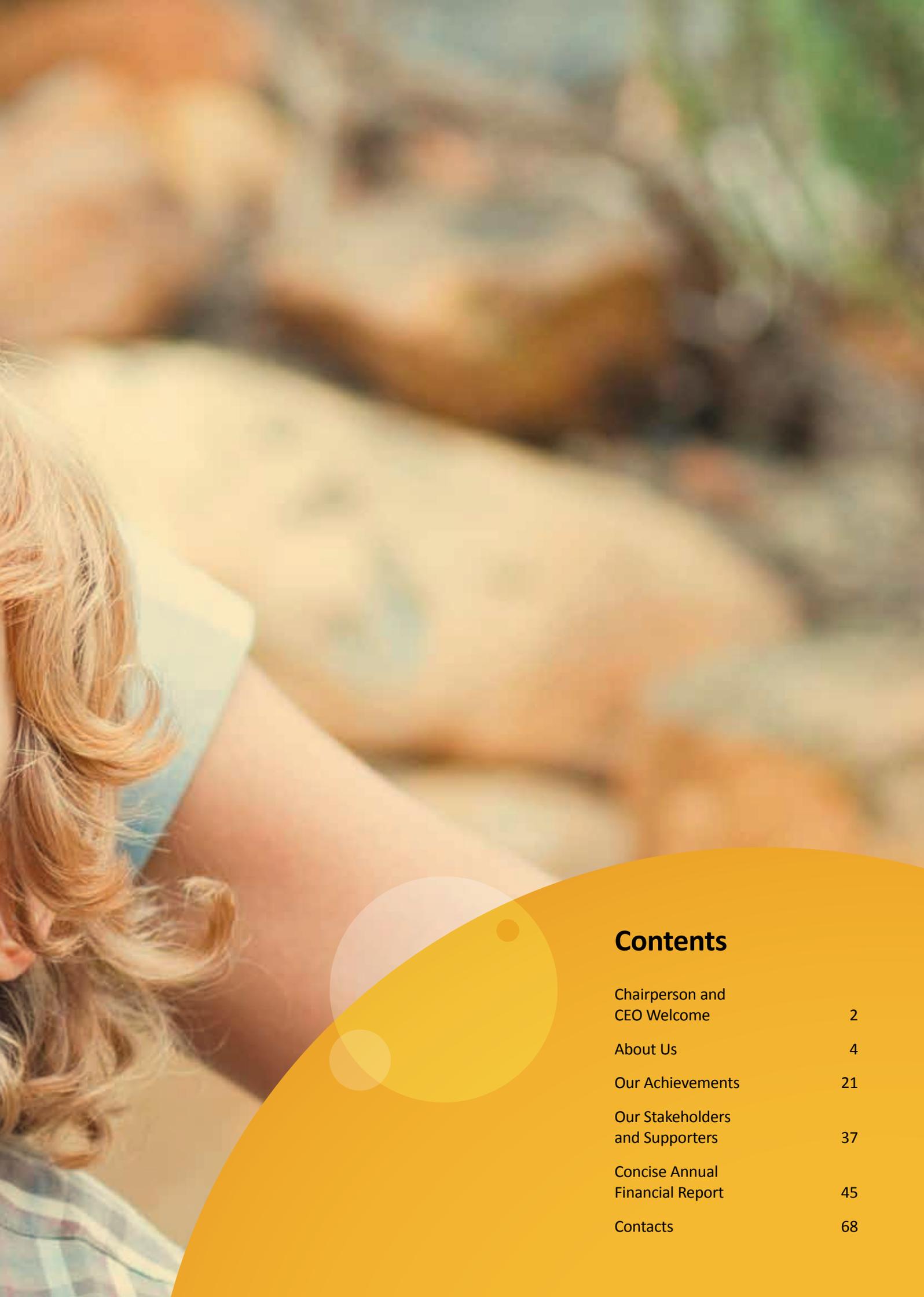




ANNUAL REPORT
2010



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Chairperson and CEO Welcome



Terry Lawler



Ray Dunn

Welcome to the 2009/2010 Annual Report. This year, Life Without Barriers has again proven itself to be a dynamic, agile organisation that responds to the changing needs of individuals and communities in a practical way.

Our well-established programs across the care and protection, disability and mental health sectors continue to provide care and support for many people in need. Over the last twelve months, the organisation has also identified opportunities to deliver our flexible services to people across a broader range of sectors, including immigration, homelessness and youth justice.

The care and support we provide to over 4,000 people across Australia and New Zealand is based on models that promote rights and value relationships. We know that when people are meaningfully connected to those around them, they feel safe to try new things, challenge themselves and realise their potential. This relationship-centred approach has been effective in improving outcomes for children and young people, individuals, families and communities across all of the sectors in which we work.

Earlier this year, the Board and Executive worked together to develop a five year Strategic Plan. The planning process included leaders from across the organisation coming together to workshop how we can continue to provide innovative, quality services that meet the needs of people and communities. The input of the leadership team was immensely valuable and the group clearly reinforced that our capacity to deliver outcomes for people and

communities who are marginalised and vulnerable is strongest when Life Without Barriers works as one organisation with one purpose.

The 2010-2015 Strategic Plan articulates a bold vision. It leverages the strengths of the organisation and outlines how we will broaden our scope of support and influence over the next five years. The key success areas in the plan provide a clear path for how we continue to support marginalised and vulnerable people across the community.

To position and strengthen Life Without Barriers for the next phase, we also completed an organisational review, implementing a range of recommendations to structure the whole of Life Without Barriers to focus on service delivery. This project aligned organisational structures at state, area and regional level, and significantly increased our investment in service delivery.

Other key initiatives included the expansion of our immigration programs for young unaccompanied asylum seekers, the expansion of our services in New Zealand and the implementation of a Carer Peer Support Program directly focused on strengthening carer support and enabling carers to share valuable knowledge. We actively sought to increase the contribution of our client's voices to the development and evolution of our services and

programs, and we introduced an organisation-wide program classification system, detailing the philosophy and operation of each program we run.

We furthered our reconciliation agenda through the ongoing implementation of our Reconciliation Action Plan. Over the past year we have focused on acknowledging and engaging with the traditional owners of the lands where our offices are located and continuing the implementation of our Aboriginal Workforce Strategy.

As part of our commitment to accessibility, we established regional accessibility plans for all Life Without Barriers offices, developed client orientation handbooks across the organisation and designed our new website in accordance with national website accessibility guidelines.

We also invested in projects that build our capacity to continue responding quickly to the needs of communities. Earlier this year, we transitioned from a Macintosh to a Windows environment, in preparation for the delivery of a range of sophisticated information systems. The first of these will be CIRT, an online system being developed specifically for LWB to record, track and report on the achievements of our clients.

This year saw the tragic passing of long-time Life Without Barriers Board member, Carol Peltola. Carol was an invaluable member of the Life Without Barriers Board.

Joining in the late 1990's, she helped us to develop and articulate our values as a small organisation and held us to account for maintaining those values as we grew.

We have established the Life Without Barriers Carol Peltola Children's Research Fund, which supports an area Carol was passionate about – research into effective support of vulnerable children and families from the child's perspective. We were proud to announce that the first project of the Research Fund was a partnership between Life Without Barriers and Griffith University to establish a Chair in the School of Social Work and Human Services.

Research will be an increasingly important focus for the organisation, and for this reason Life Without Barriers has partnered with a number of Universities and organisations to carry out research initiatives that are related to improving outcomes for our clients.

We have again had a satisfactory financial result for the year with an increase of 25% in income and a surplus before income tax of \$1.65m. Our goals and responsibilities centre on providing the best services to our existing and expanding client base. We are cognisant however of the importance of prudent financial management and consider that the Board and management, together the Finance and Audit and Risk Management Committees have appropriately met this responsibility.

Over the year we have invested in service expansion together with property and information technology systems and products which are required to enable us to continue improved performance measurement and service provision.

The great work we do would not be possible without the immense assistance provided to us by government, business and community partners. Life Without Barriers' success has been achieved with the support, direction and confidence of Government departments across Australia and New Zealand, which we greatly value.

Our organisation exists to work with and for vulnerable people, so we can empower them to live their lives to their full potential. On a daily basis, the people we work with and care for inspire us with their amazing achievements. This Annual Report gives a small insight into what we have jointly achieved with our clients over the past year. The stories you will read also highlight the immense dedication, commitment and energy of the Life Without Barriers team – our carers, employees and contractors.

We look forward to working together over the year ahead, achieving new heights and reaching more people and communities.



About Us

Life Without Barriers (LWB) is a secular, not-for-profit organisation, providing care and support services to clients across Australia in urban, rural and remote locations and in New Zealand.

Our community-based programs assist children, young people, adults, families and communities. Our work spans across care and protection, disability, mental health, homelessness, youth justice and immigration.

Life Without Barriers has grown from humble beginnings into one of the most significant not-for-profit organisations in Australia, with over 85 support centres providing care services to the community. Our workforce of over 3000 employees, carers, contractors and volunteers support 4000 clients with high and complex needs.



Vision, Mission and Values

Vision

A community for everyone.

Mission

To break down the barriers to life's opportunities through establishing and supporting meaningful and sustainable relationships.

Values

Relationships first

We value meaningful, healthy relationships. It is the difference and the foundation of everything we practice. We engage in meaningful dialogue and communicate openly. We work collaboratively with individuals, families and communities. We listen and reflect, empathise and seek answers.

Quality delivery uncompromised

We are an ethical organisation that looks to provide client focused services. We take an evidence-based approach, we undertake research and we measure our outcomes. We are efficient and effective, delivering value for money through our services. We are flexible, responsive and innovative and we continually look to improve what we are doing and how we do it.

Honesty

We are optimistic to future potential. Our philosophy is to be open, accountable and to set realistic goals and deliver on expectations. We follow through with what we say we will do. We challenge established ways of thinking and we are accountable for our actions. We build hope by increasing opportunities, capabilities and independence. We create safe environments for honest dialogue and we encourage and respect feedback.

Everyone is valuable

We are an organisation dedicated to caring and we never give up. We are centred on people. We have faith in the human spirit, we embrace and value diversity and we are culturally respectful. We value our clients, our people and our stakeholders. Our approach is to see capability and possibility.

LWB Timeline

1995

Two community leaders from Newcastle who shared a passion for improving the lives of people living with a disability proposed to create a new non-government, secular organisation for people living with a disability. A Board was formed and Life Without Barriers (LWB) commenced operation.

1999

Chief Executive Officer Ray Dunn joined the team in 1999. LWB recruited more staff, enhanced and expanded the original disability programs and applied for government funding.

2000

Care and protection services, such as foster care, commenced in New South Wales. Demand for these services increased rapidly because of the unique community-based approach of LWB.

2001

Care and protection services commenced in South East Queensland.

2002

Central and Far North Queensland operations commenced and LWB established itself in South Australia.

2005

The LWB model of care expanded into mental health services in South Australia. Services commenced in the Northern Territory and new programs were developed in collaboration with local Aboriginal communities to provide culturally appropriate care.

2006

Operations were established in Tasmania and Far West NSW.

2007

Life Without Barriers launched services in Western Australia. LWB won the Australian Business Award for Innovation for our unique approach to mental health and Indigenous support services.

2008

LWB became the largest non-government provider of disability services in the Northern Territory. The organisation held its first annual reconciliation event and established the Carer Advancement and Training Team.

2009

LWB hosted its inaugural carer conference attracting carers from around the country. The organisation commenced providing care to unaccompanied asylum seekers on Christmas Island. Operations were established in Victoria and LWB expanded into New Zealand.

2010

Today Life Without Barriers is the largest provider of care and protection services in Australia. The organisation supports over 4000 clients with high and complex needs across Australia and New Zealand and has a workforce of 3000 employees, carers, contractors and volunteers.

Care and Protection

Our care and protection services provide children, young people and families with a range of programs aimed at preventing family breakdown and supporting children and young people in out-of-home care. We provide various specialised programs that support children and young people in critical areas of development or through major transitions.

Our care and protection services include:

- Foster care
- Residential care
- Supported accommodation
- Respite care
- Clinical assist
- Cultural connection
- Education planning
- Family contact
- Family support
- Transition support

New South Wales Carer

Karen

For Karen, becoming a foster carer with Life Without Barriers was an opportunity to provide someone in need with the happy, caring childhood she had experienced growing up in foster care herself.

Since 2004, Karen has been caring full-time for a young girl, who is now nine years old. She believes the selfless act of caring is the most rewarding thing a person can do.

“There have been many times that have made me laugh as a carer but there are also moments that break my heart,” she says.

“When my child was three years old she had unfortunately already been exposed to things that I as an adult could not imagine”.

Karen has a child of her own who is seventeen and it is her positive experience in foster care that drove her to become a carer and love her foster child as if they were her own.

“Being a carer to me is about quality not quantity. If I can give one child opportunities, love, attention and the best life, then I will leave here content. What a great way to pass your happiness on to generations.”

New Zealand Client**Ellie***

Earlier this year, Life Without Barriers New Zealand welcomed 15 year old Ellie into care.

*“Through all the systems I’ve been through, LWB supported me 100 per cent. I had a voice and I could express my feelings without someone putting me down.”
Ellie says.*

“LWB carers taught me something different and provided me with options.”

“Earlier this year I gave a presentation to a group of carers on being a child in care and after the presentation a carer asked me what advice can you give us. I said those who stick with it and take the time to stop and listen will make great carers.”

*Client’s name has been changed to protect her privacy.

Western Australia Carer**Janice**

Five months ago Janice became a carer of a young man with a disability.

“I’ve always wanted to become a carer. I’ve worked in other roles during my career, but I’ve always come back to caring,” Janice says. “Making a positive change in a child’s life is what inspires me.”

The young person in Janice’s care has a range of behavioural issues, which she says can be challenging at times.

“We laugh, we cry. There’s good and bad days like with any child. He is making great progress and he enjoys being valued as a person,” she says.

“When you become a carer you have to be in it for the right reasons and be there for the child 110 per cent. It’s not a job; you have to have commitment and understanding.”

“For me, it’s my calling. I’m happy when I’m caring.”

Australian Capital Territory Carer**Christine**

For Christine, a Foster Carer with Life Without Barriers for the last four years, her most vivid memory of caring began with a phone call one Christmas Eve.

She was asked to take care of a nine year old girl for an emergency placement and in taking the call was able to provide the young girl with her first Christmas experience.

“She looked apprehensive to start with, but as the morning’s fun began, the young girl’s face filled with joy and excitement,” Christine says.

“The whole family was overwhelmed with happiness for her; we will never forget that smile.”

Christine has sage advice for new carers or those thinking of becoming a carer.

“Take things day by day, be organised, structured and don’t let things build up,” she says.

“I try to encourage children in my care to become active members of the family and share in a happy family life.”



Disability

LWB provides a number of services to people with disabilities to support their individual needs and personal goals. Our aim is to facilitate meaningful relationships, community connection, and workforce involvement through quality programs that assist people to realise their full potential.

Our disability services include:

- Host family care
- Supported accommodation
- Respite care
- Clinical assist
- Community access and participation
- In-home support
- Family support
- Partnered employment services
- Transition support

Northern Territory Client

Vincent

As a client of Life Without Barriers Disability program, Vincent is a persistent young man, who is determined to walk again since acquiring his disabilities in 2007.

In 2009, Vincent won the Community Builder Award at Life Without Barriers Disability Achievement Awards in Brisbane.

As testament to his win, Vincent plays an active role in many communities and through his connections, his attitude to life and his social skills he has made some amazing achievements

Supporter of Carers, Catherine Collier said Vincent is an inspiration to all those who come in contact with him.

“Vin has been busy recording songs for his EP with a local performer and earlier this year went on an adventurous three day camp with his schoolmates,” she says.

“He’s also passionate about his footy and the arts in his community. He’s becoming more and more independent as he matures and continues to forge friendships and connections on his journey.”

Tasmanian Employee

Alyssa

As soon as Alyssa walked through the doors of Life Without Barriers' Tasmanian Office she knew this is where she was meant to be.

Alyssa is a Disability Support Worker with Life Without Barriers in Tasmania, where she supports a number of clients with disabilities.

"I run daily programs and offer my time to make a difference in others lives. I try to make their day as fun and exciting as possible," she says.

"To know that I have made someone happy is a great feeling."

Alyssa has only been with Life Without Barriers since late April 2010, but says it's like a 'second home' for her.

"Because at the end of every day you get so many rewards, you meet new faces, there's never a dull moment," she says.

"Being a Support Worker is great and to succeed you have to have a kind heart."

Victorian Carer

Max

Max has a wealth of experience as a Disability Support Worker, having worked in the sector for 27 years. Just over 12 months ago Max joined LWB in Victoria and became a carer of a young man with autism.

"I used to manage a Challenging Behaviour Unit, but when LWB started in Victoria I was drawn to the organisation's approach and the vision of building communities," he says.

"It's rewarding being part of the empowerment of this young man and watching an expanding community grow around him."

In the short time Max has cared for the young man, he has provided him with a number of first experiences.

"My client is non-verbal, which means developing and adapting activities based on his mood and responses," he says.

"He is now socially involved in the local football club, has enjoyed his first motorcycle and speedboat ride and has taken his first train trip."

For Max, working for LWB has given him the opportunity to be part of a national organisation that knows and values the importance of a support network.



Mental Health

Our mental health services are based on the belief that recovery is achievable and each client's experience is unique and valuable. Programs support clients to become independent, active and healthy members of the community. We share the responsibility for their recovery journey by encouraging the individual's involvement in decision making when planning their care and recovery process.

Our mental health services include:

- Supported accommodation
- Psycho-social rehabilitation
- Respite

South Australian Employee Kylie

Kylie is a Community Peer Worker in LWB's mental health program in South Australia.

Diagnosed with Bipolar Disorder, Kylie has the unique perspective of 'lived experience', which she shares in her capacity as Peer Worker on a daily basis. Having completed her Certificate III in Mental Health, Kylie regularly acts as a consultant to Community Support Workers. She sits on interview panels and is currently developing a community education presentation for local community groups.

"I encourage people to take their circumstances and turn them into something positive to help their community," she says.

"Mental health still has this stigma around it in Australia; I enjoy getting up on stage and educating people about it."

Kylie believes peer workers are essential when service providers are developing care programs, saying they can provide insight into the mental health area that can't be learned from text books.

"Bringing the consumer into the process and giving them a voice is key to a successful program outcome, which is what I'm advocating," she says.

"I'm really grateful to LWB for giving me the opportunity and believing in me."

**We know that
when people are
meaningfully connected
to those around them,
they feel safe to try
new things, challenge
themselves and realise
their potential.**





Immigration

LWB has been running support services for unaccompanied young asylum seekers since 2009. We provide:

- Supported accommodation
- Independent observer services

Queensland Employee**Darran**

Life Without Barriers' Cultural Care Coordinator, Darran, has seen firsthand the devastation and loss that the young asylum seekers in his care have experienced.

In 2006, Darran was deployed in Iraq with the Australian Military. It was an experience that left a lasting impression on him.

"Seeing where these kids have come from, it's important they receive culturally appropriate support," he says.

As Care Coordinator in the Brisbane Immigration Transit Accommodation Centre, Darran supports up to 42 Afghani asylum seekers. His role involves securing homes, recruiting carers and providing support and supervision for the young people.

"I encourage the Afghani carers to teach these young people skills in order to survive in Australia, such as being able to speak English," he says.

"It's rewarding being able to give these young people the opportunity to feel safe and secure, to provide them with somewhere to live and an education."

Victorian Employee**Meagan**

For Life Without Barriers Immigration Team Leader, Meagan, a hands-on caring role at Melbourne's Immigration Transit Accommodation Centre is a unique experience.

"For these kids, whether they come from Afghanistan, Iran or Iraq, our culture is so foreign to them."

Meagan's day involves supporting asylum seekers aged between 14 and 18. Liaising with stakeholders and carers, ensuring cultural support is appropriately delivered and organising activities for the young people keeps her role diverse and exciting.

"I feel blessed to do this work. It's nice to experience different people from different walks of life," she says.

"Caring, no matter who it's for, involves taking the time to listen and most importantly being able to empathise."



Homelessness

Homelessness is an emerging service for Life Without Barriers. Our role will develop in relation to the suite of interventions that are recognised as critical to the resolution of homelessness. Our services are centred around case management.



South Australian Client

Roy

In November 2009, sixty year old Roy was sleeping rough along the banks of the river in Paringa, South Australia. Since joining the LWB Regional Assertive Outreach Program, Roy has taken the first steps in rebuilding his life.

The Regional Assertive Outreach Program, one of LWB's homelessness services, is based on a housing-first approach to ending the cycle of homelessness. Using a client-focussed housing and support model, the program reflects an understanding of, and genuine concern for, people who are sleeping rough. The program recognises the personal, cultural and material supports that clients draw upon. It provides encouragement, skills and resources to identify and access these supports.

For Roy the program offered a platform for him to build support networks, skills and access housing.

"After spending 5 years in a tent, simple things like sleeping in a bed, having a shower and access to a washing machine were really helpful for me to get on my feet," Roy says.

Roy has been able to build positive relationships and trust with staff members, enhancing his chances of getting off the street.

Within six weeks of joining the program Roy was living in his own home in Loxton, South Australia.

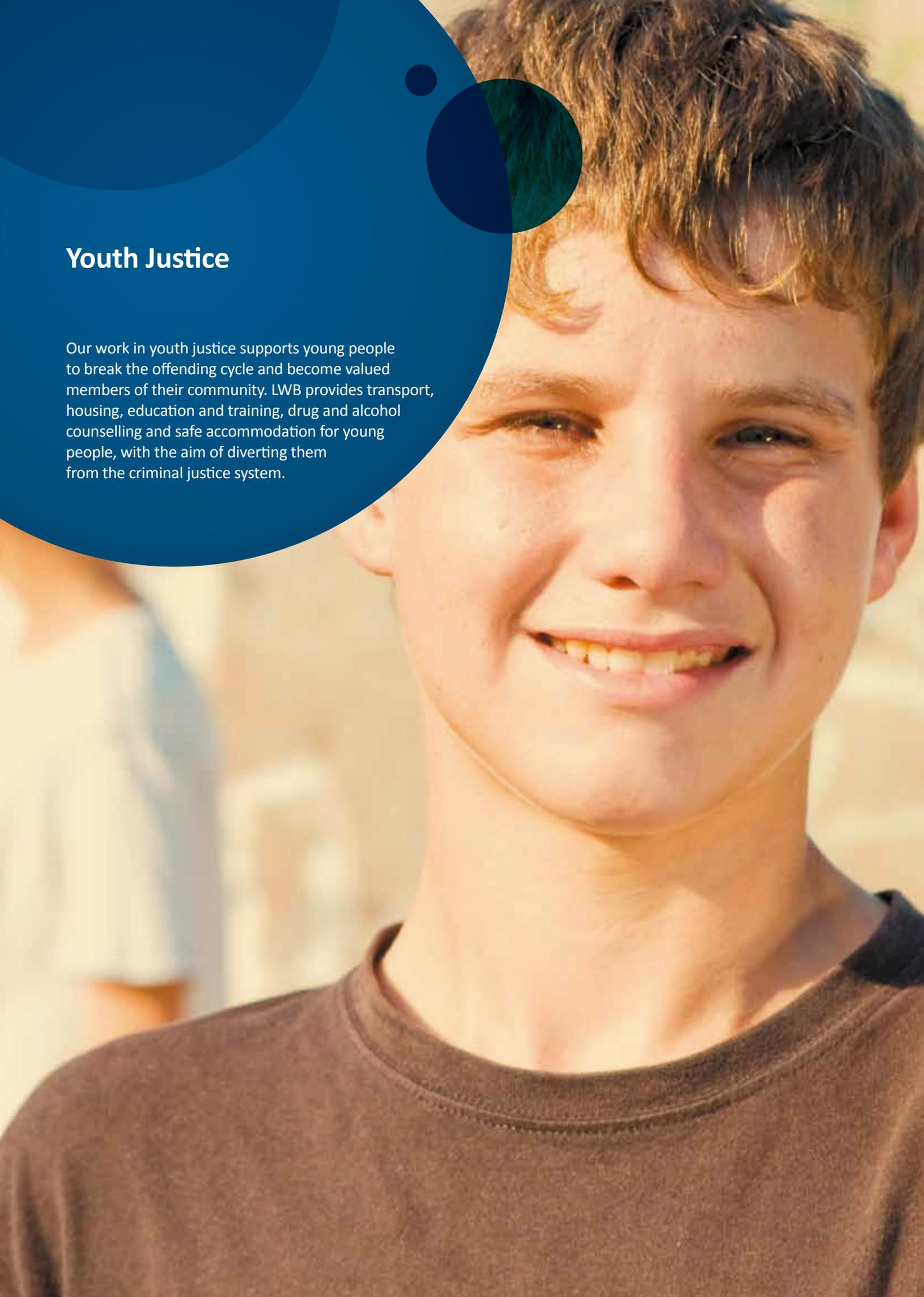
With over 100,000 Australians homeless each night it can be very difficult for homeless people to access housing. Even for people at extreme risk, the waiting time can be up to 12 – 18 months, so Roy has been lucky.

Roy often shared his stories of his past with the Regional Assertive Outreach Program staff members.

"It's a tough life living on the street. The bashings, crime and stealing was hard to deal with. I often returned home to my tent to find that my few possessions were gone," he says.

One thing that Roy did manage to hold onto was his rock and roll dance trophy. During a client BBQ, Roy told staff about his days as a dancer and even offered to teach them all to dance.

LWB assist many people like Roy through the Regional Assertive Outreach Program.



Youth Justice

Our work in youth justice supports young people to break the offending cycle and become valued members of their community. LWB provides transport, housing, education and training, drug and alcohol counselling and safe accommodation for young people, with the aim of diverting them from the criminal justice system.

New South Wales Employee

Maree

Maree has been a key member of the Dubbo LWB team since 2008. Originally joining the organisation as the team leader of our disability service in the region, Maree is the Acting Project Coordinator of LWB's Bail Assistance program in Dubbo.

The Bail Assistance Line is a new after-hours phone line. It assists police to help young people, who are eligible for bail, receive adequate support in the community. The service connects NSW Police with Juvenile Justice staff who contact Life Without Barriers for assistance.

After running a pilot program in Dubbo, LWB recently received funding to run the Bail Assistance program in Newcastle and Dubbo for a 12 month period. Maree has been responsible for setting up the Dubbo team.

"The program is facilitated by a committed group of LWB employees, youth workers and carers. The team are enthusiastic and all share the belief that the program will provide significant benefits to young offenders," Maree says.

"Before the Bail Assistance Line was introduced, a young person who was eligible for bail may have been held in custody because they didn't have anywhere safe to live or because police were unable to locate a suitable adult to attend the

police station. LWB has been able to offer suitable alternatives for these young people that can have a significant impact on their lives".

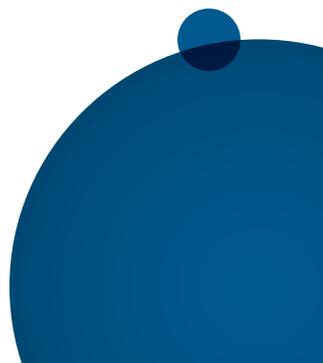
Maree previously worked for Juvenile Justice and has a strong interest in and passion for implementing early intervention strategies for young offenders.

"The benefits in keeping our young people out of the juvenile justice system are significant. This is especially relevant to first time offenders as evidence suggests that if we can keep kids out of custody they are a lot less likely to reoffend."

"Recently a young, first time offender came into our care through this program. LWB provided a safe accommodation option as he was unable to return home. As well as providing counselling, transport and housing to the young man, we were able to build a strong rapport and provide positive role models.

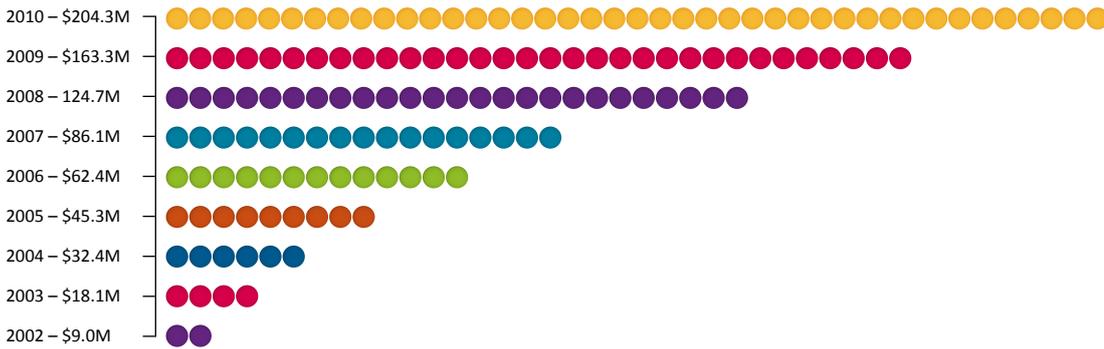
"We found by building trust and further developing his strengths we saw positive changes that would help him stay out of trouble once he was out of our care".

Maree says her experience with LWB has been very rewarding. "I am really looking forward to expanding the Bail Assistance program and assisting many more young people in the area".

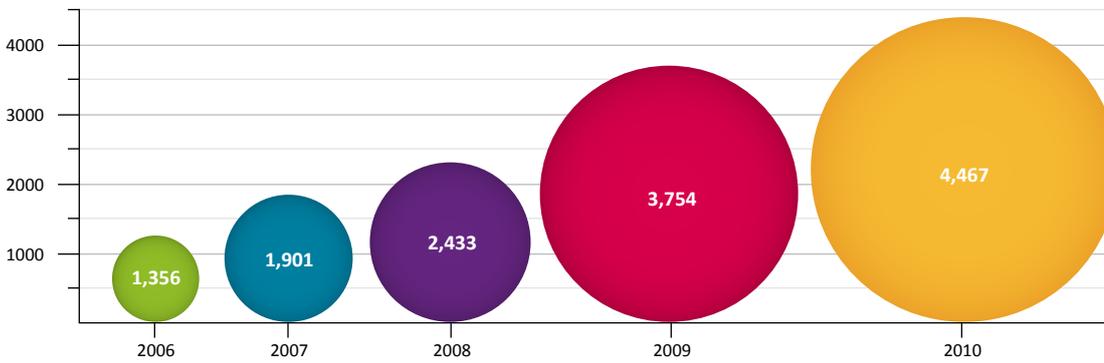


Where We Are Now

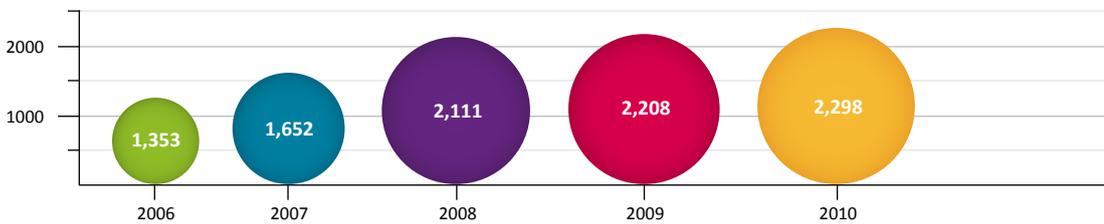
Annual Turnover (millions)



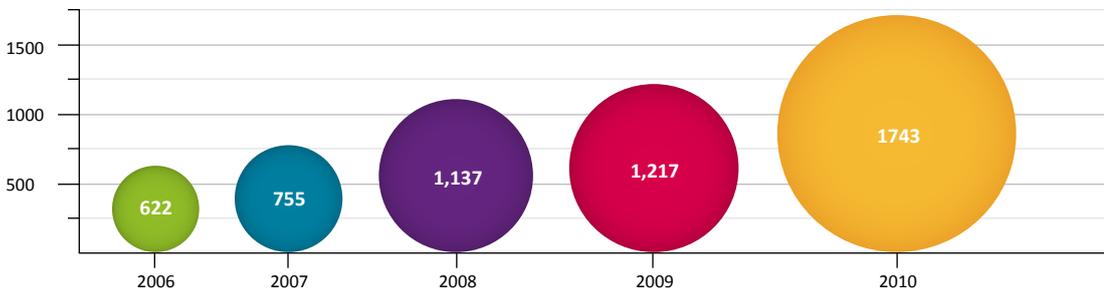
Total Client Numbers



Total Carers and Contractors



Total Employees





Our Achievements

Life Without Barriers delivers services across urban, regional and rural centres in every state and territory in Australia, as well as through areas of New Zealand via the Life Without Barriers New Zealand Trust.

In 2009/2010 the organisation delivered a number of key initiatives centred around supporting our clients and our core values: relationships first, everyone is valuable, honesty and quality delivery uncompromised.



NEW SOUTH WALES AND AUSTRALIAN CAPITAL TERRITORY

Youth Justice Pilot in Dubbo

In June, Life Without Barriers commenced support services for the Bail Assistance Line (BAL) in Dubbo. This Youth Justice pilot program provides an after-hours phone service to help young people who are eligible for bail receive adequate support in the community. Young people can access safe accommodation, education and employment support and drug and alcohol counselling.

Moudji Respite Centre

In Queanbeyan, we established the Moudji Respite Centre. Funded by NSW Ageing Disability and Home Care, the Respite Centre was honoured with the name 'Moudji' by an Aboriginal elder, meaning 'friend for life'. The facility is the only centre-based respite service in the region for people with a disability.

Cultural Connections in the Hunter

The Hunter Care and Protection team has successfully implemented Cultural Connections, our Aboriginal Cultural Support Planning initiative. The Hunter area has developed several new partnerships with Aboriginal agencies, workers and community members and has developed a range of Aboriginal cultural programs to meet the needs of the Aboriginal children and young people in our care.

QUEENSLAND



Home and Community Care (HACC) Program Launch

During 2009, we successfully tendered for the provision of Home and Community Care services in Northern Queensland. This was the first such program for LWB and widened our client base to include frail older persons.

The HACC programs include domestic assistance, home maintenance, personal care, respite care, social support, centre based day care, allied health care and nursing care.

New Care and Protection Services

In 2010, we submitted a number of tenders for a range of Child Safety funded services. Townsville, Mackay and South West Brisbane were successful in receiving additional specialist foster care placements. We also received approval for additional funding to provide training for support workers and carers, and extra clinical services.



SOUTH AUSTRALIA

Living Arts in Adelaide

Our Care and Protection team has been successfully running the Living Arts program. Living Arts involves regular and purposeful music, art, or play therapy sessions that cater to the needs of young people in care. As part of the program, a number of young people have written and performed their own music, which is being made available on CD.

Ceduna Disability Supported Accommodation

In March, we began managing five units in Ceduna, from which we provide long term and respite care for Aboriginal people with a disability. The transition has been smooth for Ceduna's clients and all Aboriginal staff adjusted well to the changes introduced by LWB to bring this service into our model of care.

Homelessness Programs in the Riverland

In April, we were successful in winning a tender for the Personal Helper and Mentor Service (PHAMS). We were also awarded an ongoing contract for our Assertive Outreach Service for homeless people, both for the Riverland region funded through the National Affordable Housing Agreement. PHAMS will target 70 per cent of its homeless clients and will work collaboratively with the Assertive Outreach program.

WESTERN AUSTRALIA



Ngatti House

In February, we opened Ngatti House to provide support services to young persons aged between 17 and 23 years of age, who have a history of homelessness and mental illness. The House is funded through the Mental Health Commission, with additional psycho-social support provided through a partnership with Youth Reach South.

New Office in Margaret River

In October, we began the provision of disability services from a new office based in the Margaret River Resource Centre. Through the new office, a partnership between LWB and Artzability has led to the creation of a unique disability program, offering our clients the opportunity to partake in weekly music 'jam' sessions and cooking classes. The program has been embraced by the Margaret River community, providing participants with work experience and recreational opportunities.

Settlement Houses

Since December, we have established three settlement houses in Perth for young Afghani asylum seekers, who have come from Christmas Island to mainland Australia. The young people are supported by Afghani carers to ensure that the process of integrating into Australian life is a culturally sensitive experience.



TASMANIA

Liaison and Mediation Service for State Schools

LWB commenced the provision of a liaison and mediation service for parents of children with a disability and state schools, to ensure students have access to an education, are valued and have the opportunity to receive maximum educational attainment. The service involves the collection of student data, developing training and recommendations for schools and recording positive learning outcomes for students.

Growing Community Access Program

Our Community Access Program has experienced a twenty per cent increase in growth in the last twelve months. This growth is reflected in the creation and implementation of a range of new programs.



VICTORIA

Expansion of Immigration Services

LWB has engaged with the Melbourne Immigration Transit Accommodation Service (MITA) to provide cultural support for young unaccompanied asylum-seekers.

Registration as a Disability Service Provider

In November, LWB achieved registration as a disability service provider. The Department of Human Services assessed LWB on a range of criteria, including processes, governance structure, location and organisational size. In accordance with legislation, LWB met the standards to provide disability services across the state.

Ageing Carers Initiative

In September, we won two tenders under the State Government's Ageing Carers Initiative. In the South Metro Region we received funding to establish a permanent residential disability service. In the North West we are in the process of building a further three accessible houses for the provision of services for our disability clients.



NORTHERN TERRITORY

Community Pathways Program

October saw the launch of the Community Pathways Program in Alice Springs. Participants of the program are encouraged to explore their potential through creative projects, and are supported to contribute to community events and opportunities. A short animation produced by the clients was premiered at the Alice Springs Inaugural Bike Festival, while their entry into the international Beanie Festival earned them an award.

Aboriginal Employment Service Awards

In November, we won two awards from the Central Australian Aboriginal Employment Service (AES). The annual event celebrates young achievers, outstanding businesses and community leaders. Both nominations for LWB were in the category of outstanding business, recognising our sustained relationship with the AES that has contributed to employment for more than 25 Aboriginal people.

NAIDOC 2010 Unsung Hero Awards

In July, an LWB Carer and Youth Program Leader were recognised at the NAIDOC 2010 Awards. Youth Program Team Leader, William Sevallos received a Northern Territory NAIDOC Award in the Outstanding Young Person category, for his achievements in youth leadership and capacity building.

LWB carer, Dorothy Fox, who is a Board member of the North Australian Aboriginal Justice Agency, was recognised with the NT NAIDOC Award in the Elder of the Year category.



NEW ZEALAND

In August, the first young person was placed in foster care following the New Zealand Trust's achievement of accreditation for the provision of out-of-home-care services across New Zealand.

27 young people have been placed in out-of-home-care in Auckland and Hamilton in the last twelve months.

Reconciliation

The Life Without Barriers' reconciliation journey began in 2008 with the development of the Reconciliation Action Plan (RAP). Launched nationally in July 2009, the RAP demonstrates Life Without Barriers' clear vision and commitment to being an organisation that recognises, respects and advances the inherent rights, cultures and traditions of Aboriginal and Torres Strait Islander peoples and communities.



The Reconciliation Action Plan (RAP) is a three year plan that is reviewed and refreshed annually. The National Cultural Respect Steering Committee was established in 2009 and is crucial to our success in developing and implementing the RAP. The committee has equal representation of Aboriginal and Torres Strait Islander and non-Indigenous personnel from across the organisation, and continues to adopt innovative approaches that ensure the voice of Aboriginal and Torres Strait Islander peoples is heard throughout LWB.

Moving into the second year of the RAP, our key achievements in 2009/2010 are outlined below.

- We held events of significance to acknowledge Aboriginal and Torres Strait Islander peoples as the traditional custodians of the land. Recognising and acknowledging Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this land is an integral part of LWB's RAP, re-inforcing our commitment to building significant relationships with Aboriginal and Torres Strait Islander peoples.
- We exceeded our target of increasing the number of Aboriginal and Torres Strait Islander people in our workforce. As of June 2010, Aboriginal and Torres Strait Islander peoples make up 3% of the total LWB workforce, improving culturally sensitive support to our Aboriginal clients.
- We developed a range of formal and informal partnerships with Aboriginal and Torres Strait Islander peoples and communities, enabling us to work together for the benefit of Aboriginal and Torres Strait Islander communities.



Belinda Kendall

Operations Manager

Sydney Aboriginal & Torres Strait Islander Team

Belinda Kendall, from the Worimi and Wiradjuri nations clan, has recently been appointed the Operations Manager of the Sydney Aboriginal & Torres Strait Islander Team at Life Without Barriers.

The new Sydney Aboriginal & Torres Strait Islander Team will deliver specific services and programs to ensure Aboriginal children in out-of-home care receive culturally sensitive care whilst maintaining links with their family, community and country.

"It is essential that Aboriginal children and young people are supported by Aboriginal people who have a strong understanding of their needs," Belinda says.

"Ensuring that LWB children and young people are safe, nurtured and confident, seeing kids meeting their personal goals and being happy is very important to me. Building strong and confident Aboriginal children and young people so they can move forward and be successful adults is one of my aims in setting up the Aboriginal Team".

Belinda has worked for LWB for over three years, playing a vital role in the development and implementation of a range of programs in the community. "I feel proud to work for such an innovative and progressive organisation where I know the work I do will make a significant difference to the life of many children."

Accessibility

In 2008, Life Without Barriers produced its five-year Accessibility Action Plan to ensure that people with disabilities and impairments can access LWB for support, information, employment or any other opportunities that LWB offers.



Life Without Barriers has a strong commitment to accessibility. In 2009, we produced the first annual report against the five target areas in the Accessibility Action Plan (AAP).

Accessibility awareness

We increased the visibility of our accessibility targets on the intranet and website to enable better awareness. We also established regular reporting against accessibility targets for operational and corporate teams.

Physical accessibility

To improve physical accessibility, we produced regional accessibility action plans for all LWB offices and upgraded our properties to a higher accessibility standard.

Information accessibility

We developed partnerships with providers of accessible marketing

materials to enable the production of accessible communication tools. We also designed our website in accordance with national website accessibility guidelines.

Client engagement

We developed Client Orientation Handbooks specific for each state and territory, to enhance client engagement.

Employment accessibility

Our National Human Resources team attended the first Australian Network on Disability in May 2010, to build their skills in delivering improved employment accessibility initiatives.



2009 Disability Achievement Awards Winner – Martin Day

Each year, the Life Without Barriers National Disability Achievement Awards are held to coincide with the International Day of People with Disability.

In December 2009, Queensland's Martin Day won the Community Access and Engagement Award at the awards breakfast in Brisbane.

Martin, who has a disability, is an active member of Life Without Barriers. He sits on a number of disability representative groups, including the National Disability Consultation Group and the National Accessibility Action Plan Reference Group, whose focus is to educate the community on access and inclusion for those with a disability.

The LWB staff member who nominated Martin for the award said he provides valuable advice to the disability groups he is involved in.

“Martin brings a unique integrity to these committees and panels. He meets regularly with clients with a disability to discuss the services they receive and shares this information with Life Without Barriers so that they can improve their services.”

“Through Martin's recommendations, Life Without Barriers has made many improvements to the services it provides.”

Supporting Our Foster Carers

Life Without Barriers' foster carers are very special people who have a vital role in making a difference in our community. They play the imperative role of providing a safe environment filled with the support, love and understanding that the people in our care need. Foster carers enable our clients to grow, develop and explore life's opportunities. We have a number of initiatives in place to care for, support and develop our carers.

The Foster Carer Peer Support Program

The Carer Peer Support Program was launched in March, linking experienced carers with new carers to build a strong support system that enables carers to build their confidence through a sharing of knowledge and experience. The intent of the program is to better prepare new carers for their role so that they are able to successfully navigate the complex system of foster care.

Foster Carer Learning and Development

Our new Foster Carer Learning and Development program provides carers with a range of modules suited to all levels of knowledge and experience. The Program has been developed so that every carer can acquire new skills and knowledge and consolidate their learning over time.

The learning modules are delivered in five stages, including a number of competency-based Modules, which will assist carers transition to formal learning in nationally recognised qualifications.

The program helps to ensure that every foster carer:

- understands and applies the principles and values essential for fostering children and young people
- works within their role as a foster carer and knows their responsibilities
- provides safe and stable care environments
- communicates effectively with children, young people, their families and networks, the care team, statutory authorities and other stakeholders
- understands and supports the developmental needs of children and young people
- prevents, identifies, reports and responds to harm and risk of harm
- promotes and develops the child's identity
- engages in ongoing learning and development

"Dare to Care" – Preparing For Our 2011 Foster Carer Conference

Preparations have commenced for the 2011 Carer Conference themed "Dare to Care". Hosted in Brisbane in April 2011, 300 carers from across Australia and New Zealand will attend the conference. They will participate in a series of workshops and forums designed to develop their skills and provide support and recognition of the hard work carers do in the community. Work has commenced sourcing donations for this valuable learning and development opportunity for carers.

National Foster Carer Consultation Group

The National Foster Carer Consultation Group is the key means for Life Without Barriers' carers to provide the organisation with feedback and advice on how we can best support them. The group meet quarterly with senior management and have been integral to the development of carer-related initiatives.

Foster Carer Loyalty Program

In 2009 we developed a Foster Carer Loyalty Program as our way of saying "thank you" to our carers. As part of the program, carers have access to the Life Without Barriers' Loyalty Card, which offers savings across a range of activities.

Research

Launch of the Carol Peltola Children's Research Fund

This year saw the passing of long-time Life Without Barriers Board member, Carol Peltola. Carol was a pioneer in evidenced-based child protection practice in Australia, and held the view that the experiences of children can and should influence the practice of child and family services. The Life Without Barriers Carol Peltola Children's Research Fund has been established to further Carol's life work. In establishing the fund, Life Without Barriers was overwhelmed with the support received from government, business and community donors.

The Life Without Barriers Carol Peltola Children's Research Chair

In May 2009, the Life Without Barriers Carol Peltola Children's Research Chair was established at Griffith University. The Chair is funded through a collaboration of Griffith University, Life Without Barriers and the Queensland Government, with the support of individual, corporate and not-for-profit donors committed to improving services to vulnerable children in Australia. The Chair will undertake research that aims to build knowledge and evidence about service delivery to vulnerable children and families from the child's perspective.

Educational Attainment for Children in Care

Undertaken by Griffith University and jointly funded by the Edmund Rice Flexible Learning Services and LWB, this research project examined the educational status and barriers to educational attainment for a group of young people in care in South East Queensland. The research report identifies the need for significant investment to support educational access and outcomes for children and young people in care.

Griffith University Research Grant

Griffith University is partnering with LWB in an application for a research grant to conduct a project that aims to identify the factors that support placement stability, and understand the capacity and role of carers to promote stability and security for children and young people in care.

Sydney University Research Project

LWB is working with the Sydney University School of Psychology and Anglicare on a research project to examine the role of parenting in promoting positive outcomes for children in foster care.

Organisational Culture and Change in Non-Profit Organisations

LWB is assisting a PhD researcher to study organisational culture and change in non-profit organisations. This study involves Life Without Barriers and a number of other not-for-profit organisations and will be completed in 2011.



Client Participation

Life Without Barriers is committed to providing opportunities for the children, young people, adults and families engaged with our services to participate in decisions that affect their lives and to contribute to broader decision-making in our organisation. In 2009/2010 we undertook a range of participation initiatives

Person-Centred Planning

Life Without Barriers has a commitment to providing clients with the opportunity to actively participate in planning their own care and support. We launched an Individual Planning Framework for our Disability Services to provide practice guidelines for person-centred approaches to individual planning.

National Disability Consultation Group

The National Disability Consultation Group meets bi-monthly to consider how we are managing service delivery for people with a disability. The group provides advice to LWB across a range of areas and comprises staff and clients with a broad range of skills and experience.

CREATE

Life Without Barriers partnered with the CREATE Foundation to develop a participation framework for children and young people in out-of-home care. This framework will better enable us to support young people to participate in decisions that affect their lives, as well as in the decision making of the organisation.

Mental Health Community Peer Support Worker Program

LWB recognises our responsibility to reduce the stigma of mental illness in the community. The Mental Health Community Peer Worker Program is an initiative that supports this belief and values the 'lived experience'.

The aim of the program is to ensure that client voices are valued throughout all levels of Life Without Barriers' mental health services. This is achieved through holding client and carer focus groups and individual client surveys. Gaining this important feedback has allowed LWB to develop a stronger understanding of the barriers these clients face.



Creating a better life for children and young people in care

Multisystemic Therapy

In October 2009, Life Without Barriers commenced as a Multisystemic Therapy (MST) network partner. MST is an intensive family and community-based treatment targeting young people who have serious behavioural problems with violence, alcohol and drug-abuse or offending and who are at imminent risk of out-of-home placement.

The primary goal of MST is to empower parents with the skills and resources needed to independently address the difficulties that arise in raising teenagers. It also aims to empower youth to manage their relationships with families, peers, school and neighbourhoods.

Life Without Barriers has committed to supporting the model with full integrity and fidelity. We are closely aligned with the Family Services Research Centre (FSCR) at the Medical University of South Carolina, the primary academic organisation conducting clinical outcome trials on MST.

Development of our Immigration Services

In 2009, Life Without Barriers commenced the provision of innovative care and welfare support programs for Unaccompanied Minors seeking asylum in Australia. Unaccompanied Minors are people under 18 years of age, who have arrived in Australia without a parent or relative. Unaccompanied Minors who are granted a permanent visa and are eligible for humanitarian settlement services from the Department of Immigration and Citizenship (DIAC) are called Unaccompanied Humanitarian Minors.

Our belief in providing a safe, secure and nurturing environment for young people underpins our developmental approach in this area of child protection. Our programs centre around three focus areas, ensuring culturally appropriate support is delivered to Unaccompanied Minors.

- **Community Detention:** LWB provides full-time live-in care to Unaccompanied Minors living in houses in the community under Community Detention arrangements, while awaiting an immigration outcome.
- **Alternative Places of Detention:** LWB provides onsite and/or live-in care and welfare support teams to Unaccompanied Minors in Immigration Transit Accommodation, Immigration Residential Housing and hotels/motels or apartments that have been designated as Alternative Places of Detention.
- **Independent observation:** in which an Independent Observer provides emotional support and physical care to Unaccompanied Minors throughout interview processes with the Department of Immigration and Citizenship, the Australian Federal Police and other authorities.
- **Settlement Housing:** Unaccompanied Humanitarian Minors are accommodated in houses or apartments with culturally appropriate peers. Unaccompanied Humanitarian Minors are supported in a 24 hour care model by a Life Without Barriers care team and are supported to achieve objectives that may assist in developing independent living skills and integration into Australian society.

Leadership Conference and Development of 2010-2015 Strategic Plan

In February 2010, leaders from across Australia and New Zealand met in Sydney to take part in the 2010 Life Without Barriers' Leadership Conference.

Themed "Leadership in Action", the two-day conference was an important step in our planning phase. The Executive Team and Board sought the views of the broader leadership community within LWB, in order to shape our strategic direction for the next five years.

The conference covered six key topics that provided a focus for discussion:

1. Improving services to our clients
2. Developing and managing our people
3. Growing a modern and contemporary business
4. Influencing the sector
5. Creating a future LWB
6. Innovation

The conference galvanised our "One organisation, one purpose" theme, which underpins the goals in our 2010-2015 Strategic Plan and the way in which LWB operates.

Following the leadership conference, the Life Without Barriers Board, Executive and wider management team worked together to develop the 2010-2015 Strategic Plan. It identifies a bold vision for the organisation, focused on delivering innovative services, informed by research, across a wide spectrum of communities, driven by a desire to challenge disadvantage and foster hope and independence.



The National Service Delivery Model Structure Project

In April, we commenced the National Service Delivery Model Structure Project. The aim of this project was to implement organisational structures across all of our states, areas and regions that are consistent and focussed on client services. We significantly increased our investment in service delivery, directing additional resources across the country to further the geographic reach of our services, support practice and provide specialised education, living skills and Aboriginal cultural programs to our clients.

A major achievement of the project is the creation of Aboriginal-identified positions in LWB. This cements our commitment to reconciliation in two ways: by having Aboriginal people providing care and support to our Aboriginal clients, and by creating employment pathways for Aboriginal people in communities where we work.

Migration to Windows

From January to May 2010, our IT Team moved 1200 Life Without Barriers staff from the Apple Macintosh operating system into a Microsoft Windows environment.

The operating system migration was an essential undertaking in order to sustain the growth of LWB. A Microsoft Windows platform allowed for LWB to better integrate with government reporting frameworks. It also provided advanced capabilities for future IT infrastructure, such as the Client Information Reporting and Tracking System (CIRTS).

Website and Carer Portal

In December 2009, we launched our new website and carer portal. Approved by Vision Australia, the website is an accessible, comprehensive and vibrant communication tool. In conjunction with the development of the website, we implemented Carer Connect – a portal designed for our carers to find out about news and upcoming events and to access support material.

CIRTS

In the second half of 2009, Life Without Barriers began the development of a new leading-edge system for keeping records and tracking client progress.

The Client Information, Reporting and Tracking System (CIRTS) is a computer-based system, being built especially for Life Without Barriers. It will securely store important information and better capture and monitor client achievements and outcomes. It will also assist us in reporting on the care and services we provide to clients across Australia and New Zealand.



Our Stakeholders and Supporters

Relationships with stakeholders are fundamental to the success of Life Without Barriers as a community-based organisation.

Our government, community and business partners play an important role in supporting us to provide programs for vulnerable people who need care and support. We thank all of our stakeholders for their commitment and contribution to making a difference to the lives of children, young people, adults, families and communities.

Our 85 support centres throughout Australia and New Zealand also receive generous assistance from

their local communities. We would like to take this opportunity to acknowledge and thank our many supporters in the communities in which we work. These supporters include small, medium and large businesses, individuals, non-government agencies, peer organisations and community groups.

Through in-kind and monetary donations, discounts, collaborative projects and voluntary services, our generous supporters make it possible and easier for us to do our work. We extend our sincere thanks to all of our supporters for their belief in the work we do.



National

GOVERNMENT

Department of Families, Housing,
Community Services and Indigenous Affairs
Department of Immigration and Citizenship
Department of Education, Employment
and Workplace Relations

COMMUNITY AND BUSINESS

Australian Council of Social Services
Reconciliation Australia
National Disability Services
Australian Network on Disability
CREATE Foundation
Griffith University
Secretariat of National Aboriginal
and Islander Child Care (SNAICC)
Aboriginal Employment Covenant



New South Wales

GOVERNMENT

Department of Human Services

- Ageing, Disability and Home Care
- Community Services
- Juvenile Justice

Hunter New England Health

NSW Office of the Children's Guardian

NSW Ombudsman

COMMUNITY AND BUSINESS

Aboriginal Child, Family and Community
Care State Secretariat (Absec)

Association of Children's Welfare Agencies (ACWA)

Care South

Centacare

Disability Advocacy NSW

Foster Care Association

Green Acres

Hunter Disability Network

New South Wales Council of Social Services

Sydney University



Australian Capital Territory

GOVERNMENT

Department of Disability, Housing and
Community Services

- Children, Youth and Family Support
- Disability ACT

COMMUNITY AND BUSINESS

Australian Childhood Foundation

Marymead Child and Family Centre



Northern Territory

GOVERNMENT

Alice Springs Police
 Darwin City Council
 Darwin Police
 Department of Health and Families
 Office of the Public Guardian

COMMUNITY AND BUSINESS

Aboriginal Employment Service
 Alice Springs Hospital
 Amity
 BINDI
 Bush Mob
 Central Australian Supported Accommodation
 Community Benefit Fund
 Congress Health
 Danila Dilba
 Disability Advocacy Service
 Gap Youth Centre
 Head Space Mental Health Services
 Larikia Nation
 Lions Club of Darwin
 Mental Health Association Central Australia
 Nightcliffe Inc



Victoria

GOVERNMENT

Department of Human Services
 – Disability
 Department of Education and Early Childhood
 Development

COMMUNITY AND BUSINESS

Bendigo Health Care Group
 Centacare
 Nillumbik Community Health Services
 Austin Health



Queensland

GOVERNMENT

Alcohol, Tobacco and Other Drug Services
Child Youth Mental Health
Child and Youth Mental Health (Evolve)
Department of Communities
– Disability and Community Care Services
– Child Safety Services
– Youth Justice
– Housing and Homelessness Services
– Community Services
Department of Education and Training
Department of Health (CYMHS)
Department of Health (Evolve)
Legal Aid QLD
Mackay Community Health
Mackay Police
Queensland Civil and Administration Tribunal
South West Placement and Support Network
(membership of both Community and Government)
South West Regional Compact Committee
(membership of both Community and Government)

BUSINESS

Crewe Sharpe Nursing Services
Edmond Rice Foundation
Gibson Consultancy Services
G & S Engineering
Independent Living Solutions
New Way Agency
Twice Blessed Psychologists

COMMUNITY

Aboriginal and Islander Child Care Agency QLD
 ACT For Kids
 Anglicare
 Anglicare – Sailing Adventures in Life Skills (SAILS)
 Biala – Drug and Alcohol Service
 Bowen Flexi Care
 Cairns Regional Council
 Carers Queensland
 CentaCare
 Commonwealth CareLink Association
 Community Health Service – Kirwan
 Community Visitor Program
 Endeavour
 Engeddi
 Families Plus Foster and Kinship Care
 Foster Care Queensland
 Ganyjuu
 Golden Doves
 Gugingin Bilin
 Inclusion Works
 Independent Advocacy Townsville
 Indigenous Family and Child Support Services
 Integrated Family and Youth Service
 Kalwun Aboriginal Islander Child Care Agency
 Kalyan Youth Service
 Karbul Indigenous Placement Agency
 Kurbingai Counselling Service
 Kyabra Community Association Inc
 Life Style Choices
 Lifeline
 Mackay Advocacy
 Mackay Contact Centre
 MADEC
 MAIJAG
 Mercy Family Services
 Mooloolaba Aboriginal and Torres Strait Islander Corporation
 Multicap
 National Disability Service
 Oz Care
 Paradise Kids
 Pathways
 Pathways Churches of Christ
 PeakCare
 Prescare
 Pyjama Foundation
 Reachout Community Services
 Rights in Action – Disability Advocacy Group
 Spiritus – TRACC
 Sporting Wheelies
 SUFI
 The Adult Guardian
 The Public Trustee of QLD
 TRACC
 Tully Support Centre
 United Synergies
 University of Queensland
 Youth Information referral Services (YIRS)



Tasmania

GOVERNMENT

Department of Health and Human Services
– Disability, Child, Youth and Family Services
Department of Education

COMMUNITY AND BUSINESS

ASSIC
Australian Society for the Study of Intellectual Disability
Foster Cares Association
Glenorie Council
Understorey Network



Western Australia

GOVERNMENT

Department of Child Protection
Department of Health – Mental Health Services
Disability Services Commission
FAHCSIA
Mental Health Commission

COMMUNITY AND BUSINESS

Warmun Aboriginal Community



South Australia

GOVERNMENT

Department for Families and Communities

- Families SA
- Disability SA
- Homeless Strategy Unit

Department of Health

- Country Health

Federal Attorney Generals Department

COMMUNITY AND BUSINESS

Children and Family Welfare Association of SA Inc

Mental Health Coalition SA

National Disability Services – South Australia

Nunkuwarrin Yunti

South Australian Council of Social Services



New Zealand

GOVERNMENT

Ministry of Social Development

- Child, Youth and Family

Ministry of Education

COMMUNITY AND BUSINESS

Beautiful Daughters

Taikura Trust

The New Zealand Foster Care Federation

The Waitemata District Health Board Intensive
Clinical Support Services

Whirinaki Child and Adolescent Health



**We believe in the
rights of people and
the importance of
relationships.**



Concise Annual Financial Report

for the year ended 30 June 2010

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Concise Annual Financial Report

for the year ended 30 June 2010

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CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Directors' Report

for the year ended 30 June 2010

Your directors present their report on the consolidated group for the financial year ended 30 June 2010.

Our Directors

The names of each person who has been a director during the year and to the date of this report are:

T Lawler

A Deegan

R Ferris

W Grant

J Lowe

T McCosker

P Murphy OAM

S Gollan

S Gordon

Company Secretary

The following person held the position of parent entity secretary at the end of the financial year:

D O'Donnell who is also the Chief Financial Officer of the parent entity, has held the position of Secretary since November 2007.

Principal Activities

The principal activity of the consolidated group during the financial year was providing a range of programs and services for people with disabilities, for children and young people in crisis, to people with mental health issues and to asylum seekers.

Operating Results

The surplus of the consolidated group amounted to \$1,648,817 for the year.

Dividends Paid or Recommended

Dividends are prohibited in accordance with the constitution and no dividends were paid or declared since the start of the financial year.

Review of Operations

A review of operations of the consolidated group during the financial year shows a 25% increase in revenue mostly attributable to a 26% increase in revenue from government grants and continued expansion of services, specifically in the area of Immigration support services. Expenses for the year increased by 27%, mainly due to Employee and other operational expenses as head count and associated activity was increased to meet the service delivery needs of the increase in government grants. The expansion in activities overall has resulted in a decrease to surplus in the consolidated group.

Operations growth in the controlled entity in New Zealand contributed \$904,908 revenue to the group.

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Directors' Report

for the year ended 30 June 2010 – continued

Future Developments

The consolidated group expects to continue geographical expansion of operations throughout Australia, New Zealand and South East Asia. The consolidated group also expects to expand its operations into new services including homelessness.

Short and Long Term Objectives

The group has implemented a 5 year planning cycle and a strategic plan has been completed for the calendar years 2010 to 2015. The group's strategic objectives for the next five years are to:

1. Focus on delivering service shaped by outcomes and research
2. Build the capacity of clients to empower them to realise their full potential
3. Drive a reconciliation agenda with Aboriginal and Torres Strait Islander communities
4. Contribute to the broader agenda around disadvantaged and marginalised people and communities
5. Maintain the essence of who we are committed to our vision and the LWB Way

The Group has implemented Key Success Areas to measure the outcomes of the strategic plan and these will be reviewed and reported on an ongoing basis. The 5 Key Success Areas are: Client Outcomes; Cultural Respect; Challenging Systemic Disadvantage; People and Leadership; and, Organisational Effectiveness.

Significant Changes in State of Affairs

No significant changes in the consolidated group's state of affairs occurred during the financial year.

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the consolidated group, the results of those operations, or the state of affairs of the consolidated group in future financial years.

Environmental Issues

The consolidated group's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Options

Options over issued shares or interests in the consolidated group are prohibited in accordance with the constitution.

CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Terry Lawler	Director
<i>Qualifications</i>	BCom, FCA, FAICD, FAIM
<i>Experience</i>	Independent non-executive director since July 2002 and Chairperson since 2002. Extensive experience as a Chartered Accountant providing business, internal audit, operational and strategic advice. Chairperson of Lawler Partners, Newcastle, Australia.
<i>Special Responsibilities</i>	Chairperson. Member of the Finance & Audit Sub-Committee. Member of the Marketing & Communications Sub-Committee. Member of the Remuneration Sub-Committee.
A Deegan	Director
<i>Qualifications</i>	BCom, LLB
<i>Experience</i>	Independent non-executive director since November 2004. Practising solicitor since 1978, providing commercial advice specialising in information communications technology and intellectual property. Partner of Sparke Helmore, Newcastle, Australia.
<i>Special Responsibilities</i>	Chairperson of the Risk Management Sub-Committee. Member of the Policy & Procedure Sub-Committee. Member of the Remuneration Sub-Committee.
R Ferris	Director
<i>Experience</i>	Independent non-executive director since July 2002. Extensive experience in business management and organisational operations.
<i>Special Responsibilities</i>	Chairperson of the Remuneration Sub-Committee.
W Grant	Director
<i>Qualifications</i>	CCM, FAICD
<i>Experience</i>	Independent non-executive director since January 2003. Holds a number of Board and advisory positions relating to transport, mining, the arts, property development, venue management, local government and project management.
<i>Special Responsibilities</i>	Member of the Risk Management Sub-Committee. Member of the Policy & Procedure Sub-Committee.

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Directors' Report

for the year ended 30 June 2010 – continued

J Lowe	Director
<i>Qualifications</i>	BA, DipEd, FUNISA
<i>Experience</i>	Independent non-executive director since April 2004. Extensive management experience in government, non-government and private sector. Director, Regional Programs, Department of Trade and Economic Development, SA, Australia. Chair of the Board of the Community Business Bureau.
<i>Special Responsibilities</i>	Chairperson of The Life Without Barriers New Zealand Trust. Chairperson of the Policy & Procedure Sub-Committee. Member of the Remuneration Sub-Committee.
T McCosker	Director
<i>Qualifications</i>	BCom, CPA, DiplHlthEc, MBA, AAICD
<i>Experience</i>	Independent non-executive director since July 2002. Extensive senior management experience in the public health sector. Director of Clinical Services at Hunter New England Health, NSW, Australia.
<i>Special Responsibilities</i>	Chairperson of the Finance & Audit Sub-Committee. Member of the Risk Management Sub-Committee.
P Murphy OAM	Director
<i>Qualifications</i>	ANIA, MAICD, JP
<i>Experience</i>	Independent non-executive director since July 2002. Extensive experience with commercial business operations management and as a director. Managing Director of Churchill's Furnishings Pty Ltd, Newcastle, NSW, Australia.
<i>Special Responsibilities</i>	Chairperson of the Marketing & Communications Sub-Committee.
S Gollan	Director
<i>Qualifications</i>	MSW, BA (AbAffAdmin)
<i>Experience</i>	Independent non-executive director since March 2006. Academic, lecturer and researcher with extensive experience in the public sector focused on improving services to Aboriginal people.
<i>Special Responsibilities</i>	Member of the Policy & Procedure Sub-Committee.
S Gordon	Director
<i>Qualifications</i>	LLB, AM
<i>Experience</i>	Independent non-executive director since 2010. Extensive experience in improving the lives of Aboriginal people. Magistrate of the Children's Court of Western Australia for over 20 years. Chairperson of the Sister Kate's Children 1934 to 1953 Aboriginal Corporation since 2001.

CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Meetings of Directors

During the financial year, four (4) meetings of directors were held. Attendees by each director were as follows:

Directors Meetings		
Directors	Number eligible to attend	Number attended
T Lawler	4	4
A Deegan	4	3
R Ferris	4	4
W Grant	4	3
J Lowe	4	3
T McCosker	4	4
P Murphy OAM	4	3
C Peltola	2	1
S Gollan	4	1
S Gordon	2	1

During the financial year, four (4) meetings of Trustees for The Life Without Barriers New Zealand Trust were held. Attendees by each Trustee were as follows:

Trust Meetings		
Directors	Number eligible to attend	Number attended
J Lowe	4	4
T Lawler	4	4
A Deegan	4	3
R Ferris	4	4
T McCosker	4	4
C Peltola	2	2
K Mason	4	2

During the financial year, the following meetings of Sub-Committees were held. Attendees by each director was as follows:

Finance and Audit		
Directors	Number eligible to attend	Number attended
T Lawler	4	4
T McCosker	4	3

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Directors' Report

for the year ended 30 June 2010 – continued

Risk Management

Directors	Number eligible to attend	Number attended
A Deegan	4	3
W Grant	4	3
T McCosker	4	3

Remuneration

Directors	Number eligible to attend	Number attended
R Ferris	1	1
A Deegan	1	0
T Lawler	1	1
J Lowe	1	1

Marketing and Communications

Directors	Number eligible to attend	Number attended
P Murphy	2	2
T Lawler	2	2

Policy and Procedures

Directors	Number eligible to attend	Number attended
J Lowe	3	3
A Deegan	3	2
C Peltola	2	2
W Grant	3	2

CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Indemnifying Officers or Auditor

During the year the consolidated group paid a premium of \$17,155 to insure the directors and trustees of all entities in the consolidated group.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the directors in their capacity as directors of the entity and any other payments arising from liabilities incurred by the directors in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the directors or the improper use by the directors of their position or of any information to gain advantage for themselves or someone else to cause detriment to the entity.

Proceedings on Behalf of the Consolidated Group

No person has applied for leave of Court to bring proceedings on behalf of the consolidated group or intervene in any proceedings to which the consolidated group is a party for the purpose of taking responsibility on behalf of the consolidated group for all or any part of those proceedings.

The consolidated group was not a party to any such proceedings during the year.

Members' Guarantee

The parent entity is incorporated under the Corporations Act and is limited by guarantee. If the parent entity is wound up, the constitution states that each member is required to contribute a maximum of \$50 each towards meeting any outstanding and obligations of the parent entity. At 30 June 2010 the number of members was 9 bringing the total members liability on winding up to \$450.

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2010 has been received and can be found on page 54 of the directors' report.

Signed in accordance with a resolution of the Board of Directors.



Director

T Lawler

Dated this 8th day of September 2010



Director

T McCosker

Dated this 8th day of September 2010

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Auditors Declaration

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF LIFE WITHOUT BARRIERS**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2010 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Cutcher & Neale
Chartered Accountants



Mark O'Connor
Partner

7 September 2010
NEWCASTLE

CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Statement of Comprehensive Income

for the year ended 30 June 2010

	Note	2010 \$'000	2009 \$'000
Revenue from Grants			
– State/Federal government grants	2	199,774	157,138
– Capital grants	2	-	1,465
– Other organisations	2	2,798	3,023
Other Income	2	1,800	1,692
Total Revenue and other Income		204,371	163,318
Employee benefits expense		160,425	127,565
Client Care Costs		5,050	2,930
Depreciation and amortisation		1,058	1,093
Motor vehicle expense		7,905	6,247
Property expenses		8,894	6,759
Travel and accommodation		2,825	2,212
Office expenses		7,284	5,287
Insurance		2,788	2,209
Recruitment and training		2,292	1,654
Other expenses		4,201	3,138
Total Expenditure		202,722	159,094
Surplus before income tax		1,649	4,224
Income tax expense		-	-
Surplus after income tax		1,649	4,224
Unrealised gains/(losses) on available for sale financial assets		(30)	-
Movement in foreign currency revaluation reserve		(11)	-
Other Comprehensive Income		(41)	-
Total Comprehensive Income		1,608	4,224

The accompanying notes form part of these concise financial statements.

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Statement of Comprehensive Income

for the year ended 30 June 2010 – continued

Discussion and analysis of Income Statement

Revenue from continuing operations has increased by 25% as a result of an expansion of services, both in the number of services provided and in the geographical spread. Key points to note are:

- (i) Continued efforts to enhance service delivery were successful and resulted in the expansion of existing programs and regional operations:
 - Operations in New Zealand have expanded and include Child & Youth and MST programs;
 - Additional funding secured for Immigration programs;
 - Further development of start up regions including Western Australia and Victoria; and
 - There were increases in revenue compared to last year in all other states of Australia.
- (ii) Other income is primarily made up of interest income.
- (iii) Client care costs have increased as a result of increases in contingency items and client activities/holidays.
- (iv) Employee benefits, travel, property and vehicle expenses increased as a result of the expanded services in proportion to increased revenue from operations.
- (v) Recruitment and training costs have increased significantly due to recruitment of senior management positions and staff training in relation to the Migration project of IT from a MAC to a Windows platform.

CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Statement of Financial Position

as at 30 June 2010

	Note	2010 \$'000	2009 \$'000
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents		39,328	32,559
Trade and other receivables		12,879	12,007
Other assets		544	483
TOTAL CURRENT ASSETS		52,751	45,049
NON-CURRENT ASSETS			
Property, plant and equipment		6,893	3,580
Intangible Assets		3,811	-
Other financial assets		461	-
Other assets – non current		158	-
TOTAL NON-CURRENT ASSETS		11,322	3,580
TOTAL ASSETS		64,073	48,629
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables		43,620	31,028
Borrowings		-	104
Short term provisions		4,318	3,096
TOTAL CURRENT LIABILITIES		47,938	34,228
NON-CURRENT LIABILITIES			
Long term provisions		473	348
TOTAL NON-CURRENT LIABILITIES		473	348
TOTAL LIABILITIES		48,412	34,576
NET ASSETS		15,661	14,053
EQUITY			
Accumulated surplus		15,584	14,053
Special purpose funds		118	-
Reserves		(41)	-
TOTAL EQUITY		15,661	14,053

The accompanying notes form part of these concise financial statements.

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Statement of Financial Position

as at 30 June 2010 – continued

Discussion and analysis of balance sheet

Assets

The increase in cash and cash equivalents is more fully explained in the cash flow statement.

The increase in trade and other receivables is mainly due to an increase in invoicing receivables. The entity's most significant customer accounted for \$2,087,682 of the trade receivables carrying amount as at 30 June 2010. (2009: \$5,265,344). The main reason for the decrease in the significant customer was the change from invoicing to recurrent funding by the customer.

The increase in property, plant and equipment is consistent with the expansion of services provided during the year. Major additions relate to improvements in properties purchased for group home care programs and computer purchases in relation to the Migration project of IT from a MAC to a Windows platform.

Intangible assets relate to the Work-in-progress on developing Information Technology systems and products.

Other Financial Assets represents the entity's investment in listed equities in accordance with the investment policy approved by the Board of Directors.

Liabilities

The increase in trade and other payables primarily relates to funding received in advance for services to be delivered in future periods. The accounting policy is to recognise funding receipts as a liability until it can be matched to the specific program expenses, which is then recognised as revenue.

The increase in short and long term provisions is due to the growth of employees in order to manage the expansion of services for existing programs as well as new regions. In addition, there is a \$292,000 organisational restructure provision.

CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Statement of Changes in Equity

as at 30 June 2010

	Note	Accumulated Funds \$'000	Special Purpose Funds \$'000	Foreign Currency Revaluation Reserve \$'000	Fair Value Reserve \$'000	Total \$'000
2009						
Balance at the beginning of the year		9,829				9,829
Total Surplus/(Loss) for the period		4,224				4,224
Transfer to/(from) Special Purpose Funds						
Transfer to/(from) Fair Value Reserve						
Balance as at 30 June 2009		14,053				14,053
2010						
Balance at the beginning of the year		14,053				14,053
Total Surplus/(Loss) for the period		1,649				1,649
Transfer to/(from) Special Purpose Funds		(118)	118			
Transfer to/(from) Reserve				(11)	(30)	(41)
Balance as at 30 June 2010		15,584	118	(11)	(30)	15,661

The accompanying notes form part of these concise financial statements.

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Statement of Changes in Equity

as at 30 June 2010 – continued

Discussion and analysis of statement of changes in equity

The change in Accumulated Funds relates to the surplus for the year, less the movement to Special Purpose Funds (see below).

During the financial year, the Carol Peltola Fund was established with the specific purpose of funding research which builds knowledge and evidence in service delivery of vulnerable children and families from the child's perspective. A partnership has been established between Life Without Barriers and Griffith University to establish a Chair in the School of Social Work and Human Services. The Chair was launched on 14 May 2010. Any funds contributed to the Group in relation to the Carol Peltola Fund will be transferred from Accumulated Funds to Special Purpose Funds at the end of each financial year to ensure these funds are only used to further the Carol Peltola's Funds' objectives. Any expenses incurred in relation to the Carol Peltola Fund will be deducted from the Special Purpose Fund.

Of the \$118,000 transferred from Accumulated Funds to Special Purpose Funds, \$88,000 has been contributed from external donors and \$30,000 has been authorised for transfer from Accumulated Funds to the Special Purpose Fund by the Board.

The movement in the Foreign Currency Revaluation Reserve is a result of the currency conversion due to reporting New Zealand Operations in Australian dollars for the purpose of these financial statements.

The movement in the Fair Value Reserve is due to the revaluation of shares held at 30 June 2010 at fair value.

CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Statement of Cash Flows

as at 30 June 2010

	Note	2010 \$'000	2009 \$'000
CASH FLOW FROM OPERATING ACTIVITIES			
Receipt of grants		221,665	199,336
Payments to suppliers and employees		(207,621)	(183,605)
Interest received		1,909	964
Finance Costs		()	-
Net cash provided from operating activities		15,953	16,695
CASH FLOW FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		56	119
Payment for property, plant and equipment		(4,681)	(2,569)
Proceeds from Sale of Intangible assets		-	-
Purchase of Intangible assets		(3,953)	-
Proceeds from sale of Other Financial Assets		-	-
Purchase of Other Financial Assets		(490)	-
Net cash provided from investing activities		(9,067)	(2,450)
CASH FLOW FROM FINANCING ACTIVITIES			
Repayment of finance lease commitments		-	-
Net cash provided from financing activities		-	-
Net increase in cash held		6,886	14,245
Cash at the beginning of the financial year		32,455	18,210
Effect of foreign currency rate changes on cash and cash equivalents		(11)	-
Cash at the end of the financial year		39,330	32,455

The accompanying notes form part of these concise financial statements.

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Statement of Cash Flows

as at 30 June 2010 – continued

Discussion and analysis of cash flow statement

Cash flows from operating activities

The significant increase in receipts from customers and payments to suppliers and employees is due to expanded services provided during the year.

The increase in interest revenue is a result of term deposits lodged throughout the year.

Cash flows from investing activities

The increase in payment for property, plant and equipment is consistent with the expansion of services provided during the year. Major additions relate to improvements in properties purchased for group home care programs and computer purchases in relation to the Migration project of IT from a MAC to a Windows platform.

The increase in payments for Intangible assets relate to the external direct costs incurred in developing Information Technology systems and products.

Payments for Other Financial assets are in relation to shares purchased during the financial year.

Cash flows from financing activities

There were no cash flows from financing activities during the financial year.

Notes to the Financial Statements

for the year ended 30 June 2010

The concise financial statements are for the consolidated group and its controlled entities. This includes Life Without Barriers (a company limited by guarantee, incorporated and domiciled in Australia) and The Life Without Barriers New Zealand Trust.

In accordance with Corporate Reporting Reform Bill 2010, separate entity figures have not been prepared for the purposes of these concise financial statements. However, principles of consolidation still apply.

Note 1 *Statement of Significant Accounting Policies*

Basis of Preparation

This concise financial report is an extract of, and has been derived from the full financial statements for the year ended 30 June 2010. The concise financial report has been prepared in accordance with AASB 1039: Concise Financial Reports and the Corporations Act 2001.

Other information included in the concise financial report is consistent with the entity's full financial statements.

The concise financial report does not, and cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of Life Without Barriers as the full financial statements.

A copy of the Annual Financial Statements, including the financial report and independent audit report, is available to all members, and will be sent to the members without charge upon request.

The consolidated group has applied the relief available to it under ASIC Class Order 98/100 and accordingly, amounts in the financial statements have been rounded off to the nearest thousand dollars.

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Notes to the Financial Statements

for the year ended 30 June 2010 – continued

Note 2 Revenue and Other Income

	Note	2010 \$'000	2009 \$'000
Revenue from Government Grants and Other Grants			
– State/Federal government grants		199,774	157,138
– Capital grants		-	1,465
– Other organisations		2,798	3,023
Total Revenue		202,571	161,626
Other Income			
Interest received on financial assets not at fair value through profit or loss		1,909	963
Dividends Received		8	0
Gain / (Loss) on disposal of property, plant and equipment		(396)	130
Charitable income and fundraising		140	166
Rental income		23	25
Other		2	0
Insurance recoveries		114	38
Bad debts recovered			370
Other Income		1,800	1,692
Total Revenue and Other Income		204,371	163,318

Note 3 Events After the Balance Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the consolidated group, the results of those operations, or the state of affairs of the consolidated group in future financial years.

Note 4 Consolidated Group Details

The registered office and principal place of business of the entity is:

Life Without Barriers
352 King Street
Newcastle
NSW 2300

The principal place of business for the controlled entity is:

The Life Without Barriers New Zealand Trust
644 Great South Road
Penrose
Auckland 1642

CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Directors' Declaration

The directors of the consolidated group declare that:

1. The concise financial statements and notes, as set out on pages 55 to 64:
 - (a) have been derived from or is consistent with the full financial statements for the financial year; and
 - (b) complies with Australian Accounting Standard AASB 1039: Concise Financial Statements.

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



Director
T Lawler

Dated this 8th day of September 2010



Director
T McCosker

Dated this 8th day of September 2010

Directors' declaration pursuant to the Charitable Fundraising Act:

The directors of the entity declare that:

1. The financial statements give a true and fair view of all income and expenditure of the consolidated group with respect to fundraising appeals;
2. The statement of financial position gives a true and fair view of the state of affairs with respect to fundraising appeals;
3. The provision of the Charitable Fundraising Act 1991 and the regulations under the Act and the conditions attached to the authority have been complied with for the year ended 30 June 2010; and
4. The internal controls exercised by the entity are appropriate and effective in accounting for all income received.

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



Director
T Lawler

Dated this 8th day of September 2010



Director
T McCosker

Dated this 8th day of September 2010

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

Independent Audit Report

LIFE WITHOUT BARRIERS ABN: 15 101 252 171

**INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF LIFE WITHOUT BARRIERS**

Report on the Concise Financial Report

The accompanying concise financial report of Life Without Barriers comprises the statement of financial position as at 30 June 2010, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended and related notes, derived from the audited financial report of Life Without Barriers for the year ended 30 June 2010, and the discussion and analysis. The concise financial report does not contain all the disclosures required by the Australian Accounting Standards.

Directors' Responsibility for the Concise Financial Report

The directors are responsible for the preparation and presentation of the concise financial report in accordance with Accounting Standard AASB 1039: Concise Financial Reports (including the Australian Accounting Interpretations), statutory and other requirements. This responsibility includes establishing and maintaining internal control relevant to the preparation of the concise financial report; selecting and applying the appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on the concise financial report based on our audit procedures. We have conducted an independent audit, in accordance with Australian Auditing Standards, of the financial report of Life Without Barriers for the year ended 30 June 2010. Our audit report on the financial report for the year was signed on 9 September 2010 and was not subject to any modification. The Australian Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free from material misstatement.

Our procedures in respect of the concise financial report included testing that the information in the concise financial report is derived from, and is consistent with, the financial report for the year, and examination on a test basis, of evidence supporting the amounts, discussion and analysis, and other disclosures which were not directly derived from the financial report for the year. These procedures have been undertaken to form an opinion whether, in all material respects, the concise financial report complies with Accounting Standard AASB 1039: Concise Financial Reports and whether the discussion and analysis complies with the requirements laid down in AASB 1039: Concise Financial Reports.

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

CONCISE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2010

Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, provided to the directors of Life Without Barriers on 8 September 2010, would be in the same terms if provided to the directors as at the date of this auditor's report.

Auditor's Opinion

In our opinion, the concise financial report including the discussion and analysis of Life Without Barriers for the year ended 30 June 2010 complies with Accounting Standard AASB 1039: Concise Financial Reports.



Cutcher & Neale
Chartered Accountants



Mark O'Connor
Partner

NEWCASTLE
9 September 2010

Life Without Barriers Contacts

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