



ASLIA

Australian Sign Language Interpreters' Association

1991-2012 Inaugural Annual Report 2012



Welcome to the Inaugural ASLIA Annual Report

The ASLIA Executive Committee (EC) is thrilled to present this inaugural ASLIA Annual Report to members. Traditionally ASLIA has delivered a President's Report at the Annual General Meeting. In addition to the new Annual Report initiative in 2012, we are also celebrating ASLIA's 21 years of life and its successes.

This inaugural Annual Report is guided by the new, five-year ASLIA Strategic Plan that operates from 1 July 2011 – 30 June 2016. The Strategic Plan is built upon our vision "To lead and promote sign language interpreting across Australia." A summary of the Strategic Plan has been included on page 4 of this Report.

The new Strategic Plan was created based on a review of the preceding Strategic Plan, feedback from state branches and members, and the EC's knowledge of the interpreting industry. We have completed the first year of the five-year plan. In this Annual Report, EC members and a few other key ASLIA members will provide portfolio reports in line with the seven Annual Plan goals and related activities.

This Annual Report provides members with a point-in-time view of the progress at the completion of the 2011/12 financial year. I am pleased to advise that the EC has proactively met many challenges and achieved much over the last 12 months. We have made a good start towards the overall achievement of the 2011-2016 Strategic Plan. However, some objectives were not assigned an owner in 2011/2012 and as a result will require greater attention in the coming years of the five-year plan. In addition to ASLIA's business-as-usual activities, we also have had to deal with several unexpected internal and external issues and financial challenges. In spite of this, we have achieved a reasonable financial year result.

Thank you to all members and stakeholders for your ongoing support. ASLIA will continue to rely upon valued members to provide support to progress its interests. I would encourage all members, new and long-term, to continue to make tangible contributions to further ASLIA's work in 2012/13 and beyond. The EC would be pleased to discuss opportunities with members and stakeholders. We trust that you will enjoy reading about some of ASLIA's activities and achievements throughout the last year in this Annual Report.

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Executive Committee

Paul Heuston (President)

Peter Bonser (Vice-President)

Viona Woodroffe (Treasurer)

Teresa Cumpston Bird (Secretary)

Rhonda Ryde (Public Officer)

Danielle Don (Committee Member)

Michele Hunwick (Committee Member)

Mandy Dolejsi (Committee Member – 28 August 2011 to 7 February 2012)

Jasmine Rosza (Committee Member – 18 March 2012 to 26 August 2012)



Present (L-R): Rhonda Ryde, Peter Bonser, Paul Heuston, Teresa Cumpston Bird, Michele Hunwick & Viona Woodroffe.
Absent: Danielle Don & Mandy Dolejsi.



ASLIA Strategic Plan 2011 - 2016

ASLIA is a non-profit body and is the national peak organisation representing the needs and interests of Auslan/English Interpreters and Deaf (Relay) Interpreters in Australia.

The Association is comprised of an Executive Committee, a Representative Council and branches in most states/territories.

VISION

To lead and promote sign language interpreting across Australia

MISSION

ASLIA is the peak body representing Auslan/English interpreters through:

1. Partnerships and engagement with ASLIA branches, members, practitioners and stakeholders.
2. Promoting and providing on-going professional development and best practice in Auslan/English interpreting.
3. Providing a professional framework, including a Code of Ethics, policies and guidelines.

ASLIA's goals are to:

1. Strengthen the position of ASLIA as the peak body representing Auslan/English interpreting in Australia.
2. Promote, maintain and enhance collaboration with ASLIA branches, members, practitioners, and stakeholders.
3. Sustain and increase ASLIA's financial position.
4. Provide professional framework for Auslan/English interpreting.
5. Promote best practice in Auslan/English interpreting.
6. Support practitioners from special interest groups.
7. Be an effectively functioning organisation.

ASLIA will accomplish its goals by

Strengthening ASLIA

- Promoting the benefits of membership
- Developing strategic alliances
- Monitoring the impact of external forces on the profession
- Maintaining a relevant website
- Seeking funding
- Exploring opportunities to promote ASLIA at conferences

Collaboration with Stakeholders

- Maintaining partnerships with its state branches, members, practitioners and stakeholders
- Creating Auslan versions of ASLIA policies
- Improving shared information processes between all relevant groups

Creation of a Secure Financial Position

- Review and clarify financial processes and structure
- Provide both advice and consultancy to the industry on a fee-for-service basis
- Coordinate funding requests to national bodies on behalf of state branches

Provision of a Professional Framework

- Provide leadership to state branches
- Engage in clear communication between ASLIA and its state branches
- Provide information about professional practice through clear policies and guidelines

Promotion of Best Practice

- Maintaining the national Interpreter of the Year Awards
- Coordinating the JW Flynn Oration
- Convening the annual ANC and ITNS
- Developing and maintaining Interpret-Ed
- Monitoring endorsement process for research and/or undertaking research
- Producing a national calendar of PD events

Support for Special Interest Groups

- Creating opportunities for regional and rural interpreters
- Providing support to Deaf (Relay) Interpreters
- Creating guidelines for working with Deafblind clients
- Developing resources for interpreting with Indigenous Deaf clients
- Creating opportunities for interpreters in developing countries

Effective Functioning

- Ensuring that all governance and compliance requirements are met
- Ensuring that annual plans and budgets are completed and documented
- Ensuring that all policies, procedures and guidelines are current and published

President's Report



It gives me great pleasure to deliver my first Annual Report as President of ASLIA. Over the last 12 months, it has been a pleasure to work with fellow honorary EC members to further ASLIA member interests. I would like to thank each dedicated EC member who has worked tirelessly through the year to make a difference to members, the Auslan interpreting industry, the Deaf and wider Australian communities.

This inaugural ASLIA Annual Report is a new initiative and is a pivotal moment in ASLIA's history. This year also coincides with the establishment of ASLIA 21 years ago in 1991. The focus of our celebrations will be at the ASLIA National Conference (ANC) from 24 – 28 August in Adelaide. The conference theme "Rediscovering our roots: Shaping our future" will provide delegates with opportunities for learning, discussion and many enjoyable experiences.

We started the new membership year with the Annual General Meeting (AGM) and the retirement of President Marcel Leneham. A highly-experienced Auslan/English interpreter and educator, Marcel was ANC 2010 Convener and oversaw many notable achievements including the membership restructure during his successful term as President. Karin O'Reilly also retired last year after serving for many years in several roles including Vice-President and ANC 2011 Convener. Karin has made a remarkable contribution to ASLIA via the membership restructure and continues to be a highly valued member of the ANC core team. We also farewell Bev Sloan and Dani Fried from the EC.

I am delighted to note the appointment of five new co-opted members to the EC for a one year term ending at the 2012 AGM. Each EC member has brought a wealth of knowledge, skills and experience to ASLIA. The new Office Bearers include Peter Bonser - Vice-President, Rhonda Ryde - Public Officer, and the three Committee Members include Danielle Don, Michele Hunwick, Mandy Dolejsi (resigned in February 2012), and Jasmine Rosza (co-opted in March 2012). The five new members joined the existing three members to form a full EC. At the 2012 AGM, we will farewell Viona Woodroffe and the above five EC members.

Peter Bonser has brought years of experience to the EC, managed his portfolios and has assisted me with a range of tasks including chairing meetings and leading several pieces of work.

I am pleased to report that Viona Woodroffe, Treasurer, continued to discharge her responsibilities in a manner that has maintained the prudent financial management of ASLIA. This year will be Viona's third and final year of her term as Treasurer. On behalf of the EC and members, I would like to express sincere appreciation to Viona for skillfully managing ASLIA's financial affairs and for the additional contributions she made through the years.

Teresa Cumpston Bird, committee member stood for election at the 2011 AGM and was elected for a three year term; ultimately, she agreed to undertake the role of Secretary. Teresa has worked with much energy and enthusiasm within the EC as well as with members and stakeholders. The sheer quantity and high quality of her prodigious work can be evidenced by our improved website, communications, and membership management.

Rhonda Ryde has managed particular reporting requirements as our Public Officer, and has worked hard to produce the popular e-Update. Danielle Don has jointly managed membership and professional development, prepared website reports, and completed a national audit of insurance held by employers of interpreters. Michele Hunwick has worked hard to set up the Creating Opportunities Fund (COF) sub-committee and to jointly select COF delegates to attend ANC in Adelaide. Mandy Dolejsi and Jasmine Rosza where possible have also both contributed to the EC's work. These select achievements are only a few of the many that the EC has delivered to members in 2011/12. However, you can read more about these and other activities of the EC in this report.

Up until 2011, ASLIA has delivered a President's Report and Finance Report to members. In this inaugural Annual Report, EC members and a few key ASLIA members will share some highlights from their respective portfolios. Please note the Treasurer's high-level summary report in this Annual Report should be read in conjunction with the Statement

of Financial Performance for 2011/12, a separate document, that forms part of this Annual Report.

We are fortunate to have had an outstanding year with much success in various portfolios, as outlined in the Annual Plan. The year has also provided many opportunities and challenges to ASLIA. The EC implemented a range of new initiatives and undertook significant reforms in addition to business-as-usual activities during the year.

In 2011/12, ASLIA had a total of 321 members including eight honorary Life Members. ASLIA relies exclusively on membership fees, any shared surplus from the ASLIA National Conference and other sponsorship to support all day-to-day operations.

It is my pleasure to inform members that at the end of the 2011/12 financial year, we have funds at hand of \$21,280.23. However, this figure is inclusive of funds held for the COF as well as funds yet to be remitted to the state branches after securing professional development grants from NAATI and NABS, and the final 2011/12 membership fee payments. Additionally, it should be noted at the time of writing, this figure is unverified as it is awaiting confirmation from the auditors. Viona Woodroffe, ASLIA Treasurer has prepared the separate Financial Report where members will find the final audited Statement of Performance.

This financial result has been hard won. The EC has actively looked for new financial opportunities to increase income while minimising expenses. As members would be aware, ASLIA receives only 20% of each membership fee with the remaining 80% going to the state branch where the interpreter resides. Based on a \$100 standard membership fee, ASLIA receives \$20 and the state branch receives \$80. ASLIA's major expenses include Directors and Officers Liability Insurance, Public Liability Insurance, and website/IT related services. Members will recall that after the membership fee 20/80 split has been applied, total annual membership fees paid to ASLIA are just over \$6,000. State branches receive \$24,000. ASLIA's \$6,000 is used to pay for the above services, effectively leaving no funds for any other activities during the year.

After the AGM, the new EC traditionally meets face-to-face to create a new Annual Plan and allocate portfolios. However due to our financial position and the 2011/12 forecast, the EC decided that we would not meet in 2011 to minimise any potential loss to the Association. This caused considerable hardship for the EC on a number of levels and I would like to thank all for their understanding and support. It must also be noted that EC members receive no financial benefit as a result of their ASLIA Office Bearer and Committee Member roles.

Executive Committee

Eight members form the EC which is made up of Office Bearers and Committee Members (non-Office Bearers). The majority of the EC's work is carried out via email and use of our Dropbox system. Every six weeks the EC, which is scattered across the country, meets via Skype teleconference. As mentioned above, the EC has not been able to meet face-to-face this year. The impact of not being able to meet must not be underestimated. In fact, the first opportunity that EC members will have to meet together again will be one year later at the final EC meeting on Friday, 24 August 2012.

The current EC continues to be concerned that it is becoming increasingly difficult to identify eligible and suitable members with the required skill sets and commitment to serve on the EC. One reason for this is that, as ASLIA has grown and the environment in which it operates has become increasingly more demanding, the corresponding number of potential EC members with the range of required additional skill sets has not sufficiently grown for the work that ASLIA undertakes.

In line with ASLIA's Constitution, ASLIA currently relies on a small pool of interpreters accredited at NAATI Interpreter level who are eligible to serve on the EC. Many of these members have already served on the ASLIA EC over the last 21 years. The number of NAATI Interpreter level is small in comparison to the pool of those accredited at NAATI Para-professional level. If this situation is not addressed and remedied now, the status quo will negatively impact ASLIA's future viability and operations.

A solution has been developed by the EC to address one particular aspect of this problem. ASLIA members will consider this motion, among others, at the 2012 Annual General Meeting.

Strategic Plan

The approved ASLIA Strategic Plan 2011 - 2016 outlines the direction, work and priorities that ASLIA will set out to achieve over the five-year period. In line with the Strategic Plan seven goals, the EC created an Annual Plan where we also allocated portfolios to different EC members. This was achieved after several months of communications rather than one face-to-face weekend meeting and follow up communications. Please note portfolio responsibilities are in addition to the Office Bearer roles of President, Vice-President, Secretary, Treasurer, and Public Officer.

ASLIA and State Branches

ASLIA is pleased to see all six state branches continue to play a vital role in the professional working lives of members, the Deaf community and the wider Australian community. The EC enjoys good working relationships and cooperation with all state branches. Formal and informal communication channels between ASLIA and state branches have been strengthened and are well utilised. Regular formal exchange of information takes place via state branch reports and responses.

Representative Council Members

I would like to thank all state Representative Council (RC) members who function as a reference group and support for the ASLIA EC and ASLIA state branches. They provide state branch reports every six weeks for EC meetings, Paraprofessional practitioner input into policy decisions, represent the views from their state branch, and support ASLIA in achieving goals outlined in the Strategic Plan.

The RC members include Kahli Timms (Queensland); Sharon Hislop (New South Wales); Khang Chiem (Victoria resigned in April 2012); Debbie Draeger (Tasmania); Amy Blaylock (South Australia); and Anne Burrough (Western Australia). An EC member is identified to work with each RC member to ensure open communication and good working relationships are facilitated between ASLIA and state branches. Following each EC meeting, all state RC reports and ASLIA responses are sent to all state RC members and state branch committees to increase the exchange of information and shared understanding.

Across the Board Magazine

ASLIA would like to again thank ASLIA Victoria, Cindy Cave and Susan Emerson for publishing the outstanding Across the Board (ATB) quarterly magazine from 2006 - 2011. ASLIA accepted responsibility for production of ATB in 2009. Due to the resignations of all the ATB Editorial team in 2011, the EC worked hard to deliver a solution to ensure the ongoing viability of the ATB magazine. Unfortunately, due to a lack of support from members, the EC made the decision to cease publishing ATB in September 2011. This decision will be reviewed by the EC in late 2012.

Sponsors and Supporters

On behalf of the EC and all members, we would like to sincerely thank all of our ANC 2011 valued sponsors and funders. Without their generous financial support, the high standard of this national event could not be achieved. We thank the ANC 2011 Organising Committee (OC) for successfully delivering a brilliant event. The EC also thanks 2011/12 e-Update and PD sponsors. We thank all of our members and key stakeholders for their support. We would particularly like to thank one individual member for their most generous cash donation to assist our work.

Thanks also to the Deaf Society of New South Wales for their support with ASLIA's new mail arrangements. Finally, we would like to thank Melanie Pritchard for her generous pro bono contribution of graphic design services in the preparation of this Annual Report; Ramtin Sohrabian of RamtinWorld for his pro bono contributions to the maintenance of the ASLIA website, and Brett Milton for his patience and pro bono work in relation to the ANC website.

As ASLIA President, I am proud of what the EC, members and supporters together have achieved through the year. This is a result of people generously sharing their skills, time, and resources. I believe together we can achieve great things. This is all the more remarkable given that ASLIA is managed by eight honorary EC members, relies on volunteers, has no paid staff, office, or telephone.



Paul Heuston
President

Executive Committee Portfolio Reports

Paul Heuston President

Portfolio Responsibilities: Membership, Collaboration with Stakeholders, Leadership to State Branches, Professional Development, and Governance



It has been a privilege to be a member of the 2011/12 Executive Committee. In my first year as President, I have enjoyed working with EC members, State Representative Council members, state branch committees and key stakeholders within the Australian interpreting industry. I am passionate about Auslan/English interpreting, hence my decision to devote significant time, skills and energy to represent ASLIA and further ASLIA member interests. I have tried to develop a strong sense of team within the EC, and to develop good relationships with members and stakeholders.

During 2011/12, I have discharged a myriad of duties when leading the Association; managing membership and key stakeholder relationships; providing leadership to state branches; overseeing professional development including the ASLIA National Conference; and governance.

Membership

Members are our key priority. Throughout 2011/12, there has been a greater focus on promoting ASLIA membership and membership benefits with Auslan/English interpreters, Deaf (Relay) Interpreters, community, government and the interpreting industry. Danielle Don and I jointly share this extensive portfolio.

At 30 June 2012, ASLIA had a total of 321 members including 313 financial members and eight Honorary Life Members. During the 2011/12 membership drive, we highlighted the range of standard membership benefits we offer in concert with those additionally offered by each state branch. ASLIA membership is a responsibility of each interpreter and, moreover, it is a tax deductible expense. At less than \$2 per week, ASLIA membership benefits are also an attractive value proposition.

One of the highlights of the year has been the creation of the monthly ASLIA e-Update, which was launched in November 2011. This new initiative aims to actively engage with members, inform and talk to stakeholders. I would like to thank e-Update sponsors Echo Interpreting and SLC National for their generous financial support. Also a key part of communication with members and supporters are

the ASLIA and ANC websites. I trust that both the e-Update and the two websites provide valuable information to ASLIA members.

I wish to thank Ramtin Sohrabian for the provision of professional services to support the ASLIA website, ANC website, and our IT requirements over the last year. Ramtin's fine work and swift responses at any time of the day or night are most appreciated.

Collaboration with Stakeholders

ASLIA continued to strengthen member and key stakeholder relationships within the Australian interpreting industry. Feedback has been actively sought to inform current and future activities.

The ASLIA 2011-2016 Strategic Plan identifies our key stakeholders. ASLIA is collaborating with key stakeholders and partner organisations on a more formal basis than the past. My aim is to strengthen these relationships and explore new opportunities.

Some of these key stakeholders include AFDS (Australian Federation of Deaf Societies); APESMA (Association of Professional Engineers, Scientists, Managers Australia); AUSIT (Australian Institute of Interpreters and Translators); Deaf Australia; NAATI; NABS; and SLIANZ (Sign Language Interpreters Association of New Zealand), among others. We also have improved communications with the Parliamentary Secretary, Senator the Honorable Jan McLucas, for the Department of Families, Housing, Community Services and Indigenous Affairs.

I am pleased that ASLIA is represented by high-calibre members in meetings and on different external bodies. This strengthens ASLIA's profile and reputation within the interpreting industry. I thank each individual member who generously gives of their knowledge and valuable time for the greater ASLIA good. This representation is across a range of stakeholder advisory groups, committees and reference groups including AUSIT, Macquarie University, NABS and NAATI, among others.

ASLIA is keen to see research undertaken within all Auslan/English interpreting practice related areas. We provided endorsement to Macquarie University's

"Access to justice: Deaf citizens as jurors" research application, including provision of in-kind support. I was thrilled to learn that this project was successful in securing funding and congratulate Associate Professor Jemina Napier and the team.

Further, ASLIA was pleased to provide a letter of support in relation to the bid by Deaf Australia and the National Institute for Deaf Studies and Sign Language to host the 10th Deaf History International Conference. We congratulate the bid team that won the right to host the 2018 Deaf History International Conference in Australia.

Leadership to State Branches

Leadership is provided to the state branches in a multitude of different ways. Some examples include encouraging state branches to adopt the ASLIA Strategic Plan and strategies; timely and regular communications; development of policies; Interpret-Ed, coordinating national PD funding opportunities for state branches; provision of advice to state branches and members, among many others.

States branches differ in relation to how they organise and provide PD to members. ASLIA has provided support and strong encouragement to all state branches to confirm and promote an annual PD program. This is crucial for members and national PD funding opportunities. We look forward to supporting state branches to prepare individual and joint funding applications again next year.

ASLIA has developed and rolled out standard report templates for EC and RC members. In addition, new report templates were developed for ASLIA representatives on external bodies. New templates create uniform and consistent reporting and improve information recording, sharing and overall management.

ASLIA and the state branches meet face-to-face once per year, as required by the Constitution. This year the EC organised an additional mid-year ASLIA and state branch teleconference to discuss other business and opportunities. I wish to express appreciation to all state branch committee members for the fine work they have done on behalf of members living and working across the nation.

Professional Development

One of the driving forces for the establishment of ASLIA was the provision of PD to members in order to develop, maintain, and improve interpreting practice. ASLIA continues to promote its unique, online training "Interpret-Ed" modules and it is pleasing to see some members making use of it to further develop their skills. This PD is in addition to

the differing amounts of face-to-face PD delivered by state branches mostly in capital cities around the country.

In another first for ASLIA, we negotiated and coordinated national PD funding opportunities for state branches with national organisations. Individual applications were submitted to NABS, and a second joint application to NAATI. I was thrilled with the result. We secured a combined sponsorship of \$10,000 from NABS, and \$21,000 from NAATI. The funds are for ANC 2012 and ASLIA state branch PD activities in both metropolitan and regional locations.

ASLIA National Conference

Over 170 people enjoyed ASLIA's signature 4.5 day event. ASLIA and ASLIA New South Wales co-hosted the ANC and Interpreter Trainers' Network Symposium in Sydney.

The ANC Organising Committee delivered an overwhelmingly successful event on many different measures. Karin O'Reilly - ANC Convener, Kylie Scott - ANC Chair, Karen Bontempo - ITNS Chair, and the OC team are to be congratulated for raising the ANC bar higher. The OC prepared a 41 page Final Report with a total of 56 recommendations for the EC's consideration. Why? To improve the overall ANC experience for delegates. The EC reviewed this report and all accepted recommendations were integrated into the updated ANC Transfer of Knowledge document. For more information about ANC 2011, please refer to the ANC 2011 Convener report and ITNS 2011 Chair report.

Governance

All eight EC members have an equal responsibility to discharge their duties to members and the state, as required by the relevant legislation. As President, I am responsible to lead and actively manage ASLIA's business and affairs. One of these key responsibilities was driving the development of the 2011/12 Annual Plan which was based on the 2011-2016 Strategic Plan, with its seven goals, objectives and key performance indicators. As a part of this annual plan, portfolio responsibilities are reviewed and assigned to the EC member who is most able to take on the specific requirements of a given portfolio.

Unfortunately, during the 2011/12 term, some strategies were not able to be allocated to an EC member. The Strategic Plan is a five-year plan, so not all goals and objectives have to be carried out each year or, indeed, in year one.

It must be noted that in order to be able to effectively deliver this planned information and service, ASLIA must have eight EC members actively working

throughout the year. As President, I oversee the management of all related business and obligations. This includes ensuring all respective EC and State RC positions are promptly filled and succession planning is undertaken. Increasingly, it is becoming more difficult for ASLIA and state branches to attract and identify members who will make a commitment to the Association, who have the required skills to be able to discharge their duties and want to give something back to the field. It is crucial to address these issues to ensure the future of both ASLIA and state branches. If these issues are not addressed, ASLIA and state branches will face serious challenges to their ongoing operations and viability.

A further aspect of good governance involves close monitoring of ASLIA's financial affairs, and successfully meeting all legal and reporting requirements. ASLIA operates in a difficult financial environment and totally relies on membership fees, ANC surpluses, and sponsorship. It must be noted that ASLIA does not receive any ongoing funding and has no paid staff. In 2011/12, I was able to identify new ASLIA sponsorship and income generating opportunities for professional development and communications, among others.

Good governance requires ASLIA to maintain Directors and Officers Liability Insurance and Public Liability Insurance. This however is costly and requires close to 50% of ASLIA's standard income derived from membership fees. If ASLIA does not maintain these two insurance policies, then each EC member becomes personally and jointly responsible for any insurance claim made against ASLIA.

Other related governance activities include managing internal committee business and identifying specific governance improvements. ASLIA now has one central information repository that all eight ASLIA EC members and three ASLIA representatives on the OC exclusively use. This governance first offers multiple benefits. Moreover, ASLIA email addresses are exclusively used for all ASLIA business, rather than personal email addresses thus ensuring that all ASLIA-related information is stored, managed, and accessible within one system.

One of the proudest achievements of the year for me is the development of this first-ever, ASLIA Annual Report. It provides a comprehensive snapshot of activities and progress. I sincerely hope you enjoy reading about what we have collectively achieved through the year. This new approach to governance and reporting builds on the 17 President's Reports that ASLIA has delivered over the past 20 years. I thank the current EC for their support through the year, and look forward to working with the new EC to further member interests.

Peter Bonser
Vice-President

Portfolio Responsibilities: Management of Interpreter of the Year Awards and JW Flynn Oration, and Governance



As Vice-President, part of my responsibilities lie with providing support to the ASLIA President and standing in his place if he is unavailable. In addition to those duties, during 2011/12 I have also had responsibility for the Interpreter of the Year Awards and the JW Flynn Oration.

The Awards are a key event for ASLIA and its state branches. This year, three branches chose to host Awards events and it was my responsibility to work to ensure that each branch was supported as well as ensuring that the Awards Guidelines were consistently applied across all states. It is ASLIA's hope that to the observer, the Awards appears to be a single night of celebration and enjoyment. In reality, of course, there is a great deal that goes on behind-the-scenes to make this occur and this is where much of my work took place in 2011/12.

Similarly, there is an enormous amount of work that goes into the JW Flynn Oration which begins with calling for nominations, moves on through a rigorous assessment and selection process and finally results with the Oration at the ANC.

During the year, I found it challenging at times to have the time that I felt I wanted to devote to my ASLIA work; the other significant challenge was how technology did not always support me in my work in the way that it should. Living in a regional part of Australia has meant repeated and significant interruption to internet access, a crucial part of the Executive Committee in the 21st century.

And this leads me to a point that I must note in closing. In August 2011, I agreed to stand for a single year on the ASLIA Executive Committee; this was due to the many work and family commitments that I have and I knew that I would not be able to serve for longer. It has been an interesting and eye-opening experience, this past 12 months. I had already served on the Committee in the past, in the early days of ASLIA and felt I knew well the workload and level of commitment required. It is astounding the level of work that is now managed – on a day-to-day basis – by the ASLIA Executive Committee. The 2011/12 ASLIA EC has been a dedicated and hard-working committee – well done, team.



Viona Woodroffe
Treasurer

Portfolio Responsibility: Management of Finances



ASLIA has gone through some major changes in the time I have been the Treasurer. It has grown in size as well as having assumed the responsibility for membership management and the daily transaction requirements that are a part of hosting a national conference. Previously, both of these roles were managed and administered at the state branch level. Throughout 2011/12, we have continued to grow and I feel that during this past year, we are finally settling into being one organisation. Our financial position is becoming stronger and I believe it can only get better in the years to come.

I am able to report that during the 2011/12 year, I have accomplished the expected management of the day-to-day financial transactions and needs of the Association in an open and transparent manner as well as managed several successful fund applications to various national organisations, the continued growth of the Creating Opportunities Fund and a system of smoother processes for remitting membership funds to the respective state branches.

Providing a significant challenge for me within my role as the Treasurer in 2011/12 is the fact that this was the first full year since the 2010 membership restructure – that saw seven stand-alone Associations become one national Association with six state branches – in which I had to manage the Treasury entirely on my own. I would like to thank Teresa Cumpston Bird for all the hours she has put into making sure memberships are activated once payment is received.

I also would like to thank the dedicated and hard working team with whom I have had the privilege of working with over the last five years. It has been an honour. The amount of work we have achieved as volunteers to the organisation is astounding.

As well, I had some pretty big shoes to fill when I took over from Meredith Bartlett. I thank her for the smooth transition and for “teaching me the ropes”. I wish the new ASLIA Executive Committee all the best in their future endeavours and I look forward to handing over the Treasurer’s position to the new Treasurer.



Teresa Cumpston Bird Secretary

Portfolio Responsibilities: Membership, Administration, Policies and Procedures



Throughout 2011/12 I undertook a series of tasks that supported the ASLIA membership (e.g. website management, member communications and enquiries, fortnightly reporting to state branches of members' details, etc.) as well as the required administrative tasks of the secretarial position (e.g. preparation and management of minutes, agenda, correspondence, etc.). As ASLIA did not have a committee member specifically responsible for policy and procedure development, I was responsible to oversee the tracking of requests for this area as well as endeavouring to continue the consistent branding of all ASLIA materials.

Specifically, I have a much greater understanding of the ASLIA's website and the program that drives it; I have extended the usability of the ASLIA website to include more step-by-step instructions to assist end-users as well as enhancing the content and usability of the "Members Only" area of the site; supported the ASLIA Executive Committee to the best of my ability; and, hopefully, making members' experience of ASLIA a beneficial and valued one.

I was challenged in my role by a number of factors, including having sufficient time to devote to ASLIA work; having insufficient time to address issues seen as important by both ASLIA and its members; and managing the tyranny of distance that does not allow for the Executive to meet together rather than on Skype.

I am committed to continuing to work on these important areas with the hope that by June 2013 I will have accomplished the establishment of systems that are better defined and operating smoothly; a complete audit of ASLIA's policies and procedures and, where gaps exist, new policies and procedures developed; and an effective system of communication for regional and remote members to use as well as for the exchange of information between state branches.

In closing, I wish to acknowledge the support of the entire Executive Committee, but especially Paul Heuston, as without their support, this would have been a far more difficult and challenging year. Further, I wish to acknowledge the support that I have received from Kylie Scott and Karin O'Reilly who frequently assisted me to fill gaps in my knowledge of the ASLIA Executive Committee. It was a challenge to take on the role of Secretary after only one year as a committee member, but the support of others assisted me and I am deeply grateful. I look forward to the next two years of my term with the hope of accomplishing a great deal for the interpreting profession as well as for our valued members.

Rhonda Ryde
Public Officer

**Portfolio Responsibilities: Legal Compliance,
Member and Supporter Communications
(e-Update)**



During the 2011/12 year I have been able to ensure that ASLIA is compliant with the relevant legislation in relation to our incorporation in the state of New South Wales. I have been responsible for producing the monthly e-Update in a timely manner, providing members and supporters with both interesting and relevant information. In addition, I acted as the ASLIA representative on the NABS/Macquarie University Advisory Group "Access to preventative and on-going health care information for Deaf Auslan users: A qualitative study".

Unfortunately, due to unforeseen circumstances, I was not able to fully undertake the work that my portfolio allocation required; specifically, I was unable to carry out a review of overall Association requirements and the creation of strategies to meet these.

Regrettably, I am unable to stand for a position on the ASLIA Executive Committee in August 2012; however, I have enjoyed my time over the past year working with the EC. I believe ASLIA does an excellent job in fulfilling its mission to lead and promote best practice in sign language interpreting across Australia. I appreciate the support and encouragement that I received during this past year from both the President and Secretary.

Serving on the Committee has broadened my outlook on ASLIA, how it is run, and the mechanics behind so many things that I took for granted in the past. It is an experience I will treasure and one that I recommend to others.



Danielle Don

Committee Member

Portfolio Responsibilities: Membership, Stakeholder Collaboration and Best Practice Interpreting



Throughout the 2011/12 year, I have been responsible for strengthening ASLIA's position as the peak body representing Auslan/English interpreting in Australia. I have done this by: reviewing and promoting the benefits and value of ASLIA membership with the aim of increasing membership; promoting, maintaining and enhancing collaboration with stakeholders (e.g. ASLIA state branches, ASLIA members, interpreting practitioners, etc.); and promoting best practice in Auslan/English interpreting.

During this time, I have been able to accomplish a systemic approach to encouraging ASLIA membership through a Membership Drive; tracked and documented the use of the ASLIA website in order to identify trends; consulted with ASLIA state branches regarding ongoing professional development and day-to-day activities; established a calendar on the website that highlights nation-wide events and professional development that is relevant to members and supporters; developed a spreadsheet of nation-wide employers of Auslan/English interpreters and the insurance coverage held to cover employees (available in the members only section of the website); and acted as the ASLIA representative on the NABS Reference Group.

Some of the challenges that I faced related to time constraints and the need to manage work, life and ASLIA responsibilities – and the frustration that was generated when I did not have the time I desired to dedicate to ASLIA as well as my lack of experience on an executive committee.

I have thoroughly enjoyed my time serving as a committee member and would like to acknowledge the tremendous support offered, and hard work undertaken by, the entire ASLIA Executive Committee. I would personally like to thank Paul Heuston and Teresa Cumpston Bird for their patience and guidance in assisting me with my portfolio responsibilities, especially as a new committee member. It has been a pleasure working with the Executive Committee and I trust that the 2012/13 committee will find it just as rewarding.



Michele Hunwick
Committee Member

Portfolio Responsibility: Creating Opportunities Fund



Whilst holding other responsibilities throughout the year, my main area of focus was the COF. The year has seen a review of the management of the COF and a number of changes have been implemented to facilitate the fund's operation going forward.

These changes included the establishment of an experienced sub-committee; a strengthening of ties with WASLI; the alignment of COF's direction with the WASLI Australasia and Oceania region strategic plan; and the creation of two streams (i.e. Australasia and Oceania delegates sponsored to attend the ANC and development of plans to send a trainer to the region to deliver professional development). Still in the development stages are the terms of reference for the sub-committee as well as a position description for the COF coordinator.

The financial constraints that enable ASLIA to support the work of the COF have been one of my

most significant challenges during 2011/12 and I hope that by June 2013, ASLIA will have sufficient COF funds to allow for both COF streams to be implemented.

In closing, I would like to express how valuable my work with the COF sub-committee as well as my involvement in the WASLI reference group has been in enhancing my development as a Professional Interpreter. I acknowledge the expertise of both sub-committee members, Susan Emerson and Sheena Walters, as being exceptional in their passion for the field of interpreting. It has been a wonderful experience and I hope the COF work continues to gain momentum, promoting development of colleagues in our Australasia and Oceania region.



Karin O'Reilly

ASLIA National Conference 2011 Convener

ASLIA National Conference 2011 Convener's Report



Conference theme: Between a rock and a hard place

The ASLIA National Conference (ANC) Organising Committee consisted of the following people:

Convener and Promotions: Karin O'Reilly; ANC Chair, Promotions and Sponsorship: Kylie Scott; ITNS Chair: Karen Bontempo; Interpreting Coordinator: Chevoy Sweeney; Venue Coordinator: Brendan Harding; Events Coordinator: David McQuiggin; Volunteer Coordinator: Nicole Clarke; Registration Coordinator: Fran Collins; Audiovisual Coordinator: Kerrie Lakeman; and Publications Coordinator: Rachel Lai.

The ASLIA National Conference 2011 was held at The Novotel in Brighton-Le-Sands, Sydney. The total number of ANC whole of conference registrations stood at 177; ANC Day only registrations on Saturday totalled 3, Sunday 1; and Extra Tickets (Friday and/or Saturday Nights) totalled 25. Numbers of Deaf attendees totalled 19 and the number of international visitors totalled 7.

In 2011, I had the pleasure of convening the Organising Committee, the first time under the new ANC structure. The paid Chair position certainly made the convening of an event the size of ANC significantly more manageable and certainly much less stressful. Kylie Scott's years of experience, attention to detail, knowledge of processes and her skills in event management is second to none. I was very grateful for the support she provided me through what was, personally, a very difficult year.

Family, work and study commitments mean that balancing the role of Convener (and at the time the ASLIA Vice President role) was at times personally and professionally challenging, but without Kylie's gentle guidance, it would have been more challenging to maintain the so-called "superwoman" composure! In addition, Karen Bontempo's calm, super-organised and clear-headed soothing presence was always very much appreciated and she provided me with additional personal and professional support throughout the year. These two ladies are without doubt absolute gems!

In putting together the ANC, there are always going to be mixed feelings and perceptions from participants about how the ANC should run. It is a constant quandary as to whether we should be aiming at a 'conference' standard program yet risk losing some of the relaxed nature of a 'winter school' type event. We are literally 'between a rock and a hard place' each and every year, as so aptly reflected in this year's theme for ANC. Time and time again, feedback is received from participants who lament the more academic nature of the program, pining for the opportunity to engage in more practical type workshops. As Convener, this weighs heavily on my mind, yet at the end of the day, I take the viewpoint that as a national organisation there is a responsibility to promote best practice in our annual 'get-together' and the best vehicle for doing this, I believe, is through the conference-style approach. I believe that state branches can and should be offering 'winter-school' or practically-based programs throughout the year to complement, not compete against, ANC.

With OC members in three states (Queensland, New South Wales and Western Australia), meetings were convened through Skype once every month and then fortnightly closer to the ANC. OC members each had individual portfolio areas and were required to submit a progress report prior to each meeting. The report template asked them to provide information in three categories: 1) tasks that had been completed since the last meeting; 2) pending tasks; and, 3) matters for discussion at the teleconference. Adopting this reporting format ensured that all OC members were aware of decisions being made and the meeting agendas could be clearly structured prior to the meetings.

Each portfolio coordinator was guided by the detailed project plan, which was developed by the ANC Chair, with feedback from the Convener. The Chair met with each portfolio coordinator individually to ensure they understand their role and tasks and kept up regular email communications with the OC in-between meetings. Kylie has since updated

the project plan for the 2012 ANC based upon reflection and feedback from the OC team this year. I was very impressed with the Keynote Speaker, Dr. Debra Russell. She was both an engaging speaker and yet very warm and giving of her time and expertise. Similarly Dr Maree Madden provided another insightful JW Flynn oration; however, we did receive criticisms about the length of time in which the main interpreter interpreted for her presentation. The Saturday night Gala dinner proved to be fairly successful (despite the firm alarm!), however, some negative feedback was received about the length of the Creating Opportunities Fund auction. Madame Coco and her interpreter, Della Goswell, did an amazing job of hosting the evening. In addition, I would like to congratulate the state ASLIA Interpreter of the Year winners and the overall national winner, Bernie Chapman! Incorporating the JW Flynn Oration and the Awards into the Friday night program (for the first time), was well received.

This year the conference rooms were all on the one level, which was fantastic for travel between rooms when breakout sessions were on; the venue was large and comfortable. In addition, the location near the beach provided for a lovely backdrop. One disadvantage was the lack of alternative accommodation venues nearby; however, the cost of hiring venues in the Sydney CBD was exorbitant, leaving us little choice but to go with the Novotel in Brighton-Le-Sands. Sadly the food provided wasn't as good as we hoped and feedback was received regarding the paucity of food provided for the Friday

night. Many delegates complained that cocktail snacks were not substantial enough. In addition, the food allocated for the special dietary needs delegates was not always suitable or sufficient. This occurred specifically at morning tea and afternoon tea time and the OC had to bring in food from a local supermarket! This was extremely disappointing and the Chef was not at all willing to compromise to cater for the reasonable amount of people on special diets.

Overall, however, despite some difficulties and issues that always arise during large conferences such as the ANC, I believe that overall the conference was a huge success and well received.

Lastly, I would like to thank each and every OC member, the respective Chairs Kylie and Karen, and, of course, the ASLIA Executive Committee for the support and passion that was provided over the past year and of course, over the ANC weekend. In addition I must acknowledge the fantastic behind-the-scenes role Viona Woodroffe, ASLIA Treasurer, plays in putting together an ANC. Her attention to detail and considerable treasury knowledge really does make for very smooth sailing. Thank you, Viona! Many hands do make light work and without a brilliant support team, the ANC wouldn't be as successful as it was. Whilst an exhausting year for me personally, to know that committed and enthusiastic people share similar passions for providing professional development for our members, certainly brightens my spirits.



Karen Bontempo
Interpreter Trainers' Network Symposium 2011
Chair

**Interpreter Trainer's Network Symposium 2011
Chair's Report**



The opportunity to share knowledge, skills and experiences, and of course to develop networks, are common goals of any conference-type event; however, for an event like the Interpreter Trainers' Network (ITN) Symposium, the opportunity to share knowledge cannot be underestimated. The ITN Symposium has been the only forum in recent years where interpreter educators have been able to gain access to a peer network, exchange information about interpreting pedagogy, obtain new materials and ideas for resources, share research findings, and debate developments regarding signed language interpreter education and training. Opportunities to come together and learn from one another and create networks can have a profound impact on program delivery at the local level. Learning opportunities for interpreter educators (or the lack of them) may impact on outcomes for students in interpreter education programs around the nation. Hence, the importance of the ITN Symposium and a knowledge-sharing culture for interpreter educators.

The 7th ASLIA ITN Symposium was held at the Novotel Hotel in Brighton-Le-Sands, Sydney from 29-30 August 2011. A total of 33 delegates registered to attend the ITN Symposium over the two-day period, hailing from five different countries, including Australia (participants from Western Australia, South Australia, Victoria, New South Wales, and Queensland); Canada; USA; Fiji; and the Solomon Islands.

As well as a number of presentations from local leaders in interpreter education and training at our event in 2011, we also had several esteemed international presenters, including our international keynote, Dr Debra Russell of the University of Alberta, Canada. Professor Laurence Hayes and Associate Professor Vicki Brashear, and Associate Professor Jerry Palmer all of Eastern Kentucky University, USA, rounded out our international presenting contingent. Australian presenters included Tamara Pearce, Sandra Leane, Robyn Tsapazi,

Meredith Bartlett (and panelists), Pip Cody, Claudia Koch-McQuillan, Anna Kenny, Jennifer Lane, Marcel Leneham, Josie Hodgetts, Patricia Levitzke-Gray, Della Goswell and myself.

It was the largest presenting team ever at an ITN Symposium and included the first Deaf presenters, the largest number of spoken language interpreter educator presenters and participants, as well as the largest number of Deaf interpreter educators in attendance at an ITN Symposium to date. In addition, we had a number of "new faces" as presenters in 2011, as well as a different composition of delegates compared to past events, with a number of novice trainers and mentors in attendance this year.

The topics covered by presenters were interesting and relevant to delegates and included teaching consecutive interpreting; mentoring; teaching fingerspelling fluency; the new training package for the Diploma of Interpreting; student reflections on the Masters in T & I Pedagogy program; active learning in interpreter education; evaluating disposition at interpreter program entry screening; a cognitive model for simultaneous interpreting; the role of Deaf interpreter educators on programs; and an open forum.

With 100% of delegates rating the overall ITN Symposium program in 2011 as either "good" or "excellent", I am thrilled at how well received the event was in Sydney. I would like to take this opportunity to recognise the support of the ASLIA National Conference Organising Committee in assisting me with aspects of planning the ITN Symposium in 2011. In addition, I acknowledge the support of the steering committee of the Interpreter Trainers' Network in regard to helping with tasks 'on the ground' at the ITN Symposium, such as chairing sessions. For more information regarding the Interpreter Trainers' Network, please visit: http://itn.aslia.com.au/Interpreter_Trainers_Network/Welcome.html

Sheena Walters

World Association of Sign Language
Interpreters - Australasia and Oceania
Regional Representative



Representative's Report

I became the WASLI regional representative for the period 2011 – 2015 at the WASLI Conference held in July, 2011 in South Africa and have just completed my first year in the role. This report sets out the major plans and activities for the region over the period July 2011 – June 2012.

Following a welcome handover from my predecessor in the role, my work started with the aim of developing a plan for the period. Information was gathered at meetings held with key representatives from our region both at the WASLI Conference in July 2011 and at the ANC in August, 2011. Following this, the Strategic Plan was finalised and there are a range of activities we are working on the international and regional level.

The major region specific activities set for the next four years are as follows:

1. Seek funding for needs analyses to be conducted in the region
2. Develop a long term training plan for targeted areas in the region
3. Work with local deaf associations to plan for a joint development project
4. Develop a communications plan including Facebook, newsletter and website updates
5. Facilitate an agreement between SLIANZ and ASLIA for a more coordinated approach to supporting interpreters in the region

The major achievement over the period has been in relation to goals 1, 2 and 3 above. This has been working with the Deaf Oceania working group (made up of representatives from Deaf Australia, Deaf Aotearoa and the Fijian Association of the Deaf) on the joint goal of working together to seek funding for a needs analysis to be conducted with Deaf communities in six countries in this region. The proposal is in its final stages and we will commence applying for funds in 2012/2013. Valuable networks have been developed with organisations such as AusAid, the Pacific Disability Forum, Australian Disability and Development Consortium and Australian Pacific Islands Disability Support. The objective is for relevant data to be collected that can inform any long term, sustainable development for

the deaf community and interpreters in the region.

In relation to goal 4, a number of communication strategies have been put in place. This includes regular WASLI updates in ASLIA and SLIANZ publications and updates on Facebook. A new page has been added to the WASLI page with information on the status of interpreting in this region listed by country and this information continues to expand. In August 2011, a regional working group was established with representatives from ASLIA, SLIANZ, Fiji and the Solomon Islands who were selected to pass information to and from local interpreter groups and WASLI. In May 2012, a new member from Samoa was welcomed to the group, Helen Tui. This regional working group meets quarterly on Skype and has been a useful way to keep connected with each other and share information and resources.

To report on progress related to goal 5, information has been gathered by representatives from ASLIA and SLIANZ on the history of support from SLIANZ and ASLIA for interpreters in the region and we have held meetings to discuss ways in which a more coordinated approach can occur. This includes a joint fundraising event in November 2012 and ongoing shared communication. I have also been involved as a member of the Creating Opportunities Fund subcommittee this year and know that this initiative will continue to make a real difference for interpreters that are funded to come to the ANC; it is a wonderful example of the generosity of interpreters in Australia.

I was fortunate to have the opportunity to travel to Samoa in May, 2012 and had the opportunity to meet and provide some basic training to teacher aides and interpreters in Samoa. This has provided me with further insight into the status and goals of interpreters in Samoa. There have been other achievements over the past year, but will leave it there, so I would like to close by saying that WASLI cannot achieve what it sets out to without the cooperation and support of individuals and associations in the region. Therefore, I must close with a note of thanks to those that have worked with me in this role so far, it is greatly appreciated.

2011/12 Highlights

Total number of ASLIA members: 321

Total number of ANC/ITNS 2011 delegates: 188

JW Flynn Orator: Dr Maree Madden

National Interpreter of the Year: Bernie Chapman

Aon Insurance agrees to provide special access and cover to ASLIA members

Publish and distribute monthly e-Update to all members

Regional working group was established with representatives from Australia, New Zealand, Fiji, Solomon Islands, and Samoa

Working with ASLIA state branches, the creation of the first national, consolidated professional development proposal, with positive results for ASLIA state branches with grants from NABS and NAATI

Stakeholder meetings with Deaf Australia, Australian Federation of Deaf Societies, AUSIT, NAATI, and SLIANZ

Representation on reference and working groups with Macquarie University, NABS and NAATI



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