



synapse

Reconnecting lives

2015 annual report

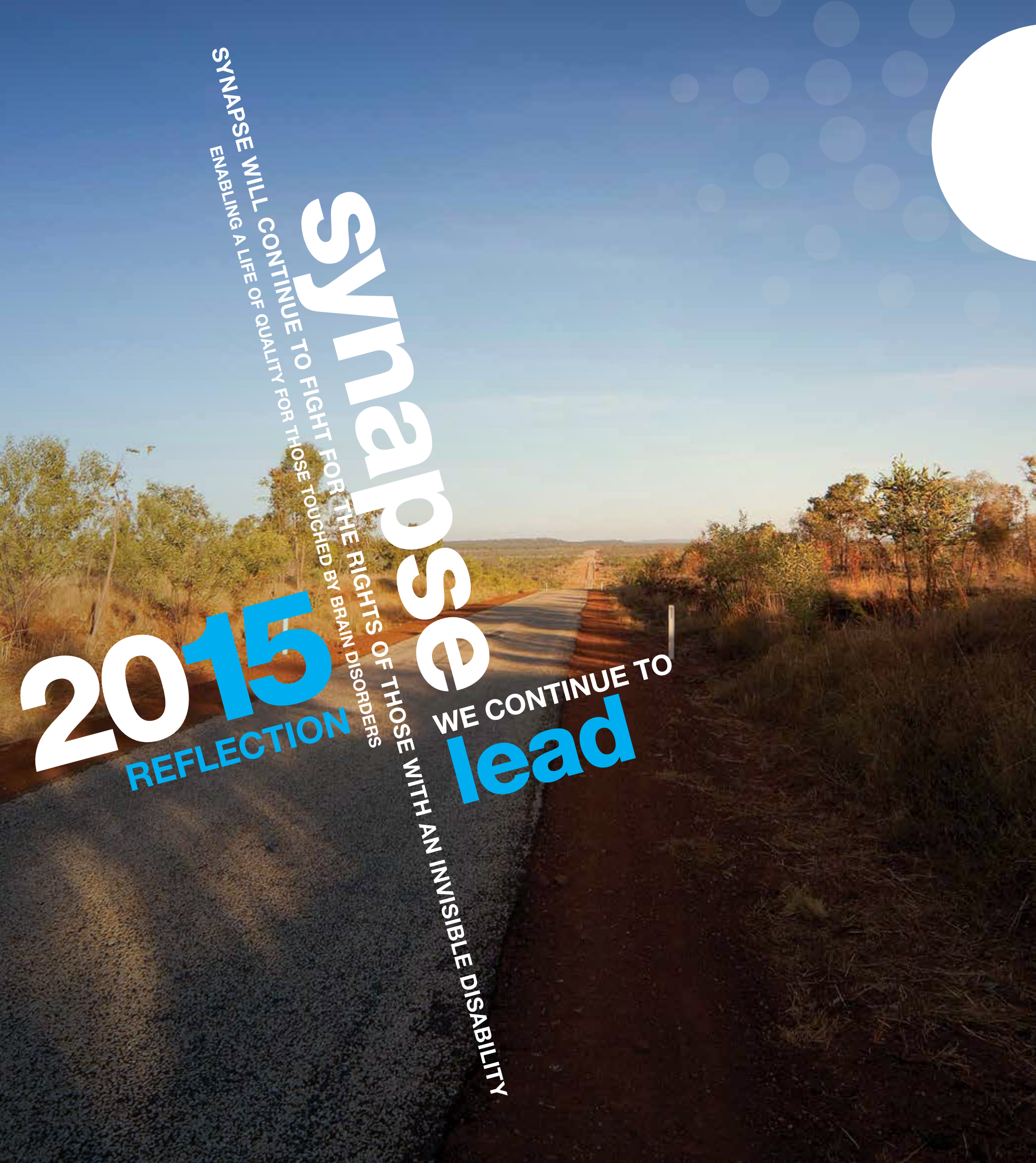


2015 COMMITMENT contents

annual report

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2015
REFLECTION

Synapse
SYNAPSE WILL CONTINUE TO FIGHT FOR THE RIGHTS OF THOSE TOUCHED BY BRAIN DISORDERS
ENABLING A LIFE OF QUALITY FOR THOSE WITH AN INVISIBLE DISABILITY

WE CONTINUE TO lead

executive summary

STAYING AT THE FOREFRONT

We commonly refer to Brain Disorders as the “Invisible Disability” because often there are no visible signs that someone has ongoing issues. This can leave an individual feeling disconnected.

Brain Disorders can lead to various types of social exclusion, most commonly homelessness and criminal justice. Due to issues around out-patient planning and access to assessments or other services, many people will never have insight into the fact they have a Brain Disorder, let alone do something to address it. This creates a range of barriers to an individual being able to seek the support and resources they need.

Synapse’s values are underpinned by individual capacity building and community awareness. The premise that, “no two Brain Disorders are the same”, is likely the most consistent message from organisations working in this sector.

We are specialists in Brain Disorders; we treat each person individually, no matter where they live or the culture they belong to, and we are committed to reconnecting the lives of those who are disconnected in the community.

This year we have increased our commitment to rural, regional and remote communities and Aboriginal and Torres Strait Islanders with a lived experience of disability. We have increased the commitment to our Reconciliation Action Plan by partnering with First Peoples Disability Network (Australia), and Suncare to develop the Murri Disability Advisory Network (Murri D.A.N.). We have continued our stakeholder and community engagement as we move towards the development of our Supported Accommodation Innovation Fund (SAIF) project in Cairns, called ‘Come share the good heart of the healing home’.

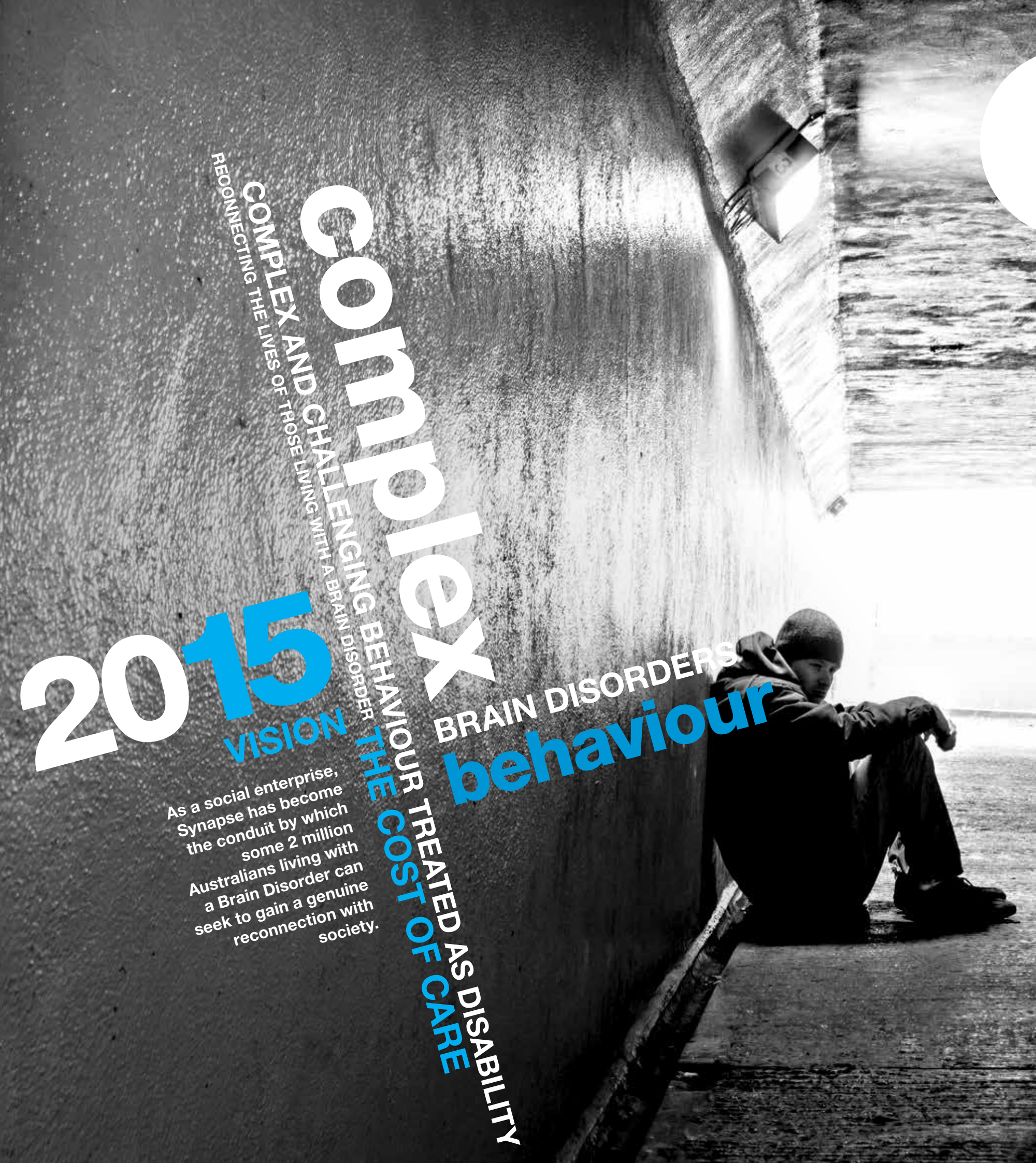
In December 2014 Synapse formally commenced a relationship with Brain Injury Association of NSW to provide Shared Services. The intent was to ensure that people with Brain Disorders and their families living in NSW would not be disadvantaged with the NDIS as it commenced in the Hunter region. During this time Synapse also strengthened the relationship with the Victorian Coalition ABI Service Providers to provide Shared Services.

As we continue to go through this significant period of change heading into 2016, I thank the Board and the Synapse team for their commitment to ensuring that Australians with lived experience of Brain Disorders are prepared for the NDIS.



Jennifer Cullen
CEO SYNAPSE





about synapse

IT'S ALL ABOUT SUPPORT

We strive to reconnect the lives of those most at risk within our community, those affected by a Brain Disorder.

Nation-wide Synapse seeks to focus both government and public support to realise funding for the development of highly specialist services in the areas of accommodation, education and training.

Our commitment to reduce the massive unmet need for these services is unwavering. Our objective to see specialist and individualised services available to all in need is resolute. No matter where they live, or culture they belong to.

We believe that anyone affected by a Brain Disorder is entitled to lead a life of quality, based on their own decisions and choices.

OUR MISSION

Synapse is dedicated to reconnecting the lives of those affected by Brain Disorders.

OUR VISION

Our vision is for a world where anyone affected by a Brain Disorder is able to lead a life of quality, based on their own decisions and choices.

OUR VALUES

- Excellence,
- Integrity,
- Fairness,
- Vision.

OUR CULTURE

- Inclusiveness and working as a team towards common goals,
- Client-centred approach,
- Positive behaviour support,
- An environment of continuous improvement.

What are Brain Disorders?

about brain disorders

Concussion

Traumatic Brain Injury

e.g. motor vehicle accidents, falls, assault

Degenerative

e.g. Alzheimer's Disease, Parkinson's Disease, Multiple Sclerosis

Brain Tumour

Hypoxic

Lack of Oxygen
e.g. Drowning, Failed Suicide

Stroke

Epilepsy

Infection or Disease

e.g. Meningitis, Encephalitis

Over 2 million Australians are affected by a Brain Disorder – that's over 1 in 12 according to statistics from the World Health Organisation (2006).

Brain Disorders are a complex and varied range of disorders, caused by diseases, trauma, or genetic conditions, which disrupt the normal functioning of the Brain.

The Diagnostic and Statistical Manual of Mental Disorders 5 (DSM5) has recently moved to the term 'Neurocognitive Disorder' (aka Brain Disorder) as a descriptor for this condition which includes Brain Injury, with causes including (but not limited to) trauma, vascular disease, Alzheimer's disease, Parkinson's disease and infections.

This new terminology provides a diagnosis for people experiencing cognitive symptoms alone, without memory or physical impairments. This means that many individuals who were not previously receiving recognition or services (due to the lack of memory or physical impairments) will have this opportunity for understanding.

With your help we want to show the community how to send a message of support to all those adults and children living with a Brain Disorder as a result of:

- Stroke and other cardiovascular diseases
- Domestic Violence or when "one punch doesn't kill"
- Falls, motor vehicle accidents, concussion, and other injury or trauma
- Brain diseases such as brain tumour, Dementia, Parkinson's, Huntington's, Multiple Sclerosis, Cerebral Palsy, and Epilepsy
- Foetal Alcohol Spectrum Disorder.

Through our work and the work of our affiliates across Australia, we know that the current statistics don't mirror society. They grossly underestimate the real numbers, and many people with a Brain Disorder are either misdiagnosed or undiagnosed. Unfortunately it is often the most vulnerable people in the community affected, but never diagnosed, including:

- Indigenous Australians
- Homeless people
- Survivors of domestic violence
- Soldiers who survive the ravages of war
- People in the criminal justice system.

Around twice as many people are diagnosed each year with Brain Disorders compared to breast cancer and yet very few people know about Brain Disorders (AIHW, 2010). Recognition of Brain Disorders, prevention strategies and long-term support for those affected are all long overdue.

Synapse Options offers assistance in the management of your care, without you losing control.

To assist those seeking to gain the best outcome from their disability funding, be it private or NDIS, we took the initiative to develop a disability funding, information, and support service called Synapse Options.

Synapse Options offers a range of tailored services designed to take the stress out of planning, facilitating and administering disability care and its funding.

You choose what service options you require for your care, or for those in your care, whether that be planning through to financial administration, to a more physical need like accommodation and we make it work for you.

With our assistance you maintain choice and control over both your care and funding without the added administration stress.

Synapse Options – Information, Links and Referrals

Knowing what services are available to you is vital in maximising care. In order to know what will work best for you, you need to know what's available and how it might benefit your situation.

Over many years we have vetted and built a vast network of specialist services and providers that we regularly access on behalf of our own clients. Through Synapse Options this information is now available to you.

Access is easy, all it takes is a phone call or email. Our experienced coordinators will then guide you through your options before working with you to determine the best solution for your individual needs and requirements.

Synapse Options – Assessment And Planning

In order to provide the right type of support services, it is vital that assessments are based on an individual's own needs and goals.

These detailed behavioural and functional assessments, carried out by Synapse's own behavioural support and planning specialists, will determine the level of complexity of an individual's disability.

Once this has been attained we can begin to suggest the type of care and support options you will need to consider for the future.

With over a decade of experience in supporting the day-to-day requirements of our own clients with a disability, we understand how to develop a support plan to ensure that your funding will last a lifetime.

Synapse Options – Accommodation

Of all of the services we provide, providing a home for someone gives us the greatest satisfaction because we know the huge difference it makes to a person's quality of life.

As an accommodation service provider, our primary aim is to offer an improved quality of care for our clients, ensuring that they have greater choice and control over their own lives.

We find that by providing a personalised level of care and individual support, a higher level of quality service, our clients become more settled and happier. Their behaviours begin to reduce allowing them to experience an increased quality of life. And as their needs reduce so does their cost of care, which relieves the pressure on everybody.

Our philosophy is that accommodation isn't a destination but rather a gateway to reconnecting with community and life. Whether it's a member of your family or a client, you know that they deserve more choice and control over their own destiny.

At Synapse we work hard to improve the lives of the people we support through our accommodation services. These services range from 24 hour supported accommodation to 4 hours a week of drop in services.

In readiness for the implementation of the new funding systems under the NDIS, Synapse is well positioned to be able to offer quality activity options and work with the people we support to develop goals and assist them to develop their lifestyle options.

Supporting people to live as independently as possible and giving everyone the opportunity to participate in their local communities has always been at the heart of Synapse disability support services.



Synapse Options – Indigenous Services

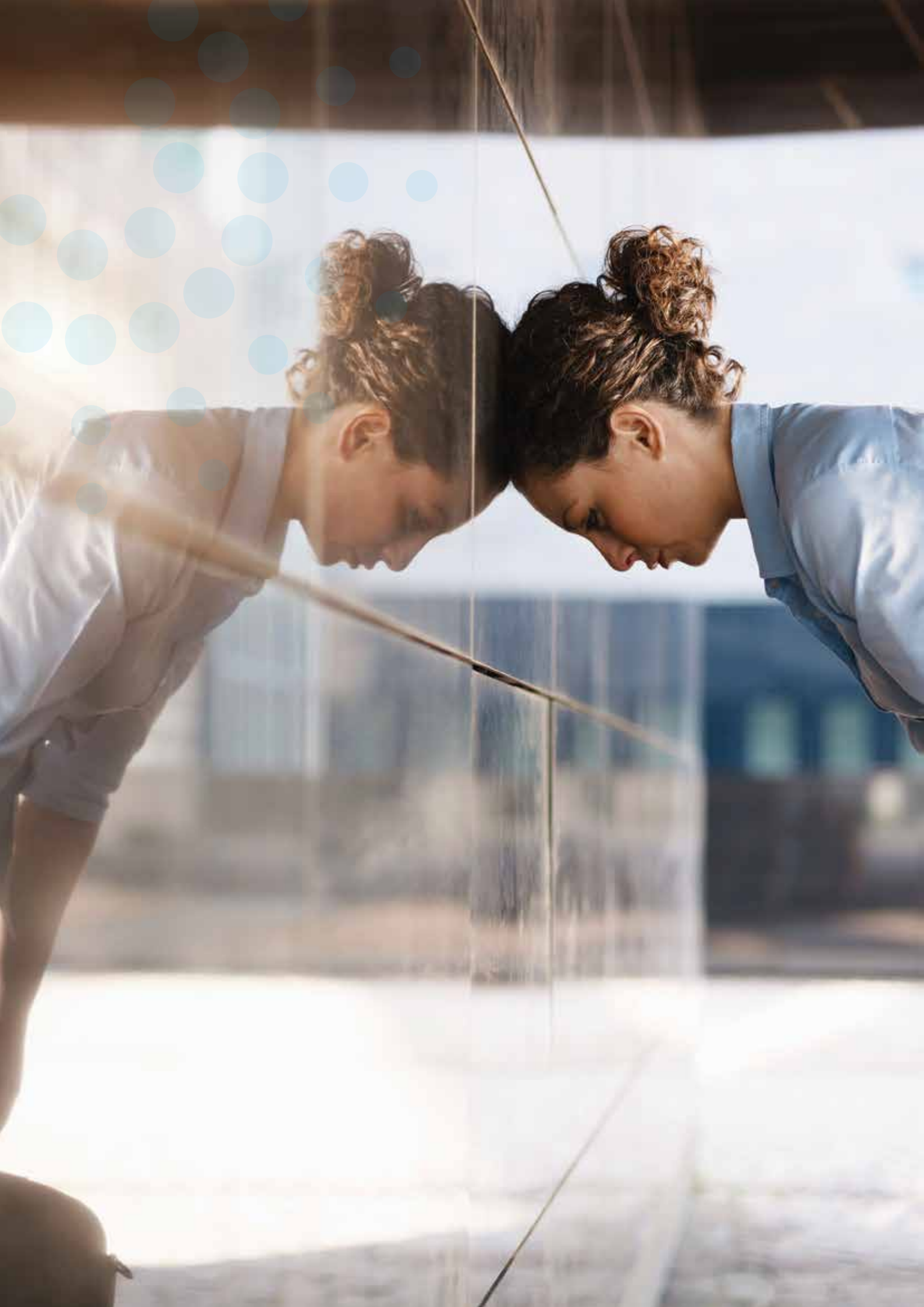
Personally led by our CEO Jennifer Cullen, a proud Wakka Wakka woman, our specialist services for Aboriginal and Torres Strait Islanders is now part of who we are as an organisation.

We have established research and service programs to further assist government and community sectors to genuinely assist indigenous people looking to reconnect their lives as a result of a disability.

Our commitment to Aboriginal and Torres Strait Islander people living with a disability has lead to the development of Australia's first Indigenous supported accommodation facility in Cairns, Queensland.

Our insights, unwavering focus on quality outcomes, and the resources we have developed as a result of this work is today making managing the care of those with a disability easier.

Today we continue to actively seek partnerships to further promote and develop specific Indigenous services. If we can assist you or your organisation we would welcome your contacting us.



It's tough enough being a carer without having to become an accountant too.

We understand. We can do it all, or just help out a little.

With the introduction of the National Disability Insurance Scheme (NDIS) comes a new era of control and choice for those Australians living with a disability requiring care.

With this new found control also comes the responsibility to ensure that the outcome of your care is to your benefit and can be sustained financially. A situation that will require compliant administration and reporting.

Whilst we applaud those with a disability finally gaining more control over their lives, we feel that the burden of such administrative responsibilities can only add to the challenges of everyday life.

Our work in assisting those with a Brain Disorder to reconnect their lives has provided us with the insight, expertise and resources to make managing the care of those with a disability easier, whilst maintaining an unwavering focus on quality outcomes.

To assist those seeking to make the most of their disability funding, be it NDIS or a private scheme, we took the initiative to develop Synapse Options. A range of individualised services designed to take the stress out of planning, facilitating and administering disability care funding.

You choose whatever service, or services you require, whether they be planning through to financial administration, to a more physical need like accommodation. And we do the rest.

With our assistance you maintain control and choice over both your funding and care without any added stress...

And really, isn't that the whole point?



Let's get you connected... synapse.org.au



synapse corporate services

Synapse – Training and Information Sessions

One of our goals as an organisation is to improve the broader community's understanding and inclusion of those affected by a Brain Disorder. To this end we have developed a suite of training and information sessions that can be delivered or tailored to your individual organisational requirements.

These sessions can range from highly structured training to more informal workshops, and all provide greater insight into what a Brain Disorder is, what can cause a Brain Disorder, and how it may affect an individual and those closest to them.

We also cover how best to support these behaviours and what support services are available to both the individual and organisation attempting to deal with the impacts of a Brain Disorder.

Synapse – Publications & Information Resources

We realised long ago that the dissemination of information and the promotion of informed discussion were key to building a greater awareness of the two million Australians currently living with the effects of a Brain Disorder.

As well as the vast resource library we have access to, we publish a range of publications and papers throughout the year that can be accessed either in print or online.

If you want or need information, we will either have it or know where it can be accessed.

Synapse – Shared Operational Services

For a not for profit organisation the high cost of internal administration and financial reporting can be a balance sheet killer. With the growth of Synapse our own administration services and IT resources have had to develop to a level as sophisticated as any commercial entity.

As a consequence of this we now have the resources and expertise to provide administration and financial support to other like-minded organisations, limiting the financial drain on their day-to-day operation.

Synapse offers varying levels of 'back of house support', including accounting, marketing and HR services.

Our Shared Services include but are but not limited to:

- Payroll
- Accounting
- Financial Reporting
- Marketing and Communications
- Publications
- Human Resources



national

OUR CLIENTS WILL ALWAYS REMAIN THE MAIN BENEFACTORS OF OUR WORK

BUILDING A MORE SUSTAINABLE FUTURE THROUGH PARTNERSHIPS

SHARING RESOURCES

WE CONTINUE
to grow

We are all working for the same people and toward the same goal; to improve the quality of life of our clients and their families.

A COLLABORATIVE APPROACH

Over the past year, Synapse has established a number of strong and sustainable working partnerships. By joining forces with a range of like-minded organisations, we have been able to provide a better quality of service, share infrastructure and reduce our expenses.

These collaborations have meant a much stronger national voice when it comes to advocacy, and to ultimately providing improved service offerings across the broader community. By bringing all our voices together, we have been able to achieve more than if we acted alone. We have made a greater social impact and achieved a greater level of influence within all levels of Government.

Working with a range of diverse and unique national stakeholders has given us opportunities to provide thought leadership and deliver innovative projects to the benefits of our clients. Because, as always, our clients are why we are all here, and that will never change.

NATIONAL ENGAGEMENT

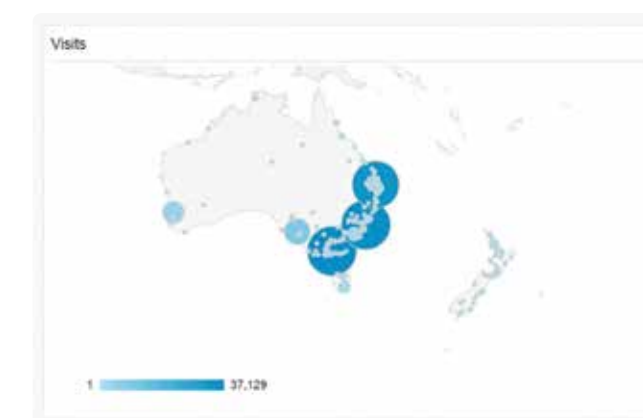
Through decades of experience and a strategic approach to content marketing, we are creating meaningful engagement with individuals, families, and service providers across the country.

Information and Referral:

- 1,071 families supported
- 303 publication packs distributed

Our publications and website statistics have both seen an increase of 100% from last year.

- Publications Distribution:
 - 1,832,815
- Websites Analytics:
 - Unique visitors – 1,066,435
 - Page views – 1,954,522





A COMPLEX MESSAGE
COMBINING OUR VOICES HAS MADE
INROADS INTO THE LACK OF AWARENESS

shouting

2015
MASS ACTIVITIES

Synapse offers unique opportunities for partners and sponsors through targeted national awareness campaigns.

WE NOW HAVE A VOICE

BEING A LITTLE
different
TO STAND OUT

brain injury awareness

BANGONABEANIE

The BANGONABEANIE Campaign is simple – proudly wear a beanie and make a donation to support national Brain Injury Awareness Week. Events are run across the nation throughout the campaign, including BangOnABarbie, which encourages Organisations, schools, and families to hold a BBQ to raise funds and support for Brain Injury.

All money raised through BANGONABEANIE goes towards providing support and assistance to individuals and families in crisis.

BECAUSE buying just one beanie will help improve the level of support to families. In turn you will also be showing the 1 in 12 Australians with a Brain Injury they are not alone.

BECAUSE without Brain Injury organisations, everyday mothers, fathers, brothers and sisters would be left without the support they so desperately need when trying to reconnect their lives after a Brain Injury.

BECAUSE BANGONABEANIE supports one of the largest and most disadvantaged disability groups in Australia, and works to transform an 'Invisible Disability' into a very visible one.

RATIONALE BEHIND THE CAMPAIGN:

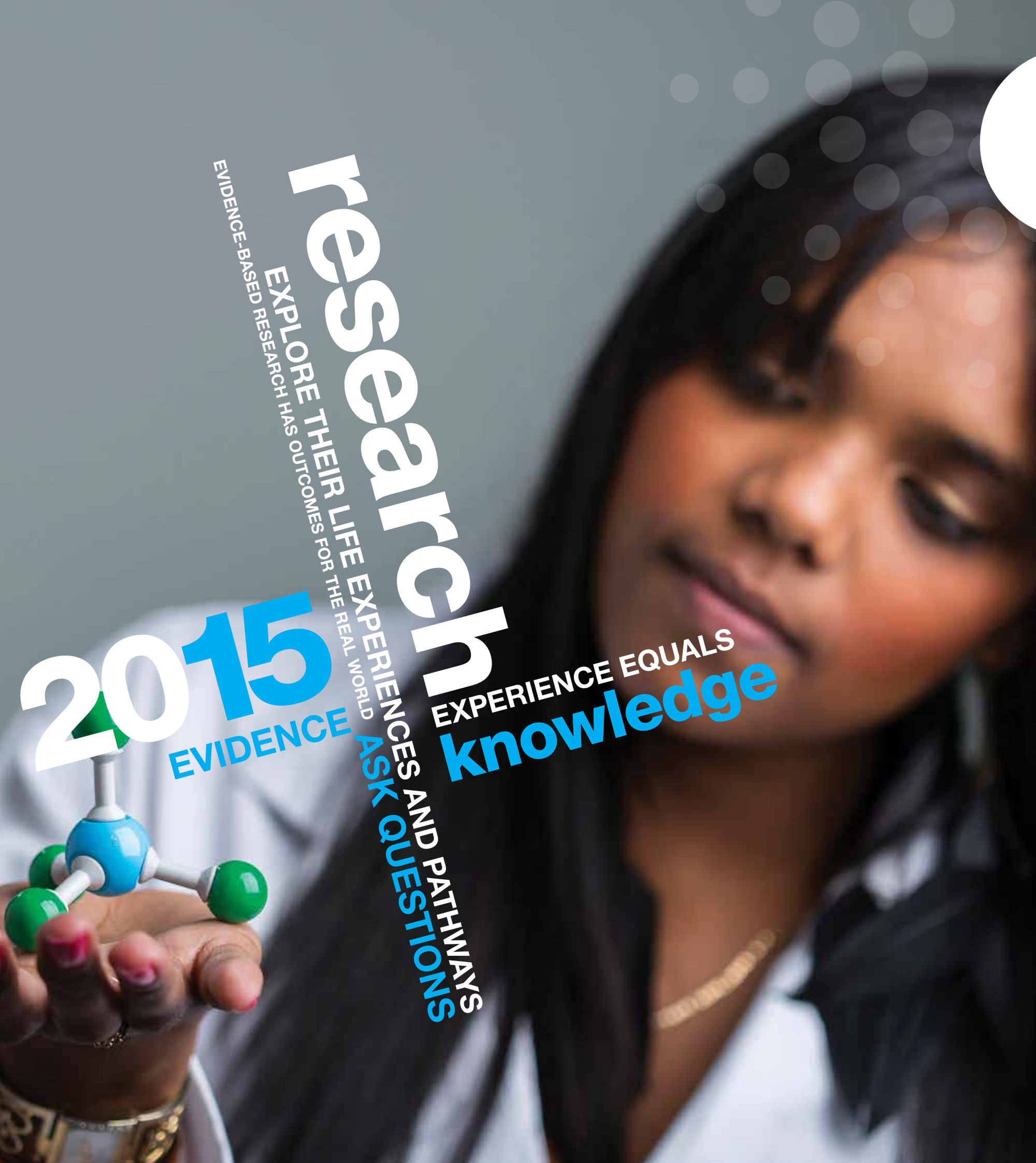
- Community awareness of Brain Injury is poor
- A large number of people are living with Brain Injury - more than what is currently being reported
- Brain Injury is presently invisible to too many people
- There are not enough services to meet current need

KEY MESSAGES TO GET STUCK IN PEOPLE'S HEADS:

- Brain Injury is common – over 1 in 12 Australians are affected. (or... over 2 million Australians...)
- Brain Injury is an "Invisible Disability" – there are often no visible signs someone has ongoing issues.
- We all know someone affected by Brain Injury... the good news is, you can do something about it.

BANGONABEANIE OBJECTIVES:

- Increase education, awareness and media coverage of Brain Injury (and related Organisations) in Australia and across the world.
- Raise funds to provide support and assistance to individuals and families in crisis.
- Support community engagement and capacity building



2015
EVIDENCE
research
EXPERIENCE EQUALS knowledge
EXPLORE THEIR LIFE EXPERIENCES AND PATHWAYS
ASK QUESTIONS
EVIDENCE-BASED RESEARCH HAS OUTCOMES FOR THE REAL WORLD

research and development

With decades of experience behind us, we understand why Brain Disorders have been labelled the “Invisible Disability”. The lack of services available match the lack of evidence to support them, so we have created our own Research and Development projects to measure the true cost on the community and the economy.

Over 1 in 12 people are affected, so whether you realise it or not, we all know someone with a Brain Disorder. Unfortunately, the prevalence is much higher with those who are more at risk in our society, such as the homeless, those in the criminal justice system, or Aboriginal or Torres Strait Islanders.

Synapse is committed to putting a face to every statistic – our goal is to identify how many people are truly affected in view of developing services to reconnect them. Through an understanding of the families we support, we can contribute to evidence-based policy, influence Government decision, and improve the quality of life for the over 2 million Australians affected by Brain Disorders.

Guddi Project

The Guddi Project: “Come let’s begin to heal, come rest your mind, body and soul and finally come home and find that quiet, peaceful self” is an innovative approach to health, disability and human rights for homeless Indigenous people who have a neurological disability.

Synapse received \$150,000 to undertake the Guddi Project which was borne out of the need to gather evidence about the extent and nature of neurocognitive disability amongst Indigenous Queenslanders to enable the state government to accurately advise the Commonwealth Government about the expected level of need for NDIS and to be NDIS ready.

Participants in the project receive a culturally safe and appropriate clinical assessment including: neurocognitive, medical and functional assessment. Blood and faecal samples are also collected for biomedical examination. Faecal samples enable the identification of human parasite infection which causes a range of serious physical problems and is thought to impact on neurocognitive functioning. Our results may assist individuals and provide important public health data to address this preventable condition.

To understand the lived experience of disability amongst homeless Indigenous people information is also gathered regarding participants’ experiences of neurocognitive disability and homelessness, their understanding and expectations of disability supports, including the NDIS; and barriers and enablers to service usage. This data is collected through formal and informal yarning.

Following completion of the individual assessments participants are informed as to whether they have been assessed as having a neurocognitive disability. The Project Team explains to the participant, in culturally appropriate language, the nature of their disability or health condition and whether they are eligible for disability supports.

To date 61 clinical assessments and 41 qualitative assessments have been completed, and 20 stool samples collected.

SUPPORTED ACCOMMODATION INNOVATION FUND (SAIF) PROJECT

Our SAIF Project in Cairns will provide supported accommodation for eight clients with severe and profound disabilities. The project is the result of a consortium of non-government, corporate, Indigenous and non-Indigenous organisations working together to provide an innovative accommodation facility and model of support for Aboriginal and Torres Strait Islander clients with Brain Injury and severe and profound disabilities.

Client support is based on skill acquisition with the goals for each client focusing on increasing independence and developing skills which will enable increased self efficacy, self-determination, and meaningful participation in the community.

As a transitional facility, clients will move on from the facility either back into the community or into the care of existing service providers in the Cairns region.

The SAIF Project will be the first innovative, culturally appropriate model of supported accommodation in Australia.

The building of the facility will incorporate Aboriginal and Torres Strait Islander employment and training. The project will provide local jobs for local people, and the construction of the facility will contribute over \$5 million to the local Cairns economy.

The facility will have surrounding landscape to maximise the amenity of the location. Traditional foods and native plants will be incorporated. The site will be surrounded by a natural bushland and include an eco swimming pool.

Support services will be provided by Synapse and will be delivered within an innovative and culturally sensitive Indigenous well-being model. Synapse will employ a team of disability support workers to run the facility. The individualised support model focuses on disability and primary health care support within an Indigenous context, encouraging open communication and synergy between health care professionals, local and Cape York Indigenous groups, and the community.

The model maintains a spiritual, physical and emotional connection to the land. Aboriginal and Torres Strait Islander people with severe and profound disabilities, along with community members, will be involved in maintaining Indigenous food sources and promoting appropriate opportunities for community inclusion.



2015
SUPPORTED
EXPERIENCE HIGHER RATES OF DISABILITY DISCRIMINATION ON THE BASIS OF THEIR DISABILITY
culture
ALL AUSTRALIANS
inclusive
DISADVANTAGED
OTHER AUSTRALIANS

Synapse is building partnerships with Indigenous people in order to build on their ideas, strengths and leadership.

MURRI DISABILITY ADVISORY NETWORK (MURRI D.A.N.)

The Murri D.A.N. program commenced in February 2015 and is a result of a partnership between Synapse, First Peoples Disability Network Australia (FPDN), and Suncare Community Services - Nandjimidji.

Murri D.A.N. was developed to address the unmet need for a Queensland Network for Aboriginal and Torres Strait Islanders (Murris) living with a disability to be supported and heard 'proper way'. It is hoped that as the network develops it will provide a voice for those who have not yet found theirs, and that we will be supported by others who have.

A yarning circle (focus group) consisting of 16 Aboriginal people living with disability, including community Elders, was held on the Sunshine Coast in early 2015. The Group agreed that there was a need for a network and endorsed the Murri D.A.N. model. The focus group became the formal founding members of Murri D.A.N.

The model utilises traditional forms of Australian Aboriginal art and yarning to support individuals in identifying what culturally respectful best practice models might look like for them, and which supports and services are needed to help keep them strong.

We have developed a logo that is now used on the membership form and information flyer and recently launched a closed Facebook group that currently has over 100 members.

The Murri D.A.N. Manager has so far promoted the Network within community groups and Indigenous medical centres who have given their support to run formal information sessions in Bundaberg, Rockhampton, the Sunshine Coast, and Morton Bay area. The first were held in Rockhampton and Gympie during August 2015.

MURRI D.A.N.



indigenous

NANDJIMADJI ART EXHIBITION

Synapse were major sponsors of this year's Nandjimidji Art Exhibition held at the Novotel Twin Waters Hotel on the Sunshine Coast. The exhibition showcases artwork by Aboriginal and Torres Strait Islanders with a lived experience of disability, and this year's guest speakers included State Member Fiona Simpson, Local Councillor Jenny MacKay, Senator Clare Moore, and Suncare CEO Russell Mason.

WALAN GIINY ART RESIDENCY

Synapse was successful with an expression of interest application for a 4 month artist in residence at the Kuril Dhagun at the Stare Library of Queensland.

The exhibition is called Walan Giiny meaning strong heart. The exhibition will feature artwork by Aboriginal and Torres Strait Islanders living with disability, and will reflect how they keep strong in spirit. In Aboriginal and Torres Strait Islander culture there isn't a word for disability; this exhibition will look at the connections between one of the oldest living cultures and how it connects to 21st century Anglo Australian models of support.

NAIDOC

Synapse held an information stall at this year's Musgrave Park NAIDOC celebration which provided an opportunity to promote Murri D.A.N. within the community.

A number of artworks were created with the help of local community members during the day, and these will be proudly displayed in our Corporate Office.

RECONCILIATION ACTION PLAN (RAP)

The Synapse RAP has been revised this year to reflect the creation of Murri D.A.N. and its associated events and activities.

Synapse is committed to building partnerships with Aboriginal and Torres Strait Islander people in order to build on their ideas, strengths and leadership. These partnerships will go a long way to finding practical answers to long-standing health problems including as Brain Injury.

OUR PEOPLE ARE THE FACE OF SYNAPSE, THEY ARE THE HAND EXTENDED THROUGH DEDICATION AND A COMMITMENT TO QUALITY

2015 COMMITMENT

Investment in our staff has led to skill retention which we strongly believe contributes to enhanced outcomes for our clients.

people

THE DIFFERENCE we make

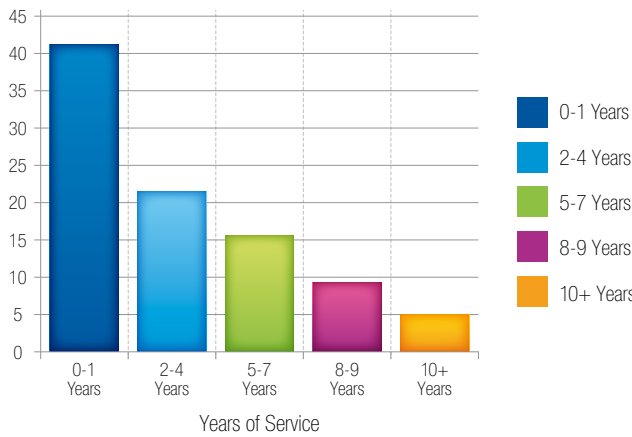
THE HEART OF US

OUR EMPLOYEES

Synapse is committed to being an employer of choice. Our workforce is made up of a total of 93 employees which includes volunteers, casuals, part-time and full-time employees. Of these 93 employees, our workforce is made up of 63% female employees, with only 37% being male. While our gender demographic is roughly representative of the sector in which we work, we are conscious of the value of greater diversity, and through our recruitment practices are seeking to equalise the relatively low proportion of male to female employees, as well as increasing other forms of diversity in our workforce. Volunteers make up close to 10% of our workforce and provide valuable services to the community and individuals that we serve. Our workforce has grown by nearly 14% since 2013/2014.

LONGEVITY OF OUR EMPLOYEES

Synapse prides itself in the longevity of service that our employees have. In this financial year we had 3 employees reach their 10 year anniversary mark, one employee approaching their 15 year anniversary of employment, and a further four employees about to reach their 10 year anniversary with Synapse. As we continue to grow, we welcome all the new employees who have started with us in the last financial year!



STAFF SURVEY RESULTS

A Staff engagement survey was completed in April 2015 with many positive responses received from the employees who completed the survey. Particularly positive responses were received in areas including: employee pay conditions being competitive to other organisations, employees understanding how their work contributes to the overall success of the organisation, and overall job satisfaction.

financial summary

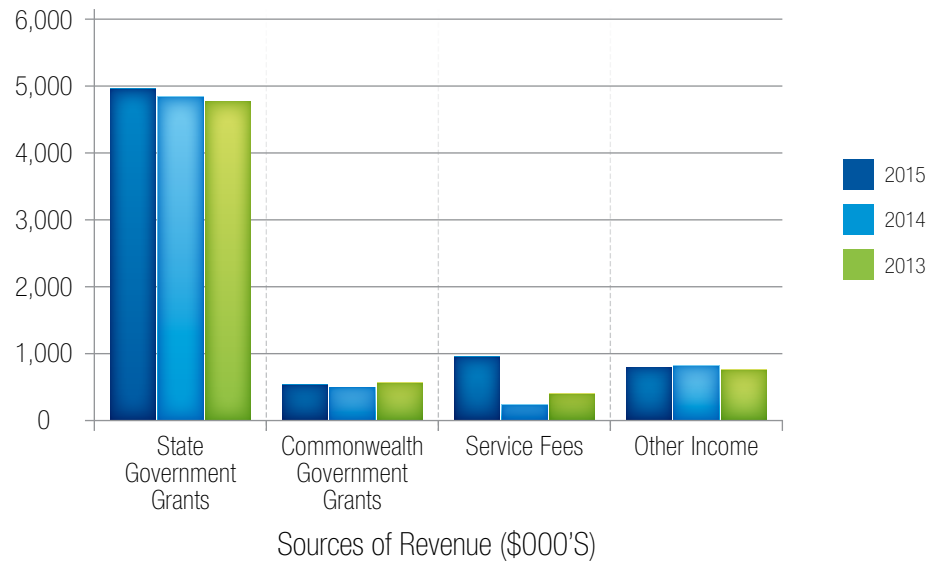
The financial position of Synapse significantly improved in the Financial Year 2014/15 and provided a net operating surplus of \$210k which was a turnaround from the prior year deficit of \$502k.

The 2014/15 financial year was a very busy one for the finance team who are now providing back of house and shared services for 4 other organisations as well as the full financial functions for Synapse.

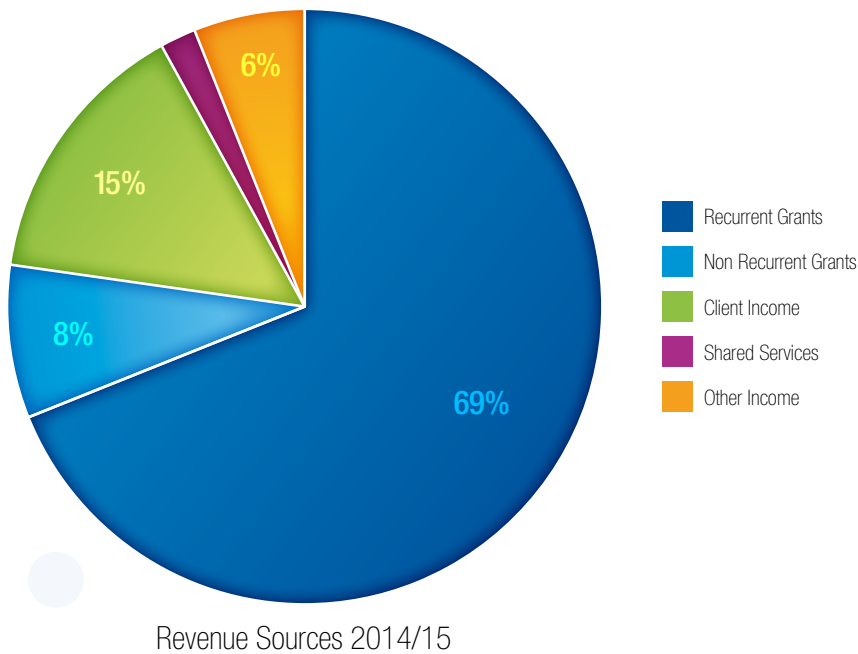
REVENUE

Operating Revenue increased by 13% on the previous financial year. As in previous financial years Synapse is reliant on funding from State government with 70% of total revenue coming from this source. Income from service fees has increased significantly during the financial year and made up 13% of the total revenue which is due to an increased number of compensable clients and also revenue for shared services work.

The graph to the right shows the sources of Synapse revenue over the last 3 financial years.



During the this financial year, the sources of revenue for Synapse are made up of the following:

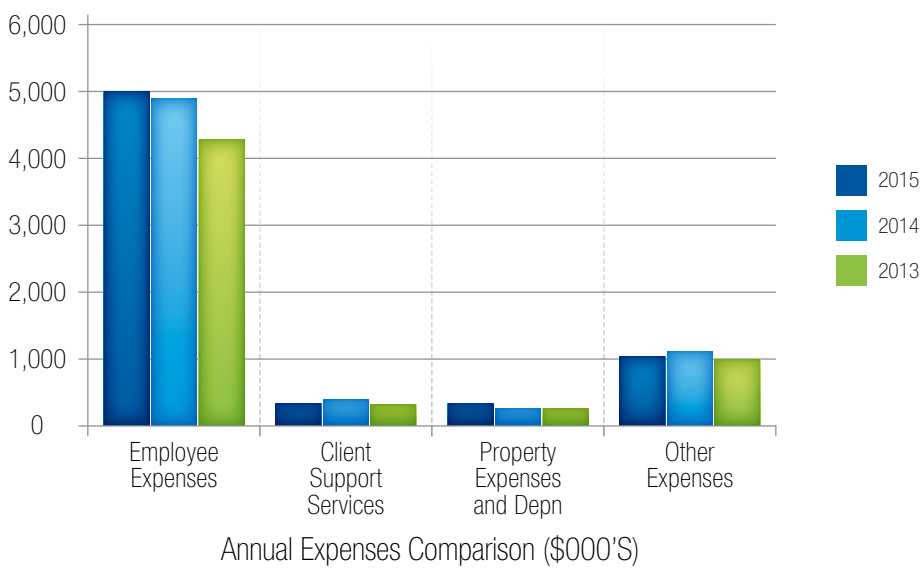


financial summary

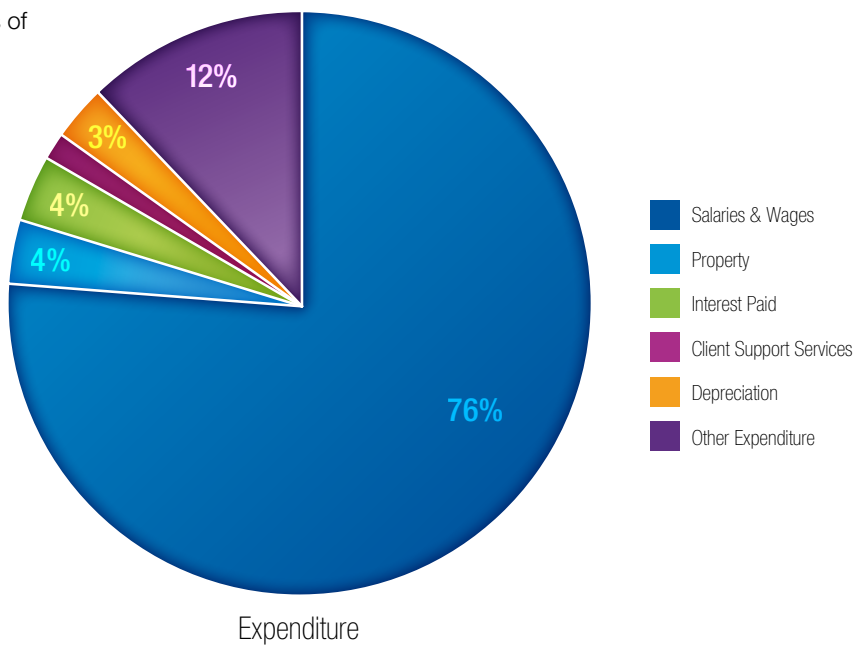
EXPENDITURE

Total operating expenses in the financial year 2014/15 only increased by 1.8% on the previous financial year. Employee expenditure was the largest item of expenditure again this financial year and these expenses increased by 3.3% from the previous year with other expenses decreasing by 2.1%.

The graph to the right shows the areas of expenses compared over the last 3 financial years.



During this financial year, the expenses of Synapse are made up of the following:



The following financial statements are extracts from our annual audited financial statements. Our Auditors, HLB Mann Judd were engaged for the financial year to June 2015.

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2015

	2015 \$	2014 \$
Operating Revenue	7,115,489	6,281,717
Accountancy and Auditor's Remuneration	(24,832)	(27,900)
Advertising and Promotions	(24,844)	(75,259)
Client Support Services	(378,389)	(425,032)
Computer Expenses	(125,975)	(130,791)
Consultancy Fees	(66,640)	(29,718)
Depreciation and Amortisation Expense	(218,092)	(186,912)
Employee Benefits Expense	(5,053,845)	(4,893,663)
Finance Costs and Charges	(326,282)	(322,524)
Insurance	(76,219)	(77,394)
Legal Expenses	(15,311)	(22,067)
Office Expenses	(137,465)	(155,044)
Motor Vehicle Expenses	(56,662)	(62,779)
Other Expenses	(228,467)	(240,993)
Property Expenses	(170,501)	(134,252)
Loss on Disposal of Assets	(1,683)	(1,055)
Operating Surplus / (Deficit) for the year	210,282	(503,666)
Non-Operating Activities	(236)	1,309
Surplus / (Deficit) for the Year	210,046	(502,357)
Other Comprehensive Income	-	-
Revaluation of Land and Buildings (West End, Lawnton and Narangba)		
Total Comprehensive Income for the Year	210,046	(502,357)

STATEMENT OF FINANCIAL POSITION

For the year ended 30 June 2015

	2015 \$	2014 \$
Current Assets		
Cash on Hand	4,363,080	4,288,380
Trade and Other Receivables	175,772	182,001
Inventories	20,233	29,362
Other Current Assets	79,132	119,346
Total Current Assets	4,638,217	4,619,089
Non-Current Assets		
Property, Plant and Equipment	7,441,981	7,671,423
Intangible – Website Development Projects	-	13,754
Total Non-Current Assets	7,441,981	7,685,177
Total Assets	12,080,198	12,304,266
Current Liabilities		
Trade and Other Payables	483,765	607,624
Grants and Revenue Received in Advance	4,296,899	4,332,232
Borrowings	161,501	340,771
Lease Liabilities	7,563	42,014
Provisions	330,330	228,974
Total Current Liabilities	5,280,058	5,551,615
Non-Current Liabilities		
Borrowings	4,015,777	4,172,582
Lease Liabilities	6,711	14,274
Provisions	95,057	93,245
Total Non-Current Liabilities	4,117,545	4,280,101
Total Liabilities	9,397,603	9,831,716
Net Assets	2,682,595	2,472,550
Equity		
Accumulated Surplus	2,475,749	2,265,704
Property Revaluation Surplus	206,846	206,846
Total Equity	2,682,595	2,472,550

STATEMENT OF CASH FLOWS

For the year ended 30 June 2015

	2015 \$	2014 \$
Cash Flows from Operating Activities		
Receipts from Donations, Grants and Client Related Activities	6,963,684	8,330,744
Payments to Suppliers and Employees	(6,297,501)	(7,313,063)
Interest Received	122,465	101,944
Finance Costs	(326,282)	(272,063)
Net Cash Generated from Operating Activities	477,931	847,562
Cash Flows from Investing Activities		
Proceeds from Sale of Property, Plant and Equipment	727	0
Purchase of Property, Plant and Equipment	(10,304)	(72,035)
Net Cash Used in Investing Activities	(9,577)	(72,035)
Cash Flow from Financing Activities		
Proceeds from Bankmecu Loans	(336,075)	56,471
Repayment of Finance Leases – Borrowings	(42,014)	0
Net Cash Used in Financing Activities	(378,088)	56,471
Net Increase in Cash Held	74,700	831,998
Cash and Cash Equivalents at beginning of Financial Year	4,288,380	3,456,382
Cash on Hand at end of Financial Year	4,363,080	4,288,380





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