



**deiou**  
FOUNDATION  
for children with autism

**A FOUNDATION**

**FOR THE  
FUTURE**

**Annual Report**

2021-2022



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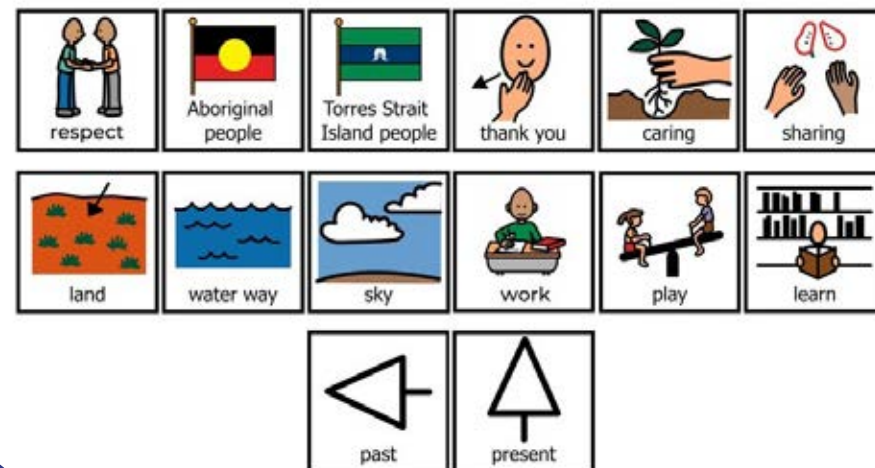
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# ACKNOWLEDGEMENT OF COUNTRY

AEIOU Foundation acknowledges and pays respect to the past and present Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual, and educational practices of Aboriginal and Torres Strait Islander peoples.

In the spirit of reconciliation, we are committed to educating the children in our care about the living culture, history, and achievements of First Nations peoples by embedding a genuine culture and learning framework in our centres.

Our centres operate on unceded land belonging to the Kurna people (Adelaide), the Ngunnawal, Ngunawal, and Ngambri peoples (Canberra), Bundjalung country (Gold Coast), the Turrbal and Yuggera people (Nathan, Logan, Camira, Bald Hills), the Jagera and Giabal people of Barunggam country (Toowoomba), the Gubbi Gubbi people (Sippy Downs), the Taribelang, Kabi-Kabi, Batjala and Waka-Waka people of Gureng Gureng country (Bundaberg), and the people of Gugu-Badhun country (Townsville).



This is a representation of the Acknowledgement of Country using images from the Picture Exchange Card System (PECS), a tool used in AEIOU centres to develop functional communication skills with our children.



WELCOME TO

# AEIOU FOUNDATION

AEIOU Foundation supports young children and their families in the early years of an autism diagnosis through evidence-based early intervention therapy, engaging early education, care, parent training and practical support.

This year we have continued our commitment to ensure our service meets the individual needs of each child and family, is consistent and of a high quality, that families are well-supported, and that our teams have access to ongoing training and support.

AEIOU enrolls around 300 children each year across 11 centres in Queensland, South Australia, and the Australian Capital Territory.

#### Registered office

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07 3320 7500  
[www.aeiou.org.au](http://www.aeiou.org.au)

ABN: 19 135 897 255

AEIOU Foundation is a registered charity (CH1818) under 'The Collections Act' of 1996 and is endorsed as a deductible gift recipient under the Subdivision 30-BA of the Income Tax Assessment Act 1997.



#### Our Reporting Process:

This is the 13th Annual Report published by AEIOU Foundation, documenting the financial, operational and community performance for the financial year ending 30 June 2022. Feedback is welcome and can be emailed to [feedback@aeiou.org.au](mailto:feedback@aeiou.org.au).

# ABOUT AEIOU

AEIOU was established in 2005 and is a leader in autism early intervention in Australia. Children are respected and valued for their unique qualities and strengths and supported to achieve their individual goals.

We have adapted to major reform in the disability sector in recent years, with a steady focus on improving the way we work, enhancing the experience of our service for families, and advocating for the unique needs of children with autism who have high support needs.

AEIOU provided services to 493 children across this reporting period. AEIOU is one of the only organisations of its kind with rich data (with standardised assessment information for around 800 children with autism) to inform knowledge around the strengths and challenges of autistic children in Australia in addition to the impact of the AEIOU's intensive early intervention program and how this specialised environment contributes to the gains of children.

## What does successful early intervention look like?

AEIOU's integrated and holistic approach to therapy and education is designed for children with high support needs, children that require additional support to access the community and achieve their personal goals.

Within one year of enrolling at AEIOU:

**99%** of children have increased their communication skills

**97%** of children improved their fine motor skills

**67%** of children are either fully toilet trained or progressing well with their toileting plan

## OUR VISION

Children with autism living their best lives.

## OUR PURPOSE AND MISSION STATEMENT

To enhance the lives of children with autism and their families, through evidence-based, successful early intervention programs and practical support.

## OUR VALUES

### Support

You can rely on AEIOU for expert guidance and a commitment to each member of the Foundation's family.



### Teamwork

A collaborative, inclusive team working together to create bright futures.



### Excellence

Driven to be the best, we are leaders in the delivery of quality, evidence-based early intervention.



### Passion

We're inspired by the difference we are making in young lives. We love what we do.



## OUR PHILOSOPHY

We believe children:

- Have a right to early intervention
- Benefit from therapy based on individual needs
- Learn using different learning styles and at different rates
- Are individuals, with differing personalities, needs, wants, interests and levels of ability
- Require flexible routines in their daily program to cater for their individual needs
- Should receive evidence-based early intervention and access to appropriate assessment
- Are entitled to a balanced program that bridges the gap between the home, AEIOU Foundation and the community
- Can benefit from families and staff working together.



# WHAT IS AUTISM?

Autism is a lifelong neurological developmental disorder that affects 1 in 70 people (Autism Awareness Australia, 2021). There is no definitive test for autism: a diagnosis is made based on developmental assessments and behavioural observations.

There's a saying in our community: *when you know one person with autism, you know one person with autism.* Autism affects everyone differently, but people with autism often share challenges in two main areas:

- **Social interaction and social communication**, including decoding body language and verbal communication, reciprocal conversation, emotional and social reciprocity, and managing structured parts of the day;
- **Restrictive and repetitive patterns of behaviours or interests**, including rituals and routines, and experiencing hyper- or hypo-sensitivity to sensory input.

## About autism and early intervention

In 2018, the Australian Bureau of Statistics reported there are **205,200 Australians with autism** – an increase from 164,000 in 2015.

**It is common for people with autism to have additional medical disorders**, often immunological, neurological and gastroenterological (Muskens et al., 2017).

**Males** are diagnosed with autism more often than **females** (ABS, 2018). This difference may be due to how characteristics of autism differ between males and females and how the diagnosis process considers these.

**Early intervention** increases the likelihood a child will develop the **functional communication, social and independent living skills** that will create a better chance for meaningful participation in the community, including at school or work.



One study\* suggests that without intervention, approximately 24% of children diagnosed with autism regress in their verbal skills. Our data shows that regression rates of children who attend AEIOU are substantially lower, at just **1.15%**.

*\*Landa, Stuart, Gross, and Faherty, Developmental Trajectories in Children With and Without Autism Spectrum Disorders: The First 3 Years (2012).*



## CHAIR MESSAGE

It's with pleasure that I present AEIOU Foundation's Annual Report for 2021-2022. This is an organisation which makes a significant contribution to the lives of young children, their families, and to society as a whole. The impact of this work reaches into the community in many ways, enriching opportunities that support connection, participation, education, and employment.

Throughout this reporting period, we have focused on important initiatives that will create a strong, sustainable future for the organisation. We have been, and continue to prioritise service delivery, corporate capabilities (including digital solutions), client experience, parent experience and importantly, staff experience.

I'd like to thank our Board of Directors for their guidance and the time they give to steer AEIOU as the organisation continues to mature. Our Board has a



Susan Rix AM

transparent, supportive relationship with our Executive Team and despite the inevitable challenges experienced by most businesses in this current climate, we are buoyed by both this organisation's progress and position.

On behalf of the Board, I extend warm thanks to each of our employees for their continued commitment and exceptional contributions. I also thank our clients for choosing AEIOU Foundation, and extend my gratitude to our donors, many of whom are long-term partners who share a tremendous enthusiasm for our purpose.

I look forward to another productive year ahead, as we continue to support children to live their best lives.

Yours sincerely,

**Susan Rix AM**  
Chair



Alan Smith

## CHIEF EXECUTIVE OFFICER MESSAGE

**It's extraordinary to see what can be achieved within a year. We successfully navigated a path with hurdles associated with the pandemic, inclement weather, a changing political landscape, National Disability Insurance Scheme (NDIS) budget pressures and workplace shortages. The people who work at AEIOU are an inspiration to me; they met these challenges head on with resilience and passion, and I'm proud to work with them.**

Our priorities centred on systems, people, and our story, investing in digital solutions to optimise efficiency, an organisational structure review to ensure the right people are in the right positions, and leveraging outcome data to inform decision making.

A highlight was the official opening of AEIOU Canberra Region, with the event postponed to August 2022 due to COVID-19. The support from our friends and partners at John James Foundation has been exemplary.

Advocacy has been a priority and, like other partners in the disability sector, we were pleased to see the abolishment of independent assessments and a halt to proposed funding brackets for plans affecting children with autism.

Internally, we established a new Client Information System, which was an exciting and necessary step forward for this organisation. Our Research and Assessment Team has also been cataloguing all research and

assessment data into an online directory to support future research and help us better understand the gains children at AEIOU make, telling a rich story about our unique integrated early intervention service.

In all, I'm very pleased with this year's achievements, and I look forward to the year ahead as this organisation continues to transform, mature, and deliver. We are a foundation for the future.

I thank our Chair and Board of Directors for their ongoing support and stewardship, our Executive Leaders and our Senior Leaders. Importantly, I recognise all of AEIOU's people, who worked hard to adopt changes to the way we operate and maintained a strong commitment while working on the frontline through the pandemic. Some of our centres were also affected by floods, and it was heartwarming to see team members maintaining great support for each other, children in our service and pride in their workplace.

I also extend gratitude to the families at AEIOU who place their trust and faith in our service and partner with us in their child's early years. And, to our donors and supporters: thank you. I am personally humbled and grateful for the ongoing commitment from our generous community, which ultimately allows us to continue to achieve our purpose.

Yours sincerely,

**Alan Smith**  
Chief Executive Officer

# THE YEAR

# AT A GLANCE

JUL



AEIOU Canberra Region opens its service

AEIOU's enhanced program is implemented in all centres

SEP



Jurassic Jam raises \$55,540

NOV



Ongoing NDIS advocacy efforts to support children in service

2021

NAIDOC Week is celebrated across all centres



AUG

Take A Hike Brisbane raises \$48,191

OCT





# 2022

JAN



New families are welcomed

MAR



Take A Hike Toowoomba raises \$29,021

A new Executive Leadership Team is established

MAY



People Connect a plan to increase and strengthen, connections between our people, and create a 'one team' culture, launches

Client Information System project to improve our client journey and protect client data begins

Annual Giving Day raises \$203,000



DEC

Our centre communities come together after the South-East Queensland floods



FEB

Celebrating Autism Awareness Month

Chain Reaction peloton tackles 7-day ride across Tasmania



APR

Our digital data project to enhance evidence-based organisational decisions begins

Talking Heads Lunch raises \$40,000



JUN

# AEIOU'S RESEARCH

# BUILDING A STRONG FOUNDATION FOR THE FUTURE

## Digitising our data

From little things, big things grow. Transcribing data from a written report into a digital format might seem like a small task in the wide world of research, but it has resulted in AEIOU holding a huge treasure chest of data on our cohort of children.

This data, which we will continue to mine and gain valuable insights from for years to come, further cements AEIOU as one of the leading experts in children with Autism Spectrum Disorder (ASD).

AEIOU's Research and Assessment team continue to work tirelessly on this digitising our data, collating the paper records of standardised clinical assessments of children from secure filing cabinets and scanning the information into an online data warehouse.

This hard work has paid off, as we now boast a digital database containing information on 800 children with autism.

Our valuable data provides us with an overview of the strengths and challenges of autistic children in Australia, the impact of AEIOU's intensive early intervention service, and how our specialised therapeutic environment contributes to these gains.

Future work will allow us to explore the impacts of AEIOU's program on the wellbeing of our children and families, and will also provide a deeper understanding of the program's social and economic benefits on the wider community.

One of the key findings from our data is the change in children's scores on the Mullen Scales of Early Learning over a period of two years in our service.

The Mullen Scales measure skills such as language, perceptual abilities, cognitive ability and motor development, and provide a benchmark for how well a child performs on a set of tasks when compared to a group of children of the same age.

In the absence of a control group, it is important to account for any age-related changes that occur in early learning skills to separate the effects of early intervention to gains that occur naturally with aging. Developmental quotients (DQ's) are age-adjusted, and therefore benchmark how well a child performs on a set of tasks compared to a group of children of the same age. A typically developing child would have a score of 100 that would remain stable over time.

This graph shows the DQ's for our one- and two-year cohorts. Verbal DQ measures language and communication skills and Non-Verbal DQ measures visual perception and fine motor development.

**Together, these findings demonstrate a significant improvement in early learning skills above a level that could be attributed to age-related development.**

On the other hand, children who stay with us for two or more years often enter with a lower level of skills and need two or more years in our service to be ready to transition to their next setting. The graph shows that both groups of children show steady upward trends in early learning skills, indicating consistent gains in these areas.

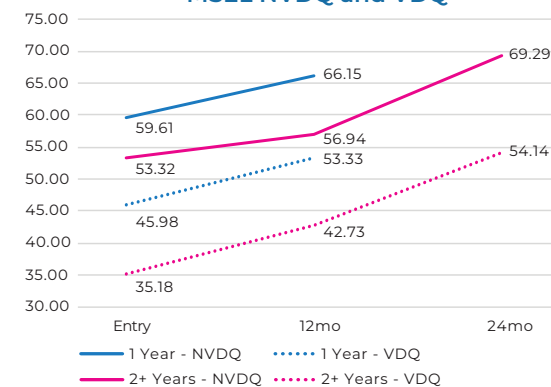
It is important to note that without data from a control or comparison group, it is difficult to benchmark our data against other studies of early intervention therapy.

However, as mentioned earlier, one study suggests that without intervention, approximately 24 per cent of children diagnosed with autism regress in their verbal skills. Compared to our data, regression rates are substantially lower, at just 1.15 per cent.

Our data shows the incredible impact of our day-to-day work in providing world-class early intervention services to give children an opportunity to live their best lives.

We are proud to be the leading experts and advocates for this age group of children with autism and look forward to continuing our research in this field. This is just the beginning of the data findings from our project, and we are excited for what the future holds.

MSEL NVDQ and VDQ



Verbal and non-verbal developmental quotients of children who attended AEIOU for either one or two years between 2015 to October 2022.

MSEL - Mullen Scales of Early Learning  
NVDQ - non-verbal developmental quotients  
VDQ - verbal developmental quotients

## Research overview

AEIOU Foundation's strong commitment to research and assessment along with the availability of data has positioned us as a leader in evidence-based services for the cohort of children in our care – children aged 2-6 with ASD requiring high support needs, predominantly ASD Levels 2 and 3 (individuals requiring substantial or very substantial support).

AEIOU has a dedicated, qualified internal Research and Assessment team that collaborates regularly with external agencies who have expertise in research relating to ASD.

By monitoring and assessing the clinical outcomes of children in our program, we're continuing to build a strong evidence base for the work that we do while also gaining valuable insights into the needs of the children we care for and their families.

We're continually refining our service offering based on this data to ensure we are providing the best possible programs.

Having this strong evidence base allows us to be a voice for our cohort and to advocate proudly, on their behalf. We do this across all levels of government to raise awareness, affect policy change and to increase financial support for families.



## A snapshot of AEIOU children and families (2015-22)

**7.8%** of our families identify as First Nations Peoples, with Aboriginal, Torres Strait Islander and South Sea Islander representation.

**28.4%** of our families reported being culturally and linguistically diverse.

The average age of children at diagnosis was **35 months**.

**78.8%** of our cohort were boys, **19.9%** girls.



## MEET PIETRA AND MALU MORALES

Pietra and Malu, 3, are twin sisters who both attend AEIOU Foundation. They like to hold hands and play 'Row Your Boat'. They love 'Heads, Shoulders, Knees and Toes', and are beginning to use their imagination to play.

Their mother, Yara Morales, says AEIOU has changed her whole life. "Before coming to AEIOU, they would cry every day. Their childcare team tried, but they didn't know how to deal with my children. Pietra would be alone in her own world. Nobody had the time or patience to sit by her side and interact with her. She was never happy when I left, and she would cry. It was not for her."

Fast forward eight months, and Yara says her family's life has been transformed. "I see the way the team at AEIOU is with the children. It is completely different. Not only does the team help the girls; they help me. They create activities so I can play with them, games that are fun, but which help with their cognitive skills. I have so much support, I really feel it. I don't know if they know just how much they help people," Yara says.

"When I found out the girls have autism, I thought, 'Oh, what can I do? What will their life be like?', but they are learning so much because of AEIOU. I am so proud of them. I have such hope for their futures. I want them to communicate easily, to travel, to go inside planes and live a long life. It doesn't matter if they have some different ways to communicate, but I want people to see how clever they are, and for them to feel special. I want them to be able to choose the right people to be by their sides, and for them to never need to worry."

Recently, Yara arrived to collect Pietra and Malu. "I saw Pietra with a little boy, playing! She was hugging him, and it was amazing to see her allowing another child to be by her side. She is playing with her sister now, which she never did. They are learning to communicate, they can understand English and Portuguese ... Oh, a thousand things have improved."

**"I AM SO PROUD OF MY GIRLS.  
I HAVE SUCH HOPE FOR  
THEIR FUTURE."**



*Yara Morales with her daughters Pietra (left) and Malu (right).*

Governor-General David Hurley  
and Mrs Linda Hurley



IT'S CAPITAL:

## AEIOU FOUNDATION OPENS IN THE ACT



In July 2021, AEIOU expanded its service to the ACT, with two classrooms opening in a new, world-class centre in the Canberra suburb of Garran.

By Christmas, a third classroom was in operation, with up to 30 children enrolled in the service. Plans to open a fourth and final classroom are underway for 2023.

An official opening was postponed to August 2022, due to COVID-19 restrictions.

Our team in the nation's capital consists of therapists across a range of disciplines as well as skilled early education specialists, highly trained in the field of autism-specific early intervention.

The world-class building was made possible due to an incredible partnership with the John James Foundation, who identified the need for autism-specific support in the region.

The John James Foundation not only funded the construction of the facility, but also developed and project managed construction of the site, which forms part of the broader John James Village precinct.

The facility includes sustainable building elements including a 33Kwh solar energy system with battery storage to generate green energy and to provide AEIOU with a passive income from distributing surplus energy production back to the main energy grid supply.

In addition to the services now available in the region and the quality classrooms and playground, the building ensures opportunities for research and training.



*AEIOU founder and A/Prof James Morton, Governor-General David Hurley, Mrs Linda Hurley, Professor Paul Smith, and AEIOU Chair Susan Rix AM*

# MEET OUR PEOPLE

## THILINI KODAGODA

Behaviour  
Consultant,  
AEIOU Camira



I first heard of AEIOU at a conference I attended in 2018. I was living in Sydney but considering a move to Brisbane. After enquiring about opportunities to join the team, I was selected for an interview.

It was on my birthday that I found out that I was successful in securing a position as a Behaviour Therapist at the Camira centre. I progressed through to Program Manager in 2019 and was part of a big transition in 2020 with the change of our service delivery model.

I am now a Behaviour Consultant and am enjoying making such a great difference in the lives of incredible children and families every day! I am so grateful that I took that big risk 4 years ago and am part of such a beautiful process of supporting families and helping them achieve some incredible milestones along the way.

## PAIGE LEICHT

Allied Health  
Assistant, OT  
AEIOU Toowoomba



As a current University student, AEIOU has offered me the opportunity to develop my skills within the profession and transfer those skills into practice with the children. Becoming an Allied Health Assistant - Occupational Therapist and working with children at AEIOU has been a highlight within my life and I hope to continue to grow as an individual and with my amazing multidisciplinary team in supporting these children and their families.

I enjoy seeing children reach their full potential by achieving their goals and making progress through those crucial developmental years. The success of toilet training, self-care, community access, developing play skills, and increasing their fine and gross motor skills along with just seeing that child smile and laugh each day has impacted me as an upcoming professional in a positive way.

I love that occupational therapy offers a diverse range of fields to work within and the option to support individuals through all aspects of life.



## Everyone matters Statement of inclusion

Each day, we seek to discover and encourage the best in others: in the children we care for, in the families we partner with, and in the team who make it all happen. We are committed to an inclusive and diverse culture, a culture which recognises, celebrates, and honours each person's strengths as part of our AEIOU community. At AEIOU Foundation, we welcome the unique contributions each person brings to our community. Regardless of who you are, AEIOU is a place to belong.



## JACQUELINE CONWAY

**Enrolments  
Advisor, AEIOU  
Central Office**



The role of Enrolments Advisor allows me to guide, support and help our families and children right from the moment of initial enquiry, all the way through to bringing a new child into service. One of my biggest satisfactions is relationship building with parents and caregivers and witnessing their enthusiasm leading up to their child's first day.

The absolute highlight is when we call to offer placement and the parent cries with happiness when they realise their child has been successful in securing a vacancy.

Although my experience is mostly executive administration and information management, true fulfilment for me comes in giving back. This is why I specifically chose to work for an organisation I feel actively seeks to make a difference within the community.

I'll be celebrating my three-year anniversary in July 2023. Many exciting changes have occurred in my time here at the AEIOU and I'm looking forward to being a part of making many more!

## SULE SANDI

**Early Intervention  
Specialist,  
AEIOU Nathan**



My best friend's nephew attended AEIOU. She noticed all the progress he had made after attending the centre. She also knew my background and said I would be a great candidate for AEIOU.

I offer activities that provide behaviour support and therapy, introduce games to develop social skills, empower independence skills for the child, and more!

"They're still learning" is a phrase I often used with children when they encounter behaviours from peers they can't understand. Last year, when a toy was taken away without permission by a young child from an older child, the older child simply turned to his friend and said "he is still learning".

I realised that choosing compassionate, non-judgemental words to describe situations, equally contributes to children forming those compassionate attitudes early in life. This made me feel powerful, like a hero.

What I love most about my job is making connections with the children and seeing them progress at their own pace. I really enjoy it when our former students and their families come back to visit us and talk about the great journey they've had here at AEIOU.



# GRADUATES

# GO FULL CIRCLE



Two former AEIOU students helped give back to the program that shaped their lives by lacing up their running shoes and taking part in our Take A Hike Toowoomba in March 2022.

In a heartwarming moment that sees them come full circle, Ben Iliffe and Lillian Vaughan participated in a fundraising hike to support children with autism, a decade after receiving support themselves from AEIOU's Toowoomba centre.

The program, which has assisted hundreds of graduates since 2007, played a crucial role in their development.

"Before AEIOU, I was the kid who sat in the corner, unable to interact with anyone. Now, I'm in Year 12 and have plans to study psychology," Ben said ahead of the run. Similarly, Lillian credits the program for her success as a first-year visual art student at University of Southern Queensland.

Eager to ensure future children have access to the same opportunities, the duo raised funds through their hike, with proceeds going towards play and learning equipment.

"Our stories are examples of how AEIOU can help," adds Ben. "Autism isn't a weakness, it's a strength. It can be challenging at first, but as long as you have the facilities to deal with it, it gives you a new way of looking at life."

For Toowoomba Centre Manager, Sandy Peachey, seeing these graduates give back is a fulfilling experience. "It's a wonderful feeling to see Ben and Lillian return as mature young adults, eager to ensure children continue to have access to the same opportunities as they did."



# YOUR IMPACT



Each year, we pause to reflect on the commitment and generosity of our supporters, who are invaluable in providing critical funding to help our vulnerable children live their best lives.

From teaching aids to teachers' salaries, we are grateful to a wide range of individuals and organisations for continuing to provide funding that directly supports our early intervention programs and education centres.

This year, we were humbled to see an increase in the number of our supporters, even as we all continue to navigate challenging times. We would like to acknowledge the following for the impacts they are making on children and families living with autism.



## Events

Date	Event	Amount raised
12 September 2021	Champions Challenge by Team Jacob	\$50,206
3 September 2021	Image Property Golf Day	\$30,000
11 September 2021	Jurassic Jam	\$55,540
17 October 2021	Take A Hike Brisbane	\$48,191
29 October 2021	Team Jacob Boutique Beer Lunch	\$29,081
2 November 2021	Melbourne Cup – various venues <ul style="list-style-type: none"> <li>• Emporium</li> <li>• The Grove</li> <li>• Isles Lane</li> <li>• OTTO</li> </ul>	\$16,750
20 March 2022	Take A Hike Toowoomba	\$29,021
26 March to 1 April 2022	Chain Reaction 7-day challenge	\$565,093
17 June 2022	Let's Get Awesome for autism	\$6,448
19 June 2022	Talking Heads Lunch	\$40,000

## Appeals

8 December 2021	Double Impact Giving Day	\$203,082
June 2022	Tax Appeal – support children on their AEIOU journey	\$66,382

## Philanthropy and autism - working together to change lives into the future

Without access to specialised early support, children with autism can regress very quickly. Unable to communicate their most essential needs, they may feel isolated, frustrated, and alone.

Thanks to our philanthropic partners, the evidence-based programs run by our dedicated team have been enriched this year through investment in a wide range of capital works, educational aids, and community-based projects.

We are honoured to work alongside trusts, foundations and organisations who have made possible long term, sustainable impacts not only on the infrastructure but also everyday essentials that support our centres and mission.

### Brisbane City Council

Early intervention services and site visits around Brisbane for children at our Bald Hills Centre.

### Department of Transport and Main Roads, Queensland Government

Bike helmets, road safety signs and emergency service trikes for children at our Sippy Downs centre.

### Ergon – Energex

A Hungry Caterpillar sensory garden at our Bundaberg Centre.

### Gambling Community Benefit Fund

Construction of a demountable building at our Camira centre.

### Ipswich City Council

Teaching aids for our Camira centre.

### Lord Mayor's Charitable Trust

iPads for classrooms, a Christmas party at our Nathan Centre, and support for our Little Learners Program.

### Perpetual Trustees - Fred P Archer Charitable Trust, Cecil Thomas Shannon Estate and ER and RL Hayles Estate

Early childhood teacher salaries for our Toowoomba and Brighton Centres, and new classroom refurbishment at our Townsville Centre.

### Stronger Communities Program

A sensory garden, classroom refurbishment and playground upgrades at our Bundaberg, Sippy Downs, Canberra, Townsville and Camira centres.

### Whitehouse Foundation

Generous support for vulnerable children and their families through our Little Learners Program.

### A special legacy – Hazel and Brian Orton's story

"We first started to learn about autism in 2004 when my husband Brian was referred to Dr James Morton (AEIOU Founder) for treatment of a rare blood cancer. Before that, it was something we had never knowingly encountered.

James soon convinced us how important early intervention is in the education of children with autism. It was a real eye-opener to visit Moorooka, the only AEIOU centre that existed then. We saw for ourselves how autism affects each child differently; we saw each child given individual care and education by dedicated staff. What a relief for parents who have been struggling to understand and cope.

As we learned more we decided to make a gift In Will by setting up a Bursary to continue helping AEIOU after we're gone. Since Brian died in 2009, I have continued to take a keen interest in AEIOU, and supported them financially. The Bursary remains in place in my will."

**Hazel Orton - Sippy Downs, Queensland**



# OUR LEADERSHIP

## Board of Directors



**Susan Rix AM**  
Chair



**A/Prof James Morton AM**  
Founder and Patron



**Peter Kelly**  
Deputy Chair



**Euan Morton**  
Director



**Scott Reading**  
Director



**Dayle Grant**  
Director



**Mark Algie**  
Director



**A/Prof Bev Rowbotham AO**  
Director



**Ben Deverson**  
Director

## Executive Leadership Team



**Alan Smith**  
Chief Executive Officer



**Chris Kyranis**  
Head of Operations



**Simon Smith**  
Chief Financial Officer



**Deb Crawford**  
Head of People, Culture  
& Safety



**Lorna Bishop**  
Head of Strategy,  
Planning & Innovation



**Dr Ashleigh Bullock**  
Head of Research



**Deborah Whiteoak**  
Head of Marketing,  
Communications &  
Fundraising (job share)



**Kirri Wagner**  
Head of Marketing,  
Communications &  
Fundraising (job share)

# OUR GOVERNANCE STRUCTURE



# SUMMARY FINANCIALS

## Statement of profit or loss and other comprehensive income

For the year ended 30 June 2022

	2022 \$	2021 \$
<b>Revenue</b>		
Revenue from contracts with customers	23,668,547	20,869,226
Other revenue and income	2,830,275	3,245,594
	<u>26,498,822</u>	<u>24,114,820</u>
<b>Expenses</b>		
Employee benefits expense	(20,353,784)	(20,790,993)
Depreciation and amortisation expense	(1,810,379)	(1,294,118)
Professional service fees	(608,324)	(889,771)
Repairs, maintenance and cleaning expenses	(627,664)	(725,779)
Grant expenditure	(415,056)	(205,514)
Advertising expenses	(255,135)	(261,710)
Insurance expenses	(183,537)	(256,315)
Classroom and education	(155,382)	(209,930)
Occupancy expenses	(202,845)	(196,704)
IT and telecommunication costs	(459,223)	(462,561)
Travel costs	(157,038)	(172,685)
Event costs	(181,952)	(165,806)
Finance costs	(92,748)	(49,311)
Staff training and development	(257,371)	(95,990)
Bad and doubtful debts	(48,842)	(27,027)
Other expenses	(951,287)	(1,029,418)
Total expenses	<u>(26,760,567)</u>	<u>(26,833,632)</u>
<b>Deficit before income tax expense</b>	(261,745)	(2,718,812)
Income tax expense	-	-
<b>Deficit after income tax expense for the year attributable to the members of AEIOU Foundation</b>	(261,745)	(2,718,812)
Other comprehensive income for the year, net of tax	-	-
<b>Total comprehensive income for the year attributable to the members of AEIOU Foundation</b>	<u>(261,745)</u>	<u>(2,718,812)</u>

## Statement of Financial Position

As at 30 June 2022

	2022 \$	2021 \$
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents	3,244,358	3,499,378
Trade and other receivables	685,387	629,652
Contract assets	49,490	59,554
Other	350,452	392,264
Total current assets	<u>4,329,687</u>	<u>4,580,848</u>
<b>Non-current assets</b>		
Property, plant and equipment	17,292,944	18,070,359
Right-of-use assets	1,845,588	2,456,768
Intangibles	504,244	454,287
Other	75,387	20,869
Total non-current assets	<u>19,718,163</u>	<u>21,002,283</u>
<b>Total assets</b>	<u>24,047,850</u>	<u>25,583,131</u>
<b>Liabilities</b>		
<b>Current liabilities</b>		
Trade and other payables	1,163,671	1,164,065
Contract liabilities	67,967	511,222
Borrowings	18,701	22,628
Lease liabilities	478,548	662,259
Provisions	1,174,763	1,305,053
Total current liabilities	<u>2,903,650</u>	<u>3,665,227</u>
<b>Non-current liabilities</b>		
Borrowings	27,214	17,886
Lease liabilities	1,434,636	1,856,144
Provisions	195,179	294,958
Total non-current liabilities	<u>1,657,029</u>	<u>2,168,988</u>
<b>Total liabilities</b>	<u>4,560,679</u>	<u>5,834,215</u>
<b>Net assets</b>	<u>19,487,171</u>	<u>19,748,916</u>



**deiou**  
FOUNDATION  
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