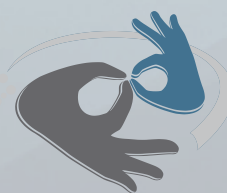


5th Annual Report 2016



ASLIA

Australian Sign Language Interpreters' Association



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President's Welcome

Welcome to ASLIA's 5th Annual Report. It is with great pleasure that I present to you the Annual Report for 2015-16. To further the interests of ASLIA members, this annual report will highlight the previous 12 months' achievements and challenges by a very new, inexperienced and understaffed Executive Committee. At the time of writing, the EC consists of two Office Bearers and two committee members instead of the recommended nine, all of whom have continued to give 100% effort. As a team we have faced relentless challenges including an unprecedented Industrial Relations issue, a nation wide consultation undertaken to develop and deliver an organisational re-structure before the 2017 AGM and the establishment of the inaugural National Auslan Conference in collaboration with Deaf Australia. Whilst completion of tasks may have been slower than anticipated we are on track with each and every priority as identified by the committee at the beginning of 2016. I would like to personally and publically thank my team who were nominated into the roles of the Executive Committee 2015-16 for their unwavering support. Furthermore, to thank past members of the EC who graciously contributed their time over the past year.

I would like to also like to thank those, who have without question, assisted the Executive Committee in various ways especially during an extremely busy 2016.

- Paul Heuston, to whom I/we personally owe much appreciation for the continuing support in all matters ASLIA.
- Teresa Cumpston-Bird, who is always willing to assist in whatever guise that may take.
- Len Bytheway, who has facilitated and assisted the Executive with the difficult conversation of where ASLIA needs to be moving into the future.
- Rachael Souter, who has contributed bookkeeping duties.
- And to each and every ASLIA State Association President, who when asked, assisted the Executive when priorities for ASLIA far outweighed the hours physically available to be able to deliver to the membership.

To you all, our very heart felt THANK-YOU!!!

Personally, this has indeed been a year of learning with unexpected hurdles for the Executive Committee to navigate, however, with determination and assistance we have achieved much and continue to grow in numbers, having over 370 members nationally.

The Executive Committee came into their positions with fresh eyes and whilst working at a national level was not intrinsic to most, navigating some of the existing infrastructure was difficult. Hence, much time and effort has been invested into the design and implementation of a completely new ASLIA website which has successfully implemented a secure, online memberships payment facility, gives each state a central location to highlight professional development, provides a truly national calendar updateable by state associations and provides a backend infrastructure for many more features. Our sincere thanks go to Neil Ray, Secretary, and Toby Pattullo (Tobstar), our web designer for developing, establishing and steering this project as well as Neil's ongoing support in delivering training to nominated state association representatives.

Communication both internally and externally, has been updated with the introduction of a new email platform MailChimp and Google email has been established for the Executive team. I would like to thank Christian James from the Deaf Society of NSW for providing the expertise in changing the committee emails to the Google protocol.

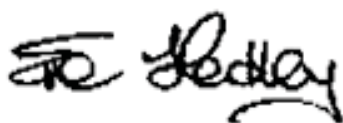
The National Auslan Conference 2016, in collaboration with Deaf Australia, has been an opportunity for ASLIA and Deaf Australia to work together with both communities benefiting from the collaboration in this milestone year for both organisations. The conference and additional workshop opportunities supported by ASLIA Vic will ensure a very thorough professional development experience is enjoyed by all.

This financial year will see the introduction to a long awaited addition to the ASLIA team in the form of a Manager who will report to the President and assist in the administration of ASLIA duties. This will prove a valuable asset to the ASLIA team and relieve the EC and state associations of 10 hours per week of administrative duties. ASLIA are willing to fund the first year of the position, so sure are they that the addition will be a successful one to the association.

Strong stakeholder partnerships are also continuing with NAATI's new Chief Executive Officer, Mark Painting, AUSIT's President, Dr Sandra Hale, and Professional Australia's, Matt Harris.

ASLIA's finances are still in a very strong position and the Auditors have signed off on the books for another year. Details of which can be found on page XX.

Change is always difficult, however the EC are confident that ASLIA will be revitalised as a result of the re-structure to the organisation. The NAC conference theme is 'A New Era' – a fitting banner under which a new beginning can be embraced.





ASLIA Strategic Plan 2011 – 2016

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.

Strengthening ASLIA <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 	

Amendments

Please note that three modifications to the Strategic Plan were highlighted in the 4th Annual Report of 2015.

In February 2016 the ASLIA EC held its annual planning weekend with the aim to a basis for work for the 2016 calendar year and to also review and develop the 2011-2016 strategic plan. The EC was assisted in this process by Len Bytheway, former CEO of the Australian Communication Exchange and constant supporter and advocate for Interpreters and Deaf community issues in Australia.

Throughout the course of the weekend it became evident that the current structure of ASLIA was not able to provide measurement and outcomes against the strategic plan as set out above.

The EC made a unanimous decision to extend the 2011-16 Strategic Plan for a further year with the long term goal to revitalize the organization through a significant structural change. Further details are outlined in this annual report.

Executive Committee 2015 - 2016

Executive Committee Members who have served ASLIA since October 2015



Eve Hedley (QLD & VIC)
President



Neil Ray (VIC)
Secretary



Chevvy Sweeney (NSW)
Committee Member



Nicole Clark (NSW)
Committee Member



Glenda Garde (VIC)
Committee Member



Benjamin Souter (VIC)
Vice-President
resigned March 2016



Marc Ethan (VIC)
Treasurer
resigned December 2015

Key Areas of Work – 2015-16

NAC2016 & ITNS

The Interpreter Trainer Network Symposium has been a nationally recognised place for interpreter trainers to present information, share ideas, plan for the future of interpreter training in Australia and celebrate the good work to date. ASLIA values and recognises the hard work done by Dr Karen Bontempo in the establishment of this forum and for its presence alongside several past ANC events.

The 2016 iteration of the ANC, known as NAC2016 (National Auslan Conference) is a collaboration of effort between ASLIA and Deaf Australia who are both celebrating milestones anniversaries. ASLIA is 25 years and Deaf Australia 30 years. The timing of the NAC resulted in scheduling challenges for Karen and thus the EC, after consultation with Karen, made the difficult decision to postpone the ITNS for this year.

ASLIA would like to acknowledge the sponsors for this year's NAC2016.

Premium Sponsors

Deaf Children Australia

Australian Communication Exchange

Auslan Services

Main Sponsors

ASTRA – Australian Subscription Television and Radio Association

NAATI

The Deaf Society of NSW

NABS

Vicdeaf

Supporter Sponsors

NRS

Deaf Can:Do

Word of Mouth Technology

NAC2016 Conference Convenor Report

2015/16 saw the ASLIA Executive Council make a historic decision to jointly host the first-ever National Auslan Conference in partnership with Deaf Australia.

Traditionally Auslan interpreters from all over Australia and neighbouring Pacific nations have come together on an annual or biannual basis for ASLIA's signature event – the ASLIA National Conference. The last ANC was held two years ago, so a 2016 Conference was definitely on the cards.

What prompted this significant departure from tradition was the coincidental confluence of some major milestones – the 25th anniversary of ASLIA National, the 30th anniversary of ASLIA Victoria and, serendipitously, the 30th anniversary of Deaf Australia – making 2016 a historic year in its own right!

Whilst there are undoubtedly significant differences between the two NAC 2016 host organisations in terms of vision, mission, membership and strategic direction, it was felt there was sufficient synergy and shared values to make this an opportunity that should not be missed. Both organisations enthusiastically embraced the idea, signed a formal NAC 2016 Agreement, grasped the nettle and rolled up their sleeves to make it all happen.

A joint NAC 2016 Organising Committee comprising ASLIA and Deaf Australia members was established in October 2015, portfolio responsibilities allocated and agreement reached on the critical Conference Convenor and OC Chair roles. And though there have been a few glitches, changes in personnel, communication breakdowns and other challenges along the way, it has pretty much been full steam ahead for a past few months.

As the 2015/16 financial year drew to a close the NAC 2016 OC was really ramping up, with additional skilled resources, "specialist" volunteers, improved communication/coordination and greater momentum. And the Conference itself was finally starting to take shape.

The 2016 National Auslan Conference will be an event for everyone, from the Friday night "Australia's Biggest Deaf Club" Conference launch for the entire Deaf community to two days of quality presentations that span the interests and imperatives of all participants and offer the latest insights into the "New Era".

ASLIA National is very proud to be hosting and driving this special Event in cooperation with our Conference partners and is confident it will be truly memorable for ASLIA members and Deaf people alike.





Interpreter of the Year Awards

Since 2007 we have been acknowledging our members via the Interpreter of the Year Awards (IOTY). Over the years we have seen many celebrations, awards given, speeches made and company enjoyed.

During this time we have also seen our profession grow and develop and attitudes change as the industry progresses. We believe it is our responsibility to stay abreast of such changes and respond appropriately.

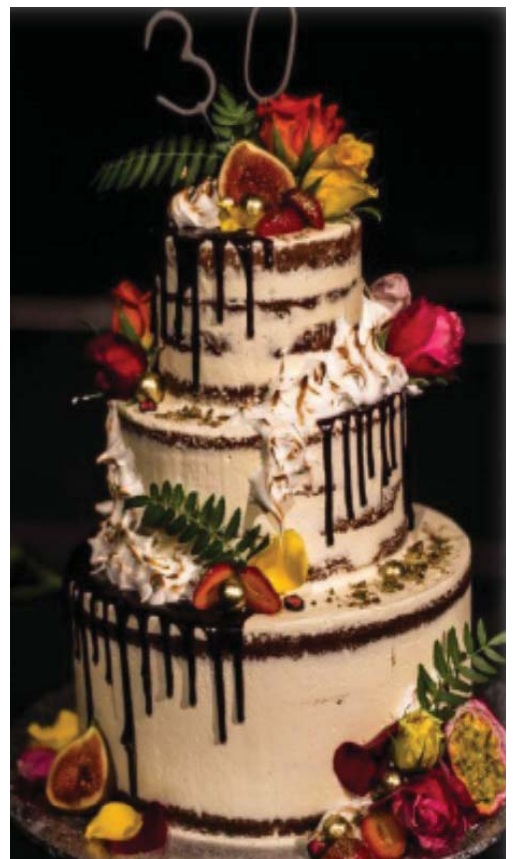
After surveying our membership and speaking with our state associations and supporters, in the first half of 2016, ASLIA announced the decision to leave behind the IOTY awards and look to a new way to honour and celebrate our membership while continuing the already existing programs of the JW Flynn Oration and Life Membership opportunities. This was a direct response from the voices of our members.

This decision meant that state associations and members were invited to consider how they would like to celebrate locally. While it is true that there will no longer be a national IOTY award, state associations have been free to continue the tradition in a new way or develop something of their own knowing that it would be a state based celebration which would not progress to a national event.

This year we have seen some states create a revamped version of the IOTY, while others celebrated their birthday in incredible style! The most wonderful outcome is seeing interpreting colleagues and the Deaf community coming together to acknowledge the contribution interpreters make to the Deaf Community and to the wider community.

While, in some ways, it is sad to see the end of Interpreter of the Year Awards, it is ASLIA's understanding that our membership seeks a new way to come together in celebration and acknowledge the important part we play in providing Deaf people with social equality. In 2018, at our next ASLIA National Conference and beyond, we look forward to developing the next evolution of the awards, and will continue to find ways for our membership to celebrate each other and our achievements as an association and profession.





Communications and Website

ASLIA communications have been supported and enhanced by the incredibly dedicated dynamic duo of Karen Boocock and Paul Heuston. Every month ASLIA is able to send out a monthly e-update to members with news, information, stories and advertisements about our profession, our local community and from abroad. We are humbly indebted to these two talented people. Part way through the past year members would have noticed a change in the format and structure of the e-update. The editorial team have managed to churn out monthly editions and still ask the question, "How can we do this better". In fact they did. Members should look forward to the continued efforts of the editorial team into 2017.

The ASLIA website was launched at the AGM on 9th October 2015 in Hobart Tasmania. Since then members have been able to easily and securely purchase their membership and other products by the click of their mouse or tap of their finger. In fact the first membership was bought at the AGM!

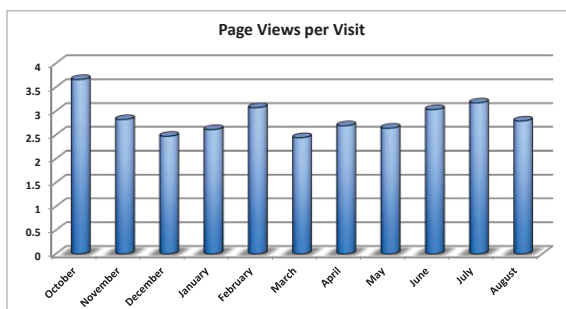
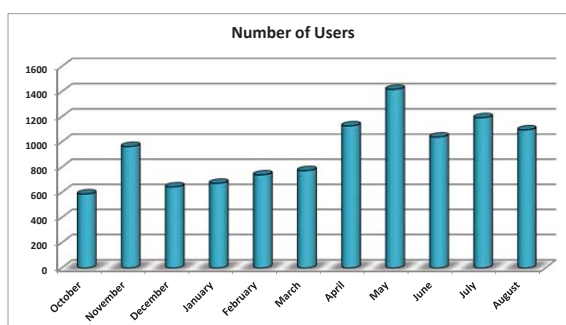
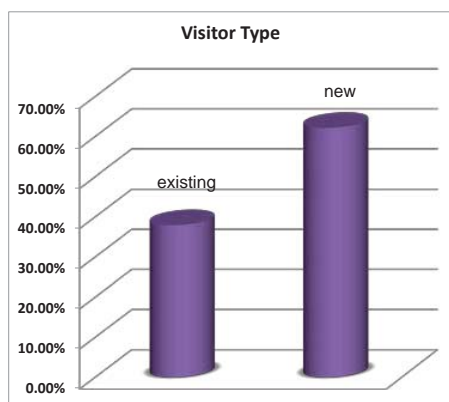
The new website was a culmination of several months of work, planning and consultation. A number of state branch representatives contributed to the initial structure and content with others such as Teresa Cumpston-Bird contributing later in the year. Training has been provided to key members of state associations to enable them the capacity to upload local content for their members.

In the initial planning phase the launch date was set for November-December however our previous web hosting service informed us that hosting service fees were due in October thus bringing forward our launch date. Subsequently a number of pages and functions were not quite ready but have now been populated with content and functions.

Our new website has offered a number of financial and non-financial benefits that the previous website did not. They include:

- Service host fees saving of 20%
- First year host services free
- Members can renew membership online via the secure payment gateway
- Products available for purchase
- An easy to use and maintain national calendar of events
- Automated notifications
- Huge reduction in administration time
- Members can easily update the directory themselves
- Elimination of content redundancy and duplication
- State branches not needing their own website
- Capacity of social media functions such as integration to Facebook, Twitter and a blogging space

Like any website maintenance is the key to keeping people interested, engaged and actively looking at a number of pages. One area of work we recognize that improvement is needed is offering content translated into Auslan. We are disappointed that we have not been able to progress this type of activity further.



Membership

As at August 17 ASLIA has 378 members, of which 108 are Associate members, 260 are Ordinary members. The remaining 10 is made up of Honorary and Corporate members.

Key Stakeholders

One of the most important aspects of our work is that of maintaining relationships with key stakeholders to and of our organization.

NAATI

Mark Painting took over the role of CEO early in 2016 and has continued to have open dialogue with ASLIA regarding the move to recertification. We look forward to continuing this very important relationship with NAATI by participating in a collaborative working group with AUSIT to ensure a robust scheme into the future.

NAATI have been fully supportive of our development and impending implementation of a Social Media policy by giving valuable feedback to ensure we have a workable policy.

AUSIT

With new President Dr Sandra Hale, we continue to work together and collaborate with all things interpreting. An Ethical Standards Committee has been formed to move along and feed into the respective policies owned by both Associations.

The FIT Conference due to held in Queensland in 2017 is another collaborative Conference where both AUSIT and ASLIA will showcase new and emerging research in the TI landscape.

Professionals Australia

Recent changes to employment conditions and wages has seen a resurgence of interest in industrial relations matters for our profession. ASLIA has been supporting members individually and with group activities to gather information and guidance from Professionals Australia. These significant changes are the beginning of further changes to come within the NDIS framework and NABS was the first agency to pass on some of these changes. Professional Australia is now more than ever an important stakeholder for Auslan-English interpreters. ASLIA will continue to foster this relationship into next year. ASLIA members are encouraged to become members of PA in order to strengthen their ability to support our members.

WASLI – Australasia / Oceania Regional Representative Report

Angela Murray

I took over the position of regional representative at the WASLI conference in Turkey, July 2015. During the pre-conference workshops the new regional representatives met with delegates from their region who were present to discuss the work of WASLI in their region. The very small group of Austroceania met outlined goals for WASLI Austroceania to work on. The goals and their progress are listed below.

1. Find the strategic plan/goals from the previous term. Follow up on anything and if necessary update. The new strategic plan reflects a few different aims:

seeking funding for a needs analysis to be conducted and develop a long term training plan for targeted areas in the region. This plan has been developed by Philip Waters amongst a larger proposal titled 'Pacific Regional Inclusion and Development of Deaf People'. WASLI Oceania is mostly supportive of this and are awaiting consultation with WFD and other key stakeholders. Funding the delivery of this proposal is still yet to be sought. I will continue to work with Philip and this proposal over the coming year.

2. Continue to keep open the channels of communication with the network of interpreters (representatives from each country) throughout our region. Communicating with interpreter representatives from all of the countries in my region has been challenging but I am persevering. A Facebook page just for the country representatives from our region is being used to share photos and talk about different things happening in our Deaf and interpreter communities.

A couple of regional meetings via Skype have been held but with an unfortunately low turn out. Gael Seru, the representative from Fiji from her travels has been very helpful by keeping me up to date.

Common themes from interpreters include training, payment for services and advocacy. Fijian interpreters have received the most training and are paid for their work. The profession is not widely recognised however and interpreters are often not paid or are working under a different job title such as teacher. For some countries there is no mutually intelligible sign language and no real Deaf community. The area of advocacy is particularly challenging, because a number of emerging countries who have signed the UNCRPD are not practising it.

In addition to this goal I have been in touch with Kyle Miers, the WFD Secretariat for Austroceania. I had the opportunity to represent WASLI at the NZSL in Action Awards evening on the 14th May in Wellington. Deaf Aotearoa (the Deaf association of New Zealand) were celebrating 10 years of NZ Sign Language being an official language of NZ and were hosting the WFD 110th board meeting in Wellington.

3. Open up channels of communication between ASLIA and SLIANZ and facilitate collaboration and sharing of resources and information - between each other and to other countries in our region. Particularly in reference to joint funding bids, combined fundraising efforts, sharing international speakers, sharing resources.

For a variety of reasons the presidents of both associations have not had many exchanges. Attending CoF meetings has been a good way to keep up to date but CoF activities have slowed over the past year.

I represented WASLI at the SLIANZ National conference in Auckland (NZ) in July and will represent WASLI at the upcoming National Auslan Conference in Melbourne in October. I hope to be able to spend time with the ASLIA president and those who have expressed an interest in WASLI Oceania and supporting the goal for a regional conference in Fiji.





Training and Professional Development

At a national level ASLIA recognises that professional development and training is a combination of facilitating, informing and encouraging the membership in the area of PD activity to assist them in meeting their certification requirements. The state associations are the key to providing our members with the on-going support they need to develop and enhance their skills. Aside from the ever-present suite of Interpret-Ed training modules available on our website, the EC of the past year, sadly, has not been in a position to design, develop and maintain a regular line of professional development activities and training. We recognize that our commitment to training and professional development is better placed to support our state branches in a variety of other ways.

This does not mean however that ASLIA is seeking to relegate our obligation in full. Rather we need to work towards better models of this commitment in order to best serve our members. Our state branches are the interface with members and we ought to better recognize this relationship in more meaningful and tangible ways.

NSW

Friday 11th December, 2015

End of Year Party - social event

Joint event with Auslan Services, Deaf Society NSW and ASLIA NSW

Friday 29th January, 2016

2016 Strategic Plan Launch

Presentation from Colin Allen re: WFD and their collaborative work with WASLI

Followed by fun fingerspelling challenge and strategy discussion

Saturday 20th February, 2016

Deaf Interpreter Workshop

Facilitated by Stephanie Linder

Friday 11th March, 2016

Local Pub Night - social event

Held concurrently across 4 locations

Friday 8th April, 2016

ASLIA NSW Extraordinary Meeting

Followed by TISLR12 presentation by Dani Fried

Friday 27th and Saturday 28th May, 2016

NDIS: A New Landscape for our Profession

Friday - Facilitated by David McQuiggin with presentation from NDIA

Saturday - Facilitated by Chevvy Sweeney

Saturday 2nd July, 2016

ASLIA NSW Awards Night - social event

Saturday 27th August, 2016

Religious Interpreting and Frozen Texts

Facilitated by Nicole Clark

Friday 23rd September, 2016

AGM

Followed by presentation from ASLIA TBC

SA

Getting Games Ready 5th December 2015 – Paul Heuston and guests.

Paul introduced interpreting in sports and other related settings, and the Australian Deaf Games environment. In the afternoon guests from the Cricket Association, SA Deaf Cricket team (Brenton Lillecrapp), Netball Umpire's Association, SA Deaf Netball (Kym and Eleanor Jacob) explained their sports' rules and terminology, and participants practiced interpreting via role playing typical sporting situations that might arise at the Games.

Attendees: 10 interpreters, including 1 from Tasmania.

Ethics Workshop 5th August 2016 – ASLIA SA with Caroline Conlon.

Sarah Bird, Caroline Conlon and Amy Blaylock presented an outline of the ASLIA Code of Ethics and three short role plays contrasting ethical and unethical conduct, facilitating discussion with the audience of Deaf people and interpreters about the interpreters' behaviours, consequences and the importance of ongoing conversations within our communities about ethics. We also collected stories of past experience of unethical interpreter behaviours (anonymous) to incorporate into our future conversations and training with members. Attendees: 17 Deaf community members, 5 interpreters from ASLIA Committee, 5 TAFE students, 1 interested hearing.

Victoria

November 201	Christmas Carols Workshop	Auslan Stage Left
December 2015	Interagency End of Year Celebration	Auslan Services
		Echo Interpreting
		Auslan Connections
January 2016	Interpreters working in Educational Settings	VDEI
February 2016	Sign Karaoke	Auslan Stage Left
March 2016	Comedy Interpreting Workshop	Auslan Stage Left
March 2016	Case Study Series - Sunshine	Auslan Services
March 2016	Deaf Education Forum	Deaf Victoria
	Disability Discrimination Legal Service	
April 2016	Deafblind World Workshop	Deafblind Victoria
May 2016	Case Study Series - Blackburn	Auslan Services
May 2016	ASLIA Vic 30 year Anniversary Celebration	-
June 2016	Auslan to English Skills Workshop	-
June 2016	Case Study Series – Geelong	Auslan Services
July 2016	Medical Interpreting	AUSIT
		Auslan Connections
July 2016	NABS/NDIS/DSS Forum	Deaf Victoria
August 2016	Professionals Australia Information session	ASLIA & State Branches
August 2016	Deaf Aboriginal and Torres Strait Islander Awareness Training	-
August 2016	ASLIA Vic AGM -	
	Guest Speaker – Alastair McEwin	-
September 2016	Case Study Series -Seaford	Auslan Services
September 2016	Team Interpreting Workshop	-
October 2016	Mentor Training	-
October 2016	Professional Conduct Forum	-
October 2016	Interpreter Trainer's Roundtable	-
October 2016	Humour in the Workplace – Jules Dickinson	-

Webinars created and available for sale on ASLIA Website:

*Introduction to DC-S *Interpreting in Educational Settings (Debra Russell) *Educational Interpreting – Skills, Ethics and Dynamic Equivalence (Dr. Maree Madden) *Occupational Health and Safety for Sign Language Interprets (Dr. Maree Madden)

Policies

In 2016 ASLIA has placed many irons in the fire and two of them have been around policies that will guide our work. The use of Social Media is often viewed in negative ways but our members and the Deaf community can also benefit too. ASLIA has gathered input and foundational work in the area of writing a social media policy. We expect this work to continue into 2017. This policy is and has always been due to be released at NAC and it will be ready.

The other policy is related to Deaf Interpreting. Our policy on this important emerging area of our work has been guided by Dr Lori Whynot, chair of the DI sub-committee. Lori has worked closely with NAATI and DI's around Australia to bring this piece of work to a point where ASLIA will be able to release it very shortly.

ASLIA Governance and Re-Structure

As with previous years, identifying and attracting new EC members has continued to be a challenge. The EC has been challenged to address these issues to ensure the future of ASLIA's ongoing operations and viability. Thus we embarked upon an ambitious plan to propose a new structure for the organization in order to strengthen ASLIA from the ground up. ASLIA is a member organization who exists, operates and provides activity and support for its members. The current structure is in many ways disenfranchising for members and we have recognized this by forging a path to re-vitalise the organization. In fact for ASLIA to fulfill its mission and vision, we strongly believe, change is necessary.

The current structure of ASLIA Inc.

	State Branches x 5	ASLIA Inc. National
Governance	<ul style="list-style-type: none"> • Constitution • State reporting requirements • Regulatory & financial accountability • Strategic and Op plans 	<ul style="list-style-type: none"> • Constitution • Federal reporting requirements • Regulatory & financial accountability • Strategic and Op plans
Income	<ul style="list-style-type: none"> • 80% of branch membership fees • Locally raised income (PD, events, sales etc.) • Some branches are able to attract state government financial support 	<ul style="list-style-type: none"> • 20% of membership fees • Nationally raised income (PD, events, sales etc.) • National sponsors /partners
Functions	<ul style="list-style-type: none"> • State committees • State events • State sponsors/supporters/ lobbying • State PD • Develop state strategic plans and Op plans • Fundraising 	<ul style="list-style-type: none"> • National Exec Committee • National events and conferences • National sponsors and supporters • Website incl. events and store • Membership records, fees & distribution • Develop national strategic and operational plans • Insurance

Current Issues

- ASLIA Inc Executive Committee
- Small under-resourced national committee
- Volunteer committee cannot operate during business hours
- States want faster, more responsive action from national committee
- Representative council is not working
- State representatives are not an effective communications conduit between states and national – no authority, limited role, not always participating or engaged
- Limited communications between some state branches and ASLIA national
- Strategic networking, corporate negotiations and lobbying activities are difficult out of hours
- ASLIA State Branches
- Each state branch has to find a Management Committee to deliver:
 - Management committee meetings
 - Statutory and financial reporting and auditing
 - Develop and maintain constitutions and regulations
 - Strategic plans and annual operational plan
 - PD and events planning for members
 - Ongoing member support
- Massive duplication of effort (everything X 5)
- States with fewer members may have difficulty – less funds, fewer resources
- Focus should be on member services and support, not on administration and compliance overheads
- The smaller states and territories that can't carry the administrative overhead fold – and members don't have services and support
- State branches don't have an effective input into strategies and plans of ASLIA national
- ASLIA Strategy
- Each state does it's own thing – no coordination or cohesion
- Strategic plans are not interrelated and consistent
- State branch to national
- Between state branches
- Great potential for duplication of effort (possibly competition)
- The big picture could be 'lost' if left to under-resourced ASLIA national without integrated strategies from the states
- External bodies (governments, industry bodies, sponsors and funders) do not see a clearly articulated, well presented and unified strategy coming from ASLIA Inc. Opportunities to leverage influence as a national body is lost

In addition ASLIA will establish a process to recruit a national manager to perform administrative and coordinating functions. This position will then lend support to state branches and reduce or eliminate secretariat functions from each state associations committee. Ongoing work is being done to ensure appropriate employment compliance and HR processes are followed.

Administration

In 2016 the ASLIA EC decided to move away from DropBox as a repository and file sharing mechanism for EC business and functions and take up residence in Google Drive. This has proven to be a successful choice because Google Drive can offer 15GB of storage space compared to the 2GB DropBox can offer for free.

The new website also resulted in a shift to the popular MailChimp email distribution service which again has proven to be a positive move. MailChimp is easy to use and provides a clean, modern and integrated interface with a wide range of email templates and styles.

Financial Report for the Year ended 30th June 2016

AUSTRALIAN SIGN LANGUAGE INTERPRETERS' ASSOCIATION

BALANCE SHEET AS OF 30 JUNE 2016

	Jun 30 2016	Jun 30 2015
	AUD\$	AUD\$
ASSETS		
Current Assets		
Bank Accounts		
Bank - Everyday Account	17,467.45	38,519.73
Bank - Savings	100,000.00	70,000.00
Total Bank Accounts	117,467.45	108,519.73
Accounts Receivable	-	1,577.70
Total Current Assets	117,467.45	110,097.43
TOTAL ASSETS	117,467.45	110,097.43
LIABILITIES		
Current Liabilities		
ASLIA Creditor	2,272.00	2,180.00
ASLIA TAS Funds Held	2,987.86	-
Total Current Liabilities	5,259.86	2,180.00
TOTAL LIABILITIES	5,259.86	2,180.00
NET ASSETS	112,207.59	107,917.43
EQUITY		
Opening Bal Equity	129,750.06	129,750.06
Retained Earnings	- 21,832.63	- 25,463.77
Net Income	4,290.16	3,631.14
TOTAL EQUITY	112,207.59	107,917.43

AUSTRALIAN SIGN LANGUAGE INTERPRETERS' ASSOCIATION

INCOME AND EXPENDITURES STATEMENT FOR THE YEAR JULY 2015 TO JUNE 2016

	<u>Jul 15 - Jun 16</u>	<u>Jul 14 - Jun 15</u>
	AUD\$	AUD\$
INCOME		
ASLIA funds	-	1,395.22
Bank interest	1,070.12	1,277.01
COF - Donations	1,468.65	2,998.54
DVD sales	-	6,567.10
Grants	-	14,561.25
Interpret-Ed	1,273.95	1,201.62
Membership fees	38,092.45	32,940.00
Registration fee		
registration fee - Other		68,082.13
Total registration fee	-	68,082.13
Sponsorships	-	14,063.77
TOTAL INCOME	41,905.17	143,086.64

13-September-2016

To the members
Australian Sign Language Interpreters Association

I have reviewed the financial records and supporting documents of the Australian Sign Language Interpreters' Association (ASLIA) for the year ending 30th June 2016.

The Committee is responsible for the preparation and presentation of the accounts and the information they contain.

The review involved the examination on a test basis of supporting documentation with the transactions within the bank statements.

Based on the information supplied to me, the financial report presents fairly the income and expenditure for the 12 months ended 30th June 2016.


WINNIE DONG (CPA)



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