Annual Report

2014
History

Prior to 1921, informal gatherings took place at the Levitzke family bakery. On July 12 1921, a group of 12 Deaf people met in the home of Roy Jeffrey in Mount Lawley. A committee was officially formed and called the “Western Australian Adult Deaf Society”. The committee liaised with other state Societies for advice and guidance. Guidelines were drawn up, fundraising commenced and church services and gatherings were held.

The first edition of the “Deaf Note” newsletter was issued in 1927 and the subscription was two shillings. This newsletter continues to be distributed today to all members of the Society and is known as “The Deaf Magazine”.

In 1929, land was purchased at West Leederville for two hundred and sixty pounds. The land was later sold and the Society moved to Stanmore House, Hay Street, East Perth. In 1934 Lotterywest gave the Society six hundred pounds to assist with the purchase of the building. At the Annual General Meeting in 1968 the Society voted to change the name to “The Western Australian Deaf Society Incorporated”.

In 1983 the Society moved to new premises in Leederville, which were occupied until the move to our current site in Aberdeen Street, East Perth in 2006.

Honorary Life Memberships

Honorary Life Memberships are reserved for individuals who selflessly give their time and energy to others without any expectation of reward. Only 27 individuals have received this award since the Society was founded in 1921.

Current Life Members:

Mr Neville Aitken    Mr James Douglas    Ms Carole Noonan
Dr Harry Blackmore OAM    Mr John Levitzke    Ms Leanne Potter

Directors’ Meeting Attendance

<table>
<thead>
<tr>
<th>Board Member</th>
<th>Meetings Attended</th>
<th>Eligible to Attend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Richard Gray - President</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>Mark Gummer - Director</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>Murray Holloway - Director</td>
<td>3</td>
<td>4</td>
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<tr>
<td>Murray Nicholson - Director</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Graham O’Neil - Vice President</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Annette Perrin - Director</td>
<td>7</td>
<td>7</td>
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<tr>
<td>Gerry Rayner - Director</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Tony Simpson - Director</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Geoffrey Smith - Director</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Tory Strong - Director</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>Bruce Wiltshire - Director</td>
<td>5</td>
<td>9</td>
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After many years of service, including serving as President, Tony Simpson resigned 29 October 2013.
Mark Gummer resigned 16 December 2013.
Tory Strong, Annette Perrin and Gerry Rayner where appointed to the Board 29 October 2013.
Purpose
The Western Australian Deaf Society exists so that people who are Deaf and hard of hearing experience full citizenship and enjoyment of life.

Values
| Collaboration | Through partnership we will embrace diverse opinions |
| Accountability | We will listen, reflect and respond to our stakeholders |
| Respect | We value our history and the culture of the Deaf Community |
| Courage | We stand up for the rights of individuals and our diverse community |

Direct Service Provision
Members of the Deaf and Hard of Hearing community will receive support through direct service provision including access to State-wide:
- Interpreting services
- Information, referral and advocacy services
- Employment support for eligible clients
- Community Housing support for eligible clients

Community Capacity Building
We will support the Western Australian community in order to enable them to better serve people who are Deaf or Hard of Hearing. Priority areas will be:
- Government service providers
- Community health and welfare services
- Advocacy services
- Local community organisations

Sustainability
We will manage business affairs in a way that ensures a balance between present day needs and long term viability within the community, including:
- Attracting and retaining skilled staff and volunteers
- Ensuring financial growth and security

Deaf Community Support
We will provide support to Deaf community groups and organisations in the spirit of partnership and ensuring participation and quality of life for individuals. This will include the provision of:
- Community meeting facilities
- Financial and practical support within available resources
- Support and promotion of Deaf culture and heritage.
President’s Report

When I sat down to reflect on the year just gone two things stood out to me.

Firstly, the hard work of our staff continues to inspire my fellow board members and myself. WADS’ staff all work with great dedication and commitment to meeting the needs of the Deaf community. Collectively we thank them for their dedication, recognising that this is barely sufficient considering how much they do, so that many Deaf and hard of hearing people and the wider community can have access to employment services, interpreting services, Auslan classes, community support services and L.E.A.P. classes.

Secondly, WADS exists in an ever-changing environment. The National Disability Insurance Scheme (NDIS) will change the way Not for Profit organisations meet the needs of their communities. That is beyond doubt. But when and how the NDIS is implemented remains a work in progress. Clearly organisations must maintain a strong interest in all aspects of NDIS if they are to continue into the 2020’s and beyond.

Closer to home, change occurs in small increments every time we pause long enough to consider them.

During the last year the WADS board has appointed 5 new members. We have welcomed Tory Strong, Annette Perrin, Gerry Rainer, Murray Holloway and Murray Nicholson onto the board. Each brings skills, talents and perspectives that the Board requires in its efforts to continually understand and fulfill the aspirations and needs of our community. Unfortunately, Bruce Wiltshire has decided not to renominate at the upcoming elections. I would like to take this opportunity to thank him once again for his hard work and commitment to WADS.

The Board, CEO and staff have continued to strive to ensure that WADS has a long-term future. Vital to achieving this goal is maintaining a strong financial position. Changes within the Not For Profit sector continue to challenge small community based organisations. It is important that WADS continues to remain financially vibrant so that it’s services to the Deaf/hard of hearing community can continue.

Recently the State Government announced that land around the old Cottesloe School site would be sold. This will cause concern for many members of our community. For many years WADS has tried to work with the WA Foundation for Deaf Children to secure the long-term utilisation of this historic site for the Deaf Community. At the time of writing this report, we do not have any other information regarding the land sale, other than the land will be sold. WADS sincerely hopes that this does not signal the beginning of the end of the Deaf community’s links with our iconic and historic landmark building.

Thanks to everyone who has contributed to the work of WADS during the last year. There are always too many people contributing to our success than there is space to thank them all. I feel privileged to have served as President and on behalf of the Board thank our staff and volunteers for their amazing diligence and hard work.

Richard Gray
President
CEO’s Report

The past year has continued to present significant challenges as we have adjusted to increased competition and change across the sector. As you will read in this Annual Report, WADS continues to provide high quality services to Deaf and hard of hearing people living in or visiting Western Australia. As a small organisation, the costs of providing these services is placing a heavy burden on our financial position. The result has been an operating loss of ($271,233) for the year, which is a major change from the surplus of $54,739 last year. Reduction in employment service income of $234,000 was the result of the new, smaller contract and donations were down by $147,000 for the same period. Small gains in income and reductions in costs were not sufficient to meet the shortfall and the position is not sustainable.

Measures to correct this position for the future, already commenced, have included a reduction in the costs of the CEO management agreement by 50%. Administration staffing has been reduced by one full time position and fundraising costs have been reduced with changes to staffing and increased monitoring of expenses.

Further work has commenced to reduce the property costs to the Society. We are exploring the possible leasing of surplus office space and also propose that a contribution from users be made towards the costs of operating the Deaf Community Centre. Discussions have also commenced in regard to the future management arrangements including a review of the CEO position and exploration of options to partner with another organisation.

Plans to modernise the Constitution have been slowed by low numbers attending meetings but we are hopeful the necessary quorum will be present at the Special General Meeting in October to enable the new constitution to be adopted.

As this is most likely my last Report as your CEO, I would like to thank our wonderful staff and Deaf Community members who have worked with me over the past, almost 7 years. I have really enjoyed my time with you and trust that strong local specialist Deaf services will continue to be provided into the future.

In conclusion I wish to thank the members of the Board, Management team, and staff for their important work in what has been a challenging year.

Damian Lacey
CEO
Community Services’ Report

The Community Services team provides a range of services and aims to ensure that Deaf and hard of hearing people receive the same opportunities and have equal access to services and activities as other members of the community.

The Disability Services Commission provides the Society with funding for the provision of community housing support and professional services such as individual advocacy, information and referrals to generic service providers. The Department of Social Services provides funding for the Language Early Access Program (LEAP). This program supports Deaf and hard of hearing families with children from 0-6 years through the provision of a bi-lingual, bi-cultural playgroup.

The WA Deaf Society’s Community Services team coordinates community and adult educational opportunities such as Deaf Awareness Training and Auslan classes; produces a quarterly Deaf Magazine and uses social media to keep the community informed. In addition to these commitments, the Community Services team has participated in inter-agency meetings, conferences, committees and workshops in support of improved funding and accessible opportunities for Deaf people.

Highlights

- 11 community events that enabled 233 members of the Seniors 50+ group to remain socially, physically, emotionally and intellectually active
- 5,091 hours of support to 335 clients with information, personal advocacy and referrals
- 1,160 hours of community housing support for six clients
- Individualised funding support was negotiated for Deaf community members
- 44 parents, grandparents and children are supported through the Language Early Access Program (LEAP)
- Provision of 36 hours of Tax Help to Auslan users who earn less than $50,000
- Provision of Basic and Intermediate Auslan classes in metropolitan and regional locations
- Provision of 70 hours of Deaf Awareness Training
- Development of partnership with Shenton College Deaf Education Centre, to provide Auslan as a LOTE as part of the curriculum.
DEAFinite Employment Service is federally funded to provide support to West Australians who are Deaf and hard of hearing to find and sustain open employment. DEAFinite has been funded by the Department of Education, Employment and Workplace Relations (DEEWR).

DEAFinite is the Western Australia branch of the National consortium Deaf Services Australia. It has been another eventful and highly successful year for the employment services team. DEAFinite have been awarded a consistently high 3 Star rating by the Federal funding body, and continues to lead the way in support for the WA Deaf and hard of hearing community. In addition to the array of positive outcomes for clients, DEAFinite as part of the Deaf Services Australia (DSA) consortium, tendered for business share in the Disability Management Services (DMS) area. The results of this tender, to be advised later in year.

The DEAFinite team dynamic has changed once again but they continue to maintain the mantle of industry leaders when it comes to service support and advocacy of the WA Deaf Community. Staff members are aware of, and respect, the cultural differences and communication methods of the community. We have qualified interpreters on staff as well as Deaf staff members and DI’s (Deaf Interpreters). This allows us to communicate effectively with all members of the community.

**Our services include:**

- Interview training
- Resumé development
- Job applications
- Job preparation
- Career guidance
- Interpreting and communication support
- Post placement/on the job support
- Deafness awareness training
- Sign language in the workplace training
- Advocacy
- Professional marketing
- Workplace modifications
- Funding applications
- Training and upskilling
- Job in jeopardy support

**Highlights**

- Tendered for Disability Management Services contract
- Reaccreditation with the Disability Service Standards
- Accreditation of ISO 9001
- Signed up 41 new clients onto program
- Became part of the Deaf Services Australia Employment consortium
- Established new links with Hearing support services to fill service and information gaps
Sign Language Communications WA (SLC WA) is a member of the Australian Federation of Deaf Societies’ (AFDS) national interpreting service alliance. This is Australia’s most experienced provider of Auslan / English interpreting services.

SLC WA is committed to providing high quality, professional and culturally sensitive interpreting services to facilitate effective communication between Deaf and hearing people. SLC WA provides the most appropriate interpreting match and upholds Deaf people’s rights to have equal access to communication. Despite the fact that there is federal and state legislation in place to support these rights, there is still a lot of work to be done on a daily basis to raise awareness amongst the wider community.

SLC WA provides an After Hours Emergency Interpreting service that operates 365 days per year. Following the model of social enterprise, SLC WA invests all profits back into services for the Deaf community, including the provision of free interpreters for funerals, weddings and private legal appointments.

SLC WA continues to advocate on behalf of Deaf community members for equal access to communication and services in a range of settings. In addition, SLC WA has participated in inter-agency meetings, conferences, committees and workshops in support of improved funding and community understanding of the barriers faced by Deaf people.

Christy Filipich and Michael Levett interpreting

**Highlights**

- Provision of 5,236 hours of interpreting
- Provision of 236 hours of Deaf Interpreting
- Provision of 112 hours of unfunded interpreting
- 170 hours of Auslan interpreting via the After Hours emergency service
- Provision of 57 hours of Auslan / English translation services
- Sponsorship provided to the Australian Sign Language Interpreters Association WA to support members to attend the 2nd International Conference of the World Federation of the Deaf in Sydney.
- Event sponsorship provided to the Western Australian Association of the Deaf, Western Australian Deaf Arts and the National Accreditation Authority of Translators and Interpreters.
Fundraising and Marketing

The Fundraising and Marketing department aims to ensure a sustainable income stream through fundraising activities. They also raise awareness of the Society’s programs and services.

With only 12.5 per cent of income sourced from Government recurrent funding, the WA Deaf Society relies heavily on fundraising activities to contribute to essential service provision. Building and maintaining relationships with supporters of the Society is essential as we have to compete with over 700 not for profit registered organisations in WA.

Funds and public awareness were raised through:

- SignOn Direct Debit Program
- Donor Appeals
- Money boxes for businesses
- Sales of merchandise
- Bequests
- 5 Cents for 5 Senses campaign
- Online Give Now campaign
- Grill’d Local Matters campaign

The appeals focused on different aspects of our programs and services where we particularly needed additional funding. For example, we asked donors to support us to continue to provide and maintain a Deaf Community hub for formal, social and recreational activities. Donors also supported the Society to continue to provide essential services such as free interpreting at funerals and a regular Seniors group. This enabled us to increase awareness and opportunities for participation in activities, reduced barriers to communication and isolation for Deaf and hard of hearing people and their families.

The Society really appreciates the dedication of our volunteers. 10 regular volunteers contributed 712 hours of their time throughout the year assisting with administrative work, mail outs, money boxes and research. They are an important element in both our community engagement and in reducing administrative costs.
Financial Information

Sources of Income

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<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Corporate Services</td>
<td>$114,394</td>
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<tr>
<td>Marketing</td>
<td>$265,358</td>
<td>16%</td>
</tr>
<tr>
<td>Employment Services</td>
<td>$445,950</td>
<td>27%</td>
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<tr>
<td>Community Services</td>
<td>$349,984</td>
<td>21%</td>
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<tr>
<td>Sign Language Communication</td>
<td>$492,269</td>
<td>30%</td>
</tr>
<tr>
<td>Deaf Community Centre</td>
<td>$44,381</td>
<td>2%</td>
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Total: $1,667,955

Application of Funds

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<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Corporate Services</td>
<td>$319,676</td>
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<tr>
<td>Marketing</td>
<td>$211,426</td>
<td>11%</td>
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<tr>
<td>Employment Services</td>
<td>$423,608</td>
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<tr>
<td>Community Services</td>
<td>$387,666</td>
<td>20%</td>
</tr>
<tr>
<td>Sign Language Communication</td>
<td>$552,421</td>
<td>28%</td>
</tr>
<tr>
<td>Deaf Community Centre</td>
<td>$44,381</td>
<td>2%</td>
</tr>
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</table>

Total: $1,939,178

This information is from the company accounts for the year ended 30 June 2014.

This information should be read in conjunction with the company accounts, which are available by request or on our website www.wadeaf.org.au
Acknowledgements

Josie Hodgetts and Patricia Levitzke-Gray
Josie and Patricia were the first 2 Deaf Interpreters (DI) in Australia to receive recognition from the National Accreditation Authority of Translators and Interpreters (NAATI). They received their certificates from NAATI CEO John Beever in a special event held in Perth in December 2013. This achievement marked a historical first step towards the role of DI becoming accredited in the same way as Auslan interpreters are.

Cara Smith
Cara successfully completed her Postgraduate Diploma at Macquarie University and is now a NAATI accredited Professional level interpreter. Cara is an in-house interpreter at WADS.

Dr Karen Bontempo
Congratulations to Dr Karen Bontempo who received the WA Interpreter of the Year Award at the ASLIA awards ceremony. Karen proudly accepted the accolade ASLIA Interpreter of the Year at the ASLIA National Conference in Perth.

Drisana Levitzke-Gray
Congratulations to Drisana Levitzke-Gray for receiving the accolade from Deaf Australia of Deaf Youth of the year.

Tony Simpson MLA,
Tony was appointed to the Board in October 2006. In December 2007 he was elected President. Tony stepped down from his position as President in December 2011 and resigned from the Board on the 29th October 2013.

Mark Gummer
Mark Gummer joined the WADS Board in 2010 and served for 4 years until his resignation in December 2013. Mark’s contribution to WADS was greatly valued and appreciated.

Josie Hodgetts
Congratulations to Josie Hodgetts for receiving the accolade of WA School Support Staff Member of the Year, for her role as Deaf Mentor within Shenton College Deaf Education Centre.
Thank You

The WA Deaf Society would like to acknowledge the support of all the members, donors, corporate businesses and ‘In Kind’ supporters. Your contributions have helped us greatly, ensuring the continuation of services.

We extend our thank you to all the volunteers who donate their time and skills. As a result of your commitment, expenses are reduced, enabling us to put the funds raised into our vital programs and services.

Special thanks also go to Local, State and Federal Governments, Estates, Trusts and Foundations for their generous support throughout the year.

On behalf of the Board of Directors, members and staff, we acknowledge your contributions and truly value your continued support.

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